# REPORT

OF THE

# U. P. PAY RATIONALIZATION COMMITTEE

# (1964-65)

GOVERNMENT OF UTTAR PRADESH
FINANCE (G-1) DEPARTMENT

No. G-1—1474/X—137-1965

*Lucknow, dated July 29, 1965.*

# RESOLUTION

READ—THE REPORT OF THE U. P. PAY RATIONALIZATION COMMITTEE, 1964-65

OBSERVATIONS———————Government have carefully considered the report of the Pay Rationalization Committee in respect of new scales of pay, the method of fixation of pay, dearness allowance, city compensatory allowance, high altitude allowance, house rent allowance, travelling and daily allowances, educational and medical benefits, leave and pensionary benefits including the family pension, provident fund and other amenities and have generally accepted the recommendations made by them subject to the following:

(1) Detailed orders on each subject will be issued separately through the respective departments.

(2) The revised scales of pay as recommended by the Committee for the various grades and posts be accepted. Orders regarding application of the new scales of pay will be issued through the appropriate departments.

(3) The principle of fixation of pay will be as recommended by the Committee and the detailed orders on the subject will be issued separately. Dearness allowance as well as the interim relief at the existing rates will discontinue in the case of those government servants who elect the new scales of pay.

(4) Since the question of rationalization of pay of the non-gazetted police personnel, excepting those whose cases had been referred to the Committee, was outside the purview of the Pay Rationalization Committee, the revised scales of pay or dearness allowance or other concessions recommended by the Committee will not automatically apply to them and orders in this regard will be issued separately.

(5) With the adoption of the new scales of pay as recommended by the Committee, special pays under Fundamental Rule 9 (25), Financial Handbook, Volume II, Part II, will be

continued only in cases specified by the Committee. The special pays under this rule granted in other cases will be held in abeyance pending further orders in each case after examination as recommended by the Committee. In cases where grant of special pay under Fundamental Rule 9 (25), *ibid*, will be found justified, it will be granted to the incumbents of the posts with effect from the date from which it has been kept in abeyance. Special pays granted under Fundamental Rule 9 (25), *ibid,* to the members of the Services whose pay and emoluments were not within the purview of the Pay Rationalization Committee will continue. Special pay of officers of the various departments in the Secretariat will also continue.

(6) Dearness allowance at the rates recommended by the Committee will be admissible to those drawing pay up to Rs.900 per mensem in the revised scales of pay.

(7) City Compensatory Allowance will be allowed to those government servants whose pay does not exceed Rs.500 per mensem.

(8) Educational assistance will be admissible to those government servants who are drawing pay up to Rs.100 p.m. only.

(9) High altitude allowance at the rates recommended by the Committee will be sanctioned, subject, however, to the condition that it will not be admissible to those drawing a pay of more than Rs.900 p.m.

(10) Orders regarding the revision of scales of pay of the Pradeshik Medical Service and the Pradeshik Health Service as also the teaching staff of the Medical Colleges will be issued separately after a decision on the continuance of private practice by them is taken.

(11) Further recruitment to Government service as well as confirmation of the existing temporary employees will be made in the new scales of pay.

(12) Government servants who are in service on the date of issue of these orders will be given an option either to elect the new scales of pay or to continue in their existing scales of pay. Those employees who do not elect the new scales of pay will not be entitled to the benefits in respect of leave and pension which may accrue as a result of the recommendations made by the Committee in this regard.

(13) Retirement benefits will be admissible excluding proposals regarding the family pension scheme.

(14) New scales of pay and rates of dearness allowance will come into effect from April 1, 1965. City Compensatory allowance and other allowances, such as House Rent allowance, travelling and daily allowances, etc., will come in force with effect from August 1, 1965 while the retirement benefits will be allowed with effect from April 1, 1965 or any subsequent date from which the government servant opts for the new scale, whichever is later.

2. The Government wish to convey their thanks to the Chairman, Members and the Secretary of the Pay Rationalization Committee for having dealt expeditiously with the many vital problems with which they were confronted. Without their patience and industry, the Report which is of such value to Government could not have been prepared within such a short time.

ORDER——Ordered that the resolution together with the Report be published in the *Uttar Pradesh Gazette* for general information.

Ordered also that copies of the report and of the Resolution be released for sale to the service associations, local bodies, aided institutions and the public.

By order,

M. L. DAVE,

*Special Secretary.*

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No. G-1—1474 (i)/X—137-65

COPY, together with a copy of the Report, forwarded to all Heads of Departments and Principal Heads of offices in Uttar Pradesh for information and necessary action.

COPY, with a copy of the Report, also forwarded to all Departments of the Secretariat for information and necessary action.

COPY, with a copy of the Report, forwarded to the Accountant General, U. P., Allahabad, for information and necessary action.

By order,

V. K. DIKSHIT,

*Deputy Secretary.*

## ERRATA

*PART I*

| | | |
|---|---|---|
| Page 3, para 10, line 4 | .. | *Add* an apostrophe (') *after* the word "Employees". |
| Page 11, para 8, line 5 | .. | *For* the word "was" *read* "be". |
| line 9 | .. | *Put* the words "their present" within inverted commas. |
| Page 11, para 9 .. | .. | *Put* sub-paras (1) to (4) within inverted commas. |
| Page 13, para 17, line 4 | .. | *Insert* a hyphen (-) *between* the word "down" and the word "grading". |
| Page 16, para 2, line 7 | .. | *For* the word "was" *read* "were". |
| Page 25, para 27, lines 7 and 8 | .. | *For* the words "persons of categories of services" *read* "posts or categories or services". |
| Page 26, para 1 line 18 | .. | The word "State" should begin with a small letter instead of capital letter. |
| last line | .. | *For* the words "expediency" and "possible" *read* "expedient" and "necessary" respectively. |
| Page 30, para 7, line 12 | .. | *For* the word "are" *read* "is". |
| Page 31, para 10, last line | .. | *For* the words "currency inflation" *read* "money supply". |
| Page 32, para 10, last line | .. | *For* the word "present" *read* "represent". |
| Page 33, para 13, line 23 | .. | *For* the word "presumed" *read* "presume". |
| Page 34, para 1, line 3 | .. | *For* the word "coglomorate" *read* "conglomeration." |
| Page 36, para 3, line 10 | .. | *Add* the words and figures "which would now be Rs.250—750," *after* the figures "Rs.250—700.". |
| Page 37, para 3, line 7 | .. | *For* the word "those" *read* "these". |
| Page 41, para 17, line 7 | .. | *Delete* the word "also". |
| Page 42, para 19, line 7 | .. | *Delete* the words "at present". |
| para 20, line 2 | .. | *For* the words "Medical Officer in a" *read* "a Medical Officer in". |

| | | |
|---|---|---|
| Page 43, para 21, line 5 | .. | *For* the words "a scale" *read* "the scale." |
| line 6 | .. | *For* the word "allowances" *read* "allowance". |
| Page 44, para 28, line 2 | .. | *For* the word "Education" *read* "Educational". |
| Page 45, para 33, line 3 | .. | *For* the words and figures "is in the scale of Rs.1,000—1,500 and also" *read* "who is also in the scale of Rs.1,000—1,500". |
| line 5 | .. | *For* the figure "500" *read* "550". |
| Page 46, para 34, line 4 | .. | *Insert* the word "of" *between* the word "pay" and the figure "Rs. 325". |
| Page 48, para 2, line 11 | .. | *Insert* the words "barring one post here and another post there" *between* ' 'but" and "whatever". |
| Page 50, para 7, line 6 | .. | *Add* a comma (,) *after* the word "Service". |
| line 9 | .. | *Add* a comma (,) *after* the word "recruitment". |
| line 10 | .. | *For* the word "structure" *read* "structures". |
| line 11 | .. | *Insert* the word "a" *between* the words "of" and "common". |
| last but one line | .. | *Add* a comma (,) each *after* the words "suggest" and "hand". |
| Page 51, line 2 | .. | *For* the words "There are some other" *read* "But there are". |
| line 4 | .. | *For* the words "administrative services" *read* "Administrative Service". |
| line 11 | .. | *For* the word "a" occurring *after* the word "place" *read* "the". |
| line 13 | .. | *Delete* the comma (,) *after* the word "satisfied". |
| line 14 | .. | *For* the word "level" *read* "levels". |
| line 15 | .. | *For* the words "of Class I Scientific Service" *read* "of the Class I Scientific Services". |
| Page 54, line 2 | .. | *For* the figure "2,500" *read* "2,250". |
| line 13 | .. | *For* the first word of this line *read* "I" *la* |

| | | | |
|---|---|---|---|
| Page 56, para 1, sub-para (iii) | line 1 | .. | *For* the word "Office" *read* "Offices". |
| Page 57, | line 13 | .. | *For* the word "of" *read* "in". |
| para 4, | line 3 | .. | *For* the word "ensure" *read* "ensuring". |
| Page 59, para 8 | last but two lines | | *For* the word "Head Assistant" *read* "Head Assistants". |
| | last but one line | | *For* the word "Superintendent" *read* "Superintendents", and *insert* a comma (,) *after* the word "offices". |
| | last line | .. | *Add* a comma (,) *after* the figure "400". |
| Page 60, para 11, | line 3 | .. | *For* the word "assistant" *read* "assistants." |
| | line 4 | .. | *For* the word "post" *read* "posts". |
| Page 61, para 17, | line 1 | .. | *For* the word "appointed" *read* "required". |
| Page 62, para 18, | line 18 | | *Delete* the comma (,) *after* the figure "320". |
| Page 63, para 21, | last but one line | | *Add* a comma (,) *after* the words "as such". |
| para 24, | line 8 | .. | *For* the words and figures "or Rs.75—120 is Rs.100—180" *read* "or Rs.75—120 is generally Rs.100—180". |
| | last but two lines | | *For* the word "same" *read* "some". |
| Page 65, para 3, | line 4 | .. | *For* the word "required" *read* "require". |
| Page 66, para 7, | line 9 | .. | *For* the word "with" *read* "in". |
| Page 68, para 13, | line 4 | .. | *Add* the word "open" *after* the word "promotion". |
| para 14, | line 10 | .. | *For* the word "a" *read* "the". |
| Page 69, para 18, | line 4 | .. | *For* the words "one and a half-years" *read* "one year and a half". |
| Page 71, para 3, | line 2 | .. | *Delete* the comma (,) *after* the word "justify". |
| Page 74, para 6, | last but one line | | *For* the word "in" *read* "with". |
| Page 75, para 12, | last line | .. | *Delete* the comma (,) *after* the word "qualification". |

| | | |
|---|---|---|
| Page 78, para 4, line 1 | .. | *Add* the words "Working Class Consumers' " *after* the words "Figures relating to the". |
| Page 80, para 9, line 4 | .. | *For* the word "at" *read* "of". |
| Page 81, para 10, line 5 | .. | *Add* the word "to" before the figure "Rs.80." |
| para 12, line 4 | .. | *Insert* a hyphen (-) *between* the words "five" and "mile". |
| Page 82, para 13, line 2 | .. | *Delete* the "comma" (,) *after* the word "admissible". |
| Page 89, para 14, last but two lines | | *For* the word "his" *read* "the". |
| Page 92, para 3, line 3 | .. | *Add* a comma (,) *after* the word "employees". |
| para 3, last but one line | .. | *Add* the word "to" *after* the word "them". |
| last line | .. | *Insert* a hyphen (-) *between* the words "interest" and "free". |
| Page 95, para 7, line 2 | .. | *For* the word "ensures" *read* "ensure". |
| lines 9 and 11 | .. | *Add* a comma (,) each *after* the words "dimensions" and "future". |
| line 16 | .. | *Add* the word "Constables," *before* the the words "Head Constables". |
| Page 96, sub-para (i) line 6 | .. | *Add* the word "and" *before* the word "mechanical". |
| para 11, line 1 | .. | *For* the words "appear to be unexceptionable to us" *read* "appear to us to be unexceptionable". |
| line 19 | .. | *For* the word "employee" *read* "employees". |
| Page 97, para 12, line 8 | .. | *For* the word "emoluments" *read* "pay". |
| para 13, line 6 | .. | *Add* a comma (,) *after* the word "allotted". |
| line 18 | .. | *For* the last word "to" in this line *read* "in". |
| line 19 | .. | *For* the word "recommend" *read* "recommending". |

| | | |
|---|---|---|
| Page 98, | line 3 | .. *Delete* the word "for". |
| | line 5 | .. *Add* the word "the" *after* the word "subject to". .. |
| | line 6 | .. *For* the word "conidtins" *read* "conditions" |
| Page 98, para 14, | line 7 | .. *Delete* the comma (,) *after* the word "above". |
| | line 8 | .. *Add* a comma (,) *after* the words "five lakhs". |
| Page 99, para 16, | line 7 | .. *Add* a comma (,) *after* the words "for Government servants". |
| para 17, | line 10 | .. *For* the word "servant" *reaa* servants. |
| Page 107, | lines 11 and 12 | .. *For* the words "In this connection Government may like to examine the scheme" *read* "Under the scheme". |
| | line 14 | .. *Substitute* the fullstop (.) *after* the letter "J" with a comma (,) and *delete* the words "Under this Scheme" in this line. |
| Page 110, | line 1 | .. *Add* a comma (,) *after* the word "employees". |
| Page 113, para 3, | line 5 | .. *Delete* the word "further". |
| para 4, | line 10 | .. *Add* the word "large" *after* the word "earmark". |
| Page 120, para 9, | line 6 | .. *Add* the word "pay" *after* the word "average". |
| Page 125, para 29, | last line | .. *Add* a comma (,) *after* the word "and". |
| Page 134, | line 4 | .. *For* the words and figure "Pay of Rs.200" *read* "Pay Rs.200". |
| Page 135, para 16, in lines 4 and 9 of the proviso | | *Add* a comma (,) each after the words "servant" and "scheme". |
| Page 139, | line 23 | .. The word "fund" should begin with a capital letter *instead* of a small letter. |
| Page 141, para 9, | line 1 | .. *For* the word "subscription" *read* "sub scriptions". |

| | | |
|---|---|---|
| Page 143, para 4, | line 2 | .. *Add* the word "Second" *before* the word "Central". |
| | line 3 | .. *Add* a colon (:) *after* the word "observed". |
| | line 6 | .. *Put* inverted commas *after* the word "shortsighted". |
| | line 9 | .. *Delete* the inverted commas *after* the word "employees". |
| para 6, | last but two lines | .. *Insert* a hyphen (-) *between* the words "grant" and "in-aid". |
| Page 144, para 7, | line 13 | .. *Add* a comma (,) *after* the word "canteens". |
| para 9, | line 6 | .. *For* the word "and" at the end of the line *read* "or". |
| | line 9 | .. *Delete* the hyphen (-) *between* the words "closed" and "days". |
| Page 147, | line 1 | .. *Insert* a comma (,) *after* the word "Collectors". |
| para 15, | line 2 | .. *Add* the word "a" *after* the word "such". |
| Page 148, para 18, | line 1 | .. *For* the word "patwari" *read* "Patwaris". |
| Page 149, para 22, | line 4 | .. *For* the figure "300 k.m." *read* "250 miles". |
| Page 154, para 10, | lines 16 and 19 | *Delete* the comma (,) *after* the figures "1960-61". |
| Page 161, para 4, | line 5 | .. *Delete* the word "it". |
| Page 163, | line 2 | .. *Add* the word "that" *after* the word "suggest". |
| | line 3 | .. *Add* the word "effect" *after* the word "given". |
| Page 165, para 7, | line 7 | .. *Add* a comma (,) *after* the word "production". |
| para 8, | last line | .. *Delete* the comma (,) *after* the word "practice". |
| Page 167, item no. 5 | | .. *For* "Chapter IV" *read* "Chapter V". |
| Page 169, item no. 17 | | .. *For* "para. 12" *read* "para. 8". |
| Page 171, item no. 35 | | .. *For* the word "emoluments" *read* "pay". |

PART II

| | |
|---|---|
| Page 136, item 17 | .. *For* the designation "Psychologist" in column 2 *read* "Mycologist". |

# REPORT

OF THE

# U. P. Pay Rationalization Committee

(1964-65)

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# PART I

# U. P. PAY RATIONALIZATION COMMITTEE, 1964-65

## GOVERNMENT OF UTTAR PRADESH

### Report

To

THE SPECIAL SECRETARY,
GOVERNMENT OF UTTAR PRADESH,
FINANCE DEPARTMENT.

We, having been appointed a Committee for the rationalization of the scales of pay and other conditions of service of various grades of the State Government employees under Government Resolution No. G-I-9/PC-X—300-1964, dated July 13, 1964, submit the following Report.

## CHAPTER I

### Introduction and Procedure

In his Budget speech for 1964-65, in the Legislature on February 13, 1964, the Minister-in-Charge of Finance announced Government's decision to appoint a Committee to rationalize the scales of pay and other conditions of service of Government servants in the following words :

> " The House is aware that the question of the revision of scales of pay of the government employees has been raised from time to time, both in the House as well as outside. Government have considered this question in all its aspects several times and have come to the conclusion that the scales of pay obtaining in this State are not out of consonance with those obtaining in many other States. Even so, Government have come to the conclusion that the time has now come when the scales of pay and other conditions of service of various grades of State Government employees need to be rationalised. It has accordingly been decided to appoint a Committee for this purpose very shortly."

2. Government by their Resolution, dated July 13, 1964 (reproduced in Annexure "A"), announced the constitution of this Committee. The Committee was originally required to submit its report by the middle of December, 1964 : this could not be possible, in view of the magnitude and complexity of the work and the time for submission of the report was extended by Government first up to April 30, 1965, and then up to July 31, 1965.

3. The first meeting of the Committee was held on August 12, 1964, when the draft of the Questionnaire (reproduced in Annexure "B") and the procedure to be followed by the Committee were settled. It was decided to send copies of the Questionnaire to Secretaries to Government, Heads of Departments, recognised Service Associations, Vice-Chancellors of the Universities in the State and eminent Economists and citizens.

4. The Questionnaire was issued on August 19, 1964, with the request that replies thereto should be sent so as to reach the Committee by September 21, 1964. This fact was also publicised through the press, so that all those who were interested in placing their views before the Committee could do so. Copies of the Questionnaire were also sent to all those who asked for it.

5. Secretaries to Government and Heads of Departments were informed that they could, if they so wished, send written memoranda containing their views about scales of pay and other matters falling within the terms of reference of the Committee.

6. In all 268 replies were received to the Questionnaire out of which 157 were received in time, while 111 were received late. Of the above, 165 replies were from Service Associations, both recognised and unrecognised. Out of these 46 replies were received beyond time. From Secretaries to Government, Heads of Departments and Heads of Offices, 72 replies were received out of which as many as 53 were received late. Thirty-one replies were received from other sources.

7. Before the formation of the Committee, Finance Department had issued a letter on June 9, 1964, to all Heads of Departments and Secretaries to Government requesting them to furnish factual information, as on April 1, 1964, according to a stated "pro forma", for use of the Committee, by July 31, 1964, but most of the Departments did not furnish the information in time. In some cases the information received was found to be incomplete and, therefore, the process of collecting factual information had to be continued much beyond the date fixed for collecting such data.

8. The Committee also decided to examine a certain category of people and in furtherance of that decision the Committee informed all Service Associations and others who had either sent replies to the Questionnaire or had submitted memoranda that in the event of any such Association or individual wanting to tender oral evidence they could do so in accordance with the undermentioned plan. The

recognised Service Associations were advised to send not more than three accredited representatives, while the unrecognised Service Associations were treated as individuals and, therefore, were asked to send only one representative. Although the last date fixed for communicating the names of representatives for giving oral evidence was fixed as September 21, 1964, yet all requests for permitting appearance for giving oral evidence received up to about the middle of November, 1964, were accommodated. Secretaries to Government and Heads of Departments were also requested to come before the Committee and help them with their views. Representatives of four Service Associations and two Heads of Departments, however, did not appear before the Committee for the above purpose.

9. The Committee started recording oral evidence from October 26, 1964, and completed it on February 22, 1965, and had 55 sittings for this purpose. In all 407 persons, consisting of 315 representatives of 110 recognised Service Associations, 19 representatives of as many unrecognised Service Associations, 43 Heads of Departments, 20 Secretaries to Government, 2 District Magistrates, 2 Economists, one Vice-Chancellor, the Accountant General, Uttar Pradesh, the Engineer-in-Chief, Irrigation Department, U. P., and three others appeared before the Committee. Names of the Service Associations and others who appeared before the Committee are given in Annexure "C". Two sets, in four volumes each, containing the proceedings of oral evidence are being forwarded to Government. In all we met 178 times, in which besides recording oral evidence, we discussed the various issues which arose for decision in order to formulate our recommendations.

10. We received considerable assistance and full co-operation from Secretaries to Government and Heads of Departments and we gratefully acknowledge this help and assistance. We are also thankful to the Employees Associations for their having so fully co-operated with us in our difficult task. Our thanks are also due to Dr. Ghananand Pande, Dr. Baljit Singh, Dr. A. N. Agarwal, Dr. S. Z. Hasan, Sri K. T. Mirchandani, Sri A. C. Mitra and Sri G. N. Kunzru who, at considerable personal inconvenience, willingly responded to our request for assistance and gave it.

11. We are conscious of the fact that in spite of our best efforts to make our Report as accurate as possible, there may have crept into it some inaccuracies or there may be some inadvertent omissions. Inaccuracies and omissions, when noticed, may be brought to the notice of Government for appropriate action.

## CHAPTER II

### Terms of Reference

We were appointed a Committee with the following terms of reference :

(i) To consider the existing structure of emoluments of the State Government employees (excluding the non-gazetted police personnel) and to recommend the changes, if any, which should be made therein with a view to reducing multiplicity of scales of pay, effecting rationalization and ensuring, as far as possible, equal emoluments for identical nature of duties and responsibilities.

(ii) In suggesting steps to be taken for effecting rationalization, the Committee should examine the desirability or otherwise of continuing special pays which were recommended by the earlier Pay Committee as additional remuneration to be given to the employees in lieu of scale of pay.

(iii) While making their recommendations as regards rationalization, the Committee should take into account the requirements of suitably qualified and trained personnel for the successful implementation of the plans with due regard to the resources position of the State. The Committee, while making their recommendation in this regard, should also take into consideration the level of emoluments admissible to equivalent grades in other States.

(iv) To examine and to suggest the extent to which amenities and other benefits, such as medical aid, retirement and extraordinary pension benefits, housing, educational facilities, etc., should be provided for increasing the efficiency of Government employees at all levels.

(v) To examine and tender advice on any other specific matters that may be referred to the Committee by the Government in the Finance Department.

2. It is not possible to fulfil the responsibility cast on the Committee without considering some of the fundamental questions regarding fixation of emoluments. The fact that ours was not a "Pay Committee" did not prevent us from augmenting or reducing the existing pay scales for the process of rationalization, in our view, permitted a certain amount of rebuilding of the pay structures though adhering to the existing structure as rationality permitted.

3. By far the most significant directive in our terms of reference was to effect "Rationalization". There are at present 343 effective scales of pay prevailing: with the result that persons of similar qualifications and doing similar work were drawing salaries in different scales of pay: in short there were in the prevailing structure considerable anomalies and disparities and there was no discernible basis on which, at least some of the scales had been fabricated.

4. A close analysis of the terms of reference is a necessity because unless that is done there was likely to be either some out-stepping of the bounds or some inadvertant omissions. We repeat that the first part of our terms enjoins a consideration of the existing structure of emoluments and to recommend changes, if any, with a view to—

(i) reducing multiplicity of scales;

(ii) effecting rationalization; and

(iii) ensuring, as far as possible, equal emoluments for identical nature of duties and responsibilities.

5. We skip here the second term of reference and refer to the third, because it relates to consideration of things and matters which centre round "rationalization", and in that context we have to consider the requirements of suitably qualified and trained personnel for the successful implementation of the plans. But in doing so we are counselled to suggest such emoluments for this category of personnel which could be sustained without straining the resources of the State. The Committee was also, in this connection, asked to keep in mind "the levels of emoluments" for equivalent grades in other States.

6. Rationalization of pay does lead to revision of pay scales, where necessary, and, therefore, our recommendations have resulted in revision of pay scales of most of the services or posts. Revision of pay scales is explict in regard to the emoluments of suitably qualified and trained personnel and we have done so, where considered necessary. No rationalization of pay structure would perhaps be possible without laying down certain principles or what we may call "norms" for working out the pattern of rationalized emoluments. The consideration of these questions means examination of certain general principles such as that of minimum and maximum wage, the concept of Government functioning as a model employer, etc. We have discussed these questions in a separate Chapter. We have been specifically asked to examine the desirability or otherwise of continuing special pays which have been granted, on the recommendations

of the last Pay Committee, in addition to pay in the time-scale of pay, instead of prescribing higher scales of pay for posts carrying duties and responsibilities of a higher order. As other special pays which are granted for specially arduous nature of duties or specific addition to work, etc., also form part of emoluments of Government servants, we have made specific recommendations in regard to such special pays also.

7. In G. O. No. G-I-2126/X, dated October 3, 1964 (Annexure "D"), we were asked to consider the structure of emoluments of the Radio Station Officers and the Radio Maintenance Officers whose cases were not considered by the U. P. Police Commission. These officers fall under the category of non-gazetted police personnel who have been excluded from the purview of the Committee. Our recommendations in regard to these Officers are contained in Part II of the Report.

8. We were also asked in G. O. No. G-I/1968/X—101/1947, dated October 31, 1964 (Annexure "E") to express our views on the following recommendation made by the Commissioner for Reorganisation in para 159 of his report on reorganisation of Collectorates :

> "159—Promotions at present do not bring much satisfaction to the promotee. The reason is that there is no immediate gain. The promotee is merely put on a higher scale and the gain is felt after some years. In order to improve the morale of the clerks it is necessary that in the case of a promotion the official's pay should be fixed at not less than Rs.10 more than his last pay."

Our views on the above recommendation are contained in the Chapter dealing with fixation of pay on promotion.

9. The Committee was asked in confidential G. O. No. I—PA/A & V S—65, dated January 6, 1965 to consider the question of giving interim relief in the form of dearness allowance, and if so, the amount thereof, pending final recommendations of the Committee. Our recommendations on the grant of interim relief were submitted to Government on February 10, 1965 (Reproduced in Annexure "F').

10. The last reference received by us was G. O. No. G-I-778/X— dated April 19, 1963 (Annexure "G") asking for our recommendations in regard to the proposal to upgrade two posts of Senior Public Prosecutors into the selection grade of Rs.700—40—1,100. Our recommendations on this reference are contained in the Chapter dealing with the State Services.

11. We have refrained from making our recommendations in regard to the emoluments of the staff posted under the State Electricity Board. The Board has been declared a Local Fund and its employees are not, therefore, the employees of the State Government. Similarly, we have not considered the emoluments of the staff posted in the Harcourt Butler Technological Institute ; for, in the orders issued on March 8, 1965, this Institute had been incorporated into a Society, registered under the Societies Registration Act, 1860, and all permanent employees working therein were required either to elect to serve the Society or to continue as State Government employees. A period of three months was allowed to the employees for exercising the election and we do not know whether any employee has chosen to continue as State Government servant. If there is any such case, his emoluments should be fixed on the basis of our recommendations for similar posts elsewhere under the Government.

12. The posts in the Vibhuti Glass Factory, also have been left out by us, as the Factory has been taken over by Government on lease for a specific period.

13. The Government Cement Factory, Churk, is a State Government undertaking, but most of its staff is governed, in the matter of its emoluments and certain other service conditions, by the Award of the Cement Wage Board, and as such, we have not considered the pay scales etc. of that category of staff. In respect of posts which are not governed by the Award, our recommendations are contained in Part II of the Report.

14. Cash-staff of treasuries was considered to be in the employ of Government treasurers, who are not treated as Government servants. There have, however, been certain developments recently in regard to their status but no order of Government to show that they have been treated as State Government servants has been made available to us, and as such, we have not considered their pay scales, etc.

15. There are certain posts which carry a fixed rate of pay. Where we have considered it necessary to bring such posts on regular time-scales of pay, we have suggested pay scales for them, while in other cases recommendations regarding fixed pay for such posts have been made. There are certain employees who are required to put in only part-time work and are allowed payment on fixed rates. We have not considered it necessary to suggest scales of pay for part-time employees. We have also not expressed any views about the adequacy or otherwise of the fixed pay in such cases as emoluments in their case will have to be fixed on the merits of each case.

16. We had received factual information about the posts under the Administrative Tribunal, but these posts have since been terminated on the creation of the Vigilance Commission in the State. The posts which may have been created for the Commission and their pay scales, etc., have not been reported to us, and as such, we are not making any recommendation in regard to them.

17. We have also not considered the emoluments, etc., of the work-charged staff, as emoluments in their case are prescribed by various authorities to whom powers have been delegated to recruit such personnel in accordance with the market conditions and, therefore, no standard rates of emoluments exist for such staff.

18. We have also received representations from various employees such as the teaching staff of the Gandhi Memorial and Associated Hospitals, Lucknow, and employees of certain local bodies. As these employees are not State Government servants, we have not considered their representations.

## CHAPTER III

### Historical Survey

The present structure of services and emoluments, a legacy of the British rule, dates back almost 200 years. Though the growth of the administrative machinery and its emolument structure provides interesting material, yet for our purposes it is no more than a matter of mere history and consequently we have refrained from going into it.

2. The first organised attempt at general revision of the rates of pay of some ministerial establishments appears to have been undertaken in the years 1892-1893 on the basis of the recommendations made by Mr. E. B. Alexander who was asked to investigate into the matter.

3. In 1910 Government appointed a Committee which was presided over by Mr. H. W. Pike, I.C.S., to conduct an exhaustive survey of the rates of pay in subordinate Government establishments and offices. This Committee drew up the structure of emoluments, more or less, on the basis of the prices prevailing in March 1911 : the Committee made its calculations on the basis of a certain number of persons forming a family, for which they prepared a minimum budget. The family unit was assumed as consisting of a man, his wife and a child, and the diet scale that the Committee adopted was that which had been laid down in the Jail Manual. Working on the above basis they found that in 1911 the minimum expenditure on such a family unit could not be less than Rs.9—11—2 per month : adding certain other amounts towards miscellaneous annual expenditure they worked out a total of Rs.285 per annum. This Committee also examined a claim which had been made before it for payment of special allowances on account of dearness of food prices in districts, like Dehra Dun, Naini Tal, Almora and Garhwal. This claim was accepted and certain allowances, graded on the basis of pay, were granted. It is interesting, in this context, to note that apprentices when not in government employment were granted an allowance of Rs.10 p.m. This allowance which partook of the nature of an unemployment insurance appears not to have had any permanence in the employment structure though the allowance granted for dearness of food prices in certain area did find its place in our subsequent pay structure in the form of 'cost of living allowance'. This Committee also brought into the picture the system of having a consolidated monthly allowance in lieu of travelling allowance.

4. In regard to house rent, the Committee collected certain figure of rents paid in towns, like Kanpur, Lucknow, Allahabad, Meeru Agra and from these they concluded that houses which the lower-pai clerks could occupy were more expensive than the clerks' purse coul easily afford. The Committee, therefore, recommended a house ren allowance varying from Re.1 to Rs.3-8 p.m. for the towns of Allahabac Meerut, Kanpur and Lucknow, for employees on a minimum pa of Rs.25.

5. The Pike Committee also concerned itself with examining th system of promotions and certain other ancillary matters ; indeed, thi Committee had a much wider field of investigation than we have hac under our terms of reference. The Pike Committee recommendation held the field till the after effects of the First World War started being felt by the low paid Government servants, and it started causing seriou financial embarrassment to them.

6. In 1919, Government placed two officers, Mr. C. A. Silberrad and Mr. C. H. B. Kendall, on Special Duty in connection with the revision of salaries of subordinate establishments. Mr. Silberrad made the following proposals :

(1) To grant a permanent increase in pay calculated on the basis of a normal range of prices after eliminating the effects produced on these by war conditions, and

(2) A temporary increase in pay on a sliding scale, designed to allow for the difference between present prices and this normal price level. This temporary increase was called by Mr. Silberrad as 'high prices allowance', which was the precursor of our present day 'dearness allowance'. This temporary increase in pay on a sliding scale applied equally to all officers with the exception that there were differences in the manner of calculation.

7. The Finance Committee did not quite agree in principle to the 'high prices allowance' suggested by Mr. Silberrad ; but, even so, they recommended—

(*a*) that the minimum pay on which a clerk could live in decency was Rs.20 p.m., and that no clerk should receive less than this amount ;

(*b*) that, subject to this minimum, the scales were to be suitably adjusted in order to—

(i) eliminate the price allowance in the case of higher grade clerks ; and

(ii) rounding of all figures in multiples of five as far as possible.

8. The Committee decided that the new pay in every case should be the sum of permanent increase which had been proposed by Mr. Silberrad plus the "high prices allowance" as calculated at that time, and that in other respects, and subject to alterations consequential on the recommendations mentioned above, Mr. Silberrad's scheme was approved. The Lt.-Governor, accepted the recommendations of the Finance Committee and observed that every subordinate Government servant should receive, once and for all, a salary sufficient even with prices at their present level, to enable him to live in decency and comfort, and sufficient to put him beyond the pressure of debt or actual want, troubles to which he had reason to fear that too many government servants were subject.

9. A Conference of representatives of the Central and Provincial Governments was held at Simla in May 1931, to consider certain very important administrative questions among which were :—

(1) Whether present conditions of service are fixed on higher standards than are needed to produce from the educated classes domiciled in India candidates of the qualities requisite for manning efficiently the services of the future ;

(2) Whether, and if so, what percentage reduction should be made in the basic scales of pay secured for the All-India and Class I Central Services, and for the Superior Provincial Services ;

(3) To what extent should the scales for Class II Central and the old Provincial Services be reduced concurrently with the reduction in the scales for the Superior Services ; and whether two distinct grades should continue or should be amalgamated into one ;

(4) Whether there should be provision in every new time-scale for a percentage increase or decrease of the pay of each stage according to variations in the cost of living from time to time.

10. The Conference appointed a Sub-Committee which concerned itself primarily with two matters :—

(1) Whether there should be a percentage reduction in the present scales of pay, or, whether the scales for future entrants should be refixed, and decided in favour of the latter course ;

(2) What should be the basis on which the new scales of pay should be fixed.

11. The Sub-Committee decided that the basic pay to be given to future Indian entrants to the Indian Civil Service should serve as a suitable criterion for fixing the pay of new recruits in other services also. After considering many matters they recommended the following scales for the future Indian recruits to the Indian Civil Service :—

| | |
|---|---|
| (i) Inferior scale | .. Rs.375—900 with E.B. at Rs. 650. |
| (ii) Superior scale | .. Rs.900 (5th year of service)—Rs. 1,500. (23rd year of service) without any E.B. |
| (iii) The pay of posts of Commissioners should be | Rs.2,000—100—2,400 and that of Members of Board of Revenue and other similar posts—Rs.2,500—125—2,750. |

The basic pay of future Indian entrants to the Indian Police Service was fixed as follows :—

| | |
|---|---|
| Junior scale | .. Same as before. |
| Senior scale | .. Also same as before, but to stop at Rs.1,300. |
| Selection Grade | .. Rs.1,350. |
| D.I.G. | .. Rs.1,350—50—1,500. |
| I. G. | .. Rs.1,750—125—2,350. |

12. The Committee considered the question whether there could be uniform scales for Class I and II, respectively, of all the Ancillary Services or not. It, however, recognised that there were some technical services where a little higher start than the minimum of the scales for other Ancillary Services might be necessary : an expediency which has persisted. They expressed doubt whether it could be possible for all Local Governments to accept the same scale of pay for any of these Services, but it was suggested that there should be a convention that in fixing the scales of pay Local Governments should consult the neighbouring Provinces and consider any objections they might have to urge to any particular scale. In regard to the precise scale, they came to the conclusion that Class I may be fixed at Rs.300—1,000 and Class II at Rs.300—600.

13. In regard to the Selection Grade the general feeling was against it. It was, however, agreed that there might be Selection Grades, provided that in fixing the strength of the Selection Grade of

each Service, the number of selection posts provided above the ordinary time-scale, e.g., Superintending Engineer, Conservator of Forests etc., is taken into consideration.

14. The Provincial Civil Service and the Provincial Police Service were regarded by the Committee as more important than Class II Services, but less important than Class I of the Ancillary Services, and, therefore, they expressed the view that Local Governments, when they fix their pay scales, should give due regard to this consideration.

15. The Committee suggested that Heads of Departments who have intermediate controlling officers under them, e.g. Chief Engineers, Chief Conservators of Forests, should get Rs.1,600—100—2,000. Other Heads of Departments should get Rs.1,450—75—1,750. Other selection posts were to be in the scale of Rs.1,250—50—1,500.

16. The Committee considered the question of special pays also and Sir George Lambert of the U. P. Government stated that his Government was in favour of keeping the system of special pays, but that Government had examined the list of special pays and were of the view that most of them could be abolished or reduced. After discussion the Committee decided to recommend that the system of granting special pays in certain posts outside the time-scales should be retained, but that Local Governments should be asked to examine the rates of special pay granted and submit their recommendations on the merits of each case.

17. In the wake of the decisions of the Simla Conference came in the economic depression and its aftermath and it became necessary to revise the prevailing pay scales in the light of the prevailing price structure and not only a certain amount of down grading of certain pays was made but there were drastic cuts as a result of decisions taken by Government. Subsequently the political scene underwent a radical change and a measure of participation in substantial policy making and decision making by the Congress had come into being.

18. In 1937 the Premier of Uttar Pradesh directed that the question of reducing the scales of pay should further be examined. Later, another Committee was set up under the Chairmanship of the Minister of Justice (Dr. K. N. Katju) to revise the scales of remuneration for Inferior and other low-paid government servants. The Katju Committee expressed the view that the factor of actual cost of supporting an average family should form the basis of the minimum wage and taking that as the basis, they suggested a minimum salary

of Rs.10 p.m., with suitable increments to Rs.14 p.m. However, they realised that low-paid officials could not fall under one category and that it was necessary to make several categories for purposes of fixing their emoluments, and, therefore, they suggested five categories of them. This, unfortunately, as future events showed, brought about in the lower governmental hierarchy a certain amount of irrationality and some disparities as well. The Katju Committee also recommended a "Dearness Living Allowance" or a "Cost of Living Allowance" of Rs.2 for the towns of Lucknow, Allahabad, Kanpur, Naini Tal and Mussoorie; while for 19 other towns and at some District Headquarters they recommended an allowance of Re.1 p.m.

19. The aftermath of the Second World War had serious repercussions on the economy of the country and the prevailing prices, with the result that Government appointed a Pay Committee in 1947. The object with which the 1947 Committee was appointed was put by the Education and Finance Minister in these words :

> "Salaries with their numerous gradations bear very little relation to capacity or responsibility. Where an attempt is made to equate these intangibles with money, it fails miserably. The only solution lies in trying to work up to the golden maxim of Karl Marx 'From each according to his capacity, to each according to his needs'. Obviously, this requires a new orientation of our thought and a new socio-economic ordering of society in which snobbish class-distinctions shall have ceased to exist and exploitation of man by man rendered an impossibility. Our Province with its robust radical traditions should take a lead in ushering in that change. Till it comes, however, we can only attempt to remove serious defects and introduce some element of reason into what might well be called a riotous situation. We should have liked to undertake a wholesale revision of scales of pay, but obviously this requires much thought. The services are interrelated; one has to see that any one branch of service does not become monetarily so attractive as to starve other branches of talent; the finances of the Province have to be considered and we have to determine the repercussions of our decisions on essential non-government services. It has been decided, therefore, to appoint a Committee . . . ."

The 1947 Committee's recommendations held the field till the effect of the rise in prices and the anomalies and inequities in the pay structure appeared to be out of joint with the times.

20. The 1947 Pay Committee did not lay down any guide lines for fabricating the pay scales or for sustaining adjustments in the pay structure in the future. That the 1947 pay scales did not remain adequate for long is obvious for we find that the scales of pay which were fabricated then were augmented on a number of occasions. According to information available with us pay scales were revised in respect of 176 posts involving about 130 scales of pay between 1956 and 1960. From April 1960 onwards the revision took place in 96 cases involving about 66 scales of pay. Besides revision of old scales, new scales were also prescribed but in very few cases, on account of creation of new types of posts.

21. Apart from these modifications of pay-scales, the government has been tinkering with the emoluments of all or some of the lower categories of its employees in order to cushion the stresses of rising cost of living. Dearness allowances for some of the categories of government servants have been sanctioned for as many as five times between 1947 and 1965. The institution of D. A. is undoubtedly particularly suited to a period where price-levels are unsteady and tending always upward. Dearness Allowances are dealt with more fully in a separate Chapter. The State Government has resorted to an *ad hoc* increase in the pay of Rs.5 p.m. for its subordinate service in 1962. All in all the quantum of such modifications created a situation in which in the subordinate grades the tail was larger than the dog itself.

22. Thus this Committee has been called upon to put in order a structure of emoluments which is a patchwork of wage-scales and dearness allowance.

## CHAPTER IV

### Principles Underlying Pay Rationalization

There cannot be any proper rationalization of pay scales unless there was rational grouping of services and functions. The broad spectrum of the services has had a traditional grouping : not scientific but nevertheless fairly adequate to serve as a basis for the parties in the pay structure. Jobs have their designations in order to identify the character of the work done. No one, we think, could deny that in the light of modern knowledge and administrative experience a more rational and a more scientific 'job grouping' and designating could be done but we were not called upon to do so and indeed for our broad purposes this task was not essential either. We, therefore, accepted the jobs as we found them and accepted their designations. Our attempt, therefore; had to be confined to grouping of jobs together for purposes of emoluments. The broad principle on which this was done was the same as was indicated in our terms of reference, namely, "ensuring, as far as possible, equal emoluments for identical nature of duties and responsibilities".

2. The principle on which we were called upon to rationalize the pay structure was unexceptionable. We believe that the removal of inequalities in the pay structure was essential, for the existence of inequalities and inequities in a pay structure was prejudicial to efficiency. It is interesting in this connection to note the varying stresses under which functions and relative importance of different services was undergoing a decisive change, hardly expressed adequately in terms of policy. We inherited from the British administration a system of well-thought out co-ordination of jobs within and between clearly defined services. After 1947 this pattern had to be modified at a number of points to meet the requirements of a new regime seeking closer participation of the people in the processes of governance. Since the beginning of the Second World War there was a wide expansion of the functions of Government and this process was considerably accelerated by the Planning process which was motivated by the urge to harness available man-power and resources to achieve a rapid expansion and co-ordination of diverse spheres of quasi-economic activities.

3. These three trends have been largely influential in investing the civil services with a much wider complex, character and functions. The fact that qualitative changes in the character and functions of certain services have so far been inadequately translated in terms of

the personnel deployed for manning these new types of State activity has further complicated the problem of rationalization of their emoluments. For instance, in the Industries Department, in the Department of Economic Intelligence and Statistics and in relation to a large number of posts connected with rural development, the emphasis has shifted in favour of making available specific technical and scientific information, and insisting upon accurate reports regarding rates of investment along with corresponding increase in the volume of employment and out-put. The correlation of various functions of the State for making available essential supplies of scarce (e.g. fertilisers) resources, and their effective utilisation as measured by increased outputs has been extremely unsatisfactory. These are examples of lack of adaptation of a service in terms of its increased social importance. Nonetheless jobs grow with the facile assumption that if a post has been filled the functions would be automatically fulfilled.

4. Though these considerations are obviously relevant for any analysis leading towards rationalization, they are likely to take us far beyond the terms of our reference. All the same, they are relevant to this limited extent that we note that a new designation for a post does not automatically produce corresponding aptitudes and functions. On the other hand, an older post comes to assume new dimensions of responsibilities and duties, but there is insufficient appreciation of this shift in the relative importance of the utility and functions. These situations remain very unsatisfactorily expressed in terms of emoluments and rationalization of such categories of services is likely to raise more problems than it can solve.

5. All these difficulties notwithstanding, the Committee has had to assume the existing frame-work of functions, designations and emoluments as a fairly faithful reflection of the present position and it has proceeded to complete its scrutiny to ensure rationalization of emoluments with a view to achieving maximum implementation of policies and functions, and reducing anomalies, inequalities and injustice.

6. One of the main determinants for settling a person's wage or salary has so far been the amount of education or specialised training that the person underwent in order to qualify for the job. This determinant bore significance in the context of the "old time economy" but in the present context, namely, in the context of the Welfare State, this determinant has lost its pride of place because another determinant which seriously challenges the supremacy of the earlier determinant has come to claim greater attention and that determinant for our purposes may be called the "utility determinant" : the utility of the job for the community. To explain—the

idea was that a person whose contribution by his job had a greater significance for the community, insofar as it sustained a community or added to the well-being of the community, needed more emphasis for purposes of comparative evaluation with jobs which required only some specialised education. A worker's contribution to the well-being of a community or his "pay-back" to the community in terms of service was as good a standard for assessment as that of requiring specialised training or education : when the two stood at par, as far as was measurable, then the two should receive equal remuneration.

7. In the context of a Welfare State, the determinants for settling a wage structure have got, more or less, to be laid down afresh, since the emphasis has largely changed ; the old emphasis of rendering service to the Crown or his representative even though that service, in a sense, went for the betterment of the community, was replaced by the emphasis being put on the extent and nature of the service to the community. Therefore, the larger the utility of the service to the community, the larger the claim of the man rendering that service to a return from the common stock. If the Directive Principles of our Constitution have a meaning and, in our view they have, that meaning must be given effect to by bringing about social justice and by sustaining the dignity of man as such. The values and standards in respect of determinants for remunerations at all levels have got to undergo a very careful reappraisement.

8. The phrase "the principles which should govern civil service pay" was considered by the Royal Commission on the Civil Services (1953), (hereinafter referred to as the Priestley Commission) and they expressed the view that the phrase has been used in a number of different senses ; and it appeared to them that any discussion about it was liable to become confused. They pointed out that it may be helpful to distinguish at the outset :—

> "(i) The ultimate end in view : we think, that this may be briefly defined as "an efficient Civil Service, fairly remunerated".
>
> (ii) The principles which should govern the construction of a pay system designed to promote the end defined in (i) : comparisons with outside rates of pay for comparable work, or with movements in the cost of living are examples of principles in this sense.
>
> (iii) The practical methods, or techniques, required for the application of principles as defined in (ii) : the principle of comparisons with outside rates, for example, involves decisions as to the comparability of particular employments."

We have felt the same.

9. The Royal Commission on the Public Services in India (1912-1913) presided over by Lord Islington enunciated the following principle for determining proper pay:—

> "The only safe criterion is that Government should pay so much only to their employees as is necessary to obtain recruits of the right stamp, and to maintain them in such a degree of comfort and dignity as will shield them from temptation and keep them efficient for the term of their service. Whilst, therefore, we have noted the rise in prices which has taken place, we have not based on this any general recommendation. Where we have advised changes of salary it has been to meet inequalities of remuneration prejudicial to efficiency, to fulfil expectations reasonably . . . and to improve recruitment, where the existing terms have been shown to be insufficient to obtain a satisfactory personnel."

10. The Varadachariar Commission (1946-47) examined the principles of salary determination and came to the conclusion that, "the formula laid down by the Islington Commission if it were liberally interpreted to suit the conditions of the present day and were to be qualified by the condition that in no case should a man's pay be less than a living wage; and further that if the importance and the nature of the duties and responsibilities of the office held by a government servant were taken into adequate account and if proper stress were given to the necessity of enabling the holder of an office to maintain its status and dignity, then while agreeing with the general view that the market value test may not always be available or may not always be a proper test to apply in all cases, there would be good chance of getting a proper pay structure if adhering to the ideas expressed above a fair relativity was maintained between the rates of pay of certain classes of civil servants and comparable outside rates then, according to the view of the Commission, a fair wage structure could be drawn up."

11. In effecting comparisons with outside employment the consensus of opinion of other Commissions and Investigators has been that a proper comparison could only be made if the comparison was over a long period. It was the opinion of the Priestley Commission also, and we believe that opinion has a good deal of force in it. Civil service remuneration should reflect what may be described as the long-term trend, both in wage levels and in the economic condition of the country. The Priestley Commission were of the opinion that it was undesirable that the conditions of service of civil servants when "under review could be related too closely to factors of a temporary or a passing character".

The Tomlin Commission had also expressed the view that "for variou reasons, including the greater security of tenure in the Service as com pared with the hazards of many outside employments, and the relation ship between the permanent Heads of Departments and .... Ministers the highest posts in the Service do not carry a rate of remuneration as high as that paid in posts of corresponding responsibility in outside employment."

12. Another very significant thing which was laid down by the Priestley Commission and which, in our view, needed extensive quoting was their analysis of "fairness in terms solely of recruitment and retention" in service of a government servant. They found that financial considerations were not "the sole, or even always the principal, incentive which attracted recruits to the Civil Service". They believed that "tradition, family background and sense of vocation" played a part in bringing a person into government service.

13. They further expressed the view that "wastage" was not always a reliable indicator of the fairness or unfairness of rates of pay or remuneration. They were of the opinion that it was not correct to infer that where there is either little wastage or no wastage that the present rates are necessarily fair ; or where there are marked wastages the wages are necessarily unfair. The Commission, however, uttered a firm warning against any complacency with regard to a civil servant's attitude on the assumption that the civil servants are fairly paid and the Service is in a healthy state because its members *appear to be carrying out their duties efficiently.* They pointed attention to the fact that "the process of deterioration arising from a sense of grievance on the part of the staff may be a very slow one, particularly in a Service with high traditions..... ; and by the time the tendency manifests itself irreparable damage may have been done".

14. The Priestley Commission, however, felt that "fair comparison" as a principle was fair to the community at large for "it looks after the ordinary citizen's interest as a tax-payer. If the Government which represents him pays what other responsible employers pay for comparable work, the citizen cannot reasonably complain that he is being exploited." They pointed out, that if the services were not guarded "from political pressures" then the community is bound to suffer, for "the present tradition, whereby a non-political Civil Service carries out impartially the tasks required of it" by the politicians, was bound to suffer. The Commission was emphatic that in the matter of recruitment and dismissal there should be no question of "patronage or manipulation of appointments and

that no improper influence should be exercised by tampering with the salaries of particular posts or individuals". They expressed the view in no uncertain terms that "the State as employer must therefore limit its freedom of action, in a way that a private employer need not, to secure, particularly in the higher Civil Service, immunity from political and personal pressures".

15. To have any method of accurate comparisons between levels of employment in government service and outside was very difficult indeed. The difficulties were magnified because of want of accurate data and other relevant circumstances on which any reliable hypothesis could be built up. A fairly safe working principle for determining whether or not emoluments were fair was that if emoluments in the public services, taken with the other service conditions bear fair comparison with the remuneration of persons with similar qualifications and duties and responsibilities in outside employment, than *a priori* one could be certain that emoluments were fair and that the services would be getting recruits of the proper standard, and of keeping them contented and efficient so long as they remained in service. But the converse, namely, that Government cannot get recruits of the requisite standard and keep them contented unless they pay them rates of remuneration comparable to those outside was not necessarily true. One has to rely on certain empirical tests in regard to whether at the current rates of emoluments and the conditions of service, Government were getting recruits of the requisite standard and whether the public services were generally efficient and contented. In regard to this criteria it may be noted that even though there was no adequate measure for enforcing them yet human observation and human judgment were often good enough to make the necessary assessment. The Central Pay Commission considered the idea of fair comparison of rates of remuneration for broadly comparable work outside with salaries of government servants. They came to the conclusion, as we have, that there were great difficulties, some intrinsic and some connected with the circumstances of the present day pattern of government employment, in adopting this principle and further expressed the view that the principle of fair comparison with rates of emoluments in outside employment has serious practical limitations and that, therefore, it could not be generally resorted to, except "possibly to a limited extent in the case of exceptionally talented and technical personnel"

16. The Central Pay Commission pointed out that "very likely the State as an employer should not pay to any of its employees remuneration that is not sufficient to meet his essential physical and social

needs, whatever may be the lowest rates paid outside". There was an obligation on the State to see that none of its employees was on starvation wage even though it did not subscribe to the concept of a "model employer". The Central Pay Commission emphasised that, in any case, in our present conditions the principle of fair comparison can only be recognised subject to certain limitations—that the lowest salary and wages should not be "below a level determined by a combination of social and economic considerations". It has also to be remembered in this connection that what could be true in regard to the fair comparison principle in countries with a developed economy could not be correct for a country with an economy which was still in a developing stage and where outside employment, by and large, was not as well organised as Government employment was. Further the nature of duties and responsibilities in large sectors of public service, particularly at the higher levels, and the organisation of the public services in different Government departments have no comparable parallels in outside employment. This fact would make comparison not only difficult, but the results of comparisons would, in many cases, be thoroughly misleading. Full and systematic information in regard to rates of wages even in well organised sectors of industry and information regarding salary scales, etc. of commercial undertakings were not available and where available, were so scanty as to make it thoroughly inadequate for comparison purposes or for providing a yard-stick for measuring just remuneration.

17. The Central Pay Commission, however, made the following significant observation in regard to "fair comparison" :—

> " In the circumstances, while refraining from adopting fair comparison with outside rates as a principle suitable for full and detailed application, we recognise it as one of the important factors to be taken into account—a factor, however, to be considered at present usually in a broad way and with discretion. But we think that, even where the remuneration is to be determined mainly on other, for instance social considerations, comparison with outside rates should be used as an aid and a corrective."

18. We have borne the above in mind and wherever it was possible for us to get anything like reliable data for comparison we used such data either "as an aid" or "as a corrective".

19. While considering pay structures it becomes necessary to consider "internal relativities", "vertical relativities" and "horizontal

relativities". The Priestley Commission had used these terms in the following three senses :—

> "(i) meaning the functional relationships between grades or classes having regard to their duties, qualifications and the value of their contributions to the work of the Service or a section of it. Vertical relativities normally mean those between grades within a class but can also mean those between classes engaged on the same broad type of work where one is regarded as "higher" than another (for example between the works group and the technical classes). Horizontal relativities mean those between grades of classes held to be of comparable status or of roughly the same level of responsibility in different hierarchies ;
>
> (ii) meaning the pay relationships between such grades or classes ;
>
> (iii) meaning a principle of pay, namely that in settling the pay of a grade or class regard should be had to the relativities [in sense (i) or (ii) above] of that grade or class with others."

20. One has to concede that vertical relativities is an important factor in supplementing fair comparisons since the latter alone is not sufficient for settling in detail rates of pay throughout the Civil Services. Though Service differentials established a long time back could not be regarded as sacrosanct for all times, yet these need not be unduly disturbed in the context of pay rationalization unless on a proper and fair comparison of outside employment in any particular sector with governmental employment a change became imperative. Under our terms of reference we have to make these comparisons in order to recommend remuneration pattern for suitably qualified and trained personnel for the successful implementation of our Plans.

21. For either fabricating or rationalizing any pay structure a minimum and a maximum in the wage structure as such had to be determined, and after having determined these two points the intermediate salaries had to be fixed largely on considerations of maintaining or establishing satisfactory vertical relativities within a service or a hierarchy of services and horizontal relativities between one set of services and another.

22. The present structure of emoluments in India has apparently been built up on the above basis, and it would require overwhelming argument to disturb fundamentally such a well-established structure.

23. We have earlier referred to a minimum and a maximum in the wage structure. It is necessary, therefore, to consider a claim which has persistently been made, namely, that there should be a minimum wage which should in effect be a living wage. Without entering into any basic philosophical discussion of this question, we wish to point out that in determining basic wage, namely, the wage which forms the bottom of the wage structure we fabricated the base on considerations of the minimum needs of a family consisting of two-and-a-half units. The expert evidence available to us indicated that prices were likely to stabilise at the 1960-61 level and, therefore, in fabricating the minimum we arrived at what would have been a proper minimum wage in 1960-61, by accepting 1947 pay as reflecting in it adequately the minimum needs of a family of two-and-a-half units. We, however, feel that it was really not possible with the material we had at our disposal and within the terms of our reference to work out any accurate minimum wage for all the levels of employment and, therefore, while determining the minimum wage for our purposes, we have only treated it as a base for rationalising wages in terms of our reference.

24. The gradations in the salaries structure and the disparities in them have, if anything, grown since the deliberations of the last Pay Committee. The Directive Principles of State policy as embodied in our Constitution have enjoined upon all States to secure to all workers a living wage, a decent standard of living and an opportunity for enjoyment of leisure as also social and cultural opportunities. Many would expect the State to be a model employer in the matter of conditions of work and employment. Some expect that the State should be a "pace-setter", but then these were ideals, to which respectful homage has to be paid and towards the attainment of which a constant effort has to be made, but situated as the State's services and finances are as also in the context of the entire national set-up any attempt at creating the State as a model employer would be fraught with innumerable practical difficulties. In Uttar Pradesh a large population still lives on the fringe of the subsistance level. What relationship should their tax-burdens have to the costs of administration : this consideration must be taken into account in interpreting the Directive Principles.

25. In determining the minimum salary we have kept in view social as also the economic consideration — these considerations have also been kept in view by us in revising the higher salaries.

26. The Central Pay Commission expressed the opinion that "the requirement of social policy is that an employee should be assured the

satisfaction of certain human and social needs : in regard to the highest salaries, the requirement is that the salaries while sufficient to attract persons with the requisite talents and qualifications, and to retain them in service with their efficiency and keenness unimpaired, need not be such as would compare with the highest salaries in outside employment".

27. To attempt rationalization has been our primary endeavour and for the purpose of rationalization we have laid down certain broad principles, namely, we attempted to classify those categories of Government employees which readily yielded to the classification. While classifying the categories for emoluments we kept in mind the resemblance which qualifications, competence and the nature of one job bore to another. In short we tried to put together persons of categories of services whose nature of duties and responsibilities had a close resemblance and we have as far as possible recommended equal emoluments for them. It may be pointed out here that any process of categorisation or classification of levels of employment or the nature of work done by different categories of employees could only be a very broad classification, for it was impossible to accurately distinguish and separate the categories, one from the other.

28. The public services from the very beginning have maintained broad categories and these categories appear to have been, more or less, built up on differences in the nature of duties and responsibilities. There appear to be four very broad categories in which all governmental employees can fall and these are, (i) those categories which carry on the administrative machinery as such, (ii) those on whom the responsibility of nation building lies, like educators, (iii) those that minister to the nation's comforts and health and, lastly, those that shoulder the responsibility for building the technological and scientific future. Comparison between the categories mentioned above in order to determine their relative emoluments was fraught with many difficulties ; one could only intuitively evaluate their differences but what was possible was which category of employees requires a certain amount of fillip in order to subserve the growing needs of the present, in order to help our economy to grow on satisfactory lines.

29. In our view these are the salient considerations which have to be borne in mind in drawing up any pay structure. Wherever possible, we have taken account of emoluments available in outside employment ; we certainly have borne in mind the emoluments payable for comparable jobs in other States of the Union.

## CHAPTER V

### Dearness Allowance

The expedient of giving "dearness Allowance" has been invented in order to mitigate the rigours of higher cost of living beyond a certain stage for the simple reason that emoluments of public servants are generally fabricated on the basis of a certain stabilised price structure. The Second Central Pay Commission stated the principle underlying the grant of dearness allowance in the following words :

> " A dearness allowance is a device to protect, to a greater or lesser extent, the real income of wage earners and salaried employees from the effects of rise in prices ; and the distinction we have made in the preceding paragraph is based on the consideration that employees in the lower pay ranges in particular would suffer serious hardship without such protection, while those drawing higher salaries may not. But even among the lower paid employees, there is gradation ; not all of them require the same degree of protection."

Dearness allowance can have justification only so long as prices which break from their moorings and spiral up are in such a State, as a temporary phase, but when prices change their moorings permanently and get pegged at a higher point without any reasonable chance of coming down again then in such a case the resort to the expedience of "Dearness Allowance" would be inappropriate for in such a State of the economy a wholesale revision of the pay structure is called for. It is not always easy to say whether price rise evidenced in the economy was going to be permanent or not unless it was an obvious passing phase. It has, therefore, been the practice to continue the expediency of dearness allowance for as long a period as was possible.

2. The first instance of grant of dearness allowance in this State which has come to our notice and to which a reference has been made in the Chapter on Historical Survey was that of its grant on the recommendations of the Pike Committee, but it was more in the nature of a compensatory allowance on account of higher cost of food prices in districts like Dehra Dun, Naini Tal, Almora and Garhwal. Subsequently after the First World War in 1919, Mr. C. A. Silberrad and C. H. B. Kendell, made certain proposals for a "high prices allowance" on a sliding scale, designed to allow for the difference between the then prevailing prices and the normal

price level. The proposed "high prices allowance" was incorporated in the pay structure itself to the extent this was considered necessary. The expedient of dearness allowance or cost of living allowance as a general measure was taken recourse to for the first time during the years of the Second World War, when a dearness/war allowance was sanctioned to Government employees to make up for the high cost of living. "Dearness Allowance" has continued ever since although its range has been varied. At the time of the appointment of the U. P. Pay Committee, 1947, dearness/cost of living allowance formerly known as War Allowance, was being paid at the rates given in Annexure 'H'. The Committee restricted the grant of dearness allowance to Government servants drawing pay up to Rs.200 only, subject to marginal adjustments and also recommended that "War Allowance" should not be admissible to those drawing pay above Rs.650 per month. The Government accepted the Committee's recommendation with regard to the grant of Dearness Allowance. As regards War Allowance it was provided that the difference between the present total emoluments (i.e. present pay, *plus* the present cost of living or dearness allowance) and the initial pay as fixed, *plus* dearness allowance and cost of living allowance, allowed at reduced rates where admissible under the recommendations of the Committee, will be covered by the grant of personal pay which was to continue till dearness allowance to Government servants drawing pay up to Rs.200 per month was continued.

3. The field and the quantum of dearness allowance have since been gradually broadened, the last broadening having been done with effect from April 1, 1964, by including Government servants drawing salary up to Rs.850 per month, with marginal adjustments. The rates of dearness allowance fixed on the recommendation of the U. P. Pay Committee, 1947, and subsequent modifications made in those rates are given below :

| | April 1, 1947 | March 1, 1949 | August 1, 1957 | March 1, 1959 | April 1, 1960 | April 1, 1964 |
|---|---|---|---|---|---|---|
| | Rs. Per cent | Rs. | Rs. | Rs. | Rs. | Rs. |
| Up to Rs. 50 .. | 25 | 20 | 25 | 27.50 | 33 | 38 |
| Rs. 51—70 .. | 20 | 25 | 30 | 32.50 or *m. a. up to Rs. 69. | 35 | 40 |

*m. a. = marginal adjustment.

| | April 1, 1947 | March 1, 1949 | August 1, 1957 | March 1, 1959 | April 1, 1960 | April 1, 1964 |
|---|---|---|---|---|---|---|
| | Rs. Per cent | Rs. | Rs. | Rs. | Rs. | Rs. |
| Rs. 71—74 .. | 20 | 25 | The amount by which pay falls short of Rs. 100 p. m. | 30 (from pay of Rs. 70). | 35 | 40 |
| Rs. 75—100 .. | 20 | 25 | 25 | 30 | 35 | 40 |
| Rs. 101—150 .. | 20 | 30 | 30 | 35 | 35 | 40 |
| Rs. 151—200 .. | 10 | 35 | 35 | 40 up to Rs. 165 thereafter *m. a. up to Rs. 169 and then Rs. 35. | 40 | 45 |
| Rs. 201—450 .. | .. | 35 | 35 | 35 | 40 | 45 |
| Rs. 451—484 .. | .. | *m.a. | *m.a. | *m.a. | *m.a. up to Rs. 489. | *m. a. up to Rs. 454. |
| Rs. 485—850 .. | .. | .. | .. | .. | .. | 40 |
| Rs. 850 and above .. | .. | .. | .. | .. | .. | *m. a. up to Rs. 890 |

* m. a. = marginal adjustment.

4. Dearness allowance at the rates mentioned in the last column is admissible only to those whole-time State Government servants paid from "establishment" section of the budget who are in the Revised 1947 Scales of Pay. This excludes :

(1) I. A. S./I. P. S. Officers who are governed by orders of the Government of India on this point.

(2) Village chowkidars and part-time employees.

(3) Worked-charged establishment employed on daily and/or monthly wage basis. (Dearness Allowance is admissible to work-charged establishment drawing pay in the regular revised 1947 scales of pay.)

(4) Casual employees.

(5) Employees paid from Contingencies.

(6) Lekhpals in the plains for whom the following rates have been prescribed :

| *Pay* | *Dearness Allowance* |
|---|---|
| Up to Rs. 50 .. | .. Rs. 30 p. m. |
| Rs. 51 to 52 .. | .. Amount by which pay falls short of Rs. 80. |
| Rs. 53 and above | .. Rs. 27 p. m. |

(In the hill *pattis* of Kumaun and Uttarakhand Division and tahsil Chakrata of the Dehra Dun District, rates of Dearness Allowance for *patwaris* are the same as for other Government servants.)

5. With effect from April 1, 1955, 50 per cent of "Dearness Allowance" admissible to Government servants drawing pay up to Rs.100 per month was treated as pay for certain specific purposes. The pay limit was raised to Rs.200 per month with effect from April 1, 1956, and to Rs.400 per month with effect from April 1, 1958. *With effect from April* 1, 1959, the whole of the "basic" dearness allowance (i.e. dearness allowance as admissible on March 1, 1949), has been treated as dearness pay and this concession has been extended to employees drawing pay up to Rs.450 per month. Dearness Pay, but not dearness allowance, is treated as pay for purposes of determining T. A., Leave Salary and Retirement Benefits.

6. The above analysis shows that the remuneration of Government employees who are drawing salaries up to Rs.450 has three components, viz. basic pay, dearness pay and dearness allowance, whereas the remuneration of those drawing salaries between Rs.451—889 has two components, viz. basic salary and dearness allowance. It also shows that for the Lekhpals the rate of dearness allowance is lower than for other categories in the same pay range.

7. In the Questionnaire issued by us we had asked a few questions regarding the practicability of linking pay with the cost of living indices and finding a principle for linking the two. We had also asked whether the hardship of government servants on account of rising prices could be mitigated to some extent, if they formed co-operative societies, for purchase and sale of essential commodities, and if so, what facilities should be provided to those societies by Government. We found a general consensus that the wage pattern should conform to the cost of living, and regional variations should be accounted for by the grant of city compensatory or some such allowance. However, different base years, viz., 1939, 1946, 1947, 1949, 1960 and 1963, have been recommended by different Service Associations for determining the pay scales and it has been suggested by them that the rise in the cost of living thereafter should be compensated by grant of dearness allowance. It has also been suggested

that scales of pay should be revised every 5—10 years and the rates of dearness allowance *every* two years to accommodate the rise or fall in the cost of living index. Grant of dearness allowance has not been generally recommended for those whose pay is more than Rs.1,250. One view expressed was that grant of dearness allowance tends to increase the prices of essential commodities. Instead it was recommended that essential commodities may be provided to employees at subsidised rates. A majority of the associations have expressed the view that opening of co-operative societies will not bring any relief as prices of commodities also depend, to a great extent, on the wholesaler from whom the societies will have to get their stock and who are prone to take advantage of the existing prevailing scarcity conditions. Moreover, it has been stated that such societies have mostly not been successful in the past. The few associations who have expressed themselves in favour of Consumers' Co-operative Societies have asked that essential commodities should be supplied to employees at subsidised rates through such societies, and Government should provide accommodation, electricity, etc. free or only on payment of a nominal charge to such societies.

8. We have examined all these suggestions very carefully. We have also had an opportunity of discussing this matter with the members of the Service Associations who came to tender oral evidence before us and also with certain outstanding Economists in the State. It cannot be denied that there has been a considerable rise in prices since the general revision of pay scales in 1947. This is also obvious from the fact that Government have had to sanction dearness allowance on *ad hoc* rates from time to time. The Service Associations are inclined to think that the increases allowed by Government are very meagre as compared with the rise in the cost of living ; and since the cost of living is not likely to come down appreciably, it is necessary to raise the pay scales. They have urged that there is not much substance in the argument that an increase in emoluments of Government servants would lead to further increase in prices, because Government servants constitute a very small fraction of the total wage-earning population of the country. Moreover, prices of commodities have increased abnormally even without any material increase in the emoluments of State Government servants, and inflation cannot be curbed by lowering the wages of Government servants alone.

9. There are two diametrical opposite views regarding the extent to which Government servants should be compensated for the rise in the cost of living. One view is that Government never pays enough to their employees with the result that when prices rise the

real income of a fixed earner falls thereby affecting his efficiency. Therefore, full compensation for the rise in the cost of living, particularly in the lower income ranges is absolutely necessary. One witness has expressed the view before us that the per capita supply of goods and services has not gone down and that only the money supply has increased, the pattern having changed unfavourably for the fixed income groups. Assuming that there was a particular pattern of distribution and of utilisation of goods and services before the rise in prices, he said that to restore that pattern it was necessary to grant dearness allowance to the Government servants. Evidently he did not seem to consider that a certain change in the distribution of the wealth and the goods produced may be socially desirable.

On the other hand there is the view that Government are trustees of public money and we must take into account the capacity to pay. An important official witness before us expressed the opinion that it would not be proper to promote the welfare of a small group of people which the Government servants constitute at the expense of the rest of the population, simply because we have the administrative strength to do it. It would neither be fair to the country nor to the State. The money over which the State exercises the power of expenditure is public money held in trust by the Government in power and no Government can or should forget its responsibility to the tax-payer. We cannot forget that the bulk of Government employees are much better off than those who are not in Government employment. Even a Class IV Government employee is much better off than his counterpart in the cold world outside.

10. We still have largely an agricultural economy. In the lower pay ranges a person spends nearly 61 per cent of his wages on food items alone and, therefore, food prices have an important place in the family budget of such persons. Prices of food articles in turn depend even now to a considerable extent upon the vagaries of the monsoon. If the monsoon fails the prices shoot up as they did in the latter part of last year, and if the monsoon is good and timely the prices begin to fall. Since the introduction of the planned economy one other important factor affecting prices has come into field and it is the currency inflation. During the first two Plan periods there was very limited deficit financing and the rise in real national income almost corresponded with the increase in money supply, with the result that the prices were kept considerably in check. However, during the Third Plan Period deficit financing has had to be resorted to on a rather liberal scale, and because the production rate has not kept pace with the currency inflation, the

prices have risen tremendously. There are indications now that in the Fourth Plan period there may be no deficit financing, and therefore, one of the major factors governing spiralling prices would be eliminated. Even then there are so many factors influencing prices that it is really difficult to say whether an increase in the dearness allowance or the rates of salaries will insulate Government servants against the fall in their real emoluments. Even if it is accepted that the Government employees constitute only a small fraction of the total wage-earning population of the country, the fact remains that an increase in their wages creates a demand for increase of wages by employees in other spheres, and in this process the ultimate result is a larger total volume of monetary allotment in relation to real resources available for distribution. However, in view of the fact that Government of India employees, employees of some of the other States and employees of the organised industrial sector have had their wages increased, it is not possible to withhold a reasonable increase from the State Government employees. In this connection it was relevant to ask where the prices were likely to stabilise so that a pay structure based on that price level may be evolved, and rates of dearness allowance be determined to make up for the difference, if any, between the said level of prices and the existing level, because dearness allowance would have justification only if the current level of prices did not present a normal situation as it apparently did not.

11. It is really very difficult to say where the prices would stabilise. We turned for guidance to the Economists. An Economist of repute advised us that the prices are likely to stabilise at the level of 1960-61. As stated earlier, even most of the Service Associations who have replied to our Questionnaire have not gone beyond 1960-61 in this matter. In the absence of any reliable data we can at best be guided by the opinions of those who appreciate the economic situation better, and therefore, we accepted the advice tendered above as a sound proposition. Consequently in determining the new pay structure we have based our recommendations on the 1960-61 price level ; and to make up for the difference between the existing level of prices and the prices obtaining in 1960-61 we propose that dearness allowance may be granted to the following classes of employees in the new pay structure at the rates shown against them :

| | Rs. |
|---|---|
| Pay up to Rs. 99 .. .. .. | 15 p. m. |
| Pay between Rs. 100—299 .. .. | 25 p. m. |
| Pay between Rs. 300—1,000 .. .. | 35 p. m. subject to marginal adjustments. |

12. In our proposals we have not made any distinction between one class of employees and another in the same pay range, as is the case at present with Lekhpals, because we felt that the discrimination made against them was unsound. We are also not recommending dearness allowance to those who are drawing salaries exceeding Rs.1,000 in the new structure because in their case the entire remuneration has been fixed in the form of salaries which would appear reasonable even in the present conditions.

13. As we have stated earlier we do not know how the prices will behave in future. Even if the prices rise further we are advised that a certain amount of rise should be left uncovered for healthy economic development. Moreover, certain amount of flexibility is necessary in this matter because it is possible that rise in prices may at times be due to indirect taxation levied partly to curb consumption. There are also competing claims on Government revenues in a developing economy and Government have constantly to weigh the consequences of greater investment for purpose of production, and greater consumption. At the same time if there is a substantial and persistent rise in prices it would be necessary for the Government to endeavour not to allow the standard of living of their employees to fall. In this matter we feel that neither the State Governments nor the Government of India should act by themselves. The prices these days tend to equalise all over the country and while there may be some justification for giving different scales of pay to the Government of India employees and the employees of the State Governments in different regions, there may not be much justification for giving different rates of dearness allowance. Moreover, the cost of living indices prepared by the State Governments have different bases and the weight assigned to different commodities are outmoded. The cost of living indices which the Government of India are now preparing, we presumed, are more reliable. Therefore, we would suggest that any increase in the dearness allowance which the Union Government may allow to their employees after August 1, 1965 may also be allowed to the State Government employees. The cost of living allowance at present admissible to the Government of India employees is to be ignored and only the increase or decrease that may be made hereafter for any category of employees under the Government of India may be adopted by the State Government.

## CHAPTER VI

### Classification of Services

Modern societies are based on a complex pattern of integration and co-ordination of functions and aptitudes of a very wide range of diversity. Society is a coglomorate of an amazing variety of capacities and specialised skills. At each period of history some types of talent and skill assume extraordinary importance for social progress. Whenever they are in short supply they have to be rewarded by extra remuneration. Such a classification of skills and aptitudes is more or less stable over a generation or two. When it thus gets crystallised it creates a class. The formation of such classes arising out of specialised functions is not an evil proclivity attaching to any specific form of advancement, but exists under every system of Government.

2. Classes of Government employees by and large reflect the social assessment of the relative importance of various kinds of skills and functions.

3. The State Government have in their employ nearly 5,00,000 persons performing a variety of functions. While one is quelling a riot, saving life and property, the other is collecting taxes to provide the sinews for the welfare of the people. While one is sentencing a criminal to death, the other is saving the life of the sick in a hospital. While one is distributing good seed to grow better crops, the other is providing water for irrigation from large reservoirs. While one is building a dam, the other is providing electricity to run the new industrial undertakings so necessary to build a new India. When the functions of Government are so varied and complex, it is not possible to have a classless State Service. This large section of citizens employed by the State will have to be divided into different categories, so that the intricate task may be performed efficiently. The distinction between the State servants will depend on factors like qualifications, source and method of recruitment, duties and responsibilities, emoluments and the like.

4. The diversity of functions and the diversity in competence levels as also diversity in the levels of responsibility make it necessary to have a classification of services which could form the basis for pay rationalization. Broadly conceived, the classification of the services by numbers was more practical and less controversial. The Government of India have classified the services into Classes I to IV and

this classification to our mind is conducive of better sense than the prevailing present classification of Government servants into 'Superior' or 'Inferior' categories.

5. The services under the State Government are either 'gazetted" or "non-gazetted". This distinction is a necessary time-honoured distinction and the four classes — Class I, II, III and IV will, therefore, fall into these two categories. A gazetted officer is usually one who holds charge of an office. His duties are mostly supervisory or directory. His appointment, leave, transfer or posting is notified in the gazette. The general pattern would be as follows :—

| | Maximum of the scale of a post | Classification |
|---|---|---|
| Gazetted .. | The maximum of the pay scale of the post exceeds Rs.900. | Class I |
| Gazetted .. | The maximum of the pay scale of the post does not exceed Rs.900. | Class II |
| Non-gazetted .. | The minimum of the pay scale of the post is Rs.100 or above. | Class III |
| Non-gazetted .. | Remainder .. .. | Class IV |

6. Thus posts carrying pay scales of Rs.400—1,000 or Rs.600—1,250 or above will be in Class I. It is not necessary to enumerate here all the posts falling in Class I. Broadly speaking all the Provincial Services will be in Class II. Class III will consist of the various subordinate and ministerial services, the Inspectorate, district level officers who are not in the gazetted category and other similar employees. Teachers and Paid Apprentices, though their starting salary or stipend is less than Rs.100, will be in Class III on the basis of status which their functions enjoy in our present day social order. Those who are not in Class I, II or III will be in Class IV.

## CHAPTER VII

### State Services

The Provincial or State Services, properly so called, are services having a regular cadre and service rules. The scales of pay generally applicable to such services is the Class II scale of Rs.250–850, but some services have been granted a higher start of Rs.300 per month while the members of the State Medical Service and the State Public Health Service are in the scale of Rs.250–700 as they are also allowed private practice in one case and a non-practising pay in the other. In view of the shortage of engineers, the starting salary of Assistant Engineers has been further raised, recently, to Rs.350 per month, subject, however, to the condition that no increments will be allowed for the next two years.

2. The members of the U. P. Civil Service (Executive) and the U. P. Police Service are eligible for promotion to the I. A. S. and the I. P. S., respectively against a promotion quota reserved for them in the two All-India Services. Besides, a selection grade is also available to the Members of these Services. Members of the U. P. Civil Service (Judicial) are eligible for promotion to the Higher Judicial Service of which the junior scale of pay is Rs.600–1,200 per month and the senior scale is Rs.800–1,800 per month. Other State Services have a senior scale of Rs.500–1,200 per month which is also sometimes called the Class I scale. Often enough, further promotion is available to members of the State Services on administrative posts of Assistant or Deputy Heads of Departments and the more capable members of these Services can be promoted as Heads of Departments also.

3. In fixing the new scales of pay for the various services, we have generally taken five important factors into account, namely the method and source of recruitment, the minimum qualifications prescribed for recruitment, the nature of duties and responsibilities which the Service is required to shoulder, the utility of the service to the community and the level of remuneration available to similar services in other States. Taking these factors into account, we recommend the new scale of Rs.300–900 per month for the State Services with the exception that the U. P. Medical Service will continue to remain in the scale of Rs.250–700 per month so long as private practice continues. We further recommend that in services for which recruitment is made through a written competitive examination conducted by the State Public Service Commission, the starting pay may be

raised to Rs.325 per month, but the starting pay in the U. P. Civil Service (Executive), the U. P. Civil Service (Judicial), the U. P. Public Health Service and the U. P. Engineering Service should be Rs.350 per month. We are recommending a slightly higher start for the U. P. Civil Service (Executive) and the U. P. Civil Service (Judicial), because of the unusually important nature of duties and responsibilities entrusted to members of those services. The start of Rs.350 per month which we are suggesting for the members of the U. P. Public Health Service is the same as in the non-practising scale which we are suggesting for members of the U. P. Medical Service. In the case of the Engineering Services the higher starting salary is recommended in view of the existing shortage of qualified Engineering personnel ; in fact, for the same reason, we suggest that the starting pay of Rs.350 per month may be allowed even on isolated posts for which the minimum essential qualification is an Engineering or Architectural Degree.

4. We now deal with more important State Services, one by one:—

*The U. P. Civil Service (Executive)*—There are at present 565 posts in the cadre of the U. P. Civil Service (Executive) in the scale of Rs.250—850 per month with a start of Rs.300 per month. There are 57 posts in the selection grade also, in the scale of Rs.900—1,250 per month. Members of the service in the selection grade are not entitled to any special pay except for appointments in the Secretariat where, however, the usual special pays are allowed over and above pay in the selection grade also.

5. The U. P. Civil Service (Executive) Association have represented that their junior scale should be revised to Rs.350—900 per month and that they should be allowed a senior scale of Rs.650—1,500 to save their members from stagnation, and also because members of some other State Services are usually promoted to Class I posts, in the scale of Rs.500—1,200, within 5 or 6 years of their joining service.

6. We have already recommended the basic scale of Rs.300—900 per month for all the State Services, but for members of the State Civil Service (Executive) and for certain other State Services we have recommended a starting salary of Rs.350 per month. We have also given careful consideration to the suggestion about the creation of a senior scale for members of the U. P. Civil Service (Executive). We find that there is some force in the statement that while those joining other State Services are usually promoted to the senior scale within a few years, members of the U. P. Civil Service (Executive) continue to remain in the Class II scale of Rs.250—850 for a long time before they can hope to be promoted to the senior scale of

the I. A. S. However, many of the posts which the senior members of the State Civil Service (Executive) have to hold, even while they are in the Class II scale of Rs.250—850 carry fairly onerous duties and responsibilities for which they are not adequately compensated by the mere addition of a small special pay to their scale. There are many posts of this nature, but one post which comes easily to mind is that of the Additional District Magistrate. Although the Additional District Magistrate discharges many of the duties of the District Magistrate whose scale is Rs.900—1,800, the post of Additional District Magistrate at present carries pay only in the scale of Rs.250—850 per month with a special pay of Rs.100 per month. There are several other posts in which a P. C. S. Officer has to be content with his basic pay in the scale of Rs.250—850 per month with a special pay of Rs.100 per month. There are yet other posts in which a P. C. S. Officer has to be content with his basic pay in the scale, *plus* a small special pay while officers of other Departments appointed to equivalent posts are allowed the senior scale of Rs.500—1,200 per month and sometimes also draw a special pay in addition. We feel that such a state of affairs is not fair to P. C. S. Officers. We, therefore, recommend that while the selection grade in the P. C. S. may be abolished, a senior scale of Rs.600—1,250 per month may be introduced for this Service also and all posts carrying a special pay exceeding Rs.100, together with the posts of Additional District Magistrates (Executive) be placed in this scale. No special pay will be admissible to members of the State Civil Service (Executive) on any post included in Class I, other than those in the Secretariat or departmental posts where officers of other departments are also allowed a special pay over and above pay in the Class I scale.

7. *The U. P. Civil Service (Judicial)*—The U. P. Civil Service (Judicial) has a permanent strength of 270 posts—205 of Munsifs and the remaining 65 of Civil Judges—in the scale of Rs.250—850 with a starting pay of Rs.300 per month. There is also a Higher Judicial Service comprising 40 permanent posts of Civil & Sessions Judges in the scale of Rs.600—1,200 per month and 44 permanent posts of District & Sessions Judges in the scale of Rs.800—1,800 per month.

8. The Judicial Service Officers' Association have represented that the post of Civil Judge carries duties and responsibilities which are much heavier than those of a Munsif; and that it is anomalous to keep Munsifs and Civil Judges in the same scale. They have suggested that:—

(i) the U. P. Judicial Service should consist of Munsifs only who should be allowed the scale of Rs.400—850 per month ;

(ii) the posts of Civil Judges should be incorporated in the junior scale of the Higher Judicial Service (i.e. Rs.600—1,200) or should be allowed a special pay of Rs.150 per month over and above pay in the Munsif's scale ;

(iii) the posts of Civil & Sessions Judges should be abolished and the posts presently designated as such should be allowed the senior scale of the Higher Judicial Service, viz. Rs.800—1,800 per month ;

(iv) the District Judges should be allowed a special pay of Rs.200 per month in those districts where a similar special pay is allowed to District Magistrates also ; in all other districts, they should be allowed a special pay of Rs.150 per month for performing the administrative duties attaching to the post of District Judge ; and

(v) Twenty per cent of the posts in the Higher Judicial Service should be converted into the selection grade carrying a fixed pay of Rs.2,250 per month.

9. We have examined all the suggestions very carefully and have come to the conclusion that the scale of Rs.300—900 per month with a starting salary of Rs.350 per month should be allowed to Munsifs. For the post of Civil Judge, which carries duties and responsibilities of a slightly higher order than those attaching to the post of Munsif, the scale of Rs.400—1,000 per month should be adequate and is recommended. The posts of Civil & Sessions Judges, in our view, should continue to be in the junior scale of the Higher Judicial Service, which should now be Rs.600—1,250 per month. The existing scale of District and Sessions Judges viz. Rs.800—1,800 per month has the same maximum as the senior scale of the IAS. The minimum of the scale is less by Rs.100 but that is immaterial as appointment to the post of District and Sessions Judge is made by promotion from the post of Civil and Sessions Judge and the starting pay, fixed according to the normal rules, will generally be substantially higher than Rs.800 p.m. ; at the same time, the rate of increments at some stages in the scale of Rs.800—1,800 is higher than in the senior IAS scale. The existing scale of Rs.800—1,800 is, therefore, in our view adequate for District & Sessions Judges and may continue.

10. *The U. P. Police Service*—There are 234 permanent posts in the cadre of the U. P. Police Service in the scale of Rs.250—850 with a start of Rs.300 per month. There is also a selection grade of Rs.700—1,100 for 12 posts. The U. P. Police Service Association have

represented that their junior scale should be replaced by the Class II scale of the Government of India and they may be allowed a senior scale of Rs.600—1,200 per month in replacement of their existing selection grade. There appears to be no justification for granting a higher scale of pay to the U. P. Police Service than is allowed to the other State Services and we, therefore, recommend that the scale of Rs.300—900 with a start of Rs.325 per month may be sanctioned for the State Police Service.

11. We have also examined the suggestion about the replacement of the selection grade by a senior scale or a Class I scale. For the State Civil Service (Executive), we have recommended the creation of certain Class I posts carrying duties and responsibilities distinctly higher than those of posts in the Class II grade. In the Police Service, however, we have not come across corresponding posts of responsibility which presently carry pay in the Class II. We, therefore, do not consider it necessary to recommend that any posts in the cadre of the U. P. Police Service be upgraded to Class I. We, however, suggest that the selection grade in the U. P. Police Service should continue and that it should carry the scale of Rs.700—1,200 in place of the existing scale of Rs.700—1,100 per month. No special pay should, however, be admissible to officers in the selection grade.

12. The Service has represented that officiating appointments should also be allowed to their members in the selection grade, as is allowed in the P. C. S. This demand appears to us to be reasonable and we recommend that it may be conceded.

13. It was further represented to us that the strength of the selection grade in the U. P. Police Service should, as in the PCS, be fixed at a percentage of the total strength of the cadre in place of the fixed number of 12 posts which are at present in the selection grade. We are of the view that generally every cadre should have avenues of promotion open to it to the extent of 20 per cent of its permanent strength. Taking the present strength of the selection grade in the U. P. Police Service and the number of promotion posts in the IPS into account, we think that there is no need at present to alter the strength of the selection grade of the U. P. Police Service.

14. *Prosecution Branch of the U. P. Police*—There are 14 posts of Senior Public Prosecutors in Class II in the scale of Rs.250—850. The recruitment to the Prosecution Branch is, however, made initially only at the level of Assistant Public Prosecutors who are in the scale of Rs.200—300 per month and who can be promoted as Public Prosecutors in the scale of Rs.220—400 and thereafter as Senior Public Prosecu-

tors in the scale of Rs.250—850 per month. We have suggested a suitable new scale of pay for Senior Public Prosecutors. Government have invited our views on a proposal to upgrade two posts of Senior Public Prosecutors to a selection grade of Rs.700—1,100 in order to provide a further avenue for promotion as an incentive for good work. A selection grade is, however, provided for cadres where chances of promotion are inadequate or entirely non-existent. In the Prosecution Branch of the U. P. Police, however, the post of Senior Public Prosecutor is itself the third rung of the ladder and at that stage the provision of a selection grade would, in our view, be neither necessary nor desirable.

15. *The U. P. Judicial Officers' Service*—There are 253 posts of Judicial Officers in the scale of Rs.250—850 with a start of Rs.300 per month. Promotion from this cadre is made to the posts of Addl. District Magistrate (Judicial) which carry a special pay of Rs.100 per month. Judicial Officers are also eligible for promotion to the post of Additional Commissioner which carries pay in the scale of Rs.500—1,200 per month. Judicial Officers are also eligible for appointment to the Higher Judicial Service as open market candidates.

16. The Judicial Officers' Association have suggested that their ordinary grade should be revised to Rs.350—1,000, with a start of Rs.400 per month and that a Higher Revenue Service should also be created with a cadre of 60 posts, of which 30, covering the posts of Additional District Magistrates (Judicial) of the smaller districts, should be in the scale of Rs.600—1,200 per month and the remaining 30, comprising posts of Additional District Magistrates (Judicial) of the bigger districts and Additional Commissioners, should be in the scale of Rs.800—1,500 per month.

17. There is, in our view, no justification for the emoluments of the Judicial Officers being higher than those of Munsifs. Judicial Officers should be allowed pay in the scale of Rs.300—900 with a start of Rs.325 per month. We also recommend that in view of the nature of the duties and responsibilities thereof, the post of Additional District Magistrate (Judicial) may be upgraded to the scale of Rs.400—1,000 per month. Additional Commissioners may also be in the scale of Rs.600—1,250 in place of their existing scale of Rs.500—1,200. With these new scales, no special pay will be admissible.

18. *The U. P. Services of Engineers*—The Engineering Services have been dealt with at length in the Chapter relating to the Technical Services and we do not consider it necessary to say anything more about them here.

19. *The U. P. Medical Service*—Several matters relating to the non-teaching posts of the Medical Department have also been discussed in the Chapter on Technical Services. In the Medical Colleges, teachers in clinical subjects who are allowed private practice, are given slightly lower scales of pay, while teachers in non-clinical subjects having no private practice are allowed slightly higher scales of pay. The existing scales of pay at present applicable to teaching posts in the Medical Colleges are as follows :

| | Rs. |
|---|---|
| 1. Professors— | |
| (*a*) Clinical .. .. .. | 900—1,140 |
| (*b*) Non-clinical .. .. .. | 1,100—1,340 |
| 2. Readers— | |
| (*a*) Clinical .. .. .. | 500—800 |
| (*b*) Non-clinical .. .. .. | 600—900 |
| 3. Lecturers— | |
| (*a*) Clinical .. .. .. | 350—600 |
| (*b*) Non-clinical .. .. .. | 400—650 |

20. In the Chapter dealing with the Technical Services, we have given reasons in support of our view that Medical Officer in a Government employ should not be allowed to engage in private practice. Those reasons hold good for the teaching posts in Medical Colleges also. In fact, the arguments for not allowing members of the teaching staff of the Medical Colleges to engage in private practice are even stronger. Teaching in Medical Colleges is work of a very responsible nature which must demand the whole time and attention of those engaged in it. Private practice must, necessarily cause a diversion of interest and effort which would not be conducive to the maintenance of high standards of teaching in the Medical Colleges. Permitting private practice would also prevent members of the teaching staff of Medical Colleges from devoting themselves to research work which is one of their primary responsibilities. We are, therefore, strongly of the view that private practice should not be allowed to teachers in Medical Colleges. We recommend the following non-practising scales for the teaching institutions :

| | Rs. |
|---|---|
| Professors .. .. .. | 1,200—1,700 |
| Readers .. .. .. | 700—1,200 |
| Lecturers .. .. .. | 400—900 |

If, however, private practice is to continue, the existing scales would be adequate but in order to fit the scales in our new pattern, the following scales may be allowed :

| | Rs. |
|---|---|
| Professors .. .. .. | 950—1,150 |
| Readers .. .. .. | 400—900 with a start of Rs. 550. |
| Lecturers .. .. .. | 350—650 |

For the post of the Principal, which is even now non-practising, we recommend the scale of Rs.1,500—2,000.

21. *The U. P. Public Health Service*—Till recently there were two scales in the junior grade of this service, namely Rs.250—650 and Rs.250—850. However, in accordance with the recommendations of a High Powered Committee appointed sometime back, both these grades have been merged into a scale of Rs.250—700 p.m. with a start of Rs.275. Non-practising allowances and post-graduate pays have also been sanctioned to the members of the Public Health Service as for the State Medical Service.

22. In the new scheme of pay scales which we are proposing, the Public Health Service should carry the scale of Rs.300—900, with a start of Rs.350 at par with the non-practising scale for the State Medical Service. The Selection Grade in the Service should carry the scale of Rs.750—1,400, which is the same as has been recommended by us as a non-practising scale for the post of Civil Surgeons in the State Medical Service. No non-practising pay will be admissible with these scales of pay.

23. *The U. P. Forest Service*—This Service comprises of Assistant Conservators in the scale of Rs.250—850, with a start of Rs.300, Deputy Conservators in the scale of Rs.500—1,200 and Conservators in the scale of Rs.1,250—1,500. Deputy Chief Conservators draw a special pay of Rs.150 per month in addition to pay in the Conservator's scale of Rs.1,250—1,500 and the Chief Conservator is in the scale of Rs.1,500—1,700.

24. In conformity with our general pattern, we recommend the scale of Rs.300—900, with a start of Rs.325 for Assistant Conservators, Rs.600—1250 for Deputy Conservators, Rs.1,300—1,600 for Conservators, Rs.1,600—1,800 for Deputy Chief Conservators and Rs.1,800—2,000 for the Chief Conservator.

25. *The U. P. Educational Service*—As in other State Services, there is a junior scale of Rs.250—850 in the U. P. Educational Service and a senior scale of Rs.500—1,200. Posts of Deputy Directors are in the scale of Rs.500—1,200, with a special pay of Rs.100 p.m. There is also a Selection Grade among Deputy Directors in the scale of Rs.1,250—1,500. The post of Director of Education is in the scale of Rs.1,700—2,000.

26. The U. P. Educational Service Association have asked for the scale of Rs.400—1,100 for the junior grade, Rs.700—1,400 for the senior grade, Rs.1,400—1,800 for posts of Deputy Directors, Rs.1,400—1,800, with a special pay of Rs.300 p.m. for the post of Joint Directors and a fixed pay of Rs.2,250 for the Additional Director and Director of Education. They have also requested that the posts of Principals of Higher Secondary Schools and Head Masters of Government Normal Schools, which were down-graded from a Provincial Class II Service to the status of a Subordinate Gazetted Service as a result of the recommendations of the last Pay Committee, may be brought back to the junior scale of the State Educational Service.

27. The teaching staff of the Post Graduate Degree Colleges at Naini Tal and Gyanpur has suggested that the scale of Assistant Professors at these colleges be raised from Rs.250—850 (with a start of Rs.300) to Rs.400—1,100, that of Professors from Rs.500—1,200 to Rs.800—1,500 and the scale of the Principal from Rs.500—1,200, with a special pay of Rs.100 to Rs.1,200—1,700.

28. We have given careful consideration to all the representations made to us on behalf of the Education Services and have recommended suitable increases in the scales of pay of teachers of various categories as far as we found it possible to do so. However, the necessity of maintaining a proper balance in the Educational Service prevents us from suggesting that Head Masters of Government High Schools and Government Normal Schools may again be placed in the junior State scale. We find that only 25 per cent of the vacancies among Head Masters of Government Schools are filled by direct recruitment ; the remaining 75 per cent are filled by promotion, two-thirds from the scale of Rs.120—300 and one-third from the scale of Rs.200—450. As for Head Masters of Government Normal Schools, only 10 per cent of the posts are filled by direct recruitment, 40 per cent are filled by promotion from the rank of Assistant Masters in the L. T. Grade, another 40 per cent from Sub-Deputy Inspector of Schools who are in the grade of Rs.120—300 and the remaining 10 per cent from Lecturers of Training Colleges in the scale of Rs.200—450. Considering the rank from which the majority of the Head Masters of

Government Schools and Government Normal Schools are promoted, we have felt that it would not be proper to place these Head Masters in the junior State scale.

29. In keeping with our general pattern, we recommend that the junior and senior scales of the U. P. Educational Service should be Rs.300—900, with a start of Rs.325, and Rs.600—1,250, respectively. The ordinary grade for Deputy Directors should be Rs.750—1,400. We suggest that in place of the Selection Grade posts of Deputy Directors, posts of Joint Directors may be created in the scale of Rs.1,300—1,600. For the post of Additional Director, when filled by a departmental officer, we recommend the scale of Rs.1,600—1,800 and the scale of Rs.2,000—2,250 for the Director of Education. On the teaching side, Principals of Degree Colleges may be allowed the scale of Rs.400—1,000, Professors of Post-graduate Degree Colleges Rs.600—1,250 while Principals of Post-graduate Degree Colleges may be placed in the scale of Rs.750—1,400.

30. *The U. P. Agricultural Service*—The U. P. Agricultural Service has a Junior Scale of Rs.250—850, covering posts like District Agricultural Officers, etc. and a Senior Scale of Rs.500—1,200 for posts of Deputy Directors of Agriculture and Horticulture. There are also posts of Assistant Director of Agriculture, carrying pay in the scale of Rs.250—850, with a special pay of Rs.75 or 50 per month. The post of Joint Director is in the scale of Rs.500—1,200, with a special pay of Rs.150 while the Director of Agriculture is in the scale of Rs.1,500—1,700.

31. As with the other Services the new scale for Class II Agricultural Service should be Rs.300—900, while the scale for Class I should be Rs.600—1,250. We also recommend the scale of Rs.750—1,400 for the Joint Director, Rs.1,600—1,800 for the Additional Director and Rs.1,800—2,000 for the Director.

32. *The U. P. Veterinary Service*—Here also the new scales for the Class II and Class I posts should be Rs.300—900 and Rs.600—1,250 respectively. We also suggest the scale of Rs.1,600—1,800 for the Additional Director and Rs.1,800—2,000 for the Director of Animal Husbandry.

33. There is a Veterinary College at Mathura where Lecturers are in the scale of Rs.200—500 and Professors in the scale of Rs.1,000—1,500 while the Principal is in the scale of Rs.1,000—1,500 and also gets a special pay of Rs.200. We recommend that the new scales may be Rs.250—500 for Lecturers, Rs.1,000—1,500 for Professors and Rs.1,200—1,700 for the Principal.

34. *The U. P. Co-operative Service*—As recruitment to this service is through a written competitive examination conducted by the Public Service Commission, we recommend that members of this Service may be allowed a starting pay Rs.325 per month in the new Junior Scale of Rs.300—900. The Class I scale will be the usual one of Rs.600—1,250 while for the post of Additional Registrar, we propose the scale of Rs.750—1,400.

35. *The U. P. Transport Service*—This Service has three Branches, namely the Administration or Enforcement Branch, the Government Roadways and the Technical Branch. In the Administration or Enforcement Branch, the Class II posts comprise those of Assistant Regional Transport Officers in the scale of Rs.250—850, with a start of Rs.300 per month. The next higher post of Regional Transport Officers is also in the same scale, but carries a special pay of Rs.75 per month. There are two posts of Deputy Transport Commissioners in the scale of Rs.500—1,200, with a special pay of Rs.100 per month.

36. In the Roadways Branch, Assistant General Managers are in the scale of Rs.250—850, Deputy General Managers in the scale of Rs.500—1,200, Additional General Manager in the scale of Rs.600—1,500 and General Managers in the scales of Rs.600—1,500 and Rs.1,000—1,500.

37. In the Technical Wing, Assistant Transport Engineers and Assistant Service Managers are in Class II scale of Rs.250—850, Service Managers and Group Managers are in Class I scale of Rs.500—1,200 and the post of Chief Mechanical Engineer is in the scale of Rs.1,200—1,500.

38. We recommend the scale of Rs.300—900 with a start of Rs.325 for Assistant Regional Transport Officers, Rs.400—1,000 (without special pay) for Regional Transport Officers and Rs.600—1,250 (without special pay) for the posts of Deputy Transport Commissioners dealing with Enforcement and Passenger Tax. This will mean reduction in the existing emoluments of the two posts of Deputy Transport Commissioner, but this was unavoidable for we took a decision in the interest of rationalization that where a higher scale was given to a post then such a post will generally not carry a special pay.

39. In the Roadways Wing we suggest the scale of Rs.300—900 for the post of Assistant General Manager, Rs.400—1,000 for the post of Deputy General Manager, Rs.600—1,250 for the post of Additional General Manager and Rs.750—1,400 for the post of General Manager. Here also our proposals involve a reduction in the scale of pay of

some of the posts, but the pattern conforms to that adopted by us elsewhere. In the Technical Branch, we recommend the scale of Rs.300—900, with a start of Rs.350 for Assistant Transport Engineers and Assistant Service Managers provided they have a degree in Mechanical Engineering or an equivalent qualification. For the post of Service Managers and Group Engineers, we propose the scale of Rs.600—1,250, while for the post of Chief Mechanical Engineer, we propose the scale of Rs.1,200—1,700.

40. *U. P. Finance and Accounts Service*—This service comprises 87 posts of Treasury Officers in the scale of Rs.250—850 and 16 posts of Accounts Officers in the same scale, but a special pay of Rs.100 is also allowed under F. R. 9(21). Six of the more important posts of Treasury Officers also carry a special pay of Rs.100 per month. There are, besides, 10 posts of Senior Accounts Officers in the scale of Rs.500—1,200.

41. We propose the scale of Rs.300—900, with a start of Rs.325 for the posts of Treasury Officers in general. For Accounts Officers and Treasury Officers who are at present allowed a special pay of Rs.100 per month over and above pay in the scale of Rs.250—850, we propose the scale of Rs.400—1,000 without any special pay while for the posts of Senior Accounts Officers, we propose the scale of Rs.600—1,250.

42. Besides the above, there are some other Provincial Services also but they do not call for special mention here. The appropriate scales of pay for those Services have been mentioned in Part II of our Report.

## CHAPTER VIII

### Technical Services

According to our terms of reference, we are required, while making our recommendations as regards rationalization, to take into account the requirements of suitably qualified and trained personnel for the successful implementation of the Plans, with due regard to the resources position of the State and the level of emoluments admissible to the technical services in other States.

2. The requirement of technical personnel has grown very rapidly with the implementation of the various schemes incorporated in the Five-Year Plans and there has been a general complaint that suitably qualified personnel has not been available in adequate number with the result that an appreciable proportion of technical posts has remained vacant for long. In order to determine the actual shortage in the various technical services under the State Government, all Departments of Government were requested to intimate how many posts under their administrative control were vacant on 1st April, 1964 for want of suitable personnel. Complete information from all Departments on this subject has not been received but whatever information has been conveyed to us is incorporated in Annexure 'I' Even the incomplete figures incorporated in this Annexure will show that there is an appreciable shortage of properly qualified Engineers, Architects, Overseers, Computors, Doctors and Nurses. The question, however, is whether the shortage is merely due to the scales of pay being inadequate and whether the situation can be met by raising the emoluments of such posts.

3. It has been argued before us that the existing scales of pay for the technical services under Government are so inadequate that the qualified technical personnel is drawn away by the lure of higher emoluments either to the Government of India or to private industry and business. We have gone into this question with great care and in considerable detail and have come to the conclusion that, at least as far as the engineering services are concerned, the present shortage of technical personnel in the Government services is not so much the result of any inadequacy of emoluments as of the fact that the training and educational facilities available for turning out technical personnel are not adequate for meeting all requirements. It is a matter of common knowledge that the number of students seeking admission to the Engineering Universities and Colleges, and the Technological Institutes, is always several times the number of available seats. A very

strict selection is, therefore, made and only a small percentage of the applicants is admitted while a large proportion of them has to think of other fields of study or employment. Government and the public sector industries, however, perhaps still constitute the largest single employer of technical personnel in the country and if the emoluments available at present in this sphere were really inadequate, that would have resulted in a decrease in the number of candidates applying for admission to technical institutions where many or at least some of the available seats would have remained unfilled. Instead, the position at present is that the pressure for admission to technical institutions is very heavy indeed and many students who would have been quite suitable for receiving technical education have to be turned back and deflected to other fields. This, to our mind, is an indication of the fact that the emoluments available in the Engineering Services under Government are, by themselves, not unattractive.

4. From the fact that while all seats in the technical educational institutions are fully utilised, there are yet numerous vacancies in the State Engineering Services which have remained unfilled for appreciable periods of time, it would be obvious that the main reason for the existence of these vacancies is to be found either in procedural delays or in the inadequacy of training and educational facilities, rather than in any inadequacy of scales of pay. The grant of higher emoluments to technical personnel in the Government Services may temporarily have the effect of diverting some technical personnel from the private sector to the Government Services or to the public sector industries, but the overall shortage would still remain. In fact, if the emoluments of technical personnel in Government Service and in the public sector were to be increased, there is no doubt that the private sector will react by offering even higher emoluments and something in the nature of an unending race between the public and the private sector is thus likely to start, which will not be in the larger national interest. On this consideration also, it would, therefore, appear that any substantial increase in the emoluments of technical personnel in the Government Services would not in itself provide a means for meeting the existing shortage but, on the other hand, the real remedy would appear to lie in increasing the teaching and training facilities available for turning out technical personnel in requisite numbers.

5. It is relevant to observe here that in the first two Plans, no new Engineering Colleges were established in Uttar Pradesh and the State remained content with a small increase in the number of seats available in the existing institutions. It was only in the Third Plan that two new Engineering Colleges were established, one at Allahabad

and the other at Gorakhpur, along with an Indian Institute of Technology at Kanpur, but as it takes at least four years to turn out an Engineering Graduate, these institutions have yet to make their contribution towards meeting the needs of the State Engineering Services. Even now, however, the annual intake of engineering students in U. P. comes to a mere 1.5 per lakh of population against an all-India average of 3.1. In Mysore, the annual intake is as high as 6.0 per lakh of population, the figures for some other States being : West Bengal 4.5, Maharastra and Madras 3.9 and Andhra 3.0. These figures are significant and point to the large headway which Uttar Pradesh has to make in the matter of technical education if the existing shortage of engineering personnel has to be eliminated and the much larger requirements of the Fourth and subsequent Plans are to be met.

6. Reverting to the subject of emoluments of technical personnel, it is obvious that the question cannot be considered in isolation merely on the basis of our requirements of such personnel and our present inability to meet that requirement in full. The technical services, under any Government, no doubt perform a most useful function and, in fact, the importance of their work in our development efforts is increasing with the passage of time. It would, however, be invidious for Government to differentiate between the value, to it and to the public, of the technical services on the one hand and the non-technical services on the other. Government is a many-sided organisation and in running that organisation for the maximum public good, both the technical and the non-technical services, in our view, play a well-balanced part. It would, therefore, not be proper to mark out any particular service or services as being of special importance in the development efforts of the country and to differentiate against others whose role, though not any the less important, may not be so obvious.

7. In the Centre, the scientific and technical services had claimed parity with the Indian Administrative Service in the matter of emoluments. The Second Central Pay Commission considered this claim and had the following observations to make on the subject :

> "To the question of parity between the scientific services and the Indian Administrative Service we have given considerable thought. The nature of duties and responsibilities of the scientific services generally differs a great deal from that of the Administrative Service ; the age and methods of recruitment and the structure of the services also vary. These differences present difficulties in the application of common measure of evaluation, and in particular in the adoption of the I.A.S. scale of pay ; they suggest on the other hand that the structure of remuneration for the scientific services should be evolved

more or less independently and should be so designed as to meet the requirements of those services. There are some other considerations also of a somewhat different order. The scientific services as well as the administrative services draw the bulk of their recruits from a common source, viz. able University graduates ; and it is certainly necessary for the scientific advancement and general progress of the country that a young person with high scientific talent and preference for scientific work is not deterred from a scientific career because of its inadequate financial rewards, or of conditions of service which place a scientific officer at a disadvantage. We have come to the conclusion that both sets of requirements mentioned above will be largely satisfied, if while the remuneration at the intermediate level is independently determined, that at the stage of entry to the Junior grade of Class I Scientific Service compares favourably with the starting point of the I.A.S. scale, and there is a fair measure of parity between scientific and administrative salaries at the higher levels at which scientific and administrative officers have to work closely together. . . , but our point is that neither in the matter of remuneration nor in that of conditions of service identity or even rigid parity may be the best solution."

8. As far as the State Technical Services are concerned, although a claim is sometimes made to bring their emoluments at par with the emoluments available to officers of the Indian Administrative Service, it is obvious that the comparison between the *State* Technical Services and the Indian Administrative Service, which is an All-India service, is not appropriate. The Central Engineering Services asking for parity with the Indian Administrative Service stand on a different footing and that argument cannot be available to the State Engineering Services which can only claim parity with the corresponding State Administrative Services. In that matter, the position even at present is that the emoluments and prospects available in the engineering services in the State are generally at par with those available to the members of the State Civil Service and other State Services. The only matter in which the State Engineering Services may not so far have compared favourably with the State Civil Service related to the possibility of some members of the latter service being promoted to the Indian Administrative Service, while no such promotion to an All-India Engineering Service was so far available to members of the State Engineering Services. We understand, however, that this lacuna is likely to be filled up shortly when an All-India Engineering Service, for which one of the sources of recruitment will be by promotion from the State Engineering Services, is set up in the near future. The necessary legislation

on this subject has already been introduced in Parliament and we hope that it will not be long before the All-India Service of Engineers is established when whatever difference may have existed between the members of the State Civil Service and the State Engineering Services in regard to promotion to an All-India service would disappear.

9. One argument which has sometimes been quoted in support of the claim for higher emoluments for the engineering and medical services is the higher cost of technical education as compared to Arts or Science education in the universities. In regard to the cost of education, however, it would appear that even if the student at a technical institution has to spend a little more than his counterpart studying Arts or Science subjects in the universities, Government are also put to much heavier expenditure on providing facilities for technical education than for university education in Arts or Science subjects. The admittedly more costly education is, therefore, largely obtained at a higher cost to the public exchequer and if that is so, there would appear to be no good reason why a further burden should be imposed on the public purse by giving higher emoluments to the technical services.

10. For all the reasons mentioned above, we are unable to recommend any specific differentiation between the technical and the non-technical services as far as their emoluments are concerned. At the same time, however, we have to take into account the fact that, whatever may be the reasons for the present situation, the existing shortage of technical personnel has to be met so that vitally important development projects and schemes may not suffer for lack of personnel. We are accordingly recommending that, with a view to making the initial emoluments of technically qualified Engineers more attractive than at present, the starting pay of qualified Assistant Engineers, in the proposed scales of Rs.300—900 per month, may be raised to Rs.350 per month. We are also suggesting an increase in the minimum of the scale of pay of all the State Class I Services from Rs.500 to Rs.600 per month and this benefit will be available to the engineering services also. For the second stage of promotion, i.e. for the rank of Superintending Engineer in the engineering services and corresponding ranks in other services, we are suggesting a higher scale of Rs.1,300—1,600 in place of the existing scale of Rs.1,250—1,500 per month. We are also recommending that the Heads of the bigger and more important Departments may be given the scale of Rs.2,000—2,250 per month. This scale would also be applicable to the Chief Engineers of the major Engineering Departments, viz. the Public Works Department and the Irrigation Department in which work has increased to such an extent that apart from a Chief Engineer

who is in overall charge of the Department, a number of posts of Additional Chief Engineers, Chief Project Engineers, or Deputy Chief Engineers, have also had to be sanctioned. We are thus suggesting increased emoluments for the Engineering Services throughout, from the stage of Assistant Engineer onward. Suitable increases have also been suggested for the non-gazetted technical personnel at various levels.

11. As far as the medical services are concerned, no increase in emoluments appears to us to be necessary so long as private practice is permitted. The existing system of allowing private practice to Medical Officers, however, creates many difficulties and anomalies which can be eliminated only if the Medical Officers are required to devote their whole time to their official work and are not allowed to engage in private practice. Government are at present faced with an acute shortage of doctors and we have specifically been called upon to suggest ways and means for meeting the shortage, keeping the financial resources of the State also in view. At present, a Government Medical Officer does not devote his whole time to his official work, but a sizable portion of his time is spent on private practice. We feel that one way in which the present shortage of doctors could be met would be through a fuller utilisation of the time of Government Medical Officers on public work after private practice has been stopped.

12. The existing system of private practice also creates difficulties in rationalising the pay structures of the Medical Officers vis-a-vis other Government servants. So long as private practice continues, the earnings of Medical Officers from it have necessarily to be taken into account in fixing their scales of pay. However, the amount which a Medical Officer can earn from private practice varies from individual to individual, from post to post and from place to place. It is, therefore, not possible to fix the scales of pay of Government Medical Officers on any rational or equitable basis so long as private practice continues.

13. We are, therefore, strongly of the view that the system of allowing private practice to Medical Officers should be discontinued and we have, after giving careful consideration to the matter, evolved suitable non-practising scales of pay for various grades of doctors. The non-practising scale suggested by us for the State Medical Service is the same as for Assistant Engineers, namely Rs.300—900 with a starting salary of Rs.350. For posts of Civil Surgeons as well as other posts of equivalent rank, including those of Specialists at the important hospitals, we are proposing the non-practising scale

of Rs.750—1,400 and for the post of Director of Medical and Health Services, we are suggesting the scale of Rs.2,000—2,500. These scales, we trust, will be found to be attractive enough in themselves, but as a further measure to help in filling up posts of Medical Officers at rural dispensaries where large number of vacancies have remained unfilled, we suggest that the Medical Officers posted there may be allowed private practice side by side with drawing pay in the normally non-practising scale of Rs.300—900 with a starting salary of Rs.350. We trust that the special consideration which we have thus shown to Medical Officers posted in rural dispensaries will make the service in rural areas sufficiently attractive to medical graduates to enable the Department to fill up all existing vacancies in a reasonably short period.

14. There is also a considerable shortage of nursing personnel in the State. Apparently, the social conditions and customs in Northern India do not encourage young girls taking to the nursing profession with the result that while some nursing personnel has been recruited, in recent years from the South, a considerable shortage still continues. We have taken this factor into account in suggesting new scales of pay for the various categories of nursing personnel. We are also suggesting that female Government servants posted in rural areas may be provided with a Government residence and we hope that this concession together with the revised scales of pay which we are suggesting, will help in getting over the existing shortage of nursing personnel in the State.

15. A very considerable shortage of veterinary graduates has also been reported to us and it has been indicated that against a requirement of 1,148 veterinary graduates during the Third Plan period, only 582 were available. We have, however, been informed that the intake of students at the Mathura College of Veterinary Sciences has recently been reduced from 100 to 70 per annum. We find it rather paradoxical that at a time when an acute shortage of veterinary graduates is being experienced by Government, the intake of students at the only college in the State, which turns out veterinary graduates, should be reduced. We suggest that the matter may be looked into with a view to restoring the intake to the Degree Course at the Mathura College of Veterinary Sciences to the previous figure of 100 per annum and, if necessary, even increasing it further so that the future requirements of veterinary graduates may be met without any difficulty.

16. In regard to agricultural personnel, we are informed that while the availability of agricultural graduates far exceeds the demand for such personnel within the State, there is a slight shortage in the

next lower category of diploma holders. We, however, gather from the Final Report on Technical Manpower—a publication brought out by the State Government in 1964—that boys who have passed the Intermediate Science Examination with the Agriculture Group are acceptable as substitutes in place of diploma holders and as candidates with this alternative qualification are available in large numbers, no real shortage of qualified personnel is being experienced by the Agriculture Department.

# CHAPTER IX

## Ministerial Services

The last Pay Committee thought it extremely difficult to bring all the offices in the State on the same level in respect of pay of the ministerial staff as the volume, if not the nature, and to some extent the standard, of work varied from office to office and the method of recruitment was also different in some cases. They divided the ministerial services into the following four main groups :

(i) Secretariat, office of the Public Service Commission, offices of the Legislative Council and Legislative Assembly Departments, Governor's Secretary's office and Military Secretary's office ;

(ii) Board of Revenue (including Land Records Section), High Court of Judicature, Chief Court of Oudh, and Central Court of Wards office ;

(iii) Office of Heads of Departments, Commissioners of Divisions and Legal Remembrancer ; and

(iv) All other offices.

2. The existing scales of pay for the ministerial staff, however, do not conform, in all cases, to the above pattern and the number of scales is also large. The difference in the scales applicable to the same category of staff is so insignificant in some cases that the objective, if any, to keep a distinction between one office and another is hardly fulfilled. Not only that, in some cases an employee promoted from a lower to a higher office is put in a lower scale of pay or the rate of his increment is reduced.

3. Different principles have been advocated by the service associations in regard to scales of pay for the ministerial staff. The staff of offices which were placed by the last Pay Committee at a higher level for purposes of scales of pay have generally expressed the view that scales of pay for them should be higher than those for other offices. On the other hand, the staff in the lower scales of pay have asked for parity with the scales of pay obtaining in offices which have been placed higher. The general demand put before us, however, was that scales of pay should be the same for similar nature of work and that the considerations of the level or class of office in which or the status of

officer with whom an employee may be working should not affect the scales of pay. In the course of oral evidence before us the representatives of some of the associations admitted that the qualifications prescribed for recruitment to a post is a very relevant consideration in determining emoluments, and, therefore, the differences in the qualifications can justify a differentiation in emoluments, but they also reiterated that if the qualifications were lower in some cases it was no fault of theirs' and Government should prescribe the same qualifications for the posts involving same nature of work and duties. At the same time all such representatives were rather reluctant to agree to the proposition that minimum qualifications for recruitment to the lowest grade of ministerial posts in any office should be the same as have been prescribed for the higher offices, such as the Secretariat, Public Service Commission, etc.

4. The terms of reference require us to make recommendations for rationalizing the structure of emoluments with a view to, among other things, ensure, as far as possible, equal emoluments for identical nature of duties and responsibilities. Posts having identical designations do not in fact, in all cases, carry identical duties and responsibilities. The position becomes further complicated when for posts carrying apparently the same nature of duties and responsibilities, different qualifications have been prescribed. Moreover, different duties and responsibilities may be prescribed for the same type of posts in different offices, depending upon the nature of work in that office, the administrative set-up of that office, and other such considerations. In such circumstances, comparison between the duties and responsibilities of one post with those of another is rather difficult and, in our view, rationalization of emoluments is not practicable unless there is a rationalization of qualifications in the light of the duties and responsibilities which the empolyees are required to discharge in the administrative set-up. Rationalization of qualifications, however, is not within our purview.

5. In formulating our recommendations in the matter of pay scales, we have taken more than one consideration into account such as the designation of posts, the functions which the incumbents are generally expected to discharge, the qualifications prescribed for recruitment, the method of recruitment, the nature of work and responsibilities, the responsibilities which the incumbents may be required to shoulder in the latter part of their service, and the emoluments admissible on similar posts elsewhere. Where alternative qualifications, one higher and the other lower, have been prescribed for recruitment to the same post, we have taken into account the lower qualification, because a candidate with the lower qualification is eligible for appointment to that post and the prescription of the lower

qualification is indicative of the fact that the requirements of public service would be met even with a candidate with that lower qualification.

6. On the basis of above consideration we have suggested uniform scales of pay for posts which apparently carry identical nature of duties and responsibilities and for which the method of recruitment is the same and the qualifications are also more or less the same. We have suggested the scale of Rs.100—180 for Typists and Routine Grade Clerks irrespective of the office in which they may be working. At present such posts are in various scales of pay, such as Rs.60—90, 60—100, 60—110, 60—120, 60—140, 60—150. The lowest grade of ministerial posts may be found in some offices by the name of Routine Grade Clerk and in some others by some other name : the scale suggested for them is the same. We also recommend that hereafter the minimum qualifications for recruitment to the ministerial posts in the scale of Rs.100—180 should be Intermediate or Higher Secondary or an equivalent examination.

7. Similarly, we have suggested the scale of Rs.120—220 for the next higher grade of ministerial staff, such as Senior Clerks, Junior Noter and Drafters and Reference Clerks in all Heads of Departments' offices. Thus, the posts in the High Court of Judicature and the Board of Revenue which are at present in the scale of Rs.75—160 and the posts in other offices which are at present in the scale of Rs.80—130. Rs.80—140 or Rs.85—145 will have, according to our recommendations, the scale of Rs.120—220. For the post of Court Reader for which the scale of pay at present is the same as that for the post of Ahalmad, we have suggested the higher scale of Rs.120—220 because in our opinion the duties and responsibilities attached to the post of Court Reader are higher than those attached to the post of Ahalmad. In some small offices the post of Head Clerk at present has been sanctioned in the scale of Rs.80—130, while in some others the post has been combined with that of an Accountant though the scale of pay is the same. We have not considered it necessary to put such Head Clerks at par in the matter of their emoluments with the Head Clerks in other subordinate offices and have suggested for them the scale of Rs.120—220.

8. At the level of Upper Division Assistants or Senior Noters and Drafters and above that level there is a marked distinction in the duties and responsibilities of posts in various offices. The duties and responsibilities of the supervisory ministerial staff also vary, depending upon the size of the office, the nature of work which has to be done in that office, and so on. Accordingly, the Upper Division

Assistants and the Senior Noters and Drafters in Heads of Departments' offices where the volume of work is considerable and the nature of work is also comparatively more complicated such as in the offices of the High Court of Judicature and the Board of Revenue, we have suggested the scale of Rs.150–350 while for offices of the other Heads of Departments, such as Director of Medical and Health Services, Director of Education, Chief Engineer, Irrigation, Chief Engineer, P. W. D., etc., the scale of Rs.140–280 has been suggested. In some departments, the powers of a Head of Department have also been vested in officers subordinate to the Head of Department such as in the Engineering and Forest departments, but the nature of work in the offices of such officers cannot be considered to be similar in volume or complexity as that in the office of the Head of Department. There are also certain Heads of Departments' offices where the work is not comparable to that in other Heads of Departments' offices. Senior Noters and Drafters in such offices and Section's Incharge such as Revenue Assistant and Judicial Assistant in Collectors' offices, have been given the pay scale of Rs.120–250. Head Clerks or Head Clerk-*cum*-Accountants of subordinate offices who are at present in the scale of Rs.100–170 have been given the scale of Rs.150–260. Head Assistants or Head Clerks of regional offices such as that of Superintending Engineer, Conservator of Forests and of offices of some other Heads of Departments have been given the scale of Rs.250–325. For Assistant Superintendents or Section's Incharge in the Board of Revenue and High Court of Judicature, who are at present in the scale of Rs.120–300 and are also allowed some special pay, the scale of Rs.180–380 has been suggested. In other Heads of Departments' offices where Section's Incharge or Head Clerks are at present in the scale of Rs.80–240 and also get some special pay, the scale of Rs.160–320 has been suggested. The Head Assistant or Office Superintendent in Heads of Departments' offices who are at present in the scale of Rs.300–400 have been given the scale of Rs.350–450.

9. At present there are different scales of pay for bigger and smaller districts in regard to certain posts such as Office Superintendent, Revenue Assistant, Judicial Assistant in Collectors' offices and Treasury Head Clerks. In our opinion, such distinctions should go and, therefore, we have suggested uniform scales of pay for such posts for all the districts. Treasury Head Clerks and Office Superintendents in Collector's offices have been given the scale of Rs.300–400.

10. In the Secretariat and certain other offices such as the Public Service Commission, the nature of work and the responsibilities right from the level of Lower Division Assistant upwards are very different than in other offices. The qualifications prescribed for recruitment to

posts of these offices are also higher and generally recruitment is made through a competitive examination held by the Public Service Commission. For these reasons the pay scales in these offices have to be different except in the case of Routine Grade Clerks and Typists for whom we have suggested the same scale. For the Lower Division Assistants in these offices who are at present in the scale of Rs.80—200 we have suggested the scale of Rs.120—250 and for the Upper Division Assistants, at present in the scale of Rs.160—400, the scale of Rs.200—450 has been suggested. The Assistant Superintendents used to be in the scale of Rs.160—400 *plus* a special pay of Rs.40 ; their scale was revised to Rs.300—500 ; for them we have suggested the scale of Rs.350—550. For Superintendents we have suggested the scale of Rs.515—715 and for Assistant Secretary, Under Secretary and Deputy Secretary the scales of Rs.800—950, 950—1,150 and 1,150—1,250 respectively have been suggested.

11. The post of Reference Clerk in the Secretariat is at present in the same scale of pay as that of Upper Division Assistant, but previously it carried a lower scale of pay. Lower Division Assistant who fail to qualify for the post of Upper Division Assistants are appointed as Reference Clerks. We have, therefore, felt that they should not be given the same scale of pay as that of Upper Division Assistants and have, therefore, recommended for them the scale of Rs.200—400.

12. Applying the principles discussed above, we have suggested slightly lower scales of pay in the offices of the Industrial Tribunal, Director of Training and Employment, Director of Information, Estate Department, Planning Research and Action Institute and Social Welfare Department.

13. In the Cane Commissioner's office, the scale of Rs.60—150 has been given at present to both Routine Grade Clerks and Noters and Drafters. We recommend that after assessment of posts, Junior Noters and Drafters in that office should be given the scale of Rs.120—220 as recommended for their counterparts elsewhere.

14. The Harijan Sahayak and the Social Welfare Departments have a common Directorate but the posts in these offices carry different scales of pay. We recommend that the posts in the Harijan Sahayak Department should be given the same scales of pay as those recommended for posts in the Social Welfare Department after administrative merger of the two Departments and proper selection etc.

15. Cashiers and Treasurers are at present in different scales of pay depending on the position of the incumbents of such posts in their cadre. We feel that the duties and responsibilities of Cashiers and

Treasurers do not grow with their seniority in service. We have, therefore, recommended for them the same scale as for Routine Grade Clerks/Lower Division Assistants in that Office. Since, however, the amount of security which they are required to furnish varies from office to office and post to post, depending upon the amount of cash handled by them, we recommend for them a special pay under Fundamental Rule 9 (25), as below, in addition to the above scales :

| | Rs. |
|---|---|
| (i) Security up to Rs. 1,000 | 10 p.m. |
| (ii) Security exceeding Rs. 1,000 but not exceeding Rs. 2,000. | 15 p.m. |
| (iii) Security exceeding Rs. 2,000 but not exceeding Rs. 3,000. | 20 p.m. |
| (iv) Security exceeding Rs. 3,000 but not exceeding Rs. 4,000. | 25 p.m. |
| (v) Security exceeding Rs. 4,000 but not exceeding Rs. 5,000. | 30 p.m. |
| (vi) Security exceeding Rs. 5,000 but not exceeding Rs. 10,000. | 40 p.m. |

16. Store Keepers are at present in different scales of pay in different offices depending upon their position in their cadre. The nature of duties performed and the responsibilities shouldered by lower grade matriculate Store-Keepers do not materially differ from office to office. We have, therefore, prescribed for them the scale of Rs.100—180. They should, however, be paid along with this scale of pay a special pay of the same amount as for Cashiers and Treasurers according to the security demanded from them. We presume that the amount of security in their case is related to the value and items of stores handled by them. The Store-Keepers who are at present in higher scales of pay have been recommended appropriate higher scales but they should not get any special pay as the nature of their duties and responsibilities and the security which they are required to furnish have been considered while fabricating scales of pay for them.

17. In respect of other Government servants who are appointed to furnish security, we have taken this fact into account while fabricating their scales of pay. As such, they have not been recommended by us a special pay over and above their scales of pay.

18. Stenographers are at present in various grades, the lowest being Rs.75–120. It has been pointed out to us that in view of a large demand for Stenographers from the private sector it has become extremely difficult to recruit them for Government posts on the existing scales of pay. We also feel that some of the present scales for Stenographers are not adequate. After having considered all the relevant factors, we have recommended that the lowest scale of pay for Stenographers should be Rs.120–250. The next higher scale recommended for Stenographers is Rs.160–320. Recruitment to this scale should be made directly as also through promotion of the Stenographers in the lower scale of Rs.120–250. In the Secretariat and office of the Public Service Commission, the Stenographers are at present recruited directly through the Public Service Commission in the scale of Rs.160–400. We have recommended for them the scale of Rs.200–450 as also for Stenographers in the Governor's Secretariat and the offices of the Legislative Assembly and Legislative Council. We however, suggest that these offices should also have Stenographers in the lower scale of Rs.160–320, for being attached to junior officers. The Stenographers in the scale of Rs.160–320 should be eligible for promotion to the scale of Rs.200–450. We further suggest that appropriate qualifications for appointment of Stenographers to each of these scales may be laid down by Government.

19. Reporters in the offices of the Legislative Assembly and the Legislative Council are at present in the scale of Rs.200–500. They are required to possess higher speed in Shorthand and typing as compared to Stenographers, and their job is also exacting. We have recommended for them the scale of Rs.250–550. The Reporters in the Police Department are at present in the scale of Rs.160–400 and we have recommended for them the scale of Rs.200–450.

20. There are at present Ministerial Personal Assistants, as well as Stenographer Personal Assistants. Their scales of pay are generally Rs.290–500 or Rs.350–500. We recommend that the Personal Assistants in both these scales should have the scale of Rs.400–550. In the office of the Public Service Commission, the Personal Assistants are at present in the scale of Rs.200–500. Some of the posts of Personal Assistants in this office are filled by direct recruitment. Keeping this fact in view, we have suggested the scale of Rs.250–550 for the Personal Assistants in that office. The directly recruited Personal Assistants have at present no avenues of promotion for them. We, therefore, recommend that such Personal Assistants should be made eligible for appointments to higher posts of Personal Assistants in the Secretariat, etc. The Personal Assistant to the Chairman, Public Service Commission, should be in the selection grade of Rs.515–715.

21. There exists in some departments a cadre of Assistant Accounts Officers or Audit-*cum*-Accounts Officers, etc. who, at present, are in the scale of Rs.220—675, Rs.220—675 *plus* a special pay of Rs.50, Rs.475—675 and Rs.300—750. We recommend for them the scale of Rs.250—750. Promotion to this scale should hereafter be made, besides the direct recruitment, from only qualified Accountants i.e., those who pass the Divisional Test Examination, or possess any other qualification as may be prescribed by Government. The posts of qualified Accountants in each department should be specified by Government. We recommend the scale of Rs.200—400 for qualified Accountants. Those who hold these qualifications or may acquire them in future, but are not appointed to the posts of qualified Accountants specified as such may be given two advanced increments in their scales.

We have recommended such scales of pay as we consider necessary for the unqualified Accountants, by whatever name they are being called at present. They may continue to be in their parent ministerial cadre for their further promotion.

23. The qualified Accountants in the proposed scale of Rs.200—400 and the Assistant Accounts Officer, etc. in the proposed scale of Rs.250—750 should have their own individual cadre. We also recommend that these cadres should be under the administrative control of the Finance Department so as to bring about interchangeability of the staff from one department to another. This arrangement, it is felt, will enable the employees in these cadres to gain varied experience which will be conducive to efficient discharge of their duties.

24. The lowest grade Auditors are at present in the scale of Rs.60—100 or Rs.75—120. The qualifications prescribed for them are Intermediate in Commerce or High School with or without experience. We are of the opinion that the duties of an Auditor are onerous and, therefore, feel that persons with these qualifications are not ordinarily well-equipped for discharging the duties which an Auditor is called upon to perform. The scale proposed by us for the existing incumbents of the posts in the scale of Rs.60—100 or Rs.75—120 is Rs.100—180. We recommend the scale of Rs.160—280 for Auditors having same basic qualifications like graduation in Commerce with Advanced Accountancy as one of the subjects.

25. The Auditors or Senior Auditors etc., who possess the requisite qualifications for the job i.e., those who have passed the Divisional Test Examination, etc., have been given the scale of Rs.200—450. The posts for qualified Auditors should be specified in each department by Government.

26. The Auditors in the proposed scales of Rs.160—280 and Rs.200—450 should also have their own individual cadre which may, like the Accountants, be under the administrative control of the Finance Department for the same reasons. Besides, we feel that Auditors should be free from departmental control for the proper discharge of their duties.

# CHAPTER X

## Other Services

We have dealt with the State Services and the Ministerial Services in two separate Chapters. We have also dealt with the Technical Services in another Chapter. We propose to deal here with those established categories which are not covered by the above Chapters. In dealing with these categories we found that in a large number of cases the designations of the posts could not be properly co-related. Therefore, we have had to put the same category of posts in two or more different scales either because of the requirements of the job or because of the qualifications prescribed, or because of the particular complex in which the employees were working. For instance, Electricians and Foremen will be found in three or four different scales ; so also the Instructors, etc. However, we have tried our best to observe the principle of equal pay for equal work, and in the process have had to reduce some of the existing scales while upgrading the rest.

2. We first take up some of the common categories which are generally found in most of the departments. Among these are peons, chaukidars, sweepers, malis, watermen, farrashes, cleaners, etc. who are light manual workers. Dhobis, mochis, cooks, nursing orderlies, laboratory attendants, ploughmen, gwalas, etc. also fall in this category. Considering the wages earned by this class or equivalent grades outside Government employment, we have given them the scale of Rs.55—75. Most of them are at present in the scale of Rs.22—27 or Rs.27—32. A few posts in higher scales have also been put in this scale as we could not find adequate justification for giving them a higher scale.

3. In the second category fall posts such as those of Daftaries, Jamadars, etc. to which recruitment is made by promotion from the lowest grade or their work is somewhat of supervisory nature as that of Sanitary Jamadars, Forest Guards, or those whose duties required some kind of skilled knowledge, but the skill is obtained in the environment in which they live, such as Duplicating Machine Operator. We have given to these categories the scale of Rs.60—80.

4. To those employees whose work requires some kind of specialisation and who learn their trade either by apprenticeship

with master craftsmen or by attending short training courses, we have given them the scale of Rs.65—90 or 75—115 depending upon the job requirements. In this category fall all such workers as Blacksmiths, Carpenters, Tailors, etc.

5. For the drivers of vehicles we have devised two scales of pay, viz., Rs.75—115 for drivers of light and medium vehicles and Rs.80—140 for the drivers of Heavy Vehicles. The drivers of staff cars in some departments have also been allowed the scale of Rs.80—140, because of the onerous nature of their duties.

6. We have tried to classify the Technicians and Mechanics into three categories, although in some cases they will be found in other scales also. To Class I Mechanics consisting of those who are Matriculates and have obtained a diploma or certificate involving training from 18 months to 2 years, we have given the scale of Rs.150—260; those Mechanics who have passed Class VIII and have obtained a training of one to two years, we have given them the scale of Rs.120—220. Skilled Mechanics without any institutional training have been given the scale of Rs.80—140.

7. There is one other general category which we find in most of the departments, and that is of Inspectors. There is no uniformity either in their scales of pay or in their qualifications and the designations also differ widely. In some departments they are merely known as Inspectors and in others as Senior Inspectors and Junior Inspectors. We have given them generally the scales of Rs.120—220, Rs.120—250, Rs.160—280, Rs.160—320, Rs.200—400 and Rs.200—450. In some departments the subordinate supervising field staff has been categorised with three Groups, namely, Group I, Group II and Group III in the scales of Rs.200—350, Rs.120—250 and Rs.75—120, respectively. We have suggested for them the scales of Rs.200—450, Rs.160—280 and Rs.120—220, though in some cases slightly different scales of pay have also been suggested on the basis of the general considerations taken into account by us.

8. So far we have dealt with some of the common categories. Now we take up prominent categories in certain departments.

*Engineering Departments*—The most common categories in these departments are the Tracers, Surveyors, Draftsmen, Overseers and Computors. We have given the scale of Rs.80—140 to Tracers for whom the scale at present is 45—65. The Surveyors and Overseers who have obtained a diploma of 3 years duration after High School have been given the scale of Rs.175—300. The Computors whose functions are somewhat superior to those of Overseers and who are even

now in a higher grade have been given the scale of Rs.180—380, provided they have taken a diploma of three years' duration. Those who have obtained merely a certificate of 2 years or of 18 months from a recognised institution such as I. T. Is. after High School should, however, be given the scale of Rs.175—300. For the fully qualified Draftsmen, i.e. those who have taken a diploma of 3 years' duration, we have proposed the scale of Rs.160—280 ; for those who have passed from I. T. Is. where the course is of a shorter duration the scale of Rs.120—220 has been proposed. We have proposed the scale of Rs.100—160 for unqualified Draftsmen.

9. *Education Department*—The Primary School teachers are among the lowest paid employees under the Government. They are generally found in the scale of Rs.35—65 or 45—80. These scales evidently cannot attract suitable persons for these posts. Therefore, we have suggested a salary of Rs.75 fixed *plus* Dearness Allowance for untrained teachers and a scale of Rs.80—125 for H. T. C./V. T. C. Primary School teachers. To J. T. C./J. B. T. C. Teachers we have given the scale of Rs.100—180. Inter C. T. teachers have been given the scale of Rs.120—250, whereas trained graduates have been given the scale of Rs.150—350. For the Head Masters of Government Normal Schools and Government High Schools who are at present in the scale of Rs.250—500 we have proposed the scale of Rs.250—600.

10. *Medical Department*—We have already discussed in the Chapter dealing with Technical Services the shortage of Nursing personnel. The Staff Nurses are perhaps the most harried category among the medical personnel. They have to attend on patients who can be extremely exacting at times, and the job requires devoted work. The present scale of Staff Nurses is 75—150. We have proposed for them the scale of Rs.150—260 with free accommodation and other allowances as admissible at present. During the training period they should get a stipend of Rs.100 p.m. inclusive of Dearness Allowance, Uniform Allowance and Board Allowance besides free residence. For other categories of the nursing personnel we have proposed the following scales :-

| | Rs. |
|---|---|
| (1) Sister .. .. .. .. | 200—300 |
| (2) Sister Tutor/Public Health Nurse Tutor/ Assistant Matron. .. | 250—350 |
| (3) Matron .. .. .. .. | 350—450 |
| (4) Senior Matron .. .. .. | 400—550 |
| (5) Deputy Superintendent of Nursing Services; | 400—900 |
| (6) Superintendent of Nursing Services .. | 700—1200 |

11. The Public Health Nurse Tutors and Sister Tutors have been put in the same category as Assistant Matrons, because it was represented to us that they were in short supply. There is a post of Assistant Matron in the Ayurved Directorate in the scale of Rs.200—500. Since the duties and responsibilities attached to this post are akin to those of Assistant Matrons in the Medical Directorate, she has also been given the scale of Rs.250—350.

12. Recently there has been a significant expansion in the field of Nursing Education; and we would suggest that some of the posts of Matron and Senior Matrons and also the posts of Deputy Superintendent and Superintendent of Nursing Services should be open for direct recruitment of Graduate Nurses.

13. Another category among the medical personnel is that of Compounders. We have given to qualified Pharmacists the scale of Rs.120—220, and to unqualified Pharmacist the scale of Rs.80—140. There are hardly any avenues of promotion to this category of staff and, therefore, we have suggested a selection grade of Rs.150—260 for 10 per cent of permanent posts of Pharmacists; appointment to the grade being restricted to qualified Pharmacists only.

14. *Public Health Department*—Among the Public Health personnel there are a large number of Para Medical Workers. The regular establishment consists of Dais, Midwives, Vaccinators, and Sanitary Inspectors. With the implementation of Plan schemes a large schemetic staff has also been introduced, such as Malaria Inspectors, Small Pox Inspectors, etc. The Dais are at present generally in the scale of Rs.27—32. We have proposed for them the scale of Rs.55—75. The Vaccinators have to be Junior High School and have also to take a Vaccinator's training of a short duration. Their existing scale is Rs.35—70 and we have proposed for them a scale of Rs.65—90. The Assistant Midwives, Midwives and Auxiliary Nurse Midwives are in different scales. We have given them the scale of Rs.80—140. The Sanitary Inspectors are at present in the scale of Rs.120—210 and for them we have suggested the scale of Rs.150—260. Since they too have hardly any avenues of promotion, we have recommended for them a selection grade of Rs.250—300 on 10 per cent of the permanent posts.

15. We have given the following scales to the schemetic staff taking into consideration their basic qualifications. Wherever any training is necessary it is generally given by the Department after their recruitment:

| | Rs. |
|---|---|
| (1) Health Educator .. .. .. | 120—220 |
| (2) Health Visitor .. .. .. | 120—250 |

| | | |
|---|---|---|
| (3) Para Medical Assistant (Small-pox) | .. | 120—220 |
| (4) Malaria Inspector .. .. | .. | 120—220 |
| (5) S nior Mala i Ins ec or | .. | 150—260 |
| (6) Assistant Unit Officer | .. | 160—320 |
| (7) B.C.G. Field Organizer | .. | 150—260 |

16. *Forest Department*—There are three main categories among subordinate staff in this department, viz. Foresters, Deputy Rangers, and Rangers. We have given them the scales of Rs.100—180, Rs.120—220 and Rs.180—380.

17. *Community Development Department*—We found four main categories here—Village Level Workers, Progress Assistants, A. D. Os. and B. D. Os. The Village Level Workers have to be High School and are given intensive training. They are at present in the scale of Rs.75—120. The Village Level Worker forms the king-pin for all development activities in the village. We found it necessary to give him a better scale so that suitable candidates may be attracted to this job. Accordingly we have given him the scale of Rs.120—220. Progress Assistants and A. D. Os. have been given the scale of Rs.160—280. B. D. Os. have been given the scale of Rs.225—500.

18. *Animal Husbandry Department*—The lowest category here is that of Stockmen. The minimum qualification now prescribed for this category is High School and they have to take a training of one and a half years. Their present scale of pay is Rs.75—120 and for them we have suggested the scale of Rs.120—220. For those who do not possess the above qualifications and are in the scale of Rs.45—80 we have suggested the scale of Rs.80—140.

19. Veterinary Assistant Surgeons have either a diploma of three years duration or a degree of four years duration. Those with three years diploma are in the scale of Rs.120—250 and we have given them a scale of Rs.160—280. The Veterinary Assistant Surgeons with a degree are in the scale of Rs.200—350 and we have given them the scale of Rs.200—450. After a Veterinary Assistant Surgeon has put in five years of service, he becomes eligible for promotion as Veterinary Officer, but the post of Veterinary Officer is also in the scale of Rs.200—350. The existing position is somewhat anomalous and, therefore, we have suggested the scale of Rs.225—500 for the post of Veterinary Officer.

## CHAPTER XI

### New Scales of Pay and Efficiency Bars

The scales of pay recommended by us, along with their break-up are given below :

(1) 55—1—75.
(2) 60—1—80.
(3) 65—1—80—2—90.
(4) 75—2—97—3—115.
(5) 80—3—125.
(6) 80—3—140.
(7) 100—4—160.
(8) 100—4—120—5—180.
(9) 120—6—180—8—220.
(10) 120—6—180—10—250.
(11) 150—6—180—8—220—10—260.
(12) 140—8—180—10—280.
(13) 160—8—200—10—280.
(14) 175—7—210—10—300.
(15) 200—10—300.
(16) 250—10—300.
(17) 160—8—200—10—260—12—320.
(18) 250—15—325.
(19) 150—8—190—10—260—12—320—15—350.
(20) 250—10—350.
(21) 180—10—260—12—320—15—380.
(22) 200—15—380—20—400.
(23) 300—20—400.
(24) 200—15—350—20—450.
(25) 350—20—450.
(26) 225—15—360—20—500.
(27) 250—15—340—20—400—25—550.
(28) 350—25—550.
(29) 400—25—550.
(30) 250—25—450—30—600.

(31) 350—20—390—25—590—30—650.
(32) 515—40—715.
(33) 250—25—400—30—700—50—750.
(34) 700—50—850.
(35) 300—25—400—30—700—50—900.
(36) 400—30—700—50—900.
(37) 800—50—950.
(38) 400—30—700—50—1000.
(39) 950—50—1150.
(40) 500—50—1200.
(41) 700—50—1200.
(42) 600—50—1250.
(43) 1150—50—1250.
(44) 750—50—1400.
(45) 1000—50—1500.
(46) 1300—50—1600.
(47) 1200—50—1700.
(48) 800—50—1000—75—1750—50—1800.
(49) 1600—50—1800.
(50) 1500—50—1850—75—2000.
(51) 1800—50—1850—75—2000.
(52) 2000—75—2150—100—2250.

2. Some of the employees' associations have advocated the abolition of the system of 'efficiency bars' on the main ground that these are not applied properly in actual practice and, therefore, there is a demoralising effect on the employees; that these cause hardship, sometimes even injustice. It has also been stated that there is no need for having 'efficiency bars' as, even without their aid, the authorities have the power of stopping increments in case of unsatisfactory work or improper conduct. The principle underlying an 'efficiency bar' is to enable the authority concerned to satisfy itself periodically that the employee who has reached a certain stage in his scale of pay has worked steadily and has maintained standards of efficiency expected of him before he is allowed to cross the 'efficiency bar', resulting in increase in his pay; 'efficiency bars' thus act as a corrective against slackness on the part of employees.

3. None of the reasons pointed out to us by the associations, in our opinion, justify, dispensing with the system of 'efficiency bars', for even if they are not applied properly in practice, that should not

be a ground for doing away with the bars but should provide ground for insisting upon their just application. The suggestion regarding stoppage of increments cannot serve the purpose for which 'efficiency bars' were introduced ; stoppage of increments were meant to serve quite a different purpose which partook of the nature of punishment. We, therefore, feel that the provision of having 'efficiency bars' was necessary in a system of time-scale of pay if for no other reasons, for the reason of having a positive safeguard against loss of initiative and efficiency on the part of employees and, in the words of the last Central Pay Commission, for "practical discrimination between satisfactory and unsatisfactory workers."

4. The Disciplinary Proceedings Inquiry Committee, appointed by Government in 1952, recommended that "efficiency-bars should be placed at five-yearly intervals in all time-scales in order that the work of government servants on lengthy time-scales comes under review more frequently than at present and standards of efficiency may thus be maintained at a more steady level." We find ourselves in agreement with this recommendation. We further suggest that the application of standards for checking efficiency for the purpose of permitting an employee to cross the 'efficiency bar' should not only be rigorous but those standards should be fairly and firmly enforced.

# CHAPTER XII

## SPECIAL AND POST-GRADUATE PAYS

### I. Special Pays

Any comprehensive rationalization of emoluments naturally involves a scrutiny of special pays. Under Clause 2 (ii) of our terms of reference we were specifically called upon to examine the desirability or otherwise of continuing special pays which were sanctioned under Fundamental Rule 9 (21), as additional remuneration, in lieu of higher scales of pay. Such special pays were introduced on the recommendations of the last Pay Committee, with effect from April 1, 1947, where higher scales of pay were not prescribed for posts carrying duties and responsibilities of a higher order. The examination of special pays granted under F. R. 9 (21) could not be isolated from a review of special pays granted under F. R. 9 (25) because these also formed part of the emoluments of an employee, and any scrutiny of the pay-structure would be incomplete without taking into account the total emoluments at every stage.

2. While dealing with the question of special pays the last Central Pay Commission observed that "the central idea of a special pay is that it is the most satisfactory way of compensating such addition to work or responsibilities, or such greater arduousness of duties, as is recognisable enough to merit additional remuneration, but not so considerable, or, in some cases, of such a permanent nature as to justify placing the post in question in a higher grade. In other words, it is, broadly speaking, a flexible system of differentiated remuneration between two grades."

3. These observations are in complete consonance with the concept of special pay enunciated in the Fundamental Rules. The special pay granted under F. R. 9 (21), on the recommendations of the last Pay Committee, does not, however, conform to the said concept. In practice, the distinction between F. R. 9 (21) and F. R. 9 (25) has also not always been precisely kept in view in granting special pays.

4. It has been generally suggested by the employees' associations that special pay may be sanctioned for specially arduous nature of duties or for specific addition to work or responsibility etc., but not for performing supervisory or higher duties for which there should be a higher scale of pay. The objection of the associations, therefore, was against the grant of special pays under F. R. 9 (21).

5. We are inclined to think that grant of special pay is not a very satisfactory method of compensating a Government servant for the performance of duties and responsibilities of a higher order. Posts which involve such duties and responsibilities should, in our opinion, have a higher scale of pay, wherever such a course is deemed proper. In view of these considerations we recommend the discontinuance of special pay under F. R. 9 (21).

6. So far as special pays under F.R. 9 (21) are concerned, these have been appropriately merged in the new scales recommended by us. A general scrutiny of special pays under F. R. 9 (25) has revealed that in actual practice the distinction between special pays under F. R. 9 (21) and F. R. 9 (25) has not been always correctly observed. We have carefully examined a certain number of cases of special pays granted under F. R. 9 (25) and have recommended the continuation or modification of these special pays, in the new scales, for some specific posts under some of the departments.

7. However, as relevant data was not available to us in respect of all such special pays under F. R. 9 (25), we could not complete a scrutiny of all special pays under F. R. 9 (25). We are, therefore, of opinion that under the circumstances all special pays under F. R. 9 (25) should be held in abeyance, except those cases in which we have taken specific decisions after necessary scrutiny. In those cases, in respect of which we have not been able to make any specific recommendation, a fresh and specific sanction for each case should be given by the Government after necessary re-examination. In deciding all these cases, it is, in our opinion, necessary that Government examine each case afresh and issue appropriate orders. The special pays granted at present under F. R. 9 (25) to Government servants posted within the Uttarakhand Division should, however, continue until they are modified or withdrawn by Government in due course.

8. The last Central Pay Commission also observed that "we would suggest that there should be a periodical review of special pays, and also that whenever it is found that a considerable proportion of employees of a particular grade have to be granted a special pay, it should be examined whether a new grade should not be introduced."

9. Where, in some departments, special pay of Rs.5 is allowed to inferior Government servants along with the scale of pay of Rs.22—$\frac{1}{2}$—27, when posted at district headquarters, instead of allowing them the scale of Rs.27—$\frac{1}{2}$—32, we are recommending that the special pay should be taken into account for fixation of initial pay in the new scale but it should not be allowed to be drawn along with

the pay in the new scale as the scale of pay recommended by us for such Government servants applies to posts both at district headquarters and at other places.

10. Most of the employees' associations have suggested that special pay granted under Fundamental Rule 9 (25) should not be protected on transfer/promotion to another post; if some special pay is attached to the new post it may be allowed irrespective of the fact whether or not the employee was in receipt of any special pay in his former post. This is in accordance with the provisions of the rules. We, however, understand that special pay of this nature admissible to an employee on a post is protected on his promotion to another post by granting him a personal pay, absorbable in future increments, equal to the difference between the pay plus special pay admissible in the former post and the pay including special pay, if any, attached to the new post. This protection is available till such time as the special pay would have been drawn by him in his former post. This practice is bound to result in perpetuating the payment of special pay for a period longer than what would be justified. We would, therefore, recommend that special pay under F. R. 9 (25) should be payable for only so long as the employee holds the post on which such a special pay has been sanctioned.

## II. Post-Graduate Pay

11. Post-graduate pay is treated as pay under Fundamental Rule 9 (21) and is allowed at present to doctors in the Medical and Public Health Departments and to engineers in the Public Works, Local Self-Government Engineering, Agricultural Engineering, Irrigation and Power Departments with a view to providing incentive to such officers for acquiring post-graduate qualifications. It is admissible to doctors @ Rs.50 and Rs.100 p.m., for post-graduate Diploma and Master's Degree and to engineers @ Rs.50, Rs.75, Rs.125 and Rs.150 p.m., for post-graduate Diploma, Master's Degree, Ph. D. and D. Sc., respectively.

12. The conditions governing the grant of such pay to doctors are that (i) it is not allowed to those who acquire the post-graduate qualifications at the expense of the State Government or the Government of India or under a foreign sponsored scheme in which the State Government is required to incur some expenditure; (ii) it is regulated in such a manner that the basic pay plus the post-graduate pay do not exceed the maximum of the senior scale of pay; and (iii) where a person holds two or more post-graduate qualifications, only the highest qualification, qualifies for payment of post-graduate

pay and no additional payment for the remaining qualifications is allowed. These conditions also apply to the grant of such pay to engineers in most of the departments with the additional provision that it is not allowed even to those who are treated as on duty or are given study leave for the period of training. Some of these conditions have not, however, been prescribed in few of the engineering departments.

13. Most of the employees' associations have suggested that if a person acquires a post-graduate technical qualification during the tenure of his service, which is conducive to efficient discharge of his duties, he should be paid some additional remuneration either in the form of post-graduate pay or increments even if the post-graduate qualification is obtained at Government expense. We consider the grant of post-graduate pay in such cases and also in those in which an employee enters service after having obtained higher post-graduate qualification as equitable, as against the grant of increments, because equal amount of post-graduate pay is paid for equal post-graduate qualification while the rate of increment is different at different stages in the same scale of pay, as also in one scale and the other. We are further of the opinion that post-graduate pay should not be paid to those who acquire a post-graduate qualification at other than their own expense. The grant of leave including study leave, as may be due to an employee, should not, however, be regarded as conferring on him any extra benefit and as such, it should not disqualify the employee for the grant of post-graduate pay.

14. We have observed that the conditions governing the grant of post-graduate pay are not uniform for all the departments. It may lead to unwarranted discrimination. We, therefore, recommend that the conditions for grant of post-graduate pay should be uniform for all the departments. We further recommend that in other technical departments also, if the acquisition of post-graduate qualifications is considered to be in the interest of the State, facilities for acquiring such qualifications should be liberally provided.

## CHAPTER XIII

### Compensatory Allowances

A compensatory allowance is granted to a Government servant for meeting personal expenditure necessitated by the special circumstances in which duty is performed, the amount being so fixed as to ensure that the allowance is not, on the whole, a source of profit to the recipient. It may partake of the nature of a City Compensatory Allowance to meet the high cost of living in certain costly cities or areas, or of a compensation for loss of amenities or for hardship incidental to service in certain difficult or remote areas, or it may be sanctioned for meeting special requirements such as of fuel and warm clothing, etc., during the winter months in the hills. A monthly conveyance allowance granted for maintenance and use of a conveyance when a person is obliged to travel extensively within a small radius of his headquarters under conditions which do not render him eligible for travelling allowance under the T. A. Rules, is also classified as a Compensatory Allowance.

2. At present Government allows a City Compensatory Allowance to Inferior Government servants paid from the Establishment budget at Rs.2 p.m. in the cities of Lucknow, Kanpur, Allahabad, Naini Tal and Mussoorie and at Re.1 p.m. in other district headquarters towns. It has been represented to us by a number of service associations that City Compensatory Allowance should be made admissible to all categories of Government servants but different opinions have been expressed about the rate at which the allowance should be sanctioned and the places at which it should be admissible. Some associations have asked for it at the rates prescribed by the Government of India and in accordance with the classification of towns made by them, while others have suggested that the allowance should be admissible in all towns included in classes 'A' and 'B' for purposes of the T. A. Rules of the State Government but at the rates as recommended by the Second Central Pay Commission for Central Government employees.

3. We have examined the matter, and in doing so the first question which came up before us was whether there were any localities which merited special consideration. In the existing scheme of things, inferior servants posted at district headquarters are allowed pay at rates higher than those admissible to their counterparts posted elsewhere. The scales of pay admissible to certain categories of ministerial employees serving in the district offices, in the bigger districts,

are also higher than the scales of pay applicable to similar posts in the smaller districts though the distinction, in this case, is not based on any difference in the cost of living at the headquarters towns of the bigger and the smaller districts. In devising the new structure of pay scales, however, we have ignored these distinctions and have suggested uniform scales of pay for similar posts all over the State. We are also recommending the grant of a dearness allowance to all employees drawing salary not exceeding Rs.1,000 p.m. in the new pattern to cover the higher cost of living generally.

4. Figures relating to the cost of living index are, as far as we are aware, being prepared only in regard to one locality in the State. While authentic data about the relative cost of living at different places in the State is not available, even so we are of the view that, whatever may have been the position several years ago, the basic cost of living — except for house rent in regard to which we have made our recommendations elsewhere in this Report — would not now differ very much between one place and another in the State, save only, perhaps, for the bigger cities like Kanpur, Agra, Varanasi, Allahabad and Lucknow (i.e. the KAVAL cities) which have a population of over 4 lakhs each. We feel that in these cities the cost of living may be unduly high so as to cause hardship to Government servants in the lower pay ranges and we, therefore, recommend that in the KAVAL cities and all other cities in the State which may have a population of four lakhs and above, a city compensatory allowance at the rate of 5 per cent of pay, subject to a maximum of Rs.10 per month, should be allowed to all whole-time Government servants paid from the Establishment Budget and drawing pay up to Rs.299 per month. At present there are no other cities in the State, apart from the KAVAL cities, having a population of four lakhs and above but we recommend that when any of the other cities in the State attains a population of four lakhs, the city compensatory allowance should also be extended to Government servants who are posted there. We also recommend that the allowance should be available even to those Government servants who do not opt for the new scales of pay. The new scheme of city compensatory allowance suggested by us is, however, in replacement of the existing scheme and it is, therefore, suggested that as soon as a city compensatory allowance is sanctioned by Government in accordance with our proposals, the existing scheme of city compensatory allowance should be withdrawn.

5. We understand that Government have also sanctioned a compensatory allowance to staff posted to the south of River Sone in Mirzapur district at the Rihand Dam, and to staff posted in some other project areas. These allowances have been sanctioned to compensate for loss of amenities and in consideration of personal expendi-

ture in these remote areas. As such these allowances should, in our opinion, be termed as 'Project Allowance' and be available for compensating expenditure and inconvenience at project sites situated at out of the way places and Government should constantly review them so that they can be withdrawn or reduced when the conditions under which they were sanctioned have changed. This allowance should not be admissible to Class IV employees who should be recruited locally.

6. We have also examined some of the compensatory allowances sanctioned to other Government employees. We find that some of the District Magistrates, Senior Superintendents of Police and Senior Assistant Superintendents of Police have been sanctioned a compensatory allowance in view of the fact that they have to do a good deal of running around in the district headquarters (in which regard the use of Government vehicles is restricted), and have to incur a certain amount of other out of pocket expenses. We are recommending below that the restriction on the use of staff vehicles for official work within the town should be withdrawn except for the runs between the office and residence, and if this recommendation is accepted, Government may examine whether the aforesaid compensatory allowances can be reduced to some extent or abolished.

7. We find that a compensatory allowance is paid to the Senior Deputy Superintendents of Police of Agra, Kanpur, Lucknow, Varanasi, Allahabad, Meerut and Bareilly. The payment of a compensatory allowance to one officer out of two or more on the basis of seniority does not appear to be justified and we suggest that the allowance be withdrawn. A compensatory allowance of Rs.25 p.m. is paid to Sectional Officers of the G. R. P. for which no justification was made available to us, save past practice. In the circumstances, we are unable to recommend a continuance of this allowance, either.

8. Certain compensatory allowances, known as Hill and Winter Allowances were admissible in the past to non-gazetted Government servants posted in the hills. Hill Allowance was paid to non-gazetted Government servants in receipt of pay not exceeding Rs.75 per month, when posted in the districts of Naini Tal, Almora and Garhwal in the Kumaun Division, and at Mussoorie in Dehra Dun District, at the rates given below :

| | |
|---|---|
| Pay up to Rs.34 p.m. .. | 25 per cent of pay |
| Pay between Rs.35 and Rs.44 p.m. .. | Rs.10 per month |
| Pay between Rs.45 and Rs.65 p.m. .. | Rs.11 per month |
| Pay between Rs.66 and Rs.75 p.m. .. | Rs.12 per month |

Hill Allowance was admissible all round the year.

Non-gazetted Government servants whose pay exceeded Rs.75 p.m. were allowed to draw Winter Allowance at 25 per cent of their pay but this allowance was admissible only during the winter months, from November to March.

Both the aforementioned allowances were, however, withdrawn with effect from 25th August 1951 but Government servants who were already in receipt of these allowances on that date were allowed to continue drawing them for so long as they remained posted to areas where the allowances were admissible. It has been represented to us that Government servants posted in the hills are put to additional expenditure on account of the climatic conditions in the hills, and that the Hill and Winter Allowances should, therefore, be revived.

We have considered this suggestion and feel that there is much force in the contention that a Government servant has to incur additional expenditure, particularly on fuel and clothing, when he is required to live above a certain altitude in the winter months. We, therefore, recommend that a High Altitude Allowance at 5 per cent of pay, subject to a minimum of Rs.5 and a maximum of Rs.30 p.m., be given to all Government servants who are posted at an altitude of 5,000 feet or above, for four winter months only, i.e. November to February. This allowance will not, however, be admissible in the Uttarakhand Division so long as any allowances or special pays are allowed to Government servants in view of their posting in that Division. Hill and Winter Allowances admissible to some Government servants at present should also be withdrawn when a High Altitude Allowance is sanctioned, as recommended by us.

9. We have referred earlier in this Chapter to Conveyance Allowances sanctioned to certain categories of Government servants who are required to perform frequent journeys within a short distance at their headquarters for which no travelling allowance is admissible to them. It appears that until lately there were no set principles to govern the grant of Conveyance Allowance and the rate at which it was to be sanctioned. We have, however, been informed that Government have now evolved certain principles to regulate the grant of such allowances and the rates thereof. Conveyance Allowance is now sanctioned only where an officer has frequently to perform journeys within a five mile radius of his headquarters (excluding journeys from residence to office and back) and a minimum average running of 200 miles per month is involved. Where the justification for an allowance has thus been established, a car allowance of

Rs.50 per month is sanctioned when the average running is expected to be between 200 and 300 miles per month, and of Rs.75 per month for an average running of more than 300 miles per month.

10. We have examined this matter and are of the view that the rates of Rs.50 and Rs.75 p.m. are not adequate in the present context of costs and prices and we accordingly recommend that the rates of car allowance be revised to Rs.60 p.m. for an average running of between 300 and 400 kilometres per month, and Rs.80 per month where the average monthly running exceeds 400 kilometres. We also recommend that the rates of motor-cycle allowance, scooter allowance and cycle allowance be raised from Rs.25, Rs.15 and Rs.3 per month respectively to Rs.30, Rs.20 and Rs.4 per month respectively. However, in all cases where an allowance is sanctioned for the maintenance of a specified conveyance, its admissibility should be subject to the condition that the Government servant maintains the particular conveyance in running order.

11. We have noticed that some of the officers have been allowed to draw a horse allowance as well as a conveyance or car allowance. We are of the view that two conveyance allowances should not ordinarily be admissible to the same officer. We also find that the U. P. Police Commission, 1960-61, had recommended in Para 266 of their Report that Superintendents of Police should not be required to maintain a horse and that no horse allowance should be paid to them. We are inclined to agree with this recommendation and suggest that the horse allowance sanctioned to Superintendents of Police be withdrawn.

12. We have also noticed that there are a number of officers who have been provided with light Government vehicles but a conveyance allowance has also been sanctioned to them as they are not allowed to use these vehicles within a five mile radius of their headquarters, even for official purposes. In such cases Government have to incur avoidable expenditure on the payment of a conveyance allowance to the officer for using his own car while the Government vehicle as well as its driver remain idle. It is our considered opinion that in those cases where a Government vehicle has been provided, the officer concerned should be allowed to use it for all official purposes, except for journeys between his office and residence and no conveyance allowance should be admissible to him. We accordingly recommend that all conveyance allowances sanctioned in such cases should be withdrawn. Similarly no conveyance allowance should be allowed to officers who can use a Government vehicle out of a pool of

vehicles placed at the disposal of their Head of Department or office. We further recommend that an officer who has been provided with a light Government vehicle should not be allowed to travel in his own car even on tour and if he does so, he should not be allowed any travelling allowance for journeys by road.

13. Some service associations have represented that the special pay which was admissible, up to April 1, 1957, to Government servants posted in Tarai, Kashipur and Ganga Khadar colonization areas, in view of the unhealthiness of climate at these places, may be revived. An allowance of this nature must necessarily be sanctioned on a year-to-year basis and be subject to review every year as its continuance is dependent upon the continuance of the unhealthy climatic conditions on account of which it was originally sanctioned. In the present case, the conditions under which the allowance was sanctioned exist no longer. We are, therefore, unable to recommend the restoration of the special pay which was previously admissible to Government servants posted in the Tarai, Kashipur and Ganga Khadar colonization areas.

# CHAPTER XIV

## TRAVELLING ALLOWANCE

Travelling Allowance is paid to a Government servant to compensate him for the expenses incurred by him on travelling in the interest of public service. Rules require that the rates of travelling allowance should be so fixed that they are not, on the whole, a source of profit to the recipient. At the same time, care has to be taken that the Government servant is not put to any loss on this account. These principles are basically sound and we have been guided by them in making our recommendations.

2. For purposes of travelling allowance Government servants have been classified into four categories, as below :

| | |
|---|---|
| *First Class* .. | All members of All-India Services, all Deputy Secretaries to Government, female officers on pay of not less than Rs.600, Civil Surgeons on pay of not less than Rs.800, Superintendent of Printing and Stationery, and all other Government servants on pay of more than Rs.900. |
| *Second Class* .. | All members of Provincial Service not included in the First Class, female employees on pay of not less than Rs.75, and all other Government servants not included in the First Class on pay of more than Rs.200. |
| *Third Class* .. | All other Government servants in superior service whose pay exceeds Rs.60 except those specifically included in the Fourth Class, and female teachers on pay of Rs.60 or less. |
| *Fourth Class* .. | All police constables and naiks, forest guards, patrols, potdars, tube-well operators, jail wardens other than head warden in superior service on pay of Rs.60 or less, and all other Government servants in inferior service. |

3. The above classification appears to have been made primarily on the basis of the pay drawn by a Government servant, but it has many exceptions in favour of certain services or class of employees. Most of the associations have not asked for any change in the present classification though one association has suggested that all the members of their service should be treated as First Class officers irrespective of the pay drawn by them, while another suggestion is that all the gazetted officers be treated as First Class officers, non-gazetted superior as Second Class officers and the inferior Government servants as Third Class officers.

4. We did not find much rationale in the suggestions received. We further felt that the existing classification needs to be revised to make it more rational as well as easier to operate. The standard of comfort to which one is used, and which has normally to be taken care of while fixing the rates of travelling allowance, is built on his pay packet and cannot be said to be directly influenced by the class of service to which he belongs or by his being gazetted or otherwise. It is, perhaps, on this consideration that the classification of Government servants for the purposes of travelling allowance in the Government of India and other State Governments, of which we have knowledge, is based on the pay received by them. We are, therefore, of the view that the sole criterion for classifying the Government servants for purposes of travelling allowance should be their pay. Keeping in view the scales of pay which we are proposing, and to bring about uniformity and simplicity, we recommend that, for purposes of travelling allowance, the Government servants be classified as below :

*First Class* .. All Government servants in receipt of pay exceeding Rs.900.

*Second Class*.. All Government servants in receipt of pay exceeding Rs.299 but not exceeding Rs.900.

*Third Class* .. All Government servants in receipt of pay exceeding Rs.99 but not exceeding Rs.299.

*Fourth Class*.. All other Government servants.

5. For Journeys by rail, First Class Government servants and Second Class Government servants drawing pay above Rs.300 are entitled to travel in I class railway accommodation. Second Class Government servants drawing pay up to Rs.300 and Third Class Government servants drawing pay above Rs.125 are entitled to travel in Second class railway accommodation. All others can travel only in III class. In view of the classification suggested by us, we recommend that all First and Second Class Government servants should be entitled to travel in I class railway accommodation, Third Class Government servants in II class railway accommodation and the Fourth Class Government servants in III class railway accommodation.

6. In case of journeys by rail, Government servants are also entitled to incidental charges which are intended to cover expenses incurred by them on food, refreshment, porterage etc., during such journeys. The present rate of incidental charges is 3, $2\frac{1}{2}$, $1\frac{1}{4}$ and 0.62 Paisa per Kilometre for First, Second, Third and Fourth Class Government servants respectively. Most of the service associations have claimed that the existing rates of incidental charges are inadequate

and should be raised. We also feel that in view of the appreciable increase in the rates of the items of expenditure for which incidentals are allowed, the existing rates need revision. After careful consideration, we recommend that the rates of incidental charges should be 3.5, 3, 2 and 1 Paisa per Kilometre for First, Second, Third and Fourth Class Government servants respectively.

7. All Secretaries to Government and other Government servants in receipt of pay of Rs.1,600 or above are at present entitled to travel by air on tour. For each such journey the officer is entitled to the fare paid plus an allowance equal to 1/5th of the standard air fare. The time taken by such journeys is comparatively much less: this fact has a direct bearing on the expenses one has to incur during the journey. We, therefore, recommend that though the incidental charges for each journey by air should continue to be payable at the rate of 1/5th of the standard air fare yet these should be subject to a maximum of Rs.30 for journey by air each way. It may incidentally be mentioned that the ceiling of Rs.30 has also been provided in the Government of India rules.

8. The rates of daily allowance admissible to Government servants on tour were last revised with effect from April 1, 1964, and are as below :

| | Ordinary rates | Rates for Class B towns | Rates for Class A towns |
|---|---|---|---|
| *First Class* | Rs.7.50 | Rs.7.50 | Rs.12.00. |
| *Second Class* .. | 35 Paise for every Rs.25 or fraction thereof of pay, subject to a maximum of Rs.4.20. | 45 Paise for every Rs.25 or fraction thereof of pay, subject to a maximum of Rs.5.40. | 60 Paise for every Rs.25 or fraction thereof of pay, subject to a maximum of Rs.7.20. |
| *Third Class* .. | 17 Paise for every Rs.12.50 or fraction thereof of pay, subject to a minimum of Re.1 | 23 Paise for every Rs.12.50 or fraction thereof of pay, subject to a minimum of Rs.1.25. | 30 Paise for every Rs.12.50 or fraction thereof of pay, subject to a minimum of Rs.1.50. |
| *Fourth Class* .. | Re.1 .. | Rs.1.25 .. | Rs.1.50. |

*Class 'A'* towns include municipalities and cantonments and where they exist, the adjacent notified areas, of Kanpur, Lucknow, Agra, Varanasi, Allahabad, Bareilly, Meerut, Naini Tal, Mussoorie and Dehra Dun.

*Class 'B'* towns include the municipalities and cantonments and, where they exist, the adjacent notified areas of Moradabad, Aligarh, Jhansi, Shahjahanpur, Saharanpur, Rampur, Hardwar and Gorakhpur.

9. Daily allowance is intended to cover the ordinary daily expenses incurred by the Government servant at an outstation on food, accommodation, local journeys for which no mileage allowance is admissible etc. Most of the service associations have suggested an increase in the existing rates of daily allowance on account of further increase in prices of the items mentioned above. We are inclined to agree that some increase in the rates of daily allowance would be justified. We have also felt the necessity of simplifying the calculation of daily allowance and removing the anomalies which exist at present. After taking into account all these factors as well as the rates of daily allowance sanctioned by the Government of India and other State Governments, of which we have information, we recommend the following rates :

| | Ordinary rates | Rates for Class 'B' towns | Rates for Class 'A' towns |
|---|---|---|---|
| | Rs. | Rs. | Rs. |
| *First Class* .. .. .. .. | 7.50 | 9.00 | 12.00 |
| *Second Class* : | | | |
| (*a*) those drawing pay between Rs.601 and Rs.900 .. .. .. | 6.00 | 7.00 | 8.50 |
| (*b*) those drawing pay between Rs.300 and Rs.600 .. .. .. | 5.00 | 6.00 | 7.50 |
| *Third Class* : | | | |
| (*a*) those drawing pay between Rs.201 and Rs.299 .. .. .. | 4.00 | 5.00 | 6.50 |
| (*b*) those drawing pay between Rs.100 and Rs.200 .. .. .. | 2.50 | 3.50 | 4.50 |
| *Fourth Class* .. .. .. | 1.50 | 1.75 | 2.00 |

We do not consider any change necessary in the present classification of 'A' Class towns. However, a change is needed in the classification of 'B' Class towns for which we recommend that all towns having a population of 1 lakh or above according to the census figures of 1960-61 may be classified as 'B' Class towns, and this classification may be reviewed every ten years depending on the subsequent census figures of the towns.

10. The drivers of Government vehicles have made a claim to daily allowance for doing continuous duty for more than some hours outside their headquarters. We have considered their claim and have

come to the conclusion that even though it is the duty of a driver to drive the vehicle in his charge as and when called upon to do so, yet he should be paid ½ daily allowance in a case where he is away from his headquarters for more than 8 hours and when he is not entitled under the existing rules to get a daily allowance.

11. For journeys by road both First and Second Class Government servants are entitled to mileage allowance at annas 10, 9 and 8 per mile by big, medium and small cars respectively. These rates are subject, in all cases, and in respect of the total road mileage allowance claimed for each month, to a reduction of one anna per mile after the first hundred miles of the month, and another reduction of one anna per mile after the next hundred miles of the month. The mileage rates claimable beyond 200 miles in any month are thus annas 8, 7, and 6 per mile in the case of big, medium and small cars respectively. No road mileage is, however, admissible for more than 1,000 miles in any month. Some of the service associations have asked for an increase in the rates on the ground that the cost of fuel and maintenance has considerably gone up since these rates were fixed. The present rates of road mileage by car allowed to officers of this State are higher than the rates of the Government of India as well as of other State Governments, of which we have information, and are said to be leading to a misuse of the provision in the rules that journeys by car between the stations connected by rail should not be performed unless overwhelmingly in public interest. The Accountant General in his evidence before the Committee suggested that the rates should be reduced. We requested the Transport Commissioner to examine the rates in some detail and to furnish the Committee with the relevant data. He suggested the rates of 75, 62 and 50 Paise per mile for big, medium and small cars respectively. While analysing the data furnished by the Transport Commissioner, we found that in determining the total cost of operation of cars he had taken into account certain charges which the owner of the car has to bear in any case, whether or not he uses his vehicle for journeys on Government work. Such charges should, therefore, be excluded in arriving at the real cost of operation for our purposes. After taking all the relevant factors into account, we recommend the rate of 32 Paise per Kilometre for the first 200 Kilometres, 28 Paise per Kilometre for the next 150 Kilometres, and 25 Paise per Kilometre for the rest of the distance covered by car in a month, subject to the overall restriction that no mileage allowance would be paid for journeys by car beyond 1,500 Kilometres in any month. At present different rates of mileage allowance have been prescribed for big, medium and small cars. We do not find much justification for such distinction. We also do not find such distinction in the Government of India and other State Governments as far as we

know. We, therefore, recommend that the rates of mileage allowance suggested by us should be applicable in all cases, irrespective of the size of the car. We further recommend that the officers who have been provided with Government vehicles for undertaking journeys on public business should not be allowed to perform such journeys in their own cars. Government incur a recurring expenditure on the maintenance of public vehicles allotted to such officers and it is necessary in the public interest to ensure that these vehicles are put to best possible use. In case Government vehicle is out of order, journeys between stations connected by rail should be performed by rail, unless journey by car is overwhelmingly in public interest and it is also certified by the controlling officer that the Government vehicle was out of use and that the journey could not be postponed till the vehicle could be put in order.

12. First, Second and Third Class Government servants while travelling on road by means of conveyance other than motor car, bus, motor cycle, scooter etc., are entitled to mileage allowance at the rate of three annas a mile. The rate for Fourth Class officials is two annas a mile. These rates of mileage allowance are intended to cover ordinarily the cost of journeys between the duty point and railway or bus station at the headquarters or at the station of destination. On account of the appreciable increase in the hire charges of rickshaw, tonga, etc., which are the normal means of conveyance available for such journeys, we feel that some increase in these rates is called for. We, therefore, recommend that the mileage allowance for road journeys by other means of conveyance be raised to 20 Paise per Kilometre in case of First, Second and Third Class Government servants and to 15 Paise per Kilometre for Fourth Class Government servants.

13. For a journey on transfer from one station to another, the Government servant is entitled to the following travelling allowance for self :

| | | |
|---|---|---|
| (i) For journey by rail | .. | One fare of the entitled class plus incidental charges at four times of the rate admissible for journeys on tour. |
| (ii) For journey by road | | Two mileage allowances at the rate for road travel if belonging to First, Second or Third Class and a single mileage allowance at the rate for road travel if belonging to Fourth Class. |

Most of the associations have not suggested any increase in the above entitlements. Some have, however, suggested that a fixed sum be

paid in addition to the above entitlements to cover the expenses on account of packing of household effects, etc. While examining this question the last Central Pay Commission observed, as below :

> "There are two kinds of expenses involved in a transfer ; one on the transport of personal servants, and on food etc., in the course of the journey ; and the second, on setting up a household afresh, and on getting children admitted to new schools, and the like. The expenditure on the former items certainly increases with the distance of the station to which the transfer is made ; but that on the latter is the same, whether the transfer is to a place a score of miles, or many hundred miles, away. The present system of allowance for incidentals does not take this into account, and this operates particularly harshly in the case of Class III, and some sections of Class II staffs, who are usually not transferred to very distant places. We recommend that the present rates of allowance for incidentals should be halved, but that in lieu of the other half an employee should be allowed half a month's pay, subject to limit of Rs.150."

We fully agree with these observations and accordingly recommend that on transfer a Government servant should be entitled to a lump sum equal to half month's pay, subject to a maximum of Rs.150, but, for self, he may draw only the following travelling allowance :

| | | |
|---|---|---|
| (i) For journey by rail | .. | One fare of the entitled class plus an allowance for incidental charges at twice the rate prescribed for journeys on tour. |
| (ii) For journey by road | .. | One mileage allowance at the rate applicable to journeys on tour. |

14. A Government servant in whose case the possession of a car is considered advantageous for the efficient discharge of the duties of his post is entitled on transfer to transport his car on Government expense. In case the distance between the two stations is more than 150 miles, he may transport his car by rail and get charges therefor, but if he chooses to transport the car by road under its own power, he can get the transportation charges only at two annas a mile. In case the distance is 150 miles or less and the two stations are connected by a metalled road, an allowance of two annas a mile only is admissible for transportation of the car, whether it is actually taken by road or rail. In both these cases if the Government servant himself and/or any member/members of his family travel by the car, the transportation charges of his car at two annas a mile are not admissible if the Government servant draws travelling allowance for self and/or any member/members of his family. It has been suggested to us that even

when a Government servant himself or any member or members of his family travel in a car on transfer, transportation charges of the car at the normal rate of two annas a mile may be paid in addition to the travelling allowance admissible for self and member/members of his family. There is some force in the suggestion. Charges for transportation of car by rail are certainly more than two annas a mile. Since the rules permit that on transfer the Government servant himself and his family members may travel by rail and claim travelling allowance therefor and that he may also transport the car by road and draw transportation charges at the rate of two annas a mile, it does not appear appropriate that he should forego the transportation charges of his car if he and/or any member of his family travel by the car. Thus where the Government servant can transport the car by rail but actually takes it by road, Government is bound to save some expenditure. We, therefore, recommend that the transportation charges of car at 10 Paise per Kilometre may be allowed in addition to the fare or fares etc., admissible for the persons who travel by it if the distance between the two stations exceeds 250 Kilometres. We do not, however, consider any change necessary in the existing position in regard to transportation of car between stations where the distance does not exceed 250 Kilometres except that here also the charges for transportation of the car by road may be paid at 10 Paise per Kilometre.

15. Government servants whose duties require them to travel extensively within their jurisdiction are paid fixed travelling allowance in lieu of the normal rates of travelling allowance for such journeys. Such an arrangement results in considerable saving of manpower and material because monthly T. A. bills are not required to be prepared. Some of the service associations pointed out to us that the existing rates of fixed travelling allowance are highly inadequate. In the absence of adequate data, we find it difficult to go into the merits of each case where such an allowance has been sanctioned, but from the rates allowed at present to different classes of Government servants and in view of the appreciable increase in the cost of transport and articles of food, etc., we feel that an upward revision of these rates is called for. We, therefore, recommend that all cases of fixed T. A. may be reviewed by Government and allowance at the appropriate rates may be allowed. Conditions governing the grant of allowance may also, as far as possible, be made uniform.

16. Certain classes of Government servants, viz., process servers, canal patrols etc., are not entitled to travelling allowance of any kind for journeys by road within their jurisdiction. One service association suggested to us that travelling allowance should be allowed in such cases also. We are unable to accept this suggestion. The job

of a process server is to serve summons within an allotted area and it would be unreasonable to accept that he should be allowed travelling allowance, in addition to his pay, for doing the work for which he has been employed. We would, however, propose that to increase efficiency of such staff as also to avoid undue physical strain on their health, cycle allowance at an appropriate rate may be allowed to such class of employees and their workload, where considered desirable, may be suitably increased.

17. It has also been represented to us that Lekhpals have to pay frequent visits to their tahsil headquarters and to the camps of officers who happen to be on tour in their circles, but no travelling allowance is allowed to them. We have taken this factor into account while suggesting the pay scale for them and are, therefore, of the view that no travelling allowance for such journeys need be paid to them.

# CHAPTER XV

## Housing Facilities

Until World War II, Government's activities had been confined primarily to the maintenance of law and order and did not cover the vast field that they do at present. Industrial development of the country on any large scale had also not begun and residential accommodation generally did not present any great problem. Private construction met the needs of the Government servants and, therefore, Government constructed houses for their employees on a very limited scale. With the outbreak of the war there was a marked shift in the economy of the country and the growth of a large number of war industries resulted in a phenomenal increase of the urban population. Housing facilities could not keep pace with the requirements. Further the construction of houses received a set back due to shortages of building material.

2. Since independence the field of governmental activities has widened and the rapid industrialization of the country accelerated the shift of the population from the countryside to the urban areas. The demand made on the housing facilities increased greatly, because of the growing demand of the industrial sector which expanded rapidly due to our many development and industrial programmes. The result was that rents shot up disproportionately and it became difficult for government servants with their limited means to pay the rents which were demanded. Rent control and control of eviction did little to provide relief to the hard-hit finances of the government servant.

3. In view of the existing housing difficulty, we had invited suggestions through our questionnaire, regarding making provision for residential accommodation to Government employees and it was represented to us by various Service Associations that Government should take the responsibility of providing residential accommodation to their employees at 10 per cent of the salary; a few associations suggested that rent should be charged at only 5 per cent. Some others have even asked for rent-free accommodation and it was further suggested that where Government were unable to provide accommodation in government-owned property, they should give a house rent allowance in lieu thereof. Another suggestion was to provide land to Government employees and to give them loans so as to enable them build houses. In this connection it was suggested that the loan should be interest free.

4. We are aware that Government have not, as a matter of policy, accepted the responsibility of providing residential accommodation to all its employees as a part of their service conditions and if Government have been constructing houses for their employees it is only for their convenience. We, however, understand that in January, 1962, Government adopted a scheme for providing residential houses for the employees at the headquarter towns of districts, excluding Lucknow and the districts of Uttarakhand for which there are separate schemes. The number of houses to be constructed under this scheme are to be equal to the permanent posts of gazetted officers sanctioned at the district headquarters; in the case of ministerial and Class IV staff the percentage of houses to be provided is to be 25 and 10 respectively of the sanctioned strength. Posts for which Government residences have already been provided are to be excluded while assessing the requirements at each place. Police constables were also excluded from the scheme as the Home Department have a separate scheme for the construction of residential quarters for them. Six types of constructions on the basis of cost were approved under the scheme mentioned below :—

| | Rs. |
|---|---|
| (i) Class I Government servants .. .. | 35,000 |
| (ii) Class II Government servants .. .. | 25,000 |
| (iii) Subordinate gazetted staff .. .. | 12,000 |
| (iv) Non-gazetted staff .. .. .. | 7,800 |
| (v) Ministerial Government servants .. | 4,400 |
| (vi) Class IV Government servants .. .. | 2,233 |

5. As we understand, so far 31 houses of the first category, 385 of the second, 79 of the third, 360 of the fourth, 1,036 of the fifth and 671 of the sixth category have been sanctioned under the above mentioned scheme. Evidently, the number of houses sanctioned so far is far from commensurate with the need for houses for each category of Government servant and it is obviously necessary to take a more realistic view of the housing problem. We fully appreciate that housing projects for Government servants cannot take precedence over the other construction work pertaining to the various development schemes. Nevertheless, considering the importance given to housing programmes in the various Five-Year Plans and particularly the solicitude shown by Government towards industrial employees for whom they have introduced subsidised industrial housing schemes we feel

that Government must assume greater responsibility in respect of housing schemes for their own employees also, particularly those posted in bigger towns. In our opinion this is not only necessary from the view point of social responsibility but is necessary also for efficiency in the public services because we have no doubt that in the absence of these basic facilities the efficiency of the Government servants is adversely affected. We entertain serious doubt about private construction being able to cope with the demand for housing in the urban areas and we, therefore, recommend that Government should adopt a more realistic housing programme for their own employees. For this purpose it will be necessary to increase the percentages prescribed for the provision of houses for the various categories under the scheme of Government referred to above and considering the large number of temporary employees in comparison to permanent ones we feel that it will be necessary to take into consideration the temporary hands also in determining the percentages of houses to be provided. Accordingly, we recommend that the following percentages may be adopted in place of the existing ones for providing houses :

| | |
|---|---|
| (i) Gazetted staff .. | .. 100 per cent of the permanent posts and 50 per cent of the temporary posts. |
| (ii) Subordinate non-gazetted staff | .. 50 per cent of the combined permanent and temporary strength. |
| (iii) Ministerial— | |
| (*a*) District and regional staff | 33 per cent of the combined permanent and temporary strength. |
| (*b*) Heads of Departments | .. 50 per cent of the combined permanent and temporary strength. |
| (*c*) Secretariat .. | .. 50 per cent of the combined permanent and temporary strength. |
| (iv) Class IV staff .. | .. 25 per cent of the combined permanent and temporary strength. |

6. We have suggested a lower percentage for the district and the regional staff as also Class IV staff as in the majority of cases they are recruited locally and have their homes at the place of their work. In the case of gazetted officers on the other hand, they are generally not posted in their home district and so a much higher percentage in their case is necessary.

7. Under the existing practice residential buildings are constructed within prescribed limits of expenditure which ensures the recovery of the 'standard' rent not exceeding 10 per cent of the average pay of the Government servants for whom the respective residences are meant. The result of this policy has been that the 'built area' provided for the Government servants is progressively diminishing due to rising costs. If the present price trend continues we fear that the actual built area provided for the various categories of Government employees would be reduced to absurd dimensions and as it is difficult to foresee any appreciable reduction in the prices of materials in the near future we feel that it would be more appropriate to lay down the floor area for each category of Government servants rather than the present expenditure limit. Such a practice is already in vogue under the Government of India and the State Government have also accepted this principle for providing residential accommodation to Head Constables and Sub-Inspectors of Police. We recommend that suitable floor areas for the various categories of Government employees be adopted on the lines of the Government of India.

8. Coming now to the question of rent to be recovered from the Government employees who are allotted Government residences, we are unable to accept the suggestion that Government should provide residences to their employees at 5 per cent of their emoluments. In calculating the standard rent the value of the site (including expenditure on its development) is not taken into account. There is thus already an element of subsidy in the rent charged and we do not feel that any further concession in regard to rent to be recovered from the Government servants is justified.

9. Two other important questions raised before us were :—

(i) that free quarters should be provided to certain grades and categories of Government employees including the District Magistrate ; and

(ii) that house rent allowance should be given to those category of Government employees who are unable to secure residential accommodation within 10 per cent of their monthly salary.

10. As regards the first question, we are informed that Government in the Finance Department have laid down certain general principles for regulating the provision of free residences *vide* their

Memo No. A-808/X—223-1932, dated June 16, 1932. According to these principles, officials of the following three categories can be considered for provision of rent-free residence :—

(i) Officers and subordinates required to live in a specified locality or building who, because of the nature of their duties, are with some regularity called on duty at any time in the 24 hours, e.g. City Kotwals and subordinate police officials. Jail officials in direct charge, Medical staff of hospitals with inpatients, but excluding visiting officers, mechanical staff of the Hydro-Electric Pumping and generating stations,

(ii) Officials who in addition to their regular duties have to exercise direct supervision over resident students and have accordingly to live in close proximity to the hostel, and

(iii) Officers whose pay is fixed on the ground that free accommodation (or allowance) is provided and who are required to live at or near their work (Caretakers of buildings, etc.).

11. The above principles appear to be unexceptionable to us. Accommodation which is provided primarily for the convenience of an official cannot be made a ground for providing the official with rent-free accommodation. A perusal of the list of officers to whom the concession of free residence has been given, indicates that the above principles have not been applied uniformly in all cases and we would recommend that the Government should review the position so as to conform to the policy enunciated in the G. O., cited above. On our part, we would recommend that free residential accommodation should be provided to hospital nurses who have to put in long and strenuous hours of duty and who are liable to be called to duty at any odd hour. Lady Health Visitors and women teachers working in the rural areas also deserve this concession. In our opinion they have to work under exceptionally difficult conditions and extension of this concession to them will go a long way in improving their working conditions. We note that there is a dearth of this category of personnel and in our opinion among other concessions the extension of rent-free residential accommodation is also necessary for attracting this category of employee and help end their present shortage. In the case of Lady Health Visitors and women teachers serving in the rural areas it will not be enough to offer a house rent allowance in lieu of free residential accommodation, because we are of the view that it is extremely difficult for them to find suitable accommodation in the rural areas. If Government are unable to construct houses for these categories they should themselves take private houses on lease for

allotment to the employees of these categories. We also note tha accommodation free of rent has been provided to Class IV Govern ment employees where it is available, but additional accommodatio cannot be taken on hire for giving it to such employees, nor are the allowed any house rent allowance in lieu. We suggest that the presen practice should continue, though we feel that there would be n justification for the non-recovery of water and electricity charges fron these persons.

12. We find that at present there is no uniformity in th rates of house rent allowance given in lieu of rent-free residence an they vary from department to department. This undoubtedly i anomalous and we are of the view that since an employee is require to pay 10 per cent of his emoluments or the standard rent of th house whichever is less when Government accommodation is provided there is no reason why an employee should not be allowed a hous rent allowance equal to 10 per cent of his emoluments in lieu o free residence where it is admissible.

13. It has been represented to us that those employees who ge Government accommodation "even though on payment of rent" have a great advantage over those who are not allotted Government accom- modation because, in the first instance, they get a better type of hous in neat localities and, secondly, they have to pay only 10 per cent of their salary or the standard rent of the house allotted whichever is less. As against this, those Government employees who have to obtain rented accommodation on their own have to pay rent much in excess of 10 per cent of their salary. It has, therefore, been claimed that those employees who are required to pay more than 10 per cent of their salary as rent should be given house rent allowance to make up the difference. While there is some force in this argu- ment, yet we do not feel that a lack of this facility generally has resulted in any great discrimination between Government servants in the present context of availability, because housing provided by the Government at present is almost insignificant. In consideration of what we have said above and also in consideration of the cost involved in giving effect to the suggestion, we do not feel justified to recommend its acceptance. However, we do recognise that some measure of relief is necessary in those urban and industrial areas where there is greater concentration of population and where rents are disproportionately high. To mitigate the hardship of employees posted in such localities Government of India and some of the State Governments have granted a compensatory house rent allowance to such employees : though the pattern of assistance is not uniform. Keeping in view the conditions prevailing in our State we recommend

that Government servants residing in towns having a population of one lakh and above, but less than five lakhs may be allowed a house rent allowance up to 5 per cent of their pay. Similarly, for those living in towns with a population of five lakhs and above may be given a house rent allowance up to $7\frac{1}{2}$ per cent of their pay subject to following conidtions :—

(i) that a certificate is given by the Head of the Department or Office that the accommodation taken on rent by the employee concerned is not of a higher standard than that provided for his class under Government's own housing schemes,

(ii) that the sum actually spent by the employee on house rent is not less than 10 per cent of his pay *plus* the amount of allowance claimed and that the entire portion of the accommodation is in the occupation of the Government servant and his family, and

(iii) that no Government residence could be provided to the employee or that he has no house of his own in the town of his posting.

14. The classification of towns for the purpose of this allowance should be made on the basis of the census figures and no review of this should be undertaken between two census operations. The above scale should not apply to those Government employees for whom we have proposed the scales of Rs.55—75 and Rs.60—80, in whose case we recommend that they should be paid a house rent allowance of Rs.3 p.m., in towns with a population of one lakh and above, but less than five lakhs and of Rs.5 p.m. in towns with a population of 5 lakhs and above, when not provided with Government accommodation and they have to live in rented accommodation. We may mention here that the circumstance that this class of employee would get a house rent allowance has been taken into account by us in determining his emoluments.

15. It was contended that since under Fundamental Rule 45 (A) (iv) the occupant of a Government residence is liable to pay only such municipal and other taxes which are not in the nature of house or property tax, so the Land and Building Tax (Bhumi aur Bhawan Kar) which is in the nature of House and Property Tax should be payable by the Government and not by the occupier of the residence. We have examined the matter carefully and we find that under the Bhumi aur Bhawan Kar Adhiniyam the occupant of a government owned property is treated as the assessee. No change in the incidence of the liability for the tax could be suggested which would be in conflict with the provisions of law.

16. Lastly, it has been suggested to us that Government should ensure accommodation to an employee on transfer and that provision should be made which would enable the successor to get the house of his predecessor without difficulty or delay. These are matters of administrative procedure and we, therefore, do not feel it necessary to go into them. Another suggestion which has been made to us is that hostels should be constructed for Government servants and suites of rooms should be made available to Government servants on transfer in such hostels until suitable accommodation became available. In our view this suggestion appears reasonable and so we recommend that Government consider the desirability of constructing hostels in towns having a population of 1 lakh or more.

17. Various suggestions have been made to us which could facilitate construction of houses for residential purposes by government servants. One of such suggestions is that Government should develop new construction sites and allot them to Government servants at concessional rates and that loans should be advanced to them free of interest or at concessional rates. We find little justification for giving such concessions first, because when a Government servant constructs his own residence, that does not necessarily solve the problem of having sufficient available residential accommodation for Government servant permanently, for on transfer or retirement such accommodation would not be available to the successors in office ; secondly, we have not seen in such matters any adequate justification why Government servants should be treated as a privileged class. It cannot be denied that facilities to Government servants for building their own houses would reduce the pressure on the demand for residential accommodation generally, but this circumstance alone is not sufficient, in our opinion, for discrimination in favour of Government servants as a class. Facilities for construction of houses under the Low Income Group Housing Scheme and the Middle Income Group Housing Scheme are already open to Government servants and the Government's own scheme of advancing loans to their employees for the construction of houses as provided for in the Financial Hand Book, Volume V, is, in our opinion, sufficient aid and incentive to Government servants to build their own houses. In our opinion these facilities are adequate except, that we would suggest that the rules on the subject should be somewhat simplified so as to reduce the waiting list of Government servants seeking loans for house building. We would also recommend that the recovery of such loans should start after one year from the date of taking the loan, because in the present conditions it is not possible to complete the building within a shorter period and an employee cannot move into the new house or let it out before this period.

# CHAPTER XVI

## Medical Benefits

Medical benefits to government servants and members of their families are governed by the Uttar Pradesh Government Servants (Medical Attendance) Rules, 1946 as amended and clarified from time to time. These rules apply to all government servants subject to the rule-making control of the Governor, when on duty or on leave in U. P. excepting those (i) paid from the contingencies, (ii) those paid on piece rates, (iii) those engaged on daily wages, (iv) part-time government servants, and (v) those government servants belonging to Jail Department and Police Department for whom separate rules or orders exist. The members of the All-India Services are not governed by these rules, as a separate set of rules viz., All-India Services (Medical Attendance) Rules, 1954 framed by the Government of India are applicable to them.

2. Under the U. P. Government Servants (Medical Attendance) Rules, 1946 all whole-time government servants (except the categories mentioned above) are entitled to free medical attendance and treatment. Medical Attendance means attendance at a Government Hospital, Government Laboratory or at the residence of the government servant (for the employee but not for his family) and includes, *(a)* such pathological, bacteriological, radiological and other methods of examination for the purposes of diagnosis as are available in a Government Hospital or Government Laboratory and are considered necessary by the authorised medical attendant; and *(b)* such consultation with a specialist or other Medical Officer as the authorised medical attendant certifies in writing to be necessary, to such extent and in such manner as the specialist or other Medical Officer may, in consultation with the authorised medical attendant, determine.

3. Treatment means the use of all medical and surgical facilities at the hospital in which the government servant or the member of his family is treated, including the supply of such medicines, sera, vaccines and other therapeutic substances even if not ordinarily available at the said hospital, as the authorised medical attendant may certify in writing to be essential for the treatment or for the prevention of serious deterioration in the condition of the government servant.

4. All gazetted government servants are entitled to private wards. Non-gazetted government servants drawing Rs.150 or above are also admitted to private wards provided accommodation is available.

Government servants drawing below Rs.150 are accommodated in the general wards, but if they seek accommodation in private wards or they are admitted to the private wards because there is no accommodation available in general wards, or in view of the severity of the illness it is considered necessary by the authorised medical attendant, they have to pay prescribed rent including electric charges and water tax. Diet charges are payable by the government servants in all cases except in the case of government servants drawing pay not exceeding Rs.100 p.m., and those who are injured or who contract an illness or infection in the discharge of their official duties.

5. Treatment outside the State is not permissible except when a government servant is posted in another State on duty. The authorised medical attendants have been asked to avoid as far as possible the prescribing of special drugs which are expensive proprietory preparations for which cheaper substitutes of equal therapeutic effect are available, and not to prescribe at all preparations including tonics which are primarily foods, toilets, disinfectants, appliances, dressings, etc. Insulin is allowed only in cases where it is prescribed in the initial stage of the disease or when the patient develops some complication and is hospitalised.

6. A government servant able to move about is required to consult his authorised medical attendant at the dispensary or the hospital where the latter works, within the regular hours of duty. In cases when a government servant is too ill to move about he can have the attendance of the authorised medical attendant at his residence. Government servants whose pay is less than Rs.25 p.m. when too ill to attend at the hospital as out-patients are entitled to attendance at residence for so long only as arrangement cannot be made for their treatment in the hospitals as in-patients. It has been laid down that medical officers will not visit government servants at their residence during the regular dispensary hours and except in emergent cases, requests for attendance at residence received by a medical officer after 7 a.m. in summer and 8 a.m. in winter will be attended to after 2 p.m. and received after 8 p.m. will be attended to in the morning the next day. Attendance on government servants is one of the normal duties of Government Medical Officers and, therefore, they are not entitled to any conveyance charges.

7. Treatment in the mental hospitals is not admissible free of cost to government servants. In the case of government servants drawing pay not exceeding Rs.400 p.m., dental or oculist examination and treatment at Government expense is admissible, provided Civil Surgeon certifies that such treatment would remove a persistent cause

of ill health and enable the government servant to continue to render effective service. Such treatment does not, however, include the cost of dentures or spectacles. In the case of government servants who are in receipt of more than Rs.400 per month as pay, dental or oculist examination, including examination by a visiting dentist or oculist who happens to be on the visiting staff of one of the State hospitals or the Gandhi Memorial and Associated Hospitals, Lucknow, is allowed provided that no expense to Government is involved. Government do not meet the charge for any dental or eye appliances in their case either, and dental or oculist treatment, as distinct from examination, is not admissible in their case.

8. In the case of a government servant who is injured or who contracts an illness or infection in the discharge of his official duties, the entire charges of treatment including the cost of special accommodation, diet and nursing and any special medicines, sera, vaccine, etc. required for his treatment, is borne by Government if he is treated in a Government hospital or reimbursed if he is admitted to a non-Government hospital.

9. Travelling Allowance is ordinarily admissible to a government servant for journeys undertaken for medical advice or treatment under the advice of the authorised medical attendant, but not for,

(*a*) a journey—

(i) within the State except in the case of a government servant drawing a pay of Rs.400 p.m. or under, for attendance by a dentist or oculist, or

(ii) outside the State ; or

(*b*) a journey for which travelling allowance is not admissible under the T. A. Rules, otherwise than expressedly provided in the Medical Attendance Rules.

10. Except in the following matters, the benefits admissible to a government servant are also admissible to the sick entitled members of his family :

(1) Sick entitled members of the family of a government servant are not entitled to medical attendance or treatment free of cost at the residence. However, they can have medical attendance at their residence on payment of prescribed fees. Conveyance charges can be realised in addition to the fee in such cases.

(2) The family of a government servant is not entitled to dental treatment free of cost (as distinct from dental examination).

(3) If a government servant proceeds on leave to another station and takes along with him a member of his family for treatment at that station, treatment free of cost is not admissible.

(4) If members of a government servant's family have to be referred to a hospital outside the station of the posting of the government servant or the station at which the stay of the family is recognised for the purposes of the said Rules, for want of facilities for proper treatment in such cases, no claim for Travelling Allowance is admissible for the journeys performed by them in this connection.

(5) Under Rule 60 (i) of Financial Handbook, Vol. III, a government servant compelled to leave station to procure medical advice because no medical officer is available, is entitled to Travelling Allowance if the authorised medical attendant certifies that such journeys were absolutely necessary. This concession is not admissible to members of his family.

11. For the purposes of these rules a family includes the wife (or the husband in case of a female government servant), legitimate children and step-children of a government servant, wholly dependent upon and residing with him/her. When a government servant on transfer to a station was unable to find family accommodation at that station and was compelled to keep his family at another station situated in U. P., the family was deemed to be residing with him if the treatment began within three months of the transfer. With effect from January 2, 1964, members of the family of a government servant have been allowed to obtain treatment free of cost as admissible under the rules, at a place other than the place of posting of the government servant, subject to the following conditions :

(i) The dependent of the government servant should be the one who would normally be entitled under the rules to medical treatment if he/she had been living with the government servant, and

(ii) The dependent takes the treatment of his/her authorised medical attendant in the station in which he/she usually and generally resides.

Thus even now treatment free of cost to a member of the family does not appear to be admissible unless the case is covered on account of

"bonafide separation" or separation on account of transfer from the "usual and general place of residence."

12. Until March 31, 1961, government servants had initially to incur expenditure on a number of items from their own pocket and then claim reimbursement thereof from the Government. Even while under treatment at a Government hospital they had to purchase medicines, not available in the hospital stock, from the market. Such of them as were entitled to private wards had to pay operation fees room rent, and charges for pathological, bacteriological, radiological and other investigations in regard to the treatment of the members of their families as were considered necessary by the authorised medical attendant. With a view to simplifying the procedure orders were issued that with effect from April 1, 1961 all re-imbursable Government hospital dues which the government servants were required to pay initially and which were later re-imbursed should not be realised from them. It was also provided that Government allopathic hospitals or dispensaries should provide all the medicines sera, vaccines and other therapeutic substances prescribed by the authorised medical attendant from the hospital stock earmarked for government servants or by local purchase at reasonable rates from approved dealers. It was specifically ordered that where the medicines have to be purchased from the market delay should not be allowed to occur in their supply. A specific provision of Rs.10 lakhs for this purpose was made in the budget in each of the years 1961-62 and 1962-63 and the amount was raised to Rs.12 lakhs from the year 1963-64.

13. The following three questions were included in respect of medical aid in the Questionnaire issued by us :

(i) What is your opinion about the adequacy of medical aid at present available to the State Government employees ? Have you any improvements to suggest in this respect ?

(ii) Are you in favour of introducing a contributory health scheme for the State Government servants as has been introduced by the Government of India for its employees posted in certain towns ? If so, what rate of monthly contribution would you suggest for the employees ?

(iii) Do you suggest the establishment of separate dispensaries and/or reserving beds in hospitals for government servants in towns where there is a large concentration of government servants ?

14. The replies received show a general consensus of opinion among service associations that the facilities provided are ineffective.

They have complained that government servants, particularly of the lower grades, receive scant attention from the doctors, there is reluctance on their part to prescribe costly or patent medicines, and very often the medicines prescribed are not available from the hospital stock. Quite a few of the associations have, therefore, asked for the re-introduction of the scheme of reimbursement with permission to consult doctors of their choice. Some of the associations have also suggested payment of a fixed monthly medical allowance to government servants in lieu of the present arrangement. The present system of dividing government servants into separate categories with allocation of a P. M. S. II or P. M. S. I Officer or of an officer of the Civil Surgeon's grade according to the status of the employee has also been criticised. It has been argued that in the matter of medical aid it is the nature of illness and not the status of the patient which should determine the kind of facilities to be provided. Contributory Health Scheme has not found favour generally. On the other hand reservation of beds in hospitals for government servants and members of their families has been suggested by almost each and every association. Another suggestion made is in regard to widening of the definition of the term 'family'.

15. In dealing with the above criticisms and suggestions it seems necessary to point out that the benefits provided by the State are entirely non-contributory in nature. Medical treatment has come to be regarded as an essential amenity of government service in this country. The position so far as we could know is different in most of the developed countries. There the general medical care services and/or Contributory Sickness Insurance Scheme open to employees meet the needs of government servants and their families as well as of other sections of the community. Even under the E. S. I. Scheme introduced by the Government of India, the workers are required to make a contribution, and a Contributory Health Scheme for Central Government employees in Delhi has already been started.

16. We do not propose to go into the reasons, historical or social, for which Government have assumed responsibility for medical aid to their employees, but it is obvious that so long as the assistance remains non-contributory in nature any large scale improvement is not possible, because if additional burdens are imposed on the tax-payer without adequate justification it is bound to create some dissatisfaction and a feeling that government servants were being given preferential treatment. Therefore, we cannot contemplate any large scale expansion of the concessions already allowed, but we do feel that within the framework of the existing scheme, a good deal of improvement is possible with a small additional cost to government.

17. A large number of Associations made bitter criticism of the manner in which medical facilities are made available at Government Dispensaries and Hospitals, particularly in those places where there is a large concentration of government servants, as in Lucknow. It has been stated that there is undue delay and a marked apathy on the part of the medical attendants to carefully examine and prescribe proper medicines. It has also been stated before us that the supply of medicines is not adequate and that medicines of proper therapeutic value are not often prescribed and instead poor substitutes are given. We drew the attention of the Director of Medical and Health Services, when he appeared before us to give evidence, to the various criticisms made by government servants of his Health Services. From what he told us it appeared that, by and large, the criticisms which were offered were exaggerated. But, even so, the fact remains that there is a good deal of scope for improvement, both in the quality and the avenues through which medical aid is made available to government servants. The Director of Medical and Health Services was requested by us to furnish a scheme which could be put into effect, primarily for the benefit of government servants, in those areas where concentration of government servants was large, so as to ensure prompt service to them. This scheme is given in Annexure 'J'. We have no doubt that the Director of Medical and Health Services will, in due course, pass on the scheme to Government and they would give their consideration to it. We may only reiterate here that if Government offers a facility to its employees then they should see that the facility is properly implemented particularly when the facility relates to the health of the employees.

18. We think that as a result of the suggestions that we are making in this Chapter in respect of medical aid to government servants, and in view of the fact that the Medical Department is now pointedly aware of the criticisms in regard to the availability of such aid, the situation would considerably improve in the near future.

19. In the matter of medicines State Government employees are being treated at par with the Central Government employees and the list of inadmissible medicines is the same for both. We agree that it is the authorised medical attendant who should determine what medicine is necessary for a patient. There is, however, considerable delay in the dispensing of medicines at dispensaries and hospitals and even the supply of medicines is not satisfactory. The load on the authorised medical attendant is so heavy that he cannot pay much attention to his patients with the result that there is complaint of inadequate attention. We suggest that in those towns where there is a large concentration of government servants, Government may open

separate dispensaries or in any other way augment the available facilities in existing dispensaries and hospitals and this, in our opinion, should receive priority attention. To begin with separate dispensaries may be set up in KAVAL towns and Meerut and Bareilly for government servants. It is necessary to have separate dispensaries or clinics in these towns if we are to ensure that the government servants attend to their duties punctually and are not unnecessarily inconvenienced. If they are delayed at the hospital/dispensary, they cannot obviously be punctual and do their normal day's work. Setting up of separate clinics/dispensaries for them will also reduce the pressure on the hospitals/dispensaries for the general public. In this connection Government may like to examine the scheme which the Director of Medical and Health Services, U. P. has sent to us and which is given in Annexure 'J'. Under this Scheme each clinic would involve an annual recurring expenditure of Rs.2,64,300 round and a non-recurring expenditure of Rs.55,000. The calculations have been based on the assumption that each dispensary will have a physician, a surgeon, an E. N. T. specialist and a lady doctor, besides a Selection Grade officer incharge and it would handle about 300 patients per day. We are not sure whether a specialist in each Branch is necessary at these clinics, since the idea is that only the general type of treatment should be available at the clinic and all cases requiring specialist treatment should be referred to the hospitals where specialists are available. We hope that Government would provide such staff as is considered necessary. We, however, feel that a beginning can be made in the way of enlarging medical aid to government servants by utilising the available staff to operate the separate dispensaries or clinics suggested above.

20. In those towns and areas where separate dispensaries for government servants would not be an economic proposition because the employees are scattered all over, we would recommend that definite hours may be fixed for government servants in the general hospitals/dispensaries. The time fixed should cover both morning and evening hours, and not morning hours only, and the hours should be so fixed that the employees can attend to their official duties punctually without difficulty.

21. Reservation of beds for government servants in the existing hospitals and the establishment of new hospitals would truly be the remedy for relieving the pressure that there is on the existing establishments and which accounts for the grievances which government servants have in regard to the medical aid which they receive. The construction of new hospitals and even the reservation of beds for government servants in hospitals has to be a long-term remedy ; but,

even so, we have no doubt that every effort will be made by Government to achieve this within as short a time as resources will permit. We are not unaware of the shortage of doctors but an appreciable amount of this shortage can be met, atleast temporarily, by utilising the services of private medical practitioners on a part-time basis.

22. The Director of Medical and Health Services, U. P. has also represented to us that the provision made for the supply of medicines to government servants in the State budget is not adequate. He was asked whether separate accounts were being maintained for the medicines dispensed to government servants. It transpires that this is not being done and no separate stocks are kept for government servants, except notionally. Under the circumstances it would be difficult to say whether the provision made for government servants is adequate or not. However, we hope that the shortage of funds would not be allowed to stand in the way of provision of reasonable medical facilities to government servants. In case additional provision is necessary, we have no doubt that the Government will find the necessary funds.

23. The re-impursement system was discontinued because it caused hardship to the government employees inasmuch as they had to meet the cost of medicines etc. in the first instance ; further, it caused administrative difficulties and delays because each claim had to be scrutinised and then reimbursement sanctioned. The system, in some cases we were told, was even misused. We do not see any adequate reason for the reintroduction of the 'reimbursement system'.

24. We do not also favour the proposal of providing a medical allowance in place of free medical aid as available at present. The proposal is basically unsound. The system of medical aid is based on the basic principle underlying insurance — the bad risk being covered by the good. A system of cash allowance can seldom be adequate compensation. Further, it would bring into the picture of medical aid a certain amount of discrimination because a government servant, even though he may get an allowance would still, as a member of the public, be able to enjoy the benefits of the free treatment allowed. There is also the risk that the cash allowance so given will be frittered away on other items of expenditure and the family will be left in indigent circumstances when an illness occurs.

25. One of the suggestions made to us was that government servants should be free to consult doctors of their own choice and that medicines prescribed by them should be dispensed at the Government stores. We find it difficult to accept this suggestion for we fear that this system would be greatly abused. Further, such a system has

not been accepted by any Government in this country, so far as we know. With the setting up of separate dispensaries for government servants and fixation of separate hours for them where separate dispensaries are not established, we hope that government servants will be able to secure reasonable medical advice.

26. Apparently the consideration on which medical aid was extended to the members of a government servant's family was to relieve him of anxiety and tension which naturally follow when there is illness in the family, such relief being conducive to efficiency. It has been suggested that domicilliary treatment should be available to the members of the family just as it is available to the employee himself. The suggestion appears to us to be reasonable. The concession is admissible only when an employee is too ill to present himself before the authorised medical attendant, and the authorised medical attendant can charge his fees in case he comes to the conclusion after examining him that the patient should have attended the clinic. Therefore, there is no likelihood of any abuse if the concession is extended to the members of the families of government servants and we recommend that this may be done.

27. It has been brought to our notice that it is not easy for a government employee to get the authorised medical attendant to attend to him in time at his residence. Though such attendance is considered as a normal part of the duty of the medical officer, yet he is reluctant to attend to the patients at their residence because not only does he not get any fee for his visits, but he has to incur expenditure on conveyance. We have given thought to this matter and we have come to the conclusion that a conveyance allowance at the rate of Re.1 per visit should be allowed by Government from the State revenues to each authorised medical attendant, subject to a maximum of Rs.100 per month.

28. In the Medical Attendance Rules of the Indian Railways and of a few other State Governments the dependent parents are included in the definition of the term 'family.' We recommend that this may be done in our State Rules also.

29. There are a few other concessions which are admissible to the Central Government employees but not to the State Government employees. For instance the Central Government employees and members of their families do not have to pay for the ambulance when it is utilised by them under the advice of the authorised medical attendant. They are also allowed to receive treatment at State Mental Hospitals free of cost. We are of the view that free use of

the ambulance as permitted to the Central Government employees and free treatment at Government Mental Hospitals should be allowed to government servants and the entitled members of their families when necessary.

30. We have noticed that whereas under the Rules of the State Government the family of an employee is entitled to receive treatment at Government expense only at a place where members of the family usually and generally reside, no "residential" restriction is imposed in the case of Central Government employees. We are of the view that in this matter also the State Government should fall in line with the Government of India because illness cannot be foreseen and a member of the family of a government servant can fall ill wherever he or she may be, even if it is not the usual or general place of his or her residence.

31. Where both the husband and wife are in Government service the Central Government rules provide that the wife may avail of the concession according to her own status or that of her husband, whichever is more favourable, and so also can the children. However, under the State Government this is not so. Here too we would recommend that the State Government should fall in line with the Government of India.

32. We understand that at present pre-natal and post-natal treatment is admissible only to in-patients at the hospital. We have already recommended above that domicilliary treatment should be admissible to the entitled members of a government servant's family. In view of this fact and the fact that hospital accommodation is scarce and hospital beds should not be unnecessarily occupied, we recommend that pre-natal and post-natal treatment should be admissible even at the consulting room of the authorised medical attendant and at the residence of the employee, if authorised medical attendant is satisfied that the patient could not have come to him. As a corollary, in maternity cases the delivery charges should be reimbursed even if the delivery is at the usual place of residence, though it may not be the place of posting of the husband. However, this facility should be admissible only up to a limit of 3 children in view of the necessity for family limitation.

33. There are a few other small matters which require attention. Although Government reimburse all the charges of treatment including the cost of special accommodation, diet, nursing etc. in the case of a government servant who is injured or who contracts an illness or infection in the discharge of his official duties, the

cost of appliances such as an artificial limb is not admissible. This seems unfair and we recommend that the rules may be modified so as to make this admissible. Similarly it seems unfair that the entitled members of the family of a government employee should not be entitled to dental treatment free of cost, and the government servants in receipt of more than Rs.400 p.m. as pay may get dental or oculist examination, but not treatment. When free treatment in the case of other diseases is admissible to them, it is difficult to appreciate why such treatment has been disallowed in respect of dental and oculist diseases. We recommend that free treatment should be admissible for these diseases also, not only to all the government servants but also to the entitled members of their families. This would, however, not include the cost of dentures and spectacles which should be paid by the employee himself.

## CHAPTER XVII

### Educational Assistance

In a Welfare State the responsibility for educating the young is often squarely laid on the State, and so educational assistance was asked for by many even before the Government appointed this Committee. In our Questionnaire we asked the following questions in order to accurately assess the expectations of the employees in regard to this matter :

> "Do you think that the Government should provide any special facilities in regard to education of the children of their employees, and if so, what ?
>
> What facilities would you suggest for Government employees who are transferred from one place to another, e.g. 'disturbance allowance', reservation of seats in educational institutions, hostel accommodation etc. ?"

2. A number of suggestions have been offered, both by Government employees as also by others. There is a divergence of views, however, in the matter as to whether Government should grant specific facilities in the matter of education to the children of Government employees, or that Government should pay its employees adequately so that they could look after the educational needs of their children themselves. The difference is on the question as to whether an employee could look after the educational needs of his children better than Government which could at best lay down a broad pattern into which all children of certain categories had to fall. The general view is in favour of the grant of educational facilities, even though a specific plea has been made for substantial increase in the emoluments. The suggestions which have been received in regard to the nature of the facilities are so different as to defy any real classification ; but what does appear fairly clear is that there is a demand for free education up to the High School stage, though some have claimed that education should be free up to the stage of the University Graduation or even post-Graduate level. It may, however, be pointed out that some Service Associations, at any rate, have confined their claim to providing free education facilities to the wards of government employees drawing a salary up to a certain level ; while some others, though smaller in number, have claimed that there should be no limit of pay in regard to this matter. Some have suggested the

payment of an allowance to such of the government servants as have to educate their children in schools away from the place of their posting or have to put their wards in hostels on account of their transfer in the middle of the educational session. Some have claimed that there should be reservation of seats in educational institutions as also reservation of accommodation in hostels to provide for children of government servants on transfer.

3. The U. P. Pay Committee, 1947 was of the view that the low paid and middle class Government servants who had been the worst victims of the economic disorder caused by the Second World War, were in need of other help in addition to the liberal scales of pay proposed by them. They further recommended that Government servants drawing pay up to Rs.60 per month should be allowed free education for their children up to the High School standard.

4. We have carefully considered all the suggestions received and are of the view that it is neither desirable nor possible to accept all of them. Education of children beyond a certain stage is primarily a matter of individual aptitude and choice. We generally agree with the view which was expressed by some that spread of education should be uniform among all classes of the population, and the children of government servants should not be treated as a privileged class. Moreover, in view of the other recommendations which we are making in regard to pay scales and other concessions, we do not consider it necessary or feasible to earmark funds for purposes of cash grants to government servants for meeting educational expenses of their children. Many of the employees themselves would wish to have an increase in their salary in order to spare funds for this purpose rather than accept a small something periodically.

5. The State Government have already exempted all students (boys and girls) from payment of tuition fees up to class VI in schools of the ordinary type, and under recent orders all girl students reading up to class X in recognised institutions of the ordinary type have also been exempted from payment of tuition fees. The heads of institutions have also been authorised to grant freeships/half freeships up to a certain percentage of the number of students on the rolls of the institution concerned whose parents are too poor to pay full tuition fees. In addition, we find that children of all employees of State Government drawing a salary of Rs.100 or less, reading in classes IX to XII in recognised institutions have been exempted from payment of half the tuition fees, whereas sons and daughters or other dependent near relatives of the members of the staff employed in Government Model Schools attached to Government Normal Schools, Government

Higher Secondary Schools or Government Degree Colleges or educational offices of the place, and drawing a salary of less than Rs.200 p.m. are exempted from payment of tuition fees, provided they are living with them and are attending an institution in which they are employed. Thus boys in classes VII and VIII (except the wards of teachers employed in Government Model Schools attached to Government Normal Schools, etc.) remain uncovered by the exemption in respect of payment of tuition fees. To bring about some rationale in the existing position as also to provide some assistance to those categories of employees which need it most, we would recommend that government servants whose salary does not exceed Rs.200 p.m. should be allowed reimbursement of tuition and science fees up to class XII in ordinary type of recognised institutions at rates prescribed in the Education Code, and also in equivalent recognised technical and vocational classes, up to a limit of two children at a time. This will cover such courses as are imparted at the institutions recognised by the Board of Technical Education and institutions run by the Directorate of Training and Employment where the admission qualification is class VIII or High School and the duration of the technical course is two years or less. This concession should not be admissible in respect of students studying in special types of schools (commonly known as Anglo-Indian Schools or Public Schools) even though they have been recognised by Government, except to the extent of tuition fees and science fees prescribed for ordinary types of institutions in the Education Code. Reimbursement should be made to the parents by the Head of the Department or Office on the basis of the monthly fee receipt given by the school authorities. The concession will not be admissible in respect of near relations of the Government employees concerned (except as already provided), but would be admissible in respect of step children and adopted children. Further, the reimbursement should be admissible even if the child is studying in a station away from the place of posting of the Government servant concerned.

6. We are limiting the concession to only two children at a time in view of the imperative necessity for family planning. The salary limit of Rs.200 is being suggested in view of the fact that this limit has already been prescribed for one category of government servants and also because employees in receipt of higher salary should be able to provide for the education of their children beyond a stage where it is not free, from their own pocket. Further, we are restricting the concession to students up to class XII only because we feel that while everyone should be able to achieve a certain basic standard of education which should enable him to earn his livelihood, the limited facilities available for higher education should not be misused

by those who are not likely to make full use of such higher facilities. Moreover, Government provide a number of stipends, scholarships and bursaries and those who are really meritorious and deserving are bound to benefit from these scholarships, etc. The number of such stipends, scholarships and bursaries is quite significant. There is also a Special Stipend Fund at the disposal of the Shiksha Mantri for financial assistance to poor and meritorious students. He has also at his disposal a Discretionary Allotment for giving grants to poor and meritorious students in degree or post-graduate classes and for research in Faculties of Arts and Science. In addition to these aids, both the State Government and the Government of India have introduced a scheme for grant of educational loans on easy terms. The National Loan Scholarship Scheme of the Government of India covers students from the pre-University or Intermediate stage to the post-Graduate courses. Loans under the U. P. Government Loan Scheme are admissible for technical and scientific education both within the country and outside.

7. We do not recommend reimbursement of miscellaneous fees, such as Ink fee, Games fee, Refreshment fee, etc. as the amount of such fees varies from institution to institution. Moreover, the amount of such fees is small and it should not be difficult for the employees to meet it themselves. We have purposely excluded special types of institutions from the scope of our recommendations as in a Socialistic Pattern of Society it is not possible to allow better treatment to one class of children as compared to another class at State expense.

8. Some of the difficulties experienced by Government servants in the matter of the education of their children as a result of transfer, particularly in the middle of the academic session are really genuine. However, there is not much that can be done by us to remove these difficulties. It is not always possible to increase admissions in a class beyond a certain limit. The syllabus and books prescribed also at times differ from place to place and from institution to institution. Hostel accommodation too is not a thing which can be augmented at will everywhere though we wish that Government should add as much to hostel accommodation as possible particularly in the larger towns of the State. However, knowing the difficulties of government servants who are transferred in the middle of the educational session we would recommend that the children of government servants on transfer be given priority in admissions at least in government institutions. Note (2) below sub-para (*c*) of para 9 of the Education Code already empowers District Inspectors to sanction admissions in a class in excess of the prescribed number. It has been suggested by some of the

associations that transfers should be so arranged as to coincide with the beginning of an educational session. The suggestion has some merit in it and we presume that Government usually keep this in view at the time of making transfer. But it cannot always be administratively possible or convenient to meticulously follow this rule.

# CHAPTER XVIII

## Leave

The following sets of leave rules are at present in force for the various classes of State Government servants, depending primarily on the date of their recruitment to service :

(i) For permanent Government servants :

(*a*) Applicable to those recruited to service before January 1, 1931 ;

(*b*) applicable to those recruited to service on or after January 1, 1931, but before January 1, 1936 ; and

(*c*) applicable to those recruited to service on or after January 1, 1936.

(ii) For temporary Government servants :

(*a*) Applicable to those recruited to service before January 1, 1936 ; and

(*b*) applicable to those recruited to service on or after January 1, 1936.

2. The U. P. Pay Committee, 1946, was of the view that all Government servants should enjoy the same benefits in respect of leave. They recommended that the distinction between temporary and permanent servants and between superior and inferior servants in the matter of leave may be removed and that all classes of Government servants may be governed by the same set of leave rules, viz., 1936 Leave Rules for permanent superior servants, after their liberalization on the following two points :

(1) The limit of accumulation of earned leave be raised from 90 days to 120 days ; and

(2) leave on medical certificate which was admissible on half-average pay be granted on full average pay provided such leave admissible at any one time shall be the amount actually recommended by the Government Medical Officer or a Medical Board, as the case may be, and that such leave may be granted up to 12 months in all during the entire service. Further leave on medical certificate up to six months may also be granted on half-average pay.

3. The liberalizations recommended by the last Pay Committee were accepted by Government. However, the difference in the leave entitlements of temporary and permanent Government servants on the one hand and superior and inferior Government servants on the other still continues in certain respects. The existing position of having more than one set of rules, depending mainly on the date of recruitment, cannot be said to be satisfactory. It would be possible to have one set of leave rules for all Government servants provided (i) it is decided to abolish the existing difference between superior and inferior as well as between permanent and temporary Government servants, and (ii) by having a new set of leave rules which will be more liberal than the existing rules. This does not appear to be desirable except in certain respects to be noticed hereafter. Moreover, in course of time the pre-1936 Leave Rules would become obsolete when employees governed by them would retire from Government service : that being the position we would only consider that set of rules which is applicable to those recruited to service on or after January 1, 1936.

4. Most of the service associations have suggested the removal of distinction in the leave entitlements of superior and inferior and permanent and temporary Government servants. Increase in the existing leave entitlements has also been suggested. While we agree that the provision for leave should be adequate for the purposes for which it is meant, yet we cannot ignore the taxpayers' interest which requires that a Government servant should not be entitled to more leave than is justified. A judicious balance between the needs of a Government servant for leave and the burden which it would throw upon the taxpayer has to be maintained. Though we would recommend the abolition of the distinction that subsists at present between the leave entitlements of the superior and inferior Government servants, yet we are of the opinion that there has to be some difference between the two sets of rules governing the temporary and permanent Government servants, if for no other reason, for the reason that the service of a temporary Government servant is liable to termination at any time and there are also possibilities of a break in its continuity.

5. Earned leave (on full average pay) is admissible at present at the rate of 1/11th of the period spent on duty. The accumulation of earned leave is permissible only up to 120 days, the whole of which can be taken at any one time.

6. It has been urged by most of the employees' associations that the limit of accumulation of earned leave should be raised—the figure suggested ranging between 180 days to one year ; some have even suggested that there should be no limit to the accumulation of leave.

The main reasons given for increasing the limit of accumulation were that leave was required by Government servants not only for rest and recuperation but also for discharging many social and family obligations. After having examined all the issues raised before us we are of the opinion that it will be desirable to enhance the limit of accumulation to 180 days but out of this amount not more than 120 days should be allowed to be availed of at any one time unless the days in excess of 120 are spent out of Asia.

7. No earned leave is admissible to a Government servant serving in a vacation department in respect of duty performed in any year in which he avails of the full vacation. In case where full vacation is not availed of, the earned leave admissible in respect of that year is such proportion of 30 days as the number of days of vacation not availed of bears to the full vacation. We find that the existing provisions in this regard are a little different in respect of temporary Government servants, inasmuch as, when they avail of only a part of the vacation in any year, the period of earned leave admissible for duty in that year is required to be reduced by a fraction equal to the proportion which the part of the vacation availed of bears to the full vacation. In respect of Government servants recruited to service before January 1, 1936, the period of leave on average pay is reduced by one month for each year of duty in which they avail of the full vacation ; where only a part of the vacation is availed of in any year, the period to be deducted is a fraction of a month equal to the proportion which the part of the vacation taken bears to the full period of the vacation. The broad difference between the entitlements of those recruited prior to January 1, 1936, and those recruited after that date is that the former earn about 3 days leave on average pay even when they avail of full vacation in a year while the latter earn no leave. It has been suggested by one association that the employees of the vacation departments who are allowed no earned leave at present should be allowed earned leave at 1/44th of the period spent on duty, vacation being counted as off-duty period, and that there should be no limit on the accumulation of such leave. It is true that vacation departments have generally more than one month's vacation in a year and as such the employees serving in such departments have a certain amount of advantage over their counterparts in other departments. Nevertheless, we have to consider the fact that the vacation is a forced leave and that the employees serving in vacation departments have at present no earned leave to their credit and cannot, therefore, avail of any earned leave in cases of necessity. We think that those serving in vacation departments should earn some leave. We, therefore, recommend that each employee of a vacation department should earn leave at 1/11th of the duty period, including vacation ; the period of

earned leave should be reduced by 30 days for each year of duty in which he avails himself of the full vacation ; in case only a part of the vacation is availed of in any year, the period of earned leave is to be reduced by such a fraction of 30 days which is equal to the proportion which the part of the vacation availed of bears to the full vacation. The general conditions relating to accumulation and availing of earned leave at a time should apply to the employees of these departments.

8. Leave on medical certificate is admissible up to 12 months on full average pay during the entire service but in special circumstances further leave up to 6 months may be granted on half-average pay. Temporary Government servants are, however, entitled to leave on medical certificate on average pay for a period not exceeding four months in all. Since almost all the temporary Government servants eventually become permanent and because the leave on medical certificate for 12 months is intended for the entire service, both temporary and permanent, of a Government servant, we do not consider it necessary to remove the existing difference between the titles to leave on medical certificate of temporary and permanent Government servants.

9. It has generally been proposed by the associations that in addition to 12 months leave on full average pay, as admissible at present another 12 months leave should be allowed on full average pay on the recommendation of a Medical Board. A few associations have suggested that leave on medical certificate should be allowed without any limit on full average till the employee is cured or dies. The existing provisions in respect of leave on medical certificate appear to us to be thoroughly adequate, and, therefore, we have not seen our way to recommend a change.

10. Members of the Provincial Services are entitled to leave on private affairs (on half-average pay) up to 18 months in all and such leave can be availed of on any one occasion for not more than 3 months if spent wholly in Asia and not more than 9 months if the leave beyond 3 months is spent out of Asia. To the members of the Subordinate Services, such leave is admissible only up to 12 months in all and cannot be availed of for more than 3 months at a time if spent wholly in Asia and not more than 6 months if the leave beyond 3 months is spent outside Asia. In case of members of the Inferior Services such leave is admissible also up to 12 months in all, but it is not admissible until after permanent service of 5 years has been rendered. Further, in their case, leave is earned at the rate of 1/11th of the period spent on duty and when it amounts to 60 days it ceases to be earned.

11. The provisions in regard to leave on private affairs allowable to members of the Provincial Services appear to us to be unduly liberal. We are also of the opinion that adequate justification does not exist for making a difference in the entitlements of leave on private affairs between superior and inferior Government servants. The amount of leave on private affairs should be related to the period of service put in by an employee. We, therefore, recommend that leave on private affairs should be uniformly admissible to all the permanent employees whether they are in the Provincial, the Subordinate or the Inferior service, and that this should be admissible up to 365 days in all and should not be permitted on any one occasion for more than 90 days if spent wholly in Asia, and more than 180 days if the leave beyond 90 days is spent outside Asia. Further, it should be earned at the rate of 1/11th of the period spent on duty. The condition imposed at present that the permanent 'inferior' Government servants cannot avail of this leave until after rendering permanent service of 5 years should also be withdrawn, as we feel that the discrimination is not justified.

12. To temporary Government servants, leave on private affairs (on half-average pay) is admissible up to 4 months in all and it is not sanctioned until after a continuous service of 2 years has been rendered. The leave is required to be earned at 1/11th of the period spent on duty and accumulation beyond 60 days is not permitted. We do not consider any change necessary in their case.

13. Some of the associations have suggested that the leave on private affairs should be on full average pay. No reasons were advanced in support of this demand. We do not find this suggestion reasonable and, therefore, do not recommend its acceptance.

14. Extraordinary leave (without leave salary) is admissible to permanent employees without any limit, but in case of temporary Government servants such leave can be sanctioned only up to 90 days at a time provided that this limit can be extended up to 12 months where an employee undergoes treatment in a recognised sanatorium or is suffering from tuberculosis of the bones or joints etc. With the advance of medical science, tuberculosis can be adequately treated in hospitals also and in such cases where an employee is treated at a hospital other than a sanatoria the limit of leave should be extended up to 12 months if the Medical Officer in charge of the Hospital recommends such leave.

15. Special disability leave is admissible in the event of a Government servant being disabled by injury intentionally inflicted or caused in or in consequence of, the due performance of his official

duties or in consequence of his official position. Such leave cannot be sanctioned for a period exceeding 24 months in consequence of any one disability, of which the first 120 days may be on average pay and the rest on half-average pay ; such leave is not debited to the leave account.

16. Although no demand has been made for any change in regard to special disability leave, yet we have discovered that the special disability leave is not admissible at present to temporary Government servants in any department even though the nature of duties which they perform are the same and that they are exposed to the same risk as the permanent staff. We feel that this discrimination against the temporary Government servants is unjustified and, therefore, recommend that the special disability leave should be admissible to the temporary Government servants also under the same circumstances and to the same extent as it is admissible to the permanent Government servants.

17. Maternity leave (on full pay) is admissible to female Government servants for a period which may extend up to the end of three months from the date of its commencement or to the end of six weeks from the date of confinement, whichever is earlier. This leave is not debited to leave account. No proposals have been made for any change in maternity leave. However, keeping in view the various objectives underlying the scheme of Family Planning, we propose that the following restrictions may be imposed on the grant of maternity leave to female Government servants :

(i) It may not be sanctioned for more than three times during the entire service ; and

(ii) a period of at least 2 years should have elapsed between the expiry of such leave last sanctioned and the commencement of the fresh leave applied for.

18. Hospital leave is admissible to a Government servant during the period of his illness in hospital or while receiving medical aid as out-door patient if the illness or injury is certified to have been caused directly due to risk incurred in the course of his official duties. The period of such leave can in no case exceed six months in any one term of three years, out of which the first three months shall be on full average pay and the rest on half-average pay. It is admissible to only certain specified classes of employees, drawing pay not exceeding Rs.70 per month, whose duties expose them to special risk of accident or illness, and is not debited to the leave account.

19. No demand has been made for any change in regard to hospital leave. However, in view of the new scales of pay suggested

by us, we recommend that the limit on pay should now be raised to Rs.150. We further suggest that besides the employees already covered by the provisions of hospital leave, other low paid employees whose duties involve handling of dangerous machinery, explosive materials, poisonous gases and drugs, etc., or who are obliged to perform hazardous tasks should also be eligible for this leave.

20. Study leave (on half-average pay) is admissible to the permanent staff for the study of scientific, technical or similar subjects or in order to undertake special courses of instruction. It is not ordinarily granted to Government servants who have rendered less than 5 years of service or to Government servants within three years of the date on which they have the option of retiring. The maximum amount of study leave admissible is ordinarily 12 months at any one time, and two years in all during the entire service. It can be availed of either in or outside India and is not debited to the leave account. This leave can be granted to a Government servant only if he signs an agreement to the effect that he undertakes to serve the Government up to a period of at least 3 years after his return to duty; and, in the event of breach of this agreement, he undertakes to pay to Government the expenditure actually incurred by Government on his study leave. Besides the leave salary, travelling allowance, study allowance, subsistence allowance and cost of fees is also paid under certain circumstances to those on study leave.

21. At present study leave rules apply only to the employees of the Public Health and Medical Research Departments, the Veterinary Department, the Education Department, the Public Works Department and the Forest Department, but can be extended by Government to any Government servant not belonging to any of these departments, in whose case Government may be of the opinion that study leave should be granted in the public interest to enable him to pursue any special course of study or to conduct investigation of a scientific or a technical nature.

22. Government had issued orders in 1952 to the effect that study leave should not be granted except in the case in which a particular type of specialist training for individual officers was considered essential for the development programmes or for other urgent Governmental needs. For successful implementation of the various schemes in hand and those which may be taken up in future, we undoubtedly need a good number of highly qualified technical personnel for manning posts requiring high technical skill and proficiency. We, therefore, recommend that the orders issued in 1952 should be withdrawn.

23. A plea for the extension of the benefits of study leave to temporary Government servants was made mainly on the ground that by doing so we might augment the potential of technically qualified personnel in the State. We have carefully considered the demand and are of the opinion that permitting the temporary Government servants to avail of the provisions of study leave would be unjustified for a large number of reasons and the notional benefit of increase in the technical potential which may accrue is, in our view, so uncertain that a drastic departure from the old position is not called for.

24. To encourage permanent Government servants to acquire higher technical qualifications, we further recommend that :

(i) Commuted leave (on full average pay) to the extent of half of leave on private affairs may be sanctioned, in addition to earned leave, to the Government servants proceeding on study leave. Since leave on private affairs for not more than 90 days, if wholly spent in Asia, and for not more than 180 days if leave beyond 90 days is spent out of Asia, has been recommended by us above, commuted leave on full average pay for not more than 45 days if spent wholly in Asia and for not more than 90 days if leave beyond 45 days is spent out of Asia would be admissible and double the amount of commuted leave will be debited against the account of leave on private affairs. The commuted leave should also count for increment.

(ii) Extraordinary leave (without leave salary) availed of by a Government servant for pursuing a course of study may also be allowed to count for increment : whether taken in continuation of study leave or otherwise.

(iii) Facility for study leave should be extended to the employees of all the departments.

25. The U. P. Education Service Association has suggested that free passage and study leave for at least one session of nine months should be liberally allowed to the members of their service for pursuing special courses of study or training or for undertaking study tours in or out of India. The Association has also complained that study leave at present is not admissible to their members. We, however, find that the employees of the Education Department are eligible for study leave ; it may, however, be that in view of the orders of the Government issued in 1952 some of the members of the Association may not have been granted study leave. Now that we have recommended withdrawal of these Government orders and have also made other

recommendations for liberalising the study leave rules, we feel that the demands of the Association would be substantially met. Considering the state of scientific education in the State, we consider it desirable to recommend that science teachers who wish to prosecute their studies further in order to acquire higher qualifications or to undertake research work for improving their teaching efficiency should be encouraged to do so by allowing them study leave facilities. We have made special mention of science teachers because they cannot appear as private candidates at examinations nor can they successfully prosecute their studies at home without laboratory facilities.

26. Refused leave is admissible to permanent staff, after the date of compulsory retirement, to the extent of whole or any part of the earned leave refused before the date of retirement in the public interest. In case the Government servant is retained in service beyond the date of his compulsory retirement, he may similarly be granted either within the period of extension of service or, subject to certain conditions, after its expiry, any earned leave which has been refused and which would have been granted to him had he retired on the due date and in addition any earned leave due in respect of such extension.

27. We find that during refused leave a Government servant is allowed to retain his lien on the permanent post and the period of refused leave is treated as an automatic extension of his service for purposes of pension. Since this leave is granted to a Government servant because leave earlier applied for by him could not be sanctioned, the grant of such leave after the date of compulsory retirement or beyond the date up to which he is retained in service should not be construed to extend the date of his retirement and his lien should, therefore, terminate with effect from the date on which he proceeds on such leave so that the Government servant appointed to the post vacated by him may be considered for confirmation on the post and in consequence be eligible to get the pensionary benefits attaching to permanent service.

28. The Ministerial Service Associations have generally suggested introduction of a new kind of leave, viz., "Recuperative Leave" for a month once in two years to be spent at health resorts etc. Since one of the objects of earned leave is to enable the employees to take rest and recoup their health, we do not consider it necessary to suggest another kind of leave for the same purpose.

29. One of the demands generally made by the associations is that leave should be admissible to an employee as a matter of right, and therefore, the provision that leave cannot be claimed as a matter

of right should be deleted. This point was also examined by the last Central Pay Commission which observed that "the primacy of public business, and the practical difficulties and risks to public safety, etc.—some of them exceedingly serious—that might arise if Government servants were free to have, according to their own convenience, leave for which they are eligible, are the reasons behind the enunciation of the principle referred to above. And it is not only in India that such a principle has been enunciated. In the United Kingdom also, the leave allowances are subject to the proviso that 'no civil servant is entitled as of right to be absent on leave for the number of days for which he is eligible, or to receive any form of compensation if his annual allowance of leave is curtailed because of the demands of the work'. The dangers of abrogating this principle are too obvious to require discussion ; but there can be no justification, at the same time, for so using a reserve power of the Administration as to abridge employees' leave benefits, even when this is not necessitated by requirements of the public service. This, however, is not a matter to be regulated by a formal rule or amendment of it ; it is one of a fair, enlightened, and sensible approach to problems of personnel administration, and of the spirit in which the rules are administered. While it is often not possible to let all who want leave at a particular time to have it at that time, and there is a limit beyond which depletion of staff cannot be permitted without dislocating the working of an establishment, the heads of departments, offices etc., must plan their work to permit employees to take a certain amount of leave annually, and a longer leave after some years, or according to any special necessity.". We find ourselves in full agreement with these observations.

30. While we believe that both in the interest of the employee as also of efficiency it is desirable that each employee should take leave annually for rest and recuperation, even so we cannot accept the proposal made by one association that every Government servant should be made to take a fortnight's leave compulsorily each year. In this connection we find ourselves in agreement with the observation of the last Central Pay Commission when it said that "in present conditions in India, official solicitude for the well-being of an employee may, perhaps, stop at gentle advice to an employee who has been too long on his job without break, and looks like falling on it."

31. It has also been suggested by some of the associations that in case earned leave is refused, leave salary should be paid to the Government servant concerned in lieu thereof. Leave is not intended, even remotely, to serve as a means of supplementing the income of an employee and we are, therefore, of the opinion that the suggestion merits no serious consideration at all.

32. Except where otherwise provided, leave salary allowed during leave is based on the average of monthly pay earned during the ten complete months immediately preceding the month in which the leave commences. In the case of a Government servant who proceeds on leave from a post the maximum of which does not exceed Rs.60, average pay admissible during leave means the pay drawn immediately before proceeding on leave.

33. One of the objects for which grant of short leave at intervals has been advocated by the various associations is to enable a Government servant to regain his health so that he may return to work refreshed. From the information available with us, we are led to believe that the facility of leave is not adequately availed of by Government servants. One of the reasons for this may be that a Government servant, other than the one who proceeds on leave from a post the maximum of which does not exceed Rs.60, suffers a loss in his emoluments on account of the averaging of pay if he had received his annual increment sometimes during the 10 preceding months. With a view to ensure that the desired object of permitting leave is achieved as far as possible without causing any undue strain on the public exchequer and without giving any undue benefits to the Government servant proceeding on leave, we recommend that permanent Government servants proceeding on leave should be allowed their last drawn substantive pay or the average of pay earned during the last 10 months, whichever is higher. Since we have considerably upgraded the lower scales, we further recommend that the Government servant who proceeds on leave from a post the maximum of which does not exceed Rs.90 may be allowed leave salary equal to the pay last drawn by him.

34. Another reason which deters many Government servants from taking leave is the lack of funds and the delay that often is caused in drawing leave salary. This being the position, we think it proper to recommend that Government servants—permanent or temporary, gazetted or non-gazetted—when they proceed on earned leave for 30 days or more, other than leave preparatory to retirement, should be able to draw advance salary to the extent of 75 per cent of pay last drawn against their final claim of leave salary : this should be made possible without the authority slip from the Accountant General.

35. We had elicited views about graduated scales of leave whereby leave admissible varies with the length of service—the longer the service, the higher the leave entitlement. Most of the associations did not prefer this. Those who favoured the idea suggested that at no stage the rate of leave earning should be less than 1/11th of the

duty period. If we were to accept the suggestion then it would mean an increase in the total leave entitlements for which we can see no justification. On merits there may appear some justification for introducing the graduated leave scale, yet we refrain from recommending it in view of the antipathy shown for the proposal by the associations and also because we do not see any compelling reasons for bringing about any radical change in the existing pattern of leave entitlements.

# CHAPTER XIX

## Retirement Benefits

At present the service rendered by a Government servant in a permanent capacity on a pensionable post qualifies for pension. Continuous temporary or officiating service followed without interruption by confirmation in the same or any other post, also qualifies for pension except for temporary or officiating service rendered in a non-pensionable establishment, service in a work-charged establishment, and service on posts paid from contingencies. A Government servant retiring as a temporary employee, is not entitled to any pensionery benefits.

2. Rules provide that a Government servant's claim for pension shall be regulated by the rules in force on the date of his retirement. In actual practice, however, every time a new set of pension rules was introduced, all existing employees were given the option of either continuing to be governed by the old rules or electing the new set of Rules. The pension rules in U. P., have been revised from time to time and various sets of rules are at present applicable to Government servants in accordance with the options exercised by them. It is, however, not possible for us to discuss all these rules and we are accordingly confining ourselves to a discussion of the latest rules, known as the U. P. Retirement Benefits Rules, 1961, which were introduced with effect from 1st April, 1961.

3. Under these rules pension is admissible at the rate of 1/160 of the average emoluments for each completed six-monthly period of qualifying service, subject to a maximum of 30/80 of the average emoluments. This, however, is subject to the further limitation that the amount of pension will, in no case, exceed Rs.6,750 per annum. Full pension is admissible on a qualifying service of 30 years or more. If the qualifying service rendered by a retiring Government servant is less than 10 years, no pension is admissible to him, but a gratuity, which works out to $8\frac{1}{8}$-months' emoluments for 19 completed six-monthly periods of qualifying service, is payable. Besides gratuity or pension, as the case may be, a death-cum-retirement gratuity, at the rate of one-fourth of the monthly emoluments multiplied by the total number of six-monthly periods of qualifying service, and subject to a maximum of 15 times the monthly emoluments, is also admissible to the Government servant on his retirement, or to his family in case of his prior death. The total amount of death-cum-retirement

gratuity shall, however, in no case exceed Rs.24,000 and emoluments in excess of Rs.1,800 p.m. are ignored in computing the amount of this gratuity.

4. We have received a number of suggestions for the liberalization of the existing retirement benefits. It has been suggested that some pensionary benefits should be admissible even to temporary Government servants. Another suggestion is that the maximum amount of annual pension be raised to Rs.8,100 as provided for under the Government of India rules. Some service associations have also suggested that even in the case of those with less than 10 years' qualifying service, proportionate pension should be allowed in place of a gratuity. One suggestion is that full pension should be admissible even on completion of 25 years of service. Increase in the death-cum-retirement gratuity has also been suggested. Another suggestion made to us is that all leave with allowances should count in full towards qualifying service. We have given careful thought to all these suggestions and our views on them are contained in the following paragraphs.

5. Taking, first, the suggestion about the extension of pensionary benefits to temporary Government servants, the fact is that even under the existing rules, the whole period of continuous temporary service rendered by a Government servant counts for pension if it is followed, without interruption, by confirmation in any permanent post in a pensionable establishment. Till some time back, only half of such temporary service was allowed to count for pension, but by a further liberalisation of the pension rules, brought about a few years back, the whole of the continuous temporary service preceding confirmation now counts for pension. This in itself constitutes a very substantial concession in favour of temporary Government servants, considering that the vast majority of such employees are confirmed on one post or the other before reaching the age of superannuation. In regard to the few who fail to secure permanent appointment even up to the date of retirement from service, we feel that placing such employees at par with permanent Government servants in the matter of pension, which entails long term commitments for the Exchequer would be neither proper nor justified. We have, however, considered whether some lump sum gratuity could be recommended for such employees on retirement. Under the Government of India, a temporary employee is eligible, on retirement, to a gratuity at the rate of one-third of a month's pay for each completed year of service, provided he had completed not less than five years' continuous service at the time of retirement. We also recommend that a gratuity at the rate of one-third of the monthly pay in the time scale (including

fixed rate of pay) for each completed year of service may be paid to a temporary employee retiring on superannuation. We, however, feel that this gratuity, which is also in the nature of a retirement benefit, should be admissible only when a Government servant has rendered a minimum of ten years' continuous service in a pensionable establishment at the time of his retirement. We further recommend, as a social security measure, that a gratuity, at the same rate and subject to the same conditions, should be paid to the family of a temporary employee in the event of his death before the date of superannuation.

6. The age of superannuation has recently been raised from 55 to 58 years, which now enables a Government servant to put in more years of qualifying service. In the circumstances, the suggestion that full pension should be admissible even on completion of 25 years of qualifying service, is not acceptable to us. The suggestion that a proportionate pension should be admissible, in place of gratuity, even when an employee has rendered less than ten years' qualifying service also does not appear to be justified. As mentioned earlier, pension involves a long-term commitment which would be justified only in case of long service. While considering similar demands, the last Central Pay Commission observed that "neither the minimum period of service necessary to make an employee eligible for a proportionate pension, nor the length of service on which full pension is earned is unreasonably long". We are in complete agreement with this view and as the position under the State rules is the same, in regard to these matters, as under the rules of the Central Government, we recommend that the *status quo* be maintained.

7. The maximum pension admissible to State employees, which, except for certain specified services, was previously fixed at Rs.5,000 per annum, has recently been raised to Rs.6,750 per annum. Now there is a demand that the maximum should be raised to Rs.8,100. It has also been suggested by one association that the maximum pension for the members of their service should be the same as for members of the Indian Administrative Service. We feel that, in view of the higher cost of living and the higher maximum pays which we are suggesting, a small increase in maximum pension would be justified. We accordingly recommend that the maximum pension admissible to State employees be raised further, from Rs.6,750 to Rs.7,200 per annum. We, however, find no justifiaction, whatsoever, for the suggestion that members of one particular State service should receive special consideration and be placed at par with the members of the Indian Administrative Service in the matter

of the maximum pension admissible to them. Different scales of pay may be prescribed for different posts depending upon the nature of duties, the degree of responsibility, etc., attached to the posts. Different scales of pay may also be prescribed for different services depending upon the qualifications prescribed for recruitment to services, the nature of duties, the degree of responsibility, etc., the members of services may be called upon to shoulder. But no discrimination between one service and the other, or between the holder of one post and the other, should, in our opinion, be made in regard to rates of pension. Even under the Central Government the maximum rate of pension is the same for all, including the members of the Indian Administrative Service.

8. In regard to the suggestion for an increase in the amount of death-cum-retirement gratuity, the position appears to be that the maximum gratuity admissible under the Uttar Pradesh rules is the same as under the rules of the Government of India as well as of some other State Governments of which information is available with us. In fact in some respects the provisions under our rules are more favourable than under the Government of India. For example, no death-cum-retirement gratuity is admissible to a Central Government employee if he had not completed at least five years' qualifying service at the time of retirement; no such restriction has, however, been imposed under the State Government rules. In the circumstances, we feel that a further liberalisation of our death-cum-retirement gratuity scheme is not called for.

9. At present periods of earned leave, special disability leave, study leave, maternity leave and hospital leave count in full towards qualifying service. Other types of leave with allowances, however, count as qualifying service only up to the limit of one year if the total service rendered by an employee is 15 years or more but less than 30 years, and up to 2 years if the total length of service is 30 years or more. We understand that the existing provisions lead to delay in the sanctioning of pension. Under the Government of India rules, all leave with allowances counts in full towards qualifying service. We think that such a provision is equitable and we recommend that all leave with allowance should count towards qualifying service under our rules also. However, we think that the period of "refused leave", allowed after the date of superannuation, which is at present taken into account in calculating qualifying service for pension, should not be so counted. "Refused leave" is granted after the normal date of retirement of a Government servant if leave preparatory to retirement was applied for by him in good time, but could not be sanctioned on account of the exigencies of public service. In such cases,

while it is right and equitable that "refused leave" should be allowed to be availed of after the date of superannuation, we see no reason why such leave should enable him to retain his lien or count towards pension.

10. At present, pension is related to the average emoluments drawn by an employee during the last three years of his service. It has been suggested to us that the average should be calculated on the basis of the last twelve, or even ten months' emoluments. We have examined the suggestion but do not consider any change in the present position to be necessary. As pension involves long term payments, it is but right and proper that the amount of pension should be fixed on the basis of emoluments drawn over a sufficiently long period, otherwise short term arrangements and fortuitous postings are likely to inflate unduly the rate of pension without sufficient justification.

11. A relaxation of the conditions for commutation of pension has also been suggested to us. One suggestion which we have received on the subject is that, as under the Government of India rules, a pensioner should not be required to give reasons for getting a portion of his pension commuted. Some service associations have also suggested an enlargement of the purposes for which commutation is allowed at present. We have examined all such suggestions very carefully and are of the view that no change in the existing position is called for. Pension is allowed to a Government servant to enable him to live in reasonable comfort after retirement and it would not, in our view, be correct to allow him to have a substantial portion of his pension commuted without giving adequate justification for it. We also find that the objectives for which commutation of pension is allowed at present are already wide enough to cover all normal and reasonable contingencies and no enlargement in the scope of such objectives is, therefore, recommended.

12. Family pension schemes have been introduced in recent years by the Government of India and also by some State Governments, as a social security measure, to provide for the family of a Government servant who dies before, or even after, retirement. Under the revised Family Pension scheme introduced by the Government of India with effect from January 1, 1964, the benefit of family pension is admissible to the families of all regular employees, whether temporary or permanent, who are borne on a pensionable establishment and who die during service or after retirement, provided they had rendered a continuous service of at least one year. The rates

of family pension are related to pay, and not to pension, and are as follows :

| | |
|---|---|
| Pay below Rs. 200 per month .. | 30 per cent of pay, subject to a minimum of Rs. 25 per month. |
| Pay of Rs. 200 and above but below Rs. 800 per month. | 15 per cent of pay, subject to a minimum of Rs. 60 and maximum of Rs. 96 p. m. |
| Pay Rs. 800 and above per month | 12 per cent of pay, subject to a maximum of Rs. 150 p. m. |

13. For the purpose of the Scheme, family includes the wife or husband, as the case may be, and minor sons and unmarried minor daughters. Family pension is not admissible to more than one member of the family at the same time ; it is first admissible to the widow/widower and thereafter to the minor children. Every employee who is governed by this scheme *ipso facto* surrenders a portion of gratuity, where admissible, equal to two months' pay or emoluments, as the case may be, subject to a maximum of Rs.3,600. Where the amount of gratuity admissible is less than two months' pay, the whole of it is resumed by Government.

14. In Uttar Pradesh also, the U. P. Retirement Benefits Rules, 1961, incorporate, *inter alia,* a scheme of family pension of which the broad features are as follows :

The family pension scheme is an integral part of the U. P. Retirement Benefits Rules, 1961. The family of a Government servant, however, does not qualify for a family pension until the Government servant has put in at least 20 years' qualifying service but in exceptional cases, this requirement may be reduced to a qualifying service of not less than 10 years. The amount of family pension, in the case of a Government servant who dies after retirement, equals to half the actual pension while in the case of a Government servant who dies before retirement, a family pension equal to half the superannuation pension which he would have been entitled to if he had retired at that time is allowed. The amount of family pension is, however, subject to a maximum of Rs.150 and a minimum of Rs.30 p.m., provided that in no case is the amount of a family pension to exceed the full amount of actual or assumed pension, as the case may be. In addition to family pension, death-cum-retirement gratuity is also payable to the family of a deceased Government servant at the prescribed rates, subject to a minimum of 12 times the emoluments.

15. The above family pension scheme is not applicable to temporary Government servants. However, according to a scheme introduced by the State Government very recently, the family of a whole-time temporary Government servant who dies, while in service, after rendering not less than three years' continuous service in a pensionable or non-pensionable whole-time establishment, is entitled to a gratuity equal to six times the basic monthly pay.

16. We have gone carefully into the question of the adequacy or otherwise of the existing social security measures in respect of the families of State employees and are of the view that a new and a more liberalised scheme of family pension should be introduced, both for permanent and temporary Government servants, in replacement of the existing schemes. Under the new scheme, the family of a whole-time Government servant who dies either during service or after retirement should be entitled to a pension at the following rates:

| | | |
|---|---|---|
| Pay up to Rs. 299 p. m. | .. | 20 per cent of pay. |
| Pay Rs. 300 and above but not exceeding Rs. 900 p. m. | | 15 per cent of pay, subject to a maximum of Rs. 100 per month. |
| Pay exceeding Rs. 900 p. m. | .. | 12 per cent of pay, subject to a maximum of Rs. 150 per month. |

provided that the family pension admissible in a higher slab will, in no case, be less than the maximum family pension admissible in the next lower slab. The entitlement to family pension should commence, in the case of a permanent Government servant after he has rendered a minimum of three years' continuous service in a pensionable establishment, and after a minimum continuous service of not less than ten years in a pensionable establishment in case of a temporary Government servant. The family, for the purposes of this scheme should include the following :

(*a*) Wife and minor sons and unmarried minor daughters, including children adopted legally before death or retirement, whichever be earlier, in case of a male Government servant ;

(*b*) Minor sons and unmarried minor daughters, including children adopted legally before death or retirement, whichever be earlier, in case of a female Government servant.

17. The family pension shall first be payable to the widow up to the date of her death or remarriage, whichever is earlier.

and thereafter, to the minor children. In the case of a female Government servant, we are excluding the husband from the scope of the benefit and are suggesting that the family pension be payable only to the minor children as, in our opinion, in the conditions existing in our country at present it is the widow who needs help at the cost of the State, and not the widower. Where the widow of a Government servant is herself a Government servant or a Government pensioner, we suggest that she should be entitled to draw family pension, under the new scheme, over and above the pay or pension which she may be receiving in respect of her own employment ; besides in such cases if both the husband and wife are dead, the minor children should be eligible to draw two family pensions subject, however, to a maximum of Rs.150 per month. Every Government servant, temporary or permanent, governed by this scheme, would automatically surrender a portion of his gratuity equal to two months' emoluments or pay, as the case may be, subject to a maximum of Rs.3,600. Commutation of pension should have no effect on the quantum of family pension as the rates of family pension are related to the pay which the Government servant was drawing at the time of his death or retirement and not to the pension admissible to him.

18. A Compassionate Fund was established by the State Government, several years ago, for the relief of families of deceased Government servants who may have been left in indigent circumstances. A sum of Rs.30,000 is credited to this Fund every year by Government. Lump sum grants are allowed from this Fund to the families of Government servants who had rendered meritorious service to Government, preference being given to the dependants of employees who had rendered long service, but died before retirement. In exceptional cases lump sum grants may also be sanctioned to the dependants of a Government servant who dies within six months of his retirement. As a general rule the familities of Government servants drawing pay exceeding Rs.750 per month are not entitled to receive any grant from the Fund.

19. We have received many suggestions relating to the U. P. Compassionate Fund and from a perusal of some of these, it appears that many State employees are not well informed about the purposes and the working of the Fund. However, we have considered the suggestions, but feel that in view of the scheme of family pension suggested by us, the scope of the Fund should now be confined to cover only those categories of Government servants who will not be entitled to the benefits of the family pension scheme.

20. Our terms of reference also cover extraordinary pension benefits. We have examined the existing provisions in this respect and feel that in view of our recommendations regarding the family pension scheme, no change in the existing pattern of extraordinary pension benefits is called for.

## CHAPTER XX

### Provident Funds

Provident Funds are of three different kinds — the General Provident Fund, Contributory Provident Fund and Contributory Provident Pension Fund. The Funds are administered by Government for the benefit of its employees and their families. Permanent Government servants serving in non-pensionable establishments are eligible to join the Contributory Provident Fund. Of the two Funds, the General Provident Fund and the Contributory Provident Pension Fund, the latter had to be subscribed compulsorily by Government servants confirmed on pensionable posts on or after April 1, 1948, whereas those confirmed earlier on such posts could only opt for it; no Government servant confirmed on or after April 1, 1961 could, however, subscribe to it. Membership of the General Provident Fund is obligatory for all such temporary Government servants who have put in one year's continuous service and also for all permanent Government servants confirmed on pensionable posts on or after April 1, 1961, including those for whom confirmation orders had been issued on or after April 1, 1961. In the case of those in respect of whom confirmation orders had been issued prior to April 1, 1961 joining of the Fund was obligatory only if they opted for the U. P. Liberalised Pension Rules, 1961 or the U. P. Retirement Benefits Rules, 1961. A Government servant can be a member of only one of the Funds at a time. A vast majority of the Government servants are members of the General Provident Fund and membership of the Contributory Provident Pension Fund is no longer open to Government servants and, therefore, a closer examination of the General Provident Fund alone is necessary.

2. Some of the service associations represented that there should be no compulsion for joining the General Provident Fund. It could possibly be argued that making provision for a rainy day should be the personal concern of the Government servant and that Government should not interfere with that responsibility. In our opinion Government could not and should not leave such a vital social concern to the varying sense of responsibility of individual Government servants. In a Welfare State such obligations have to be compulsorily enforced and consequently there should be an element of compulsion in respect of this scheme.

3. A subscriber to the Fund can take a temporary advance from the Fund to pay expenses incurred in connection with a prolonged

illness of the applicant or any one actually dependent on him ; to pay for the cost of an overseas journey required for reasons of health or for education of the applicant or any person actually dependent on him ; and to pay for obligatory expenses on a scale appropriate to the applicant's status, in connection with marriages, funerals or other ceremonies of persons actually dependent on him. The amount of the advance is so regulated that it does not ordinarily exceed 3 months' pay or half the amount at the credit of the subscriber, whichever is less. No advance is permitted until at least 12 months have elapsed after the final repayment of all previous advances together with interest thereon. The advance is ordinarily recoverable in not less than 12 equal monthly instalments and not more than 24. It has been represented to us that temporary advances from the Fund should be allowed up to the amount equal to 12 months' pay or 3/4 of the amount at the credit, whichever is less, and the recovery of the advance should be effected in not less than 48 instalments ; further that the objects for which the advance can be taken should be enlarged. It was contended that the amount in the Fund belonged to the subscriber and, therefore, he should be free to withdraw any amount he required and as often as a need arose for a withdrawal. If we accepted this contention then the Fund would lose its special sanctity and be reduced to the position of a banking account. We cannot lose sight of the fact that the primary object with which the fund was created was to provide and ensure a measure of financial security for the Government servant on which he could depend in times of pressing need.

4. In regard to the enlargement of the objects for which advances can be taken from the Fund we would recommend that an advance should be permitted to the Government servant for his own marriage, a facility which, at present, is not available.

5. We have seen no adequate reason to suggest any alteration in the instalments fixed for the repayment of the advance.

6. A subscriber is allowed to make final wtihdrawal from the Fund on completion of 20 years of service or within 10 years of retirement on superannuation, whichever is earlier, for the purpose of construction or purchase of a house, for meeting expenses of marriage of sons and daughters and for the cost of higher education of dependent children. The amount of final withdrawal is ordinarily restricted to one-half of the amount standing at the credit of the subscriber in the Fund. A demand has been made by some service associations that final withdrawal up to 3/4 of the amount in the Fund should be allowed on completion of 15 years of service or within 15 years of retirement, whichever be earlier, and that it should be permissible to

withdraw the entire amount for the construction or purchase of a house. For the construction or purchase of a house, including the site thereof, advances are also admissible at present from Government funds under the various schemes and an advance from the Fund can be drawn in addition to the advance under such schemes. We, therefore, find that the existing provisions for withdrawals for the construction or purchase of house etc., are quite adequate and their further liberalisation is not necessary.

7. Interest on balances in the Fund of a subscriber is allowed annually at such rate as may be determined for each year according to the method of calculation prescribed from time to time by the Government of India. The rate of interest is based on the redemption value of Government securities and it is $4\frac{1}{4}$ per cent at present. It has been represented to us by some associations that interest should be allowed at the current market rate on deposits; some others have suggested that it should be fixed at 6 per cent. It has been argued that a subscriber not being ordinarily allowed to withdraw more than half the balance at his credit in the Fund, about one-half of the amount of the subscriptions and interest thereon always remains in the hands of the Government for investment by them and, therefore, a higher rate of interest on atleast one-half of the deposits which the subscriber is not permitted to withdraw should be allowed. It is true that the rate of interest allowed on the deposits is lower than that obtaining in the market or what is allowed by the Banks on long-term deposits but in the case of such deposits, withdrawals even in part are not possible without loss of interest. The lower rate of interest earned on the Fund is to an extent compensated by first, freedom from any risks, secondly, freedom from any attachments in execution of any decrees and lastly, relief in income-tax. After taking into account all the relevant factors we are of the opinion that the rate of interest on the Fund deposits should be in the close proximity to Government's borrowing rate.

8. When the amount standing at the credit of a subscriber becomes payable, interest thereon is allowed up to the end of the month preceding that in which the payment is made, or up to the end of the twelfth month after the month in which such amount became payable, whichever of these periods be less. It has been represented to us that in cases where the deposits are not paid to the Government servant within 12 months from the date of retirement, interest should continue to be paid to him on unpaid deposits without any limit of time. The period of 12 months during which deposits should be paid back to the Government servant appears to be long enough. There may, however, be some cases where the deposits for some reason

or the other are not paid to the subscriber even within the period of 12 months. In such cases though the amount remains invested with the Government, the subscriber is deprived of the interest which he could have earned had he been paid back the money. We have given the matter careful consideration and are of the view that interest should be paid for so long as the amount remains unpaid to the subscriber provided that the payment was not held up for any fault of the subscriber.

9. Rules at present permit that the amount of subscription with interest thereon standing to the credit of the subscriber in the Fund may be utilised to finance life insurance policies. It has been represented to us by many associations that the withdrawal from the Fund for payment of insurance premium be allowed to continue; some others want that the facility should be withdrawn. We have considered the matter in some detail and are of the opinion that the present facility of financing a life insurance policy should continue if for no other reason, for the reason that by keeping a life policy alive the Government servant is able to cover a certain risk which is not covered by any other method of saving.

# CHAPTER XXI

## Working Conditions and Essential Amenities

Satisfactory working conditions are concomitants of efficiency. Also amenities such as canteens and lunch rooms, libraries and recreation rooms etc. are conducive to the efficiency of Government employees and they add to their contentment. We had, therefore, invited suggestions on a number of items from government employees through our questionnaire and some of the important items brought out in this manner which we consider essential for the maintenance and improvement of efficiency and the well-being of the government servants are discussed below.

2. *Working conditions*—The employees' organizations had generally complained about the unsatisfactory conditions in which their members have to work. It has been brought to our notice that there is considerable congestion in most of the offices. Also lighting arrangements as well as toilet and drinking water faciilties are far too inadequate and unsatisfactory. A large number of offices are reportedly located in rented buildings which are unsuitable for office purposes.

3. Suitable office accommodation adequately furnished and properly equipped is the *sine qua non* of good work. Sustained hard work is not possible in congested, inadequately lit or ill-ventilated buildings with furniture far from comfortable. We understand that Government had appointed a Committee for determining the norms for office accommodation and that their recommendations have been recently approved by the Government. We need hardly stress that in the interest of efficiency it is desirable to implement those recommendations with speed. Improvement of efficiency in public administration being the crying need of the day we recommend that Government should launch a phased programme for the construction of their own office buildings as this would be both economical and conducive to efficiency. Multi-storeyed buildings can be constructed wherever there is a large concentration of government offices. This will reduce the cost of watch and ward and also bring about a much needed environmental change in the government offices. Besides, it will also add to the convenience of the public who, under the present conditions have to move from place to place for contacting the various officers with whom they have business. Until recently there was a practice in some departments of providing their officers a combined

building for office and residence which resulted in unsatisfactory working conditions for the office staff. We have been told that Government have since decided to discontinue this practice. In our view also this is a step in the right direction.

4. Arrangements of cooling or heating of government offices are also far from satisfactory at present. In this connection, the Central Pay Commission has observed "It is established that temperature and humidity, as well as ventilation and lighting have significant effects on efficiency ; and economy on improved regulation of temperature and humidity may, therefore, be shortsighted. It would, therefore, be in the interest of the Government itself and of the community which it represents to ensure satisfactory working conditions if the Government is to have the best out of their employees". We have been told that Government have already taken a decision to replace khas-tatties by water-coolers where this can be done without augmenting the existing provision for hot and cold weather charges. It is needless for us to add to the observations of the Central Pay Commission cited above, and we hope that in the interest of efficiency Government will be in a position to provide these facilities on an extended scale.

5. The employees have laid particular emphasis on the provision of cycle stands in office compounds. The demand is reasonable and just. At present we find cycles clustered in the corridors of government buildings or inside the office rooms which adds to the congestion besides destroying the business like atmosphere or appearance of government offices. We recommend that cycle stands, drinking water and adequate sanitary arrangements should be provided in all government offices in accordance with the prescribed standards as expeditiously as possible.

6. *Lunch room/Canteen facilities*—Practically all the Service associations have stressed the necessity of providing canteen/lunch room facilities. It has been suggested that these facilities should be provided where the number of employees is 25 or 50 or more. One suggestion is that provision of tiffin rooms should be made in smaller offices and canteen/lunch rooms should be provided in bigger offices. Almost all the associations have asked that Government should provide accommodation, furniture, lighting etc. for these canteens either free of cost or on payment of nominal rent. Some employees' organizations have suggested that Government should also give a grant in-aid for purchasing utensils, crockery etc. for the canteens run on co-operative basis.

7. We feel that the suggestions are reasonable and recommend that tiffin rooms should be provided where the number of workers in an office does not exceed 50 and where the number exceeds 50, canteen facilities should be provided as a rule. It should also be ensured that snacks at reasonable prices are made available to the employees in clean and healthy surroundings. For this purpose, accommodation, light and water should be supplied free of cost and in case a canteen is run on co-operative basis a grant-in-aid may be given for the purchase of utensils, crockery, furniture etc. Responsibility for maintenance and replacement of these articles should, however, rest on the co-operative society concerned. Government may also consider the desirability of meeting the bulk of the cost of catering staff in smaller canteens their contribution decreasing as the size of the canteen increases so that the food served is cheap and within the means of low-paid employees. Government have already instituted an Amenities Fund and it should not be difficult to provide the necessary financial assistance from this Fund.

8. *Hours of work and holidays*—Under the existing orders, offices of the State Government are open for the discharge of public business from 10 A.M. to 5 P.M., the staff being entitled to half an hour's break for lunch in shifts between 1 and 3 P.M. Sundays are closed holidays and Saturdays are full working days except that on the Second Saturday of the month offices remain closed. There are 20 public holidays declared under the Negotiable Instruments Act (including June 30 and December 31 which are closed holidays for the Treasuries and Sub-treasureis only) and one general holiday under Executive orders. In addition, the District Magistrates are authorised to declare local holidays not exceeding three in number in any calendar year under Executive orders, and every employee is permitted to avail of two more holidays to be chosen by him from out of 19 restricted holidays specified by Government.

9. The associations of Government employees have generally expressed the view that the working hours should be from 10 A.M. to 4.30 P.M. although one association would like these hours to be from 9 A.M. to 5 P.M. on the condition that all Saturdays are given full holidays. It has also been suggested that lunch break should be of one hour and that working hours should be shifted to morning and evening to allow time to members of the staff to attend to their other obligations. There are others who have asked that two Saturdays in every month should be closed-days instead of one, as at present. As regards public holidays, a large number of associations have suggested an increase. There is only one association which has expressed the

view that the number of public holidays should be curtailed. We have considered all these suggestions carefully but we do not feel that there is any case for liberalisation in any of these matters. On the other hand, we feel that there is good reason for having longer working hours and fewer holidays, particularly when we are engaged on the implementation of massive development plans. There is no progressive country in the world within our knowledge where the number of holidays is larger than that admissible here. Even in our own country, the Punjab has only 12 holidays, Madras 17 and Government of India 16.

10. As regards lunch break, there is a general feeling in the public that a large number of employees waste their time loitering about which is perhaps due to the fact that in the absence of adequate lunch room facilities the lunch break has been spread between the hours of 1 p.m. and 3 p.m. We hope that with adequate provision of lunch-rooms, canteens, etc., it will be possible to regulate the lunch break more effectively. We would also suggest that efforts should be made to prescribe norms of work wherever that has not been done and that steps should be taken to enforce the standards prescribed so as to curb the tendency of loitering about.

11. *Overtime allowance*—It has been represented to us that the practice of calling staff to work on holidays is growing and that if any employee is required to work after office hours or on public holidays he should be paid overtime allowance. At present payment for overtime work is made only to those establishments which are governed by the Factories Act. So far as the other government offices are concerned, there is no system of payment for overtime though in some cases, there is a practice of paying conveyance charges. When we are engaged on an all-sided development of the country, working beyond prescribed hours cannot always be avoided. However, we are of the view that by and large the number of people who are regularly called upon to put in extra hours of work is not very large. Where seasonal work has to be done in prescribed time which involves overtime work, resort is taken to the payment of honorarium as permissible under the rules. We are of the view that even though the necessity of working extra hours cannot altogether be eliminated, the position can certainly be remedied by better distribution of work or by better selection of staff or both. A little extra work in some part of a year should not, in our opinion, be grudged. We are not sure that the system of giving overtime allowance, if introduced, is not likely to be abused. Our fear is that it may lead to slackness during office hours or may even give rise to complaints of favouritism

in the distribution of work which by its very nature may require an employee to put in extra hours. All things considered, therefore, we are not in favour of introducing a system of payment for over-time work in government offices. However, we do feel that whenever an employee is called upon to work on holidays under the orders of superior authorities not because he has been slack or is incompetent but because of heavy rush of work, he should be compensated by giving him a 'day-off' on some other working day according to his choice, but subject to the exigencies of service.

12. *Uniform and washing allowance*—The supply of uniform to certain categories of government employees is governed by executive orders issued from time to time. No specific principles have been laid down by Government for the grant of uniforms. Appendix 35 of the Manual of Government Orders, Uttar Pradesh, shows that summer uniforms in all government offices are admissible every second year to permanent Jamadars, orderlies and peons attached to the gazetted officers and also to those temporary peons who are attached to gazetted officers and are likely to remain in government service for at least two years. In the Secretariat even the Daftaries, Farrashes, Tindals, Sweepers, Chaukidars, Waterman, Bhistis, Thelaman, Head Mali and Carpenters are entitled to uniform. There are separate lists for the various offices in this regard and there does not appear to be uniformity either with regard to the categories of employees required to use uniforms or the articles of uniform itself. Winter uniforms are renewable in all government offices every three years in the plains and every two years in the hills. Uniforms are also supplied to Police officers up to the rank of Head Constable, but those above this rank are given Uniform Allowance as mentioned below :

| | | |
|---|---|---|
| Sub-Inspectors and Inspectors of Police. | | Rs.120 every five years. |
| Deputy Superintendents of Police | | Rs.900 initial and thereafter Rs.450 every five years. |
| I.P.S. Officers | .. | Rs.1,000 initial and Rs.500 thereafter every five years. |

13. Besides the Police, there are certain other Services where uniform is necessary, such as Fire Service and Excise. In the case of Excise Inspectors, however, Government do not share in the cost of uniform at all.

14. It has been represented to us that uniforms should be supplied at government cost to all Class IV employees. It has also been urged that the pattern of uniform introduced in the Secretariat in April, 1961 should be made admissible to the employees required to use

uniform in the offices of Commissioners and Collectors and that the distinction between the categories of personnel using uniform from office to office should be removed. Similarly, it has been urged that no distinction should be made between temporary and permanent employees in this regard.

15. It appears that in the suggestions made to us, the term Class IV employees has been used rather vaguely. At present such classification does not appear to have official sanction. The only classification used for distinguishing government servants is superior and inferior government servants. We are ourselves not in favour of continuance of the present classification as 'superior' and 'inferior' government servants. We hope the classification which we have suggested in a separate Chapter, will be acceptable to Government and the present classification abolished. It will, however, not be proper nor necessary to recommend that uniforms should be supplied to all those who have been placed by us now in Class IV. In our view, the supply of uniform cannot be treated as an amenity or a perquisite. They can be supplied only on the basis of certain principle and in our view uniforms or protective clothing may be supplied to the following classes of employees :

(1) Those who come in continuous contact with the public and for whom it is necessary to disclose their identity ;

(2) Those for whom it is obligatory to wear uniforms ;

(3) Those whose work is of such a nature that it involves abnormal wear and tear of clothes, or they need protective garments against occupational hazards ; and

(4) Those for whom it is considered necessary that they should have a neat and smart appearance, but which they will not be able to give unless uniform is supplied.

16. We do not propose to go into the details of the articles of clothing to be supplied to each category as this is a matter of administrative detail. However, with regard to the question of the use of uniform, we feel that no differentiation should be made between the same category of employees merely on the basis of the level of the office in which they are employed.

17. It has been brought to our notice that Excise Inspectors for whom uniform has been prescribed by Government are required to provide it at their own expense. This is also borne out by paragraph 1 of Appendix A—V of the Excise Manual, Vol. II. The provisions of this regulation appear to us to be unfair and we recommend that a suitable allowance should be given to these persons.

18. It has been pointed out to us that peons attached to patwari and Kanungos in hills and the Chakrata tehsil of District Dehra Dun, who are recruited under the Police Act and have got the powers to arrest offenders, are supplied only with one jersey and one great coat which is not adequate for the proper performance of their duty. We are inclined to agree with this view and we suggest that a proper uniform should be supplied to them.

19. The question of supply of uniform to temporary employees largely arises in the cases of peons, jamadars, farrashes, etc. We agree that temporary employees of these categories cannot be treated on the same footing as permanent employees because they have no stake in the service and it may not be possible to take a security in every case. The present practice of supplying summer and winter uniforms only to those employees who are likely to be retained in service for two/three years appears to be wholesome.

20. Various suggestions have been made to us regarding the admissibility of washing allowance and its rate. We are of the view that washing allowance should be paid only to those employees who have been placed in the revised pay scales of Rs.55—75 and Rs.60—80. Inferior government servants who are in receipt of free issue of summer uniforms are entitled to a washing allowance of 75 Paise per month from November to February and Re.1 per month from March to October in the eight major cities and 50 Paise and 75 Paise per month respectively in other localities. In the Secretariat, the rate is Rs.1.50 per month. In this class the employees are expected to wash their clothes themselves and the only expenditure involved is that on washing soap. The price of washing soap will not vary greatly from place to place and though there may be some difference in the items of clothing to be washed, the cost of washing is not likely to differ materially. We would, therefore, suggest a uniform rate of Rs.1.50 Paise per month to this class of employees.

21. *Other amenities*—Prominent among the other amenities asked for are a Wheat advance, festival advance, grant of leave travel concessions and the establishment of holiday homes. We are not in favour of giving advances for the purchase of wheat or of loans to be advanced on the eve of festivals. Advances given for the purchase of foodgrains at the harvest time to Government servants may cause difficulties to the general public and will be resented by them. Moreover, there seems to be no valid reason why government servants should be treated differently in this respect. Government have already taken steps for implementation of the suggestions made by us for opening of consumer stores for their employees. If these

stores could also take up the work of distribution of foodgrains, the difficulties apprehended by Government servants could be resolved to a great extent. We are also unable to recommend a grant of festival advance as this would only encourage wasteful expenditure and increase indebtedness among the employees.

22. As regards the leave travel concession, we have given the matter considerable thought. The Government of India allow this concession to those employees who are stationed at places more than 300 Km. away from their homes. No subsidy is payable in respect of travel within the first 250 miles. The object of granting this concession is obviously to ameliorate the hardship caused to officials recruited from all over the country and who find difficulty in visiting their homes having been posted at far away places. Employees of the State Government have their permanent homes mostly in Uttar Pradesh and the distances they are required to travel on leave for visiting their homes are not so large as to merit the grant of leave travel concession.

23. We have also given considerable thought to the question of setting up holiday homes for government employees. Government in the Tourist Department have already set up some tourist bungalows, low income group hostels, rest houses, pilgrim sheds, log cabins, etc. at different places. Separate holiday homes for government employees do not, therefore, appear to us to be necessary. We would, however, suggest that Government may speed up the construction of more low income group hostels so that the facility may become available more widely to the government servants also.

## CHAPTER XXII

### Fixation of Pay in the New Scales

The normal rule regarding fixation of pay in a revised scale is contained in the Financial Hand Book, Volume II, and runs as follows :

> "A time-scale may be of recent introduction whereas the cadre or class to which it is attached may have been in existence on a graded scale before the time-scale came into force or it may be that one time-scale has taken the place of another. If a Government servant has held substantively or officiated in a post in the cadre or class prior to the introduction of a new scale, and has drawn during the period salary or pay equal to a stage, or intermediate between two stages, in the new time-scale, then the initial pay in the new time-scale may be fixed at the salary or pay last drawn and the period during which it was drawn may be counted for increment in the same stage, or if the salary or pay was intermediate between two stages, in the lower stage of that time-scale."

The provision in the Fundamental Rules of the Government of India is also on similar lines.

2. The rule quoted above has, however, neither been recommended for adoption by any of the Committees set up in the country, in recent years, to revise or rationalize the scales of pay, nor has it been adopted by the respective Governments for fixation of pay in the revised scales whenever a general revision or rationalization of scales of pay was undertaken.

3. We feel that the formula for fixation of initial pay in the new scales should not only be equitable but should also be simple of application. In the process of evolving such a formula, we have carefully examined the various formulae recommended by other Pay Commissions or Committees in the past and have also considered the suggestions made to us by the various service associations. Some of the associations have suggested that the initial pay in the new scale should be fixed on the "point-to-point" basis according to which the initial pay of an employee would be fixed at the stage corresponding to that reached in the present scale. This method, however, did not find favour with the Varadachariar Commission and even though the last Central Pay Commission recommended the adoption of this method, it simultaneously laid down a

number of conditions to regulate the application of this method to various categories of Government servants.

4. We do not consider the "point-to-point" method of fixing initial pay in the new scales to be either justified or desirable. If the suggestion were to be accepted, it would imply that the scales which have been recommended now on the basis of present conditions should have been introduced long ago. This would be a pure fiction, devoid of reality. Besides, we are also suggesting a considerable reduction in the number of existing scales of pay ; several existing scales are being replaced by a single new scale, and the lengths of various scales have also been altered. As a result, the existing interrelativities in regard to scales of pay and emoluments of Government servants of various categories may undergo changes and in the circumstances it would not be equitable to treat Government servants as if they had all been appointed in the new scales of pay, now being recommended by us, on the date from which they were appointed to their present scales. There is also the fact that since the existing scales were introduced, various adjustments have been made in the emoluments of Government servants by varying the rates of dearness allowance and by the grant of *ad hoc* increase in pay, etc., and it would not be possible to undo these adjustments at this stage. For these reasons, we are unable to accept the suggestion for the fixation of initial pay in the new scales on the "point-to-point" basis. After taking into account all relevant considerations, we have evolved our own formula which is explained below.

5. The "present emoluments" of an employee, on the date from which he comes over to the new scale of pay, should be determined by adding up :

(1) Pay in the time-scale of pay (including selection grade) or fixed rate of pay, as the case may be ;

(2) special pay granted under F. R. 9 (21) ;

(3) special pay of Rs.5 under F. R. 9 (25) drawn by certain inferior Government servants in some departments in consideration of their being posted at the district headquarters ;

(4) *ad hoc* pay ;

(5) personal pay where it is not, at present, subject to absorption in future increases in pay, i.e. where it is not to be reduced under the existing orders ; and

(6) dearness allowance (including dearness pay) and personal pay in lieu of cost of living allowance which would be admissible at the rates in force on March 31, 1961 on items (1) to (5) above. Where lower rates of dearness allowance have been prescribed for certain categories of Government servants, such lower rates as admissible on March 31, 1961 will be taken into account in arriving at the "present emoluments" of the Government servants concerned.

6. In case of doctors we are recommending alternative scales of pay, depending upon whether or not private practice would continue to be permitted. If private practice is to continue, the "present emoluments" of doctors would be calculated as for other Government servants but if private practice is not to be allowed in future, and the "non-practising scales" suggested by us are to replace the "practising scales" in force at present, the non-practising allowance/pay, calculated at the rates prevailing at present, will in all cases be added to their "present emoluments".

7. The following items of emoluments should be excluded in calculating the "present emoluments" :

(*a*) Special pay, granted under F. R. 9 (25), other than that mentioned in item (3) of para 5 above ;

(*b*) Post-graduate pay ;

(*c*) Personal pay other than that mentioned in item (5) of para 5 above ;

(*d*) Technical pay or any other kind of pay ;

(*e*) Dearness Allowance (including dearness pay) and personal pay in lieu of cost of living allowance other than that mentioned in item (6) of para 5 above ; and

(*f*) any other allowance including interim relief.

8. After having arrived at the "present emoluments" in accordance with the principles stated above, the pay in the new scale should, in all cases, be fixed at the stage next above the "present emoluments" subject to the condition that :

(i) where the minimum of the new scale is higher than the "present emoluments", the minimum of the scale will be allowed ;

(ii) where the maximum of the new scale is equal to or less than the "present emoluments" the maximum of the scale will be allowed and, in the latter case, the difference will be made good as personal pay ;

(iii) in case the initial pay in the new scale of a higher post in which a Government servant may be officiating on the date of introduction of the new scales, fixed in the manner indicated above, is equal to or less than the initial pay fixed in respect of his lower post, the initial pay in the higher post would be re-fixed at the stage next above the initial pay of the lower post. A Government servant may elect the new scale in respect of the higher post, on which he may be officiating, with effect from one date and in respect of the lower post with effect from another. In that case, the benefit under this clause will be admissible to him from the date from which he elects the new scale for the higher post or the date from which he elects the new scale for the lower post, whichever is later ;

(iv) where the special pay granted under F. R. 9 (25), mentioned in item (*a*) of paragraph 7 above, has either been reduced or is not allowed to be drawn at all along with pay in the new scale, any decrease in the total emoluments of the Government servant would be made good as personal pay ;

(v) where the personal pay mentioned in item (*c*) of paragraph 7 above was drawn by a Government servant or where, as a result of election of the new scale, there is a loss in the total emoluments, the amount by which the total of the revised emoluments falls short of the total of the existing emoluments shall be paid as personal pay.

9. Personal pay, wherever allowed, in accordance with the above recommendations will be subject to absorption in future increases in pay, for whatever reasons such increases may accrue. However, in the case of an employee whose "present emoluments" are more than the maximum of his new scale of pay, the personal pay allowed to him will not be absorbed in the increase in pay allowed to him under the normal rules on promotion to a higher post and, therefore, the absorption in his case will start when he earns increments in the scale of pay of the higher post. We are suggesting this so that the employee may get some additional emoluments in recognition of his having been promoted to a post which carries duties and responsibilities of a higher order. In all other cases, the absorption of the personal pay, granted along with the new scale, will start right from the date of accrual of any increase in pay, provided further that

personal pay granted in lieu of the special pay under F. R. 9(25) will be admissible only for so long as the employee would have remained entitled to the special pay if he had not opted for the new scale.

10. It will be observed from the above that, for calculating the "present emoluments" of an employee on the basis of which his initial pay is to be fixed in the new scale, the amount of dearness allowance sanctioned after March 31, 1961, has been ignored. This has been done, because, as explained earlier in this report, the new scales of pay have been fabricated by us on the basis of the average price level prevailing in the year 1960-61 and the increase in the cost of living, since then, is being compensated by a new dearness allowance which will be admissible along with the new scales of pay. We are, however, not suggesting that the new scales of pay should be allowed with effect from April 1, 1961, as in actual practice, Government have already extended additional relief to their employees between April 1961 and now to compensate them for the increased cost of living and, as mentioned earlier, the adjustments so brought about cannot now be undone. Besides, it is, in our view, purely incidental that the year 1960-61, has been chosen as the base for fabricating the new scales of pay. Some year or the other would, in any case, have been selected as the base year for this purpose and the year 1960-61, has been selected by us merely because we have been advised by an eminent Economist of the State that prices are likely to stabilize in future at about the level prevailing in that year. There can, however, be no implication that the new scales should be allowed with effect from the year which has been taken as the base purely for purposes of fabricating the new scales, particularly when we are also recommending that the increase in the cost of living since April 1961, should be compensated by the grant of dearness allowance which will be admissible to Government servants over and above the pay in the new scales.

11. When an employee comes over to the new scale of pay he will draw pay in the new scale *plus* the dearness allowance at the new rates and will *ipso facto* cease to draw the interim relief granted by Government recently on the basis of our recommendations and also the existing dearness allowance (including dearness pay) and the personal pay in lieu of cost of living allowance. Post-graduate pay, technical pay and other pays or allowances may, however, continue to be drawn in accordance with Government orders in force from time to time.

12. We further recommend that an employee should be given the option to elect the new scale either from the date of its introduction or from the date of accrual of the next increment in his

existing scale. The Government servant who is officiating on a higher post on the date of introduction of the new scales may either retain the existing scales both in regard to his lower post and the post on which he is officiating or may elect the new scales for both the posts. In other words, he cannot retain the existing scale for one post and elect the new scale for the other.

13. We have drawn up the pay scales, not in isolation of some of the other benefits which we have suggested for Government servants, but as an integral part of them. We, therefore, suggest that the benefits accruing on account of our recommendations in the matters of Leave and Retirement Benefits should be available to only those Government servants who elect the new scales of pay.

14. To explain the proposed method of pay fixation, a few illustrations are being given below :

(1) On the day from which 'A' elected the new scale of Rs.55—1—75, he was in receipt of Rs.22 as pay in the scale of Rs.22—$\frac{1}{2}$—27, Rs.5 as *ad hoc* pay, Rs.5 as special pay under F. R. 9 (25) in consideration of his being posted at the district headquarters, Rs.38 as dearness allowance and Rs.5 as interim relief.

The total of Rs.22 as pay, Rs.5 as *ad hoc* pay, Rs.5 as special pay and Rs.33 as dearness allowance which would have been admissible on pay of Rs.32 (Rs.22+5+5) at the rates in force on March 31, 1961 would constitute his "present emoluments." Their total being Rs.65, his pay in the new scale of Rs.55—75 will be fixed at Rs.66. Over and above this, he will be allowed new dearness allowance of Rs.15. The total of his revised emoluments will thus come to Rs.81 (66+15) as against the total of his existing emolument Rs.75 (Rs.22+5+5+38+5). He will get his next increment, raising his pay to Rs.67 in the new scale one year after the date from which he elected the new scale.

(2) 'B' was in receipt of fixed pay of Rs.40, dearness allowance Rs.38 and interim relief Rs.5 on the day from which he elected the new scale.

(*a*) In case fixed pay of Rs.75 is now proposed for his post.

He will draw the fixed pay of Rs.75. Over and above this, he will draw the new dearness allowance of Rs.15. The total of his revised emoluments will come to Rs.90 (Rs.75+15) as against the total of his existing emoluments of Rs.83 (Rs.40+38+5)

(*b*) In case the new scale of his post is Rs.75—2—97—3—115.

His "present emoluments" would come to Rs.73 (40+33). His pay in the new scale of Rs.75—115 will be fixed at Rs.75. Over and above this, he will draw the new dearness allowance of Rs.15.

(3) 'C', a Lekhpal, was in receipt of Rs.46 as pay in the scale of Rs.35—1—55, Rs. 5 as *ad hoc* pay, Rs.29 as dearness allowance (lower rate) and Rs.10 as interim relief.

His "present emoluments" work out to Rs.75 by adding up Rs.46 as pay, Rs.5 as *ad hoc* pay and Rs.24 as dearness allowance (lower rate) admissible on pay of Rs.51 at the (lower) rates in force on March 31, 1961. His pay in the new scale of Rs.75—2—97—3—115 will be fixed at Rs.77. Besides, he will draw the new dearness allowance of Rs.15. The total of his revised emoluments will come to Rs.92 (Rs.77+15) as against the total of his existing emoluments Rs.90 (Rs.46+5+29+10).

(4) 'D' was in receipt of Rs.90 as pay in the scale of Rs.60—3—90—4—110 with effect from November 1, 1964. On December 1, 1964 he was appointed to a higher post in the scale of Rs.85—6—145 and on that day his pay in the higher post was fixed at Rs.91 under F. R. 27. The new scale proposed for the lower post is Rs.100—4—120—5—180 and that for the higher post Rs.120—6—180—8—220.

His "present emoluments" in the lower post work out to Rs.130 (Rs.90 as pay+5 as *ad hoc* pay+35 as dearness allowance). His pay in the new scale of Rs.100—180 applicable to the lower post will be fixed at Rs.135.

His "present emoluments" in the higher post work out to Rs.131 (Rs.91 as pay+5 as *ad hoc* pay+35 as dearness allowance). His pay in the new scale of Rs.120—220 applicable to the higher post will be fixed at Rs.132.

Since his pay in the higher post comes to less than his pay in the lower post, his pay in the higher post will be refixed at the stage next above his pay in the lower post, i.e. at Rs.138 in the new scale of Rs.120—220. (This refixation of pay in the higher post will, however, take effect on the date from which he elects the new scale of the higher post or the date from which he elects the new scale of the lower post, whichever, be later.) Besides, he will draw the new dearness allowance of Rs.25. The total of his

revised emoluments in the higher post will come to Rs.163 (Rs.138+25) and in the lower post to Rs.160 (Rs.135+25) as against the total of his existing emoluments in the higher post Rs.146 (Rs.91+5+40+10) and in the lower post Rs.145 (Rs.90+5+40+10).

(5) On the day from which 'E' elected the new scale of (Rs.91+5+40+10) and in the lower post Rs.145 (Rs.90+5+40+10). scale of Rs.80—6—140—10—200—20—240, Rs.5 as *ad hoc* pay, Rs.40 as dearness allowance and Rs.10 as interim relief.

Rs.80+5+35=120 would be his "present emoluments". His pay in the new scale of Rs.140—280 will be fixed at Rs.140 which is the minimum of the new scale. Over and above this, he will be allowed the new dearness allowance of Rs.25. The total of his revised emoluments will thus come to Rs.165 (Rs.140+25) as against the total of his existing emoluments Rs.135 (Rs.80+5+40+10).

(6) 'F' who entered service three years earlier to 'E' and was in receipt of pay of Rs.98 in the scale of Rs.80—240 will also be entitled to the same pay i.e. Rs.140 in the new scale of Rs.140—280 as his "present emoluments" would work out to only Rs.138. After adding the new dearness allowance of Rs.25, the total of his revised emoluments will also be Rs.165 as against the total of his existing emoluments Rs.153 (Rs.98+5+40+10).

(7) 'G' was in receipt of Rs.260 as pay in the scale of Rs.200—15—350, Rs.30 as irreducible personal pay, Rs.45 as dearness allowance, Rs.20 as personal pay in lieu of C. L. A. and Rs.12.50 as interim relief.

Rs.260 as pay *plus* Rs.30 as personal pay *plus* Rs.40 as dearness allowance *plus* Rs.25 as personal pay in lieu of C. L. A. (45+20—40= 25) would be his "present emoluments" which total up to Rs.355. His pay in the new scale of Rs.150—8—190—10—260—12—320—15—350 will be fixed at Rs.350 being the maximum of the new scale, and the difference, i.e. Rs.5 will be allowed as personal pay. Over and above this, he will get the new dearness allowance of Rs.35. The total of his revised emoluments will come to Rs.390 (Rs.350+5+35) as against the total of his existing emoluments Rs.367.50 (Rs.260+30+20+45+ 12.50).

The personal pay of Rs.5 in this case will get absorbed in the increment earned by him in the higher post after his promotion, if ever, to such a post.

(8) 'H' was in receipt of Rs.475 as pay in the scale of Rs.475—40—675 and Rs.40 as dearness allowance.

His "present emoluments" work out to Rs.490 (Rs.475 as pay and Rs.15 as dearness allowance admissible on pay of Rs.475 at the rates in force on March 31, 1961). His pay in the new scale of Rs.515—40—715 will be fixed at Rs.515, being the minimum of the scale. Over and above this, he will draw the new dearness allowance of Rs.35. The total of his revised emoluments will come to Rs.550 (Rs.515+35) as against the total of his existing emoluments Rs.515 (Rs.475+40).

If he was in receipt of Rs.515 as pay and Rs.40 as dearness allowance, his "present emoluments" would work out to Rs.515 only as no dearness allowance was admissible on March 31, 1961 on a pay of Rs.515. His pay in the new scale of Rs.515—715 will be fixed at Rs.555. After adding the new dearness allowance of Rs.35, the total of his revised emoluments will come to Rs.590 (Rs.555+35) as against the total of his existing emoluments Rs.555 (515+40).

(9) (*a*) A doctor was in receipt of Rs.250 as pay in the scale of Rs.250—25—700, Rs.45 as dearness allowance and Rs.12.50 as interim relief. The non-practising allowance admissible is 25 per cent of pay, subject to a minimum of Rs.75 and maximum of Rs.200. The doctor in question was not in receipt of the non-practising allowance of Rs.75 as he was holding a practising charge.

His "present emoluments" work out to Rs.365 [Rs.250 as pay + 40 as dearness allowance +75 as (assumed) non-practising allowance]. His pay in the new scale of Rs.300—25—400—30—700—50—900 with a starting salary of Rs.350, will be fixed at the stage next above his "present emoluments", i.e. at Rs.375. He will also draw the new dearness allowance of Rs.35. As such, the total of his revised emoluments would come to Rs.410 (Rs.375+35) as against the total of his existing emoluments Rs.307.50 (Rs.250+45+12.50).

There would be no difference in the position stated above even if the doctor in question was actually in receipt of the non-practising allowance of Rs.75 on account of his being posted against a non-practising charge. The total of his revised emoluments in that case would have also come to Rs.410 as against the total of his existing emoluments Rs.382.50 (Rs.250+75+45+12.50).

(*b*) If, however, his pay is to be fixed in the new scale of Rs.250—25—400—30—700—50—750, which is the scale suggested if the existing pattern of remunerating the doctors remains unchanged, his "present emoluments" will work out to Rs.290 (Rs.250+40) as the non-practising allowance, whether actually drawn or not, will not form part of his "present emoluments" for the purpose of fixation of pay. His

pay in the scale of Rs.250—750 will be fixed at Rs.300. Besides, he will draw the non-practising allowance of Rs.75 if against a non-practising charge and the new dearness allowance of Rs.35. The total of his revised emoluments will come to Rs.410 (300+75+35) if against a non-practising charge and to Rs.335 (Rs.300+35) if against a practising charge.

(10) 'J' was in receipt of Rs.400 as pay in the scale of Rs.250—25—400—30—700—50—850, Rs.12 as reducible personal pay, Rs.40 as special pay under F. R. 9 (25), Rs.43 as dearness allowance and Rs.10.50 as interim relief.

His "present emoluments" would work out to Rs.440 (Rs.400 as pay plus Rs.40 as dearness allowance admissible on pay of Rs.400 at the rates in force on March 31, 1961). His pay in the new scale of Rs.300—25—400—30—700—50—900 will be fixed at Rs.460. Over and above this, he will draw the new dearness allowance of Rs.35 and the special pay of Rs.40 under F. R. 9 (25). He will get no personal pay as the total of his revised emoluments Rs.535 (Rs.460+40+35) would be more than the total of his existing emoluments Rs.505.50 (Rs.400+12+40+43+10.50).

In case he is not allowed to draw the special pay of Rs.40 sanctioned under F. R. 9 (25), he will draw a personal pay of Rs.10.50, being the difference between Rs.505.50 and Rs.495 (Rs.460+35). On accrual of his next increment, raising his pay to Rs.490 in the new scale, the whole of his personal pay will be absorbed. In case he would have ceased to draw the special pay of Rs.40 from a date earlier than the date of accrual of the said increment, if he had not elected the new scale of pay, he would not remain entitled to the personal pay of Rs.10.50 from that date itself.

## CHAPTER XXIII

### Fixation of Pay on Promotion

We have been called upon by Government to express our views on the following recommendation of the Commissioner for Reorganisation of Collectorates :

> " Promotions at present do not bring much satisfaction to the promotee. The reason is that there is no immediate gain. The promotee is merely put on a higher scale and the gain is felt after some years. In order to improve the morale of the clerks it is necessary that in the case of a promotion the official's pay should be fixed at not less than Rs.10 more than his last pay."

2. Under the existing rules contained in the Financial Hand Book, Volume II, the initial pay of a Government servant on promotion from a lower to a higher post is fixed in the scale of the higher post at the stage next above his substantive pay, if he was a substantive holder of the lower post, and at the minimum of the scale of the higher post if he was an officiating Government servant even when his pay in the lower post is higher than such minimum. The fixation of initial pay is, however, subject to the condition in both the cases that if the Government servant had previously held a post in the scale of pay identical to that of the higher post, the benefit of the pay last drawn and of the period during which it was drawn in such a scale is allowed to him, subject to certain conditions. Thus under the rules, the substantive holder of a lower post, on promotion to a higher post, may not get a benefit of even one increment ; the benefit of one increment can be derived only when the pay in the lower post is equal to a stage in the scale of the higher post : the officiating holder of a lower post may even suffer a loss in his pay as the benefit of fixation of pay at the next higher stage is not available to him as a matter of course. In individual cases of the latter type, however, Government do relax the rules on the merits of each case.

3. We agree in principle with the proposition that on the promotion of a Government servant to a higher post, involving duties and responsibilities of a higher order, he should be entitled to a higher pay irrespective of the fact whether he was a substantive holder of a lower post or was only an officiating hand. We also feel that

the Government servant should be rewarded at the time of promotion, whence he is called upon to shoulder duties and responsibilities of greater importance, by at least one increment and, accordingly recommend that the pay of an employee, whether permanent or temporary, on promotion to a higher post, should first be increased by one increment in the lower scale and then fixed in the higher scale at the stage next above. This benefit should not, however, be available on promotion to an officer holding a Class I post. But the pay of a Class I officer also, on promotion to a higher post, whether or not he holds the lower post in a substantive capacity, should be fixed at the stage next above his pay in the lower post. We have so fabricated the Class I scales of pay that the stages therein are usually common and the rate of increment is not less than Rs.50. As such, on promotion, every Class I officer would, under our above recommendations, get a benefit of at least Rs.50 and it is on this account that we have excluded them from the benefit recommended for other Government servants. In the Government of India also, Class I officers have been excluded from similar benefit admissible to other Central employees.

4. We also recommend that if as a result of the above recommendations the pay of a promoted employee becomes more than that of his senior in the service promoted to the same grade earlier, the amount by which the pay of the senior, from time to time, falls short of that of his junior, it should be allowed to the senior employee as personal pay.

# CHAPTER XXIV

## Cost of Our Recommedations

One of our terms of reference lays down that while making our recommendations as regards rationalization, we should take into account the requirements of suitably qualified and trained personnel for the successful implementation of the plans with due regard to the resources position of the State. It will appear implicit in this reference that one of the reasons for the existing shortage of qualified personnel could be that the scales of pay and other emoluments offered by the State at present are somewhat unattractive and that even though Government are desirous that this defect should be remedied, they cannot ignore limitations imposed by the inadequacy of the resources. By making an explicit reference to this question in our terms, Government obviously desired that the additional cost which would be inevitable should be such as could be sustained by the State Exchequer.

2. The Principles of rationalization which we have adopted have been dealt with earlier in a separate Chapter. The question of the technical services has also been discussed in another Chapter. The limitations set by the condition of resources of the State Government have been kept in view by us throughout and we have restricted our recommendations as regards increase in the emoluments to the barest minimum. We are satisfied that the increase in emoluments which we have suggested is essential for attracting suitably qualified technical personnel as also for the maintenance of efficiency in the public services which is very vital for the implementation of development schemes.

3. It is difficult for us to offer firm estimates of the cost of our recommendations since all the relevant facts and figures were not available to us. It is also not possible for us to make exact calculations of the effects of the changes in the scales of pay or other emoluments in individual cases under various grades of State employees, particularly in view of the fact that as a result of our recommendations, the existing number of 343 scales of pay will be reduced to only 52. We have, therefore, attempted to calculate only approximately the additional annual cost of the revised pay scales and allowances and other amenities that we have proposed. Since the interim relief sanctioned by the Government with effect from January 1, 1965, on the basis of our interim report will be

merged in the new emoluments, we are not showing the cost of those recommendations separately. We suggest our recommendations regarding scales of pay and dearness allowance be given to from April 1, 1965.

4. The additional cost of our recommendations in a full year is likely to be as follows :

| | | (Rs. in lakhs) |
|---|---|---|
| 1. | Revised scales of pay and dearness allowance .. | 1,083.00 |
| 2. | City Compensatory Allowance .. .. | 37.80 |
| 3. | House rent allowance .. .. | 112.44 |
| 4. | Travelling and Daily Allowances .. .. | 85.00 |
| 5. | Cost of Educational Assistance .. .. | 123.69 |
| 6. | Retirement benefits .. .. | 30.00 |
| 7. | Cost of other amenities .. .. | 40.00 |
| | Total .. | 1,511.93 |

# CHAPTER XXV

## Other Matters

There are a few matters dealt with in this Chapter in respect of which we were not specifically asked to make any recommendations but which in our view assume significance in the context of rationalization and in relation to efficiency. Therefore, we have thought it proper to place before Government in regard to these issues such of our opinions, as are likely to assist Government.

2. It is a matter of common knowledge that at present efficiency in many sectors of the administration has fallen below a safe point and it is necessary to find ways and means to improve it.

3. The Disciplinary Proceedings Enquiry Committee (1954) had given careful consideration to the question of promotions and application of "Efficiency Bars". Providing for a promotional structure was very necessary for sustaining incentive and efficiency but, in our opinion, what was more necessary was that promotions were properly made. The Disciplinary Proceedings Enquiry Committee said the following in regard to promotions :

> "In actual working, however, it has been found that considerations of merit have not received the importance that they deserved, even where they are laid down as a guiding criterion, and promotions have followed generally the line of seniority, if only because it is more conveniently determined. This emphasis or rather over-emphasis on seniority has tended to cramp effort among government servants, who have been encouraged to think that they have only to wait for their turn to earn promotions. This puts a premium on slackness and complacency. We think it necessary for improving the morale, efficiency and integrity of government servants that the deserving among them should be promoted on considerations of merit alone."

4. We are in complete agreement with this proposition and we feel that efficiency amongst government servants can neither be maintained nor improved if merit is not given due recognition and if undue emphasis is laid on seniority. Many of the State Class II Services have an avenue of promotion to Class I. If such promotion is made on the principle of seniority subject to the rejection of unfit then it is likely that a sizeable number of government servants, who would

comparatively be unfit to adequately discharge higher responsibilities, will be called upon to do so. It is, therefore, suggested that in all cases of promotion from one Class of Service to another there should be a departmental Selection Committee with which a Member of the U. P. Public Service Commission should be associated.

5. Administrative wisdom brought into many pay scales what has been termed "efficiency bars". These were very necessary, in our opinion, for periodic efficiency checks. We would emphasise that care should be taken to see that efficiency bars are used for the purpose for which these are meant.

6. During our examination of the scales of the various departments of Government we have had a very clear feeling that certain departments were over-staffed and we may mention that there was a wide-spread feeling that there had been excessive expansion of staff in recent years and that a substantial reduction can be made without sacrificing any necessary activity or efficiency. We would, therefore, suggest that if for no other reason at least for reasons of economy and efficiency Government should have a thorough scrutiny into this matter. In this context we should also like to suggest that some specific method of fair evaluation of efficiency and "work-audit" should be devised as this would, in our view, ensure a high standard of performance.

7. We have referred to the unsatisfactory situation regarding collection of statistical and economic data. For instance, vital information about annual food production is rendered unreliable with serious consequences. This stems partly from unqualified persons being assigned to undertake these surveys. We would like to record our considered view that utilisation of allotted resources, particularly for food production cannot be assessed in the absence of a competent statistical cadre to collect economic information.

8. The present system of getting recruits to certain sectors of Government employment has been to appoint only such men as are recommended by Employment Exchanges. We think that Employment Exchanges are intended to serve as centres where people seeking employment may be registered and classified according to their qualifications, etc. They can thus offer some useful vocational guidance to unemployed persons in search of work. They could, however, never be considered suitable for discharging the functions of smaller "Public Service Commissions". There has been some public criticism in regard to the manner in which some of the Employment Exchanges have been functioning. This is probably due to the present practice, of restricting selection of some subordinate

posts in government offices to only such men as are sent up by Employment Exchanges. This seems to us to be an unsatisfactory arrangement.

9. It would be better to evolve another kind of arrangement in which the posts should be thrown open to other applicants, and a proper Selection Committee at the District or Divisional level could be constituted which could keep in view the requisite qualifications and experience required for the vacant posts. There is no reason to restrict such employment to persons sent up by the Employment Exchanges only.

10. It is desirable to state clearly the minimum qualification of clerical services, which should now be Intermediate, Higher Secondary or any equivalent examination. Posts filled by such District or Divisional-level Selection Committees should be advertised in a local newspaper.

11. A general review of emoluments of State Government servants cannot usually be undertaken at intervals of less than ten to fifteen years. And such a review has to keep in view the resources situation particularly as it affects those who bear the brunt of the tax-burdens. On the other hand, it is essential to ensure that government employees are not subjected to recurring harassment and a sense of insecurity by a constant increase in the cost of living. Subsidized fair-price shops, which can supply primary requirements of the family budget, is a more satisfactory method of dealing with such a situation. The Committee had, therefore, proposed to the Government that it would be a more effective form of giving interim relief to the Government servants. The Government have not been able to undertake the organization, within a reasonable time, of such fair-price shops and under the circumstances the Committee has had to deal with the situation in terms of the second-best arrangement of adding a Dearness Allowance to the scales of pay. We would like to record our considered opinion that in the present situation of prices this arrangement of Dearness Allowance may need a revision unless the method of fair-price shops was implemented by the Government.

## SUMMARY OF RECOMMENDATIONS

1. Posts carrying a fixed rate of pay have been given regular time-scale where considered necessary.

(Chapter II, para. 15.)

2. No recommendations made in regard to the emoluments of staff posted under the State Electricity Board, Harcourt Butler Technological Institute, and Vibhuti Glass Factory ; staff at the Government Cement Factory governed by the Award of the Cement Wage Board, cash staff of Treasuries, staff of the Vigilance Commission, work-charged staff and part-time employees.

(Chapter II, paras. 11 to 17.)

3. The broad principle adopted for rationalization was as indicated in the terms of reference, namely "ensuring, as far as possible, equal emoluments for identical nature of duties and responsibilities".

(Chapter IV, para. 1.)

4. In fabricating basic wage the minimum needs of a family consisting of $2\frac{1}{2}$ units have been taken into account.

(Chapter IV, para. 23.)

5. The revised rates of dearness allowance admissible with new pay scales will be :—

| | |
|---|---|
| On pay upto Rs. 99 .. .. | .. Rs.15. |
| On pay between Rs.100 and Rs.299 | .. Rs.25. |
| On pay between Rs.300 and Rs.1,000 | .. Rs.35. |
| On pay between Rs.1,001 and Rs.1,034 | .. The amount by which pay falls short of Rs.1,035 |

(Chapter IV, para 11.)

6. The general pattern of classification of Services should be, as below :—

| | | |
|---|---|---|
| Gazetted .. | Where the maximum of the scale of the post exceeds Rs.900. | Class I |
| Gazetted .. | Where the maximum of the scale of the post does not exceed Rs.900. | Class II |
| Non-Gazetted .. | Where the minimum of the scale of the post is Rs.100 or above. | Class III |
| Non-Gazetted .. | Remainder .. .. | Class IV. |

Teachers and paid apprentices will, however, be in Class III.

(Chapter VI, paras. 5 and 6.)

7. Special pay under F. R. 9 (25) should be paid to all Cashiers and Treasurers according to recommended scales.

(Chapter IX, para. 15.)

8. The Store-Keepers for whom the scale of Rs.100—180 has been recommended should also get a special pay as recommended.

(Chapter IX, para. 16.)

9. Fifty-two scales of pay have been recommended in place of 343.

(Chapter XI, para. 1.)

10. Efficiency bars should be placed in all time-scales at five-yearly intervals. The application of standards for checking efficiency for the purpose of permitting an employee to cross the efficiency bar should not only be rigorous but those standards should be fairly and firmly enforced.

(Chapter XI, para. 4.)

11. There should be a periodical review of special pays.

(Chapter XII, para. 8.)

12. The present practice under which special pay granted under F. R. 9 (25) is protected on promotion of an employee should be discontinued. It should be payable for only so long as the employee holds the post on which special pay has been sanctioned.

(Chapter XII, para. 10.)

13. Post-graduate pays should continue under uniform conditions.

(Chapter XII, paras. 13 and 14.)

14. The facilities for acquiring post-graduate qualifications should be liberally provided in other technical departments also, if the acquisition of such qualifications is considered to be in the interest of the State.

(Chapter XII, para. 14.)

15. A City Compensatory Allowance at the rate of 5 per cent, subject to a maximum of Rs.10 p.m., should be allowed to all whole-time Government servants paid from the establishment side of the budget and drawing pay up to Rs.299 p.m., in cities which may have a population of four lakhs and above. The existing scheme of City Compensatory Allowance should be withdrawn.

(Chapter XIII, para. 4.)

16. Compensatory Allowance paid to Senior Deputy Superintendents of Police of Allahabad, Agra, Kanpur, Lucknow, Varanasi, Meerut, Bareilly on the basis of seniority should be withdrawn.

(Chapter XIII, para. 7.)

17. A High Altitude Allowance at 5 per cent of pay, subject to a minimum of Rs.5 and a maximum of Rs.30 p.m., be given to all Government servants posted at an altitude of 5,000 ft. or above, for four winter months only, i.e., November to February, except in Uttarakhand so long as any allowances or special pays are allowed to Government servants in view of their posting in that Division.

(Chapter XIII, para. 12.)

18. New rates of Conveyance Allowance for maintenance of motor cars, motor cycles, scooters and cycles have been recommended.

(Chapter XIII, para. 10.)

19. Two conveyance allowances should not ordinarily be admissible. The horse allowance sanctioned to Superintendents of Police be withdrawn.

(Chapter XIII, para. 11)

20. Government servants should be classified for purposes of travelling allowance, as below :—

| | | |
|---|---|---|
| First Class .. | .. | Those drawing pay exceeding Rs.900. |
| Second Class .. | .. | Those drawing pay exceeding Rs.299 but not exceeding Rs.900. |
| Third Class .. | .. | Those drawing pay exceeding Rs.99 but not exceeding Rs.299. |
| Fourth Class .. | .. | All others. |

(Chapter XIV, para. 4.)

21. All First and Second Class Government servants should be entitled to travel in I Class railway accommodation, Third Class Government servants in II Class railway accommodation and the Fourth Class Government servants in III Class railway accommodation.

(Chapter XIV, para. 5.)

22. The rates of incidental charges for journeys by rail should be 3.5, 3, 2 and 1 Paisa per Kilometre for First, Second, Third and Fourth Class Government servants respectively.

(Chapter XIV, para. 6.)

23. Revision of the rates of daily allowance has been suggested.

(Chapter XIV, para. 9.)

24. A driver of Government vehicle should be paid half daily allowance in a case where he is away from his headquarters for more than 8 hours when he is not entitled, under the existing rules, to get a daily allowance.

(Chapter XIV, para. 10.)

25. The rates of road mileage for journeys by car of any size should be 32 Paise per Kilometre for the first 200 Kilometres, 28 Paise per Kilometre for the next 150 Kilometres and 25 paise per Kilometre for the rest of the journey performed by car in a month. For journeys exceeding 1,500 Kilometres in a month, no mileage allowance should be admissible.

(Chapter XIV, para. 11.)

26. Officers who have been provided with Government vehicles for undertaking journeys on public business should not ordinarily be allowed to perform such journeys by their own cars.

(Chapter XIV, para. 11.)

27. All cases of fixed T. A. should be reviewed by Government and allowance at the appropriate rates may be allowed. Conditions governing the grant of fixed T. A. should also, as far as possible, be made uniform.

(Chapter XIV, para. 15.)

28. Cycle allowance at an appropriate rate may be allowed to process servers and canal patrols.

(Chapter XIV, para. 16.)

29. Government should assume greater responsibility in respect of housing schemes for their own employees, particularly those posted in bigger towns.

(Chapter XV, para. 5.)

30. The percentage prescribed for providing houses for various categories should be increased.

(Chapter XV, para. 5.)

31. It would be more appropriate to lay down the floor area instead of the present expenditure limit, for providing residential buildings.

(Chapter XV, para. 7.)

32. Free residential accommodation should be provided to hospital nurses, Lady Health Visitors and Women teachers working in rural areas.

(Chapter XV, para. 11.)

33. If Government are unable to construct houses for Lady Health Visitors and Women Teachers serving in rural areas, Government should take private houses on lease.

(Chapter XV, para. 11.)

34. The present practice of providing accommodation free of rent to Class IV Government employees where it is available should continue, but there would be no justification for non-recovery of water and electricity charges from them.

(Chapter XV, para. 11.)

35. The house rent allowance given to Government servants in lieu of free residence where provision of free residence is a part of the service conditions, should be paid at a uniform rate which should be equal to 10 per cent of their emoluments.

(Chapter XV, para. 12.)

36. Government servants excepting those for whom the new scales of 55—75 and 60—80 have been proposed, living in private rented accommodation in towns having a population of one lakh and above but less than 5 lakhs may be allowed a house-rent allowance up to 5 per cent, and those living in towns with a population of 5 lakhs and above may be given a house-rent allowance up to $7\frac{1}{2}$ per cent of their emoluments subject to the condition that the amount actually spent by the employee on house-rent is not less than 10 per cent of his pay *plus* allowance claimed.

(Chapter XV, para. 13.)

37. Those employees for whom the new scales of 55—75 and 60—80 have been proposed, should be paid a house-rent allowance of Rs.3 p.m., in towns with a population of one lakh and above but less than 5 lakhs and of Rs.5 p.m. in towns with a population of five lakhs and above. when not provided with Government accommodation.

(Chapter XV, para. 14.)

38. Government may consider the desirability of constructing hostels for transferable Government servants in towns having a population of 1 lakh or more.

(Chapter XV, para. 16.)

39. Rules in Financial Hand Book Vol. V, for grant of loans to Government servants should be simplified.

(Chapter XV, para. 17.)

40. In those towns where there is a large concentration of Government servants, Government may open separate dispensaries. To begin with separate dispensaries may be set up in KAVAL towns and Meerut and Bareilly.

(Chapter XVI, para. 19.)

41. If additional provision is necessary for supply of medicines to Government servants, Government should find necessary funds.

(Chapter XVI, para. 22.)

42. Domicilary treatment should be available to the members of the family just as it is available to the employee himself.

(Chapter XVI, para. 26.)

43. A conveyance allowance at the rate of Re.1 per visit should be allowed to each authorized medical attendant, subject to a maximum of Rs.100 p.m.

(Chapter XVI, para. 27.)

44. Dependent parents be included in the definition of family for medical facilities.

(Chapter XVI, para. 28.)

45. Free treatment at Government Mental Hospitals should be allowed to Government servants and entitled members of their families.

(Chapter XVI, para. 29.)

46. Use of ambulance under the advice of the authorized medical attendant should be made free.

(Chapter. XVI para. 30.)

47. When a Government servant is injured or contracts an illness or infection in the discharge of his duties, the cost of appliances such as an artificial limb should be admissible.

(Chapter XVI, para. 33.)

48. Free dental treatment should be admissible to the members of the family.

(Chapter XVI, para. 33.)

49. The re-imbursement system which has been discontinued should not be re-introduced.

(Chapter XVI, para. 23.)

50. Government servants whose salary does not exceed Rs.200 p.m. should be allowed reimbursement of tuition and science fees up to class XII in the ordinary type of recognised institutions at rates prescribed in the Education Code, and also in equivalent recognised technical and vocational classes, up to a limit of two children at a time. Students studying in special types of schools, even though recognised by Government will not be entitled to this concession, except to the extent of tuition fees and science fees prescribed for ordinary types of institutions.

(Chapter XVII, para. 5.)

51. Children of Government servants on transfer be given priority in admission at least in Government institutions.

(Chapter XVII, para. 8.)

52. Earned leave should be allowed to accumulate up to 180 days but out of this amount not more than 120 days should allowed to be availed of at any one time.

(Chapter XVIII, para. 6.)

53. Earned leave to each employee serving in a vacation department should be admissible at 1/11th of the duty period, including vacation on certain conditions.

(Chapter XVIII, para. 7.)

54. Conditions for leave on private affairs should be uniform for all permanent employees.

(Chapter XVIII, para. 11.)

55. Special disability leave should also be admissible to the temporary Government servants under the same circumstances and to the same extent as it is admissible to the permanent employees.

(Chapter XVIII, para. 16.)

56. Hospital leave should be admissible to the specified classes of employees drawing pay up to Rs.150 per month as against the present limit of Rs.70 per month. Low-paid employees whose duties involve handling of dangerous machinery, explosive material, poisonous gases and drugs etc., be eligible for this leave.

(Chapter XVIII, para. 19.)

57. Conditions for grant of study leave should be liberalized.

(Chapter XVIII, para. 20.)

58. Extraordinary leave availed of by a Government servant for pursuing a course of study should also count for increments.

(Chapter XVIII, para. 24.)

59. Science teachers who wish to prosecute further studies in order to acquire higher qualifications or to undertake research work for improving their teaching efficiency should be allowed study leave facilities.

(Chapter XVIII, para. 25.)

60. Permanent employees proceeding on earned leave etc., should be allowed their last drawn substantive pay or the average of pay earned during the last 10 months, whichever is higher. A Government servant who proceeds on earned leave, etc., from a post the maximum of which does not exceed Rs.90 should be allowed leave salary equal to the pay last drawn by him.

(Chapter XVIII, para. 33.)

61. Every Government servant when he proceeds on earned leave for 30 days or more, other than leave preparatory to retirement, should be able to draw advance salary to the extent of 75 per cent of pay last drawn against his final claim of leave salary: this should be made possible in case of gazetted Government servants without the authority slip from the Accountant General.

(Chapter XVIII, para. 34.)

62. The benefits recommended by the Committee in the matter of leave should be admissible to only those Government servants who opt for the new scales of pay.

(Chapter XXII, para. 13.)

63. Gratuity at the rate of 1/3rd of monthly pay in the time-scale (including fixed rate of pay) for each completed year of service should be paid to a temporary Government servant retiring on superannuation, provided he has rendered at least ten years continuous service in a pensionable establishment.

(Chapter XIX, para. 5.)

64. A gratuity, at the above rate and subject to the above condition, should be paid to the family of a temporary employee in the event of his death.

(Chapter XIX, para. 5.)

65. The maximum pension admissible to State employees should be raised from Rs.6,750 to Rs.7,200 per annum.

(Chapter XIX, para. 7.)

66. All leave with allowances should count towards qualifying service for pension.

(Chapter XIX, para. 9.)

67. Family pension should be admissible to the family of a whole-time Government servant, whether permanent or temporary, who dies either during service or after retirement at the following rates on certain conditions:

| | |
|---|---|
| (1) Pay up to Rs.299 p.m. | 20 per cent of pay. |
| (2) Pay Rs.300 and above but not exceeding Rs.900 p.m. | 15 per cent of pay, subject to a maximum of Rs.100 p.m. |
| (3) Pay exceeding Rs.900 p.m. | 12 per cent of pay, subject to a maximum of Rs.150 p.m. |

(Chapter XIX, para. 16.)

68. The benefits following from the recommendations of the Committee in the matter of retirement benefits should be admissible only to those Government servants who elect the new scales of pay.

(Chapter XXII, para. 13.)

69. A temporary advance from the General Provident Fund should be permitted to a Government servant for his own marriage.

(Chapter XX, para. 4.)

70. Interest on the balance in the General Provident Fund should be paid for so long as it remains unpaid to the subscriber, provided that the payment was not held up for any fault on his part.

(Chapter XX, para. 8.)

71. Government should launch a phased programme for the construction of office buildings.

(Chapter XXI, para. 3.)

72. Replacement of *khas tatties* by water-coolers should be done on an extended scale.

(Chapter XXI, para. 4.)

73. Cycle stands, drinking water, and adequate sanitary arrangements should be provided in all Government offices in accordance with prescribed standards.

(Chapter XXI, para. 5.)

74. Tiffin rooms should be provided when the number of workers in an office does not exceed 50, and where the number exceeds 50, canteen facilities should be provided.

(Chapter XXI, para. 7.)

75. In case a canteen is run on co-operative basis, a grant-in-aid be given for purchase of utensils and crockery, furniture etc., replacement and maintenance being the responsibility of the co-operative society.

(Chapter XXI, para. 7.)

76. Government may consider the desirability of meeting the bulk of the cost of the catering staff in smaller canteens, their contribution decreasing as the size of the canteen increases.

(Chapter XXI, para. 7.)

77. No liberalisation in respect of working hours or the number of holidays is necessary.

(Chapter XXI, para. 9.)

78. The lunch-break should be regulated more effectively.

(Chapter XXI, para. 10.)

79. Norms of work should be prescribed and enforced.

(Chapter XXI, para. 10.)

80. A suitable uniform allowance should be given to Excise Inspectors for whom a uniform has been prescribed.

(Chapter XXI, para. 17.)

81. A proper uniform should be supplied to peons attached to Patwaris and Kanungos in the hills and the Chakrata tehsil of District Dehra Dun as they are recruited under the Police Act.

(Chapter XXI, para. 18.)

82. The construction of more Low Income Group Hostels by the Tourist Department may be speeded up.

(Chapter XXI, para. 23.)

83. The pay of Government servant in the new scale should be fixed at the stage next above his "present emoluments."

(Chapter XXII, para. 8.)

84. Interim relief will cease when the new scales of pay and dearness allowance come into operation.

(Chapter XXII, para. 11.)

85. Every employee should be given the option to elect the new scale either from the date of its introduction or from the date of his next increment in the existing scale. A Government servant who is officiating in a higher post on the date of introduction of the new scale may either retain the existing scales both in regard to his lower post and the post on which he is officiating or may elect the new scales for both the posts.

(Chapter XXII, para. 12.)

86. The pay of an employee, whether permanent or temporary, on promotion to a higher post, should first be increased by one increment in the lower scale and then fixed in the higher scale at the stage next above. This benefit should not, however, be available on promotion to an officer holding a Class I post.

(Chapter XXIII, para. 3.)

87. The pay of a Class I officer also, on promotion to a higher post, whether or not he holds the lower post in a substantive capacity, should be fixed at the stage next above his pay in the lower post.

(Chapter XXIII, para. 3.)

88. The new scales of pay and dearness allowance may be given effect to from April 1, 1965.

(Chapter XXIV, para. 3.)

89. The cost of the recommendations in a full year is likely to be Rs.1,511.93 lakhs.

(Chapter XXIV, para. 4.)

# PART II

| Sl. no. | Designation of service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | JUDICIAL DEPARTMENT | | | |
| | | **High Court** | | | |
| 1 | Deputy Registrar .. | 475—40—675 | 175 p.m. | 700—850 | No special pay. |
| 2 | Assistant Registrar .. | 475—40—675 | .. | 515—715 | |
| 3 | Secretary to the Hon'ble C. J. | 475—40—675 | .. | 515—715 | |
| 4 | Assistant Secretary to the Hon'ble C. J. | 290—15—350—E.B.—15—425—E.B.—15—500. | 50 p.m. | 400—550 | No special pay. |
| 5 | Superintendent Administra ive Department. | 300—20—400 | .. | 350—450 | |
| 6 | Stamp Reporter .. | 200—10—260—E.B.—14—400. | .. | 350—450 | |
| 7 | Superintendent Judicial | 120—8—200—E.B.—10—300. | 30 p.m. | 200—400 | No special pay. |
| 8 | Superintendent Accounts, Criminal, Copying. | 120—8—200—10—300. | 30 p.m. | 200—400 | No special pay. |
| 9 | Court Officer .. | 120—8—200—10—300. | .. | 150—350 | |
| 10 | Assistant Superintendent | 120—8—200—10—300. | 20 p.m. | 180—380 | No special pay. |
| 11 | Section Incharge— (*a*) Records (Administrative Department) (*b*) Confidential Section. | 120—8—200—10—300. | 20 p.m. | 180—380 | No special pay. |
| 12 | Assistant Superintendent Accounts. | 120—8—200—10—300. | .. | 150—350 | |
| 13 | Section Incharge (Administrative Department). | 120—8—200—10—300. | .. | 150—350 | |
| 14 | Section Incharge (Munsarims). | 120—8—200—10—300. | .. | 150—350 | |
| 15 | Establishment Assistant | 120—8—200—10—300. | .. | 150—350 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 16 | Cashier ... | 120—8—200—10—300. | .. | 100—180 | *Plus* special pay under F.R. 9 (25). |
| 17 | Senior Noter and Drafter. | 120—8—200—10—300. | .. | 150—350 | |
| 18 | Assistant Stamp Reporter. | | | | |
| 19 | Section Incharge Munsarim. | | | | |
| 20 | Section Incharge Statistics. | | | | |
| 21 | Assistant Court Officer | 75—5—100—E.B.—5—160. | .. | 120—220 | |
| 22 | Assistant Munsarim .. | 75—5—100—E.B.—5—160. | .. | 120—220 | |
| 23 | Group Incharge .. | | | | |
| 24 | Junior Noter and Drafter. | | | | |
| 25 | Examiner .. | | | | |
| 26 | Assistant Cashier-*cum*-Stationery Incharge. | | | | |
| 27 | Mappist .. .. | | | | |
| 28 | Weeders .. | | | | |
| 29 | Lower Division Assistant. | 60—4—100—E. B. 5—140. | .. | 100—180 | |
| 30 | Head Personal Assistant. | 290—15—350—E.B.—15—425—E.B.—15—500. | .. | 400—550 | |
| 31 | Personal Assistant ,, | 290—15—350—E.B.—15—425—E.B.—15—500. | ,, | 400—550 | |
| 32 | Stenographer ,, | 160—10—200—10—250—10—300—10—320. | ,, | 160—320 | |
| 33 | Librarian .. | 300—15—375—E.B.—15—450. | .. | 350—450 | |
| 34 | Superintendent Bench Reader. | 160—10—260—E.B.—10—320. | 30 p.m. | 200—400 | No special pay. |
| 35 | Bench Readers .. | 160—10—260—E.B.—10—320. | .. | 150—350 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 36 | Superintendent Translation Department. | 120—8—200—10——300. | 30 p.m. | 200—400 | No special pay. |
| 37 | Revisers .. .. | 120—8—200—10—300. | 20 p.m. | 150—350 | No special pay. |
| 38 | Reviser .. .. | 120—8—200—10—300. | .. | 150—350 | |
| 39 | Translator .. | 120—8—200—10—300. | .. | 150—350 | |
| 40 | Head Jamadar .. | 32—1—37 | .. | 60—80 | |
| 41 | Jamadar .. .. | | | | |
| 42 | Daftari .. .. | | | | |
| 43 | Head Mali .. | | | | |
| 44 | Peon to Cashier .. | 27—½—32 | 2 p.m. | 55—75 | No special pay. |
| 45 | Peon .. | | | | |
| 46 | Farrash .. | | | | |
| 47 | Bundle Lifter .. | 32—1—37 .. | .. | 60—80 | |
| 48 | Bundle Lifter .. | 27—½—32 .. | .. | 60—80 | |
| 49 | Fireman .. | 27—½—32 .. | .. | 55—75 | |
| 50 | Mali .. | | | | |
| 51 | Chowkidar | | | | |
| 52 | Waterman | | | | |
| 53 | Sweeper | | | | |
| 54 | Coolie | | | | |
| 55 | Liftman .. | | | | |
| | **Judgeships** | | | | |
| 1 | Sadar Munsarim .. | 215—15—275 | .. | 250—325 | |
| 2 | Sadar Munsarim .. | 200—10—250 .. | .. | 250—325 | |
| 3 | Munsarim | 150—10—200 .. | .. | 120—250 | |
| | Reader .. | | | | |
| | Munsarim-*cum*-Reader. | | | | |
| | Central Nazir | | | | |
| | Record Keeper | | | | |
| | Second Clerk | | | | |
| 4 | Record Keeper | 100—10—150 | .. | 120—250 | |
| | Central Nazir | | | | |
| | Reader | | | | |
| | Second Clerk | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 5 | Munsarim<br>Head Copyist<br>Amin (Grade I)<br>Munsarim Reader<br>Nazir<br>Record Keeper<br>Second Clerk | 85—6—145 | .. | 120—220 | |
| 6 | Accountant-*cum*-Bill clerk. | 60—4—80—5—120 | .. | 100—180 | |
| | Reader .. .. | 60—4—80—5—120 | .. | 120—220 | |
| | Deputy Nazir ..<br>Deputy Record Keeper<br>Execution Clerk ..<br>Decree Writer ..<br>Suit Clerk ..<br>Librarian ..<br>Amin (Grade II)<br>Appeal Clerk ..<br>Insolvency Clerk ..<br>Third & Fourth Clerk<br>Head Copyist ..<br>Copyist ..<br>Assistant Nazir ..<br>Assistant Record Keeper.<br>Typist .. | 60—4—80—5—120 | .. | 100—180 | |
| 7 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) | *Plus* Dearness Allowance. |
| 8 | Stenographer (Grade I) | 100—5—150—E.B.—10—200—E. B.—20—240—Selection Grade—250—10—300. | .. | 160—320 | No Selection Grade. |
| 9 | Stenographer (Grade II) | 75—4—95—E. B.—5—150. | .. | 120—250 | |
| 10 | Daftry and Bundle Lifter. | 32—1—37 | .. | 60—80 | |
| 11 | Orderly .. ..<br>Peon ..<br>Farrash ..<br>Chaukidar ..<br>Process Server ..<br>Mali ..<br>Waterman ..<br>Sweeper .. .. | 22—½—27 | 5 p. m. F. R. 9(25) for those serving at district headquarters. | 55—75 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Advocate General** | | | |
| 1 | Superintendent, Litigation. | 475—40—675 | .. | 515—715 | If a man from the cadre of Secretariat Superintendents is posted ; otherwise Rs. 350—450 : |
| 2 | Personal Assistant | 350—25—500† for the present incumbent 200—10—260—E.B.—14—400. | .. | 225—500 | †No scale is proposed for the present incumbent. |
| 3 | Head Clerk | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 50 p.m. F.R. 9(21). | 160—320 | No special pay. |
| 4 | Stenographer (Senior) | 160—15—280—E.B.—20—400. | .. | .. | Post is in abeyance. |
| 5 | Stenographer | 100—5—150—E.B.—10—200—E.B.—20—240. | 25 p.m. F.R. 9(25). | 160—320 | No special pay. |
| 6 | Brief Clerk | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 25 p.m. F.R. 9(25). | 140—280 | No special pay. |
| 7 | Inspection Clerk | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 25 p.m. F.R. 9(25). | 140—280 | No special pay. |
| 8 | Librarian | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 9 | Noter and Drafter | 80—6—110—E. B.—6—140—E. B.—10—200—E. B.—20—240. | .. | 140—280 | |
| 10 | Accountant | 80—6—110—E. B.—6—140. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 11 | Record Keeper .. | 80—6—110—E. B. —6—140. | .. | 120—220 | |
| 12 | Routine Grade Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 13 | Daftari, Jamadar .. | 32—1—37 .. | .. | 60—80 | |
| 14 | Peon .. .. Farrash .. .. Chaukidar .. Mali .. Sweeper .. | 27—½—32 (for Farrash). 22—½—27 (for others). | 5 p.m. F.R. 9 (25). | 55—75 | No special pay. |
| | **Administrator General and Official Trustee** | | | | |
| 1 | Administrator General and Official Trustee. | 550 Honoraria (Part-time) | .. | No time-scale need be suggested. | |
| 2 | Head Assistant .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 3 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 4 | Accountant .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 5 | Librarian-*cum*-Accts. Clerk. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 6 | Correspondence Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 7 | Record Keeper .. | 60—3—90—4—110 | .. | 100—180 | |
| 8 | Typist .. .. | 60—3—90—4—110 | .. | 100—180 | |
| 9 | Miscellaneous Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 10 | Assistant Accountant (Cashier). | 60—3—90—4—110 | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 11 | Daftari-*cum*-Farrash. Jamadar | 32—1—37 .. | .. | 60—80 | |
| 12 | Dak Peon Office Peon Orderly .. . | 27—½—32 .. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Government Advocate, High Court, Lucknow Bench** | | | | |
| 1 | Head Clerk .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. F.R. 9(21). | 160—320 | No special pay. |
| 2 | Brief Clerk .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 25 p.m. F.R. 9(25). | 140—280 | No special pay. |
| 3 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | 25 p.m. F.R. 9(25). | 160—320 | No special pay. |
| 4 | Assistant Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 5 | Accountant .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 6 | Typist .. .. | 60—3—90—4—110. | .. | 100—180 | |
| 7 | Peon .. .. | 27—½—32 .. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | REVENUE DEPARTMENT | | | | |
| | **Board of Revenue—Headquarters Office** | | | | |
| 1 | Assistant Secretary .. | 475—40—675 | 100 p.m. under F.R. 9(25). | 700—850 | No special pay. |
| 2 | Registrar .. | 475—40—675 | .. | 515—715 | |
| 3 | Personal Assistants to Administrative Members. | 290—15—350—E.B. —15—425—E.B. —15—500. | .. | 400—550 | |
| 4 | Superintendent .. | 300—20—400 | .. | 350—450 | |
| 5 | Assistant Superintendent. | 120—8—200—E.B. —10—300. | 40 p.m. under F.R. 9(25). | 180—380 | No special pay. |
| 6 | Upper Division Assistant (including treasurer). | 120—8—200—E.B.—10—300. | 15 p.m. for treasurer under F.R. 9(25). | 150—350<br>100—180 | For U. D. Assistant.<br>For Treasurer. Treasurer should also get a special pay under F.R.9 (25) along with pay in the new scale. |
| 7 | Statistical Assistant .. | 120—6—150—E.B.—6—240—E.B.—10—250. | .. | 160—280 | |
| 8 | Reference Clerk Junior Noter and Drafter. | 75—5—100—E.B.—5—160. | .. | 120—220 | |
| 9 | Lower Division Assistant. | 60—4—100—E.B. —5—140. | 5 p.m. on one post under F.R. 9(25). | 100—180 | No special pay. |
| 10 | Land Acquisition Amin | 60—4—80—5—120 | .. | 100—180 | |
| 11 | Apprentice .. | 40 (fixed) | .. | 75 (fixed) | *Plus* Dearness Allowance. |
| 12 | Stenographer .. | 160—10—200—E.B.—10—250—E.B.—10—300—E.B.—10—320. | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 13 | Jamadar .. | 32—1—37 | .. | 60—80 | |
| 14 | Daftari .. | | | | |
| 15 | Bundle Lifter .. | | | | |
| 16 | Care Taker .. | | | | |
| 17 | Fireman .. | 32—1—37 | .. | 55—75 | |
| 18 | Tindal .. | | | | |
| 19 | Orderly Peon | 27—½—32 | | 55—75 | |
| 20 | Chaukidar | | | | |
| 21 | Farrash | | | | |
| 22 | Waterman .. | 27—½—32 | | 55—75 | |
| 23 | Mali .. | | | | |
| 24 | Sweeper .. | | | | |
| 25 | Dak Peon .. | | | | |
| 26 | Office Peon .. | | | | |
| 27 | Care Taker-*cum*-Farrash. | | | | |
| 28 | Chainman .. | | | | |
| 29 | Mali-*cum*-Chaukidar | | | | |
| 30 | Vacuum-Cleaner Operator .. | | | | |
| | **Accounts Organization** | | | | |
| 31 | Accounts Officer .. | 220—15—370—E.B.—20—450—E.B.—25—675. | 50 p.m. under F.R. 9(25). | 250—750 | No special pay. |
| 32 | Chief Accountant .. | 160—10—200 | .. | 160—320 | |
| 33 | Accountant .. | 100—10—140—E.B.—10—160. | .. | 150—260 | |
| 34 | Senior Accounts Clerk | 75—5—100 | .. | 120—220 | |
| 35 | Typists .. | 60—4—80—4—100 | .. | 100—180 | |
| 36 | Peon .. | 27—½—32 | .. | 55—75 | |
| 37 | Chaukidar .. | | | | |
| | **Organization of Settlement Commissioner** | | | | |
| 1 | Settlement Commissioner. | I.A.S. scale | | | [The post is held by an I. A. S. Officer. |
| 2 | Deputy Settlement Commissioner. | U.P.C.S. scale | 100 p.m. under F.R. 9(25). | U.P.C.S. (Ex.) scale. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 3 | Assistant Record Officer. | U.P.C.S. scale | 50 p.m. on eight posts. On 2 posts at Pithoragarh at the rate of 33⅓ per cent of basic pay subject to a minimum of 125 and a maximum of 250. | U.P.C.S. (Ex.) scale. | |
| 4 | Officer on Special Duty | 200—10—250—15—400. | .. | 225—500 | Provided an officer due to be appointed as Tahsildar is posted. |
| 5 | Superintendent | 300—20—400 | .. | 350—450 | |
| 6 | Senior Noter and Drafter. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | Border special pay at 50 p.m. on 219 posts of senior clerk, nazir, sadar munsarim, clerk, munsarim, draftsman, head amin, survey expert, naib munsarim, moharrir, amin and tracer. | 140—280 | |
| 7 | Junior Noter and Drafter. | 80—6—110—E.B.—6—140. | | 120—220 | |
| 8 | Accountant .. | 85—6—145 | | 120—220 | |
| 9 | Routine Clerk .. | 60—4—80—E.B.—4—100. | | 100—180 | |
| 10 | Ahalmad.. .. | 60—4—80—E.B.—5—120. | | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 11 | Stenographer to Settlement Commissioner. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 12 | Stenographer to Deputy Settlement Commissioner. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 13 | Motor Driver .. | 45—2—65 | .. | 75—115 | |
| 14 | Jamadar | 32—1—37 | .. | 60—80 | |
| 15 | Daftri | | | | |
| 16 | Waterman-*cum*-Chaukidar. | 27—½—32 | .. | 55—75 | |
| 17 | Sweeper-*cum*-Farrash. | | | | |
| 18 | Peons | | | | |
| | | **(District Offices)** | | | |
| 1 | Head Clerk .. | 150—10—200 | .. | 150—260 | For head clerk |
| | Nazir and Senior Clerk. | 85—6—145 | .. | 120—220 | For nazir and senior clerk. |
| 2 | Sadar Munsarim .. | 100—10—150 | .. | 120—250 | |
| 3 | Munsarim .. | 60—4—80—5—120 | .. | 100—180 | |
| 4 | Naib-Munsarim .. | 60—4—80—E.B.—4—100. | .. | | |
| 5 | Clerk .. | 60—4—80—5—120 | .. | | |
| 6 | Clerk .. | 60—4—80—E.B.—4—100. | .. | | |
| 7 | Moharrir .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 75—115 | |
| 8 | Copyist .. | | | | |
| 9 | Survey Expert .. | 75—4—95—E.B.—5—120. | .. | 120—220 | |
| 10 | Draftsman .. | 60—4—80—E.B.—5—120. | .. | 100—160 | |
| 11 | Head Amin and Badar Amin. | 60—4—80—E.B.—5—120. | .. | 100—160 | |
| 12 | Survey Amin .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 75—115 | |
| 13 | Tracer .. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 14 | Bundle Lifter .. | 27—½—32 or 22—½—27 as admissible. | .. | 60—80 | |
| 15 | Daftari .. | | | | |
| 16 | Chaprasi .. | 27—½—32 or 22—½—27 as admissible. | .. | 55—75 | |
| 17 | Chaukidar .. | | | | |
| 18 | Waterman .. | | | | |
| 19 | Sweeper .. | | | | |
| | **Organization of Commissioner, Consolidation of Holdings** | | | | |
| 1 | Commissioner/Director | 2,250 and 900—1,800 | | .. | The post is held by an I.A.S. Officer. |
| 2 | Joint Director .. | 250—25—400—E.B.—30—700—E.B.—50—850. | 150 p.m. under F.R. 9(25). | U.P.C.S. (Ex.) scale. | |
| | Deputy Director .. | Ditto | Ditto | U.P.C.S. (Ex.) scale. | |
| | Assistant Director .. | Ditto | 100 p.m. under F.R. 9(25). | U.P.C.S. (Ex.) scale. | |
| 3 | Deputy Assistant Director. | 200—10—250—E.B.—15—400. | .. | 225—500 | |
| 4 | Senior Instructor .. | | | | |
| 5 | Consolidation Officer | | | | |
| 6 | Rectangulation Officer | | | | |
| 7 | Assistant Consolidation Officer. | 120—6—180—E.B.—10—200. | .. | 160—280 | |
| 8 | Junior Instructor .. | | | | |
| 9 | Consolidators .. | 75—4—95—5—125 | .. | 120—220 | |
| 10 | Lekhpals . .. | 35—1—55 | .. | 75—115<br>80—140 | Ordinary Grade.<br>Selection Grade. |
| 11 | Draftsman .. | 60—4—80—E. B.—5—120. | .. | 120—220 | |
| 12 | Assistant Rectangulation Officers. | 120—6—180—E.B.—10—200. | .. | 160—280 | |
| 13 | Rectangulators .. | 75—4—95—5—125 | .. | 120—220 | |
| 14 | Tabulators .. | 60—4—80—E. B.—5—120. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 15 | Peshi Kanungos .. | 75—4—95—5—125 | .. | 120—220 | |
| 16 | Superintendent .. | 300—20—400 | .. | 350—450 | |
| 17 | Assi tant Superintendent. | 120—8—200—E.B.—10—300. | 40 p.m. under F.R. 9(25). | 160—320 | No special pay. |
| 18 | Upper Division Assistants. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 19 | Record Keeper .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 20 | Assistant Record Keeper. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 21 | Lower Division Assistants. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 22 | Typist .. | | | | |
| 23 | Routine clerk | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 24 | Nazir .. | | | | |
| 25 | Librarian-*cum*-Form Keeper. | | | | |
| 26 | Routine Clerk .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 27 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 28 | Stenographer .. | 75—4—95—E. B.—5—150. | .. | 120—250 | |
| 29 | Chief Accountant .. | 150—10—200 | .. | 160—320 | |
| 30 | Accountant .. | 80—6—110—E.B.—6—140 | | 120—220 | |
| 31 | Senior Accounts Clerk. | | | | |
| 32 | Junior Accounts Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 33 | Reader .. | 60—4—80—E.B. —5—120. | .. | 120—220 | |
| 34 | Ahalmad .. | 60—4—80—E.B. —5—120. | .. | 100—180 | |
| 35 | Senior Clerk .. | 85—6—145 | .. | 120—220 | |
| 36 | Head Clerk .. | 100—10—150 | .. | 150—260 | |
| 37 | Stenographer (Distts.) | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 38 | Accounts Clerk .. | 85—6—145 | .. | 120—220 | |
| 39 | Junior Accounts Clerk | 60—4—80—E.B. —5—120. | .. | 100—180 | |
| 40 | Correspondence Clerk | 85—6—145 | .. | 120—220 | |
| 41 | Record Keeper .. | 60—4—80—E.B. —5—120. | .. | 100—180 | |
| 42 | Typist .. | 60—4—80—E.B. —4—100. | | | |
| 43 | Court Clerk .. | 60—4—80—E.B. —5—120. | | | |
| 44 | Copyist .. | 60—4—80—E.B. —5—120. | | | |
| 45 | Accounts Clerk-*cum*-General Clerk. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 46 | Driver .. | 45—2—65 | .. | 75—115 | |
| 47 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) | *Plus* Dearness Allowance. |
| 48 | Tracer .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 75—115 | |
| 49 | Orderly Jamadar .. | 32—1—37 | .. | 60—80 | |
| 50 | Bundle Lifter .. | | | | |
| 51 | Daftari .. | | | | |
| 52 | Court Messenger .. | 22—½—27 | .. | 55—75 | |
| 53 | Orderly Peon .. | | | | |
| 54 | Office Peon .. | | | | |
| 55 | Dak Runner .. | | | | |
| 56 | Chaukidar .. | | | | |
| 57 | Chaukidar-*cum*-Waterman. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 58 | Waterman . . | 22—½—27 | .. | 55—75 | |
| 59 | Farrash-*cum*-Waterman. | | | | |
| 60 | Mali .. | | | | |
| 61 | Sweeper .. | | | | |
| 62 | Chainman .. | | | | |
| 63 | Peons to R.O. .. | | | | |
| 64 | Flagman .. | | | | |
| 65 | Part-time Sweeper .. | 15 (fixed) | .. | .. | Need not be on the time-scale of pay. |
| | **State Editor's Organization** | | | | |
| 1 | Editor .. | P. C. S. scale .. | 100 p.m. under F.R. 9(25). | U.P.C.S. (Ex.) scale. | |
| 2 | Compilation Officer .. | 200—10—250—E.B. —10—310—E.B. —14—450. | .. | 225—500 | |
| 3 | Assistant Compilation Officer. | 120—8—200—E.B. —10—300. | .. | 175—300 | |
| 4 | Cartographer | 120—8—200—E.B. —10—300. | .. | 160—280 | |
| 5 | Cartographer .. | 85—5—120—E.B. —8—200. | .. | 120—220<br>100—160 | I. T. I. Pass.<br>Unqualified. |
| 6 | Head Proof Reader .. | 125—5—175—E.B. —10—225. | .. | 160—280 | |
| 7 | Proof Reader .. | 75—5—100—E.B. —5—125. | .. | 120—220 | |
| 8 | Office Superintendent | 300—20—400 | .. | 350—450 | |
| 9 | Upper Division Assistants. | 120—8—200—E.B. —10—300. | 15 p.m. on one post for working as Accountant-*cum*-treasurer under F.R. 9(25). | 140—280 | No special pay. |
| 10 | Reference Clerk .. | 75—5—160 | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 11 | Lower Division Assistants. | 60—4—100—E.B. —5—140. | .. | 100—180 | |
| 12 | Typist .. | | | | |
| 13 | Stenographer .. | 130—5—180—E.B. —7—250. | .. | 160—320 | |
| 14 | Jamadar .. | 32—1—37 | .. | 60—80 | |
| 15 | Peon .. | 27—½—32 | .. | 55—75 | |
| 16 | Chaukidar .. | | | | |
| 17 | Sweeper .. | | | | |
| 18 | Mali .. | | | | |
| 19 | Daftri .. | 27—½—32 | .. | 60—80 | |
| | **Survey Settlement and Record Operations (in plains)** | | | | |
| 1 | Assistant Record Officer. | P.C.S. scale | 50 p.m. under F.R. 9(25). | U.P.C.S. (Ex.) scale. | |
| 2 | Survey Naib-Tahsildar | 120—6—156—6—180—10—190—10—200. | .. | 160—280 | |
| 3 | Senior Clerk .. | 85—6—145 | .. | 120—220 | |
| 4 | Munsarim .. | 60—4—80—E. B. —5—120. | .. | 100—160 | |
| | Draftsman .. | | | | |
| | Field Inspector .. | | | | |
| 5 | Reader .. | 60—4—80—E. B. —5—120. | .. | 120—220 | For Reader. |
| | Typist .. | | | 100—180 | For Typist. |
| 6 | Naib Munsarim .. | 60—2—80—4—100 | .. | 75—115 | |
| 7 | Naib Nazir .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| | Assistant Record Keeper. .. | | | | |
| | Ahalmad .. | | | | |
| 8 | Moharrir and Tracer | 40—2/bi—50—E.B.—3/bi—65. | .. | 75—115 | |
| 9 | Daftri .. | 32—1—37 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | Orderlies<br>Court Messenger ..<br>Process Server ..<br>Khallasi ..<br>Office Peon ..<br>Waterman .. | 22—½—27 | .. | 55—75 | |
| | **Commissioner's Offices** | | | | |
| 1 | Head Assistant .. | 300—20—400 | .. | 350—450 | |
| 2 | Office Superintendent | 275—15—350 | 25 p.m. under F.R. 9(25) for Superintendent, Agency Office in Varanasi Divisional Office. | 300—400 | |
| 3 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 4 | Stenographer to Additional Commissioner. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 5 | Senior Assistants (Saristedars, etc.). | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 6 | Junior Assistants .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 7 | Routine Clerk, Copyist, Court clerk, etc. | 60—4—76—E.B.—4—96—E.B.—4—100—5—120—E.B.—5—140. | .. | 100—180 | |
| 8 | Readers and Ahalmads in Additional Commissioner's Courts. | 60—4—76—E.B.—4—80—5—100—E.B.—5—120. | .. | 120—220<br>100—180 | For Reader.<br>For Ahalmad. |
| 9 | Machineman (for Rota Press). | 100—10—150 | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | Assistant Machineman (for Rota Press). | 60—5—90 | .. | 80—140 | |
| 11 | Driver .. .. | 45—2—65 | .. | 75—115 | |
| 12 | Daftri, Tindal-*cum*-Farrash and Bundle Lifter. | 32—1—37 | 5 p.m. for Mali under F.R. 9(25). | 60—80 | For Bundle Lifter and Daftri. |
| | | | | 55—75 | For rest. (No special pay for Mali.) |
| 13 | Feeder for Rota Press | 30—1—35 | .. | 60—80 | |
| 14 | Peon .. .. Messenger .. .. Orderly peon .. | 27—½—32 | .. | 55—75 | |
| 15 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) | *Plus* Dearness Allowance. |
| | **District Offices** | | | | |
| 1 | Office Superintendent | 275—15—350 250—10—300. | .. | 300—400 | |
| 2 | Treasury Head Clerk | 175—15—250 | 30 p.m. in bigger districts and 20 p.m. in smaller districts, under F.R. 9(21). | 300—400 | No special pay. |
| 3 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 4 | Stenographer .. | 250—10—300 | .. | .. | No selection grade. |
| 5 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 6 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | Senior Noter and Drafters (Nazir, C.R.A., Judicial and Revenue Assistants, Revenue and Judicial Record Keepers ,etc.) | 150—10—200 and 100—10—150. | .. | 120—250 | |
| 8 | Junior Noter and Drafter (Bill Clerk, Local Bodies Clerk and Wasil Baqi Navis, etc.) | 85—6—145 | .. | 120—220 | |
| 9 | Routine Clerks (Ahalmad, Copyist, Reader, etc.) | 60—4—80—E. B. —5—120. | .. | 120—220 For Reader.<br>100—180 For others. | |
| 10 | Driver .. | 45—2—65 | .. | 75—115 | |
| 11 | Mahavat .. | 30—1½—60—2½—65 | .. | 60—80 | |
| 12 | Bundle Lifter, Daftri and Jamadar. | 32—1—37 | .. | 60—80 | |
| 13 | Peons<br>Orderlies<br>Waterman<br>Sweeper<br>Chaukidar<br>Mali<br>Process Server<br>Revenue Peon | 22—½—27 | 5 p.m. on 3,215 posts of peon under F.R. 9(25). | 55—75 | No special pay. |
| | **Establishments of Tahsildars, Naib-Tahsildars, Peshkars of Kumaun Division and Land Records** | | | | |
| 1 | Subordinate Revenue Executive Service (Tahsildars). | 200—10—250—E.B.—15—325—E.B.—15—400. | 20, 15, 10, 5 on four posts under F.R. 9 (25). | 225—500 | |
| 2 | Subordinate Revenue Executive Service (Naib-Tahsildars). | 120—6—156—E.B.—6—180—10—190—E.B.—10—200. | 30 on 1 post under F.R. 9(25). | 160—280 | |
| 3 | Subordinate Revenue Executive Service (Peshkars). | | | | |
| 4 | Qanungo Inspector/ Instructor. | 140—10—200—E.B.—10—250. | .. | 180—380 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 5 | Sadr Qanungos .. | 85—5—110—E.B. —5—120—8— 144—E.B.—8—200. | .. | 160—280 | |
| 6 | Supervisor Qanungo | 75—4—95—5—125 | .. | 120—220 | |
| 7 | Qanungo (Hills) .. | 85—5—120—E.B. —5—150. | | | |
| 8 | Lekhpals, Patwaris, of T & B, G. B. and Assistant Patwaris of Jaunsar Bawar. | 35—1—40—E.B. —1—45—E.B. —50—E.B.— 1—55 and for 15 per cent. of posts the Selection Grade of 55—2—65. | .. | 75—115 Ordinary grade<br>80—140 Selection grade | |
| 9 | Patwaris in Hills .. | 60—1½—67½— E.B.—1½—75— E.B.—1½—82½— E.B.—1½—90. | .. | 100—160 | |
| 10 | Registrar Qanungo .. | 60—4—80—E.B. —5—105—E.B. —5—120. | 15 p.m. under F.R. 9(21). | 120—220 | No special pay. |
| 11 | Assistant Registrar Qanungos. | 60—4—80—E.B. —5—120. | .. | 100—160 | |
| 12 | Land Records Clerk | 60—4—80—E.B. —5—120. | .. | 100—180 | |
| 13 | Assistant Record Keeper. | Ditto | .. | | |
| 14 | Clerk (Kanungo Training School, Hardoi). | 60—3—90—4—110 | .. | | |
| 15 | Bundle Lifter .. | 32—1—37 | .. | 60—80 | |
| 16 | Peon to Sadr Qanungo | 27—½—32 .. | .. | 55—75 | |
| 17 | Chainman to S. K. .. | 22—½—27 or 27—½—32 as admissible. | | | |
| 18 | Peon .. | 27—½—32 .. | | | |
| 19 | Inferior servants in Kanungo Training School. | 27—½—32 .. | | | |
| 20 | Peons to Patwaris .. | 22—½—27 or 27—½—32 as admissible. | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Colonization Scheme** | | | |
| 1 | Tahsildar .. | 200—10—250—E.B. —15—325—E.B.— 15—400. | .. | 225—500 | |
| 2 | Overseer .. | 120—6—210— E.B. —10—250. | .. | 175—300 | |
| 3 | Sanitary Inspector .. | 120—5—150—E.B. —7½—210. | .. | 150—260 | |
| 4 | Head Mistry .. | 120—6—210—E.B. —10—250. | .. | | Post has since been terminated. |
| 5 | Assistant Agriculture Inspector (Group III). | 75—5—120 | | | Ditto. |
| 6 | Head Store Keeper .. | 75—5—120—E.B. —8—200. | .. | 120—220 | |
| 7 | Senior Clerk .. | 85—6—145 80—6—110—E.B. —6—140. 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 8 | Record Keeper .. | 85—6—145 | .. | 120—220 | |
| 9 | Accountant-*cum*-Cashier. | 80—6—110—E.B. 6—140. | .. | 120—220 | No special pay. |
| 10 | Typist | 60—3—90—4—110 | ... | 100—180 | |
| 11 | Junior clerks | | | | |
| 12 | Peon | 22—½—27 | .. | 55—75 | |
| 13 | Chaukidar | | | | |
| 14 | Sweeper | | | | |
| 15 | Dak Runner | | | | |
| 16 | Mali | | | | |
| | | **Integrated Collection Scheme** | | | |
| 1 | Collection Amins (including those for Income Tax). | 60—4—80—E. B. —5—120. | .. | 100—160 | With a selection grade of 120 —220 for 10 per cent of permanent posts. |

| Sl. no | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 2 | Assistant Wasil Baqi Navis. | 60—4—80—E. B. —5—120. | .. | 100—180 | |
| 3 | Assistant Siah Navis. | | | | |
| 4 | Assistant Chief Revenue Accountant. | | | | |
| 5 | Routine Clerk | | | | |
| 6 | First Assistant | | | | |
| 7 | Second Assistant | | | | |
| 8 | Taqavi Clerk .. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 9 | Tahvildars .. | 60—2—70—3—100 | | | |
| 10 | Peons to Amins | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| 11 | Seasonal peons | | | | |
| 12 | Office peons | | | | |
| 13 | Chaukidars | | | | |
| 14 | Peons to Amins and Naib Tahsildars. | | | | |
| 15 | Officer on Special Duty | 250—25—400—30—700—50—850 (E.B. at 490) with a higher start of 300 p.m. | 50 p.m. under F.R. 9(25) | U.P.C.S (Ex.) scale. | |
| 16 | Tahsildar (Income tax) | 200—10—350—15—325—15—400. | .. | 225—500 | |
| 17 | Naib-Tahsildar (Income Tax). | 120—6—180—10—200. | .. | 160—280 | |
| | | **Scarcity Staff** | | | |
| 1 | Motor Boat Driver | 50—2/bi—70 | .. | 75—115 | |
| 2 | Cleaner .. | 32—1—37 | .. | 55—75 | |
| 3 | Chaukidar-*cum*-Mallah | 22—½—27 or 27—½—32 (as admissible). | .. | 55—75 | |
| | | **Government Estates and Stone Mahal Establishment** | | | |
| 1 | Superintendent, Stone Mahal, Mirzapur. | 200—10—250—E.B. —15—325—15—400. | .. | 225—500 | |
| 2 | Kham Superintendent, G. B. G. E., Kotdwara, Garhwal. | 120—6—180—E.B. —10—200. | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 3 | Supervisor, Waterworks | 60—2—80—4—100 | 12 p.m. under F.R. 9(25). | 100—180 | No special pay. |
| 4 | Teacher .. | 25—1—30—E. B.— 1—45 for trained and 20—1—25 for untrained. | 2 p.m. under F.R. 9(25). | 80—125 For Trained. 75(fixed) *plus* dearness allowance. For untrained. | No special pay. |
| 5 | English Clerk .. | 85—6—145 | .. | 120—220 | |
| 6 | Clerks .. | 60—4—80—E. 5—120. | .. | 100—180 | |
| 7 | Amins .. | 60—4—80—E.B.— 5—120. | .. | 100—180 For Matriculates. 75—115 For non-Matriculates. | |
| 8 | Ziledars .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 100—160 | |
| 9 | Patwaris .. | 35—1—55 | .. | 75—115 | |
| 10 | Mechanic .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 11 | Jamadar Peon .. | 32—1—37 | .. | 60—80 | |
| 12 | Peon .. | 27—½—32 | .. | 55—75 | |
| 13 | Peon .. | 22—½—27 | 5 p.m. under F.R. 9(25). | 55—75 | No special pay. |
| 14 | Peon .. | 22—½—27 | .. | 55—75 | |
| 15 | Malis .. | 22—½—27 | 5 p.m. under F.R. 9(25). | 55—75 | No special pay. |
| 16 | Pound Moharrir .. | 22—½—27 | 4 p.m. under F.R. 9(25). | 60—80 | No special pay. |
| 17 | Sweeper .. | 22—½—27 | .. | 55—75 | |
| 18 | Chaukidars .. | 22—½—27 | 5 p.m. under F.R. 9(25). | 55—75 | No special pay |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 19 | Mirdaha .. | 22—½—27 | 5 p.m. under F.R. 9(25). | 55—75 | No special pay. |
| 20 | Boatman .. | 22—½—27 | Ditto | 55—75 | No special pay. |
| 21 | Khallasi .. | 22—½—27 | .. | 55—75 | |
| | **Government Estate Department** | | | | |
| 1 | Upper Division Assistant. | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | Two U.D. assistants get a special pay of 40 p.m. for doing work of Assistant Superintendent, under F.R. 9(25). | 140—280 | For U. D. Assistants. |
| | | | | 160—320 | For Assistant Superintendent. (No special pay). |
| 2 | Treasurer-*cum*-Accountant. | 160—15—220—E. B.—15—280—20—300—E.B.—20—400. | 40 p.m. under F.R. 9(25). | 140—280 | No special pay. |
| 3 | Accountant .. | 160—15—220—E. B.—15—280—20—300—E.B.—20—400. | .. | 140—280 | |
| 4 | Reference Clerk .. | 160—15—220—E. B.—15—280—20—300—E.B.—20—400. | .. | 120—220 | |
| 5 | Stenographer .. | 160—15—220—E. B.—15—280—20—300—E.B.—20—400. | .. | 160—320 | |
| 6 | Lower Division Assistant. | 80—6—104—E. B. 6—134—E.B.—6—140—10—180—E.B.—10—200. | .. | 100—180 | |
| 7 | Typist .. | 60—4—80—5—120 | 10 p.m. | 100—180 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 8 | Caretaker of Vidhayak Nivases. | 120—8—200—E.B.—10—300 | .. | 160—320 | |
| 9 | Caretaker of Naini Tal Club. | | | | |
| 10 | Caretaker-*cum*-Receptionist of State Guest House. | | | | |
| 11 | Caretaker, U.P. Niwas. | | | | |
| 12 | Assistant Caretaker | 100—10—200 | .. | 120—220 | |
| 13 | Enquiry Clerk-*cum*-Receptionist. | 60—4—80—5—120 | .. | 100—180 | |
| 14 | Motor Mechanic .. | 100—5—150 | .. | 120—220 | |
| 15 | Driver .. | 60—5/2—75 | 15 p.m. under F.R. 9(25). | 80—140 | No special pay. |
| 16 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 17 | Peon | 27—½—32 | .. | 55—75 | |
| 18 | Messenger-*cum*-Telephone Attendant. | | | | |
| 19 | Sweeper | | | | |
| 20 | Carpenter .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 65—90 | |
| 21 | Electrician-*cum*-Plumber. | 40—2—50—E.B.—3—65. | .. | 65—90 | |
| 22 | Head Mali .. | 32—1—37 | .. | 60—80 | |
| 23 | Fire Guard | 25—1—35 | | | |
| 24 | Telephone Attendant | 27—½—32 | | | |
| 25 | Peon | 27—½—32 | | | |
| 26 | Mali and Mali mazdoor | 27—½—32 | | | |
| 27 | Bhisti | 27—½—32 | | | |
| 28 | Chaukidar | 27—½—32 | .. | 55—75 | |
| 29 | Farrash | | | | |
| 30 | Sweeper | | | | |
| 31 | Liftman | | | | |
| 32 | Waterman | | | | |
| 33 | Cycle Chaukidar | | | | |
| 34 | Room Bearer | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Naini Tal Club** | | | |
| 1<br>2<br>3<br>4 | Fireman<br>Chaukidar<br>Sweeper<br>Mali | 27—½—32 | .. | 55—75 | |
| 5 | Billiard Marker .. | 52 (fixed)<br>23 Personal pay | .. | .. | To continue on fixed pay. |
| | | **U. P. Nivas, New Delhi** | | | |
| 1 | Cook .. | 60 (fixed) | .. | 60—80 | |
| 2<br>3<br>4 | Bearer-*cum*-Farrash.<br>Chaukidar<br>Sweeper | 27—½—32 | .. | 55—75 | |
| | | **State Guest House** | | | |
| 1 | Cook .. | 40—1—50 | .. | 60—80 | |
| 2<br>3<br>4<br>5 | Bearer-*cum*-Farrash.<br>Chaukidar<br>Telephone Attendant-*cum*-Bearer.<br>Sweeper | 27—½—32 | .. | 55—75 | |
| | | **Officer's Rest House** | | | |
| 1 | Cook .. | 40—1—50 | .. | 60—80 | |
| 2<br>3<br>4<br>5 | Chaukidar-*cum*-Farrash.<br>Chaukidar<br>Bearer<br>Sweeper | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | MEDICAL AND PUBLIC HEALTH DEPARTMENTS | | | | |
| | **Directorate of Medical and Health Services (Allopathic Side)** | | | | |
| 1 | Director of Medical and Health Services. | 1,800—50—2,000 | .. | 2,000—2,250 | |
| 2 | Joint Director .. | 1,300—60—1,600 | .. | 1,300—1,600 | |
| 3 | Deputy Director (H) | 500—50—1,000—E.B.—50—1,200. | 100 p.m. F. R. 9(25). | 750—1,400 | No non-practising pay, but a special pay of 150 p.m. under F. R. 9(25) should be payable to a P.H.S. Officer so long as he is posted as a Deputy Director at Headquarters in the office of the D. M. & H.S. |
| 4 | Deputy Director (Small-pox). | 500—50—1,000—E.B.—50—1,200. | 100 p.m. F.R. 9(25). | 750—1,400 | |
| 5 | Deputy Director (M) | 500—50—1,000—E.B.—50—1,200. | 100 p.m. F.R.9(25). | 750—14'00 (Non-practising scale). 500—1,200 Practising scale). | Special pay of 150 p.m. under F. H. 9(25) should be payable to a P. M. S. officer so long as he is posted as a Deputy Director at headquarters in the office of the D. M. and H. S. With pay in the practising scale non-practising pay at the rates introduced with effect from November, 1964 should also be admissible. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 6 | Deputy Director (W) | 500—50—1,000—E.B.—50—1,200. | 100 p.m. F.R. 9(25). | 750—1,400 (Non-Practising scale)<br>500—1,200 (Practising scale) | Special pay of 150 p.m. under F. R. 9 (25) should be payable to a P. M. S. Officer so long as she is posted as a Deputy Director at headquarters in the office of the D. M. & H. S. With pay in the practising scale non-practising pay at the rates introduced with effect from November, 1964 should also be admissible. |
| 7 | Assistant Director (Planning—Medical). | 500—50—1,000—E.B.—50—1,200. | .. | Grade pay. | Special pay of 75 p.m. under F.R. 9(25) should be payable so long as an officer is posted as Assistant Director at headquarters in the office of the D. M. & H. S. |
| 8 | Assistant Director (Planning—Health) | 500—50—1,000—E.B.—50—1,200. | .. | Grade pay. | Ditto. |
| 9 | Assistant Director (Small-pox). | 500—50—1,000—E.B.—50—1,200. | .. | Grade pay. | Ditto. |
| 10 | Assistant Director (Epidemiology). | 500—50—1,000—E.B.—50—1,200. | .. | Grade pay. | Ditto. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 11 | Assistant Drugs Controller. | 500—50—1,000—E.B.—50—1,200. | . . | 750—1400 | No non-practising pay. |
| 12 | State Leprosy Officer | 500—50—1,000—E.B.—50—1,200. | .. | Selection grade of the P.M.S. or P.H.S. as the case may be. | |
| 13 | Executive Engineer .. | 500—50—1,000—E.B.—50—1,200. | | As in the P.W.D. | |
| 14 | Senior Accounts Officer. | 500—50— 1,000—E.B.—50—1,200. | | As for Senior Accounts Officer of the U.P. Finance and Accounts Service. | |
| 15 | Superintendent, Nursing Services. | 700—40—900—E.B.—50—1,000. | .. | 700—1,200 | |
| 16 | Transport Officer .. | 400—40—800—E.B.—40—1,000. | .. | 400—1,000 | |
| 17 | Assistant Epidemiologist. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 with a start of 350. | No non-practising pay. |
| 18 | Assistant Engineer .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | As in the P.W.D. | |
| 19 | Medical Officer (Smallpox). | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 with a start of 350. | No non-practising pay. |
| 20 | Senior Drugs Inspector | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 21 | Deputy Superindent, Nursing Services. | 350—25—450—E B.—25—600. | .. | 400—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 22 | Medical Officer, Central Medical Stores Depot. | 235—15—295—E.B.—15—310—20—390—E.B.—20—450—25—500—E.B.—25—600. (for P.M.S. II). 250—15—310—E.B.—20—410—E.B.—20—450—25—525—E.B.—25—650 (for PHS II). | .. | P.M.S./P.H.S. ordinary grade. | |
| 23 | Overseer .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | As in the P.W.D. | |
| 24 | Draftsman .. | 120—6—162—E.B.—6—210—E.B.—10—250. | | | |
| 25 | Computor .. | 120—8—200—E.B.—10—300. | | | |
| 26 | Mechanic .. | 100—5—150 | .. | As in the Transport Department. | The incumbent is deputed by the Transport Department. |
| 27 | Assistant Mechanic .. | 75—2½—100 | .. | As in the Transport Department. | The incumbent is deputed by the Transport Department. |
| 28 | Pharmacist (Compounder). | 75—5—100—E.B.—5—120. | .. | 120—220 | For qualified Pharmacist. |
| | | | | 80—140 | For unqualified Pharmacist. |
| 29 | Assistant Officer Incharge, Central Medical Stores Depot. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 30 | Driver .. | 45—2—65—E.B.—3—80. | .. | 80—140 | For heavy vehicles. |
| | | | | 75—115 | For light and medium vehicles. |
| 31 | Carpenter .. | 30—3—45—E.B.—3—60. | .. | 65—90 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 32 | Tin Smith .. | 30—3—45—E.B. —3—60. | .. | 65—90 | |
| 33 | Personal Assistant .. | 350—25—500 | .. | 400—550 | |
| 34 | Head Assistant .. | 300—20—400 | .. | 350—450 | |
| 35 | Senior Auditor .. | 200—15—350 | .. | 200—450 | |
| 36 | Head Clerk .. | 80—6—110—E.B. —6—140—E.B.— —10—200—E.B. —20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 37 | Noter and Drafter .. | 80—6—110—E.B.— 6—140—E.B.—10— 200—E.B.—20— 240. | .. | 140—280 | |
| 38 | Accountant .. | 80—6—110—E.B.— 6—140—E.B.—10— 200—E.B.—20—240. | .. | 140—280 | |
| 39 | Accountant-*cum*-Reference Clerk. | 80—6—110—E.B.— 6—140. | .. | 120—220 | |
| 40 | Routine Clerk and Typist. | 60—4—80—E.B.— 4—100. | .. | 100—180 | |
| 41 | Leave Reservists .. | 40 (fixed) | .. | 100—180 | If sanctioned as leave reserve posts on regular basis. 75 (fixed) *plus* D. A. if sanctioned as apprentice. |
| 42 | Stenographer .. | 100—5—150— E.B.—10—200— E.B.—20—240. | .. | 160—320 | |
| 43 | Stenographer .. | 100—5—125— E.B.—5—160— E.B.—10—200. | .. | 120—250 | |
| 44 | Auditor .. | 80—6—110—E.B. —6—140—E.B.— 10—200. | .. | 160—280 | |
| 45 | Statistical Assistant .. | 100—5—120— E.B.—8—200. | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 46 | Statistician .. | 100—5—120—E.B.—8—200. | .. | 140—280 | |
| 47 | Assistant Store Keeper | 50—4—90—E.B.—5—120. | .. | 100—180 | Plus special pay under F.R. 9(25). |
| 48 | Literate Packer .. | 32—1—37 | .. | 55—75 | |
| 49 | Bundle Lifter .. | 32—1—37 | .. | 60—80 | |
| 50 | Daftry .. | | | | |
| 51 | Jamadar .. | | | | |
| 52 | Blue Print Operator | | | | |
| 53 | Orderly .. | 27—½—32 | .. | 55—75 | |
| 54 | Office Peon .. | | | | |
| 55 | Waterman .. | | | | |
| 56 | Sweeper .. | | | | |
| 57 | Farrash .. | | | | |
| 58 | Chaukidar .. | | | | |
| 59 | Khallasi .. | | | | |
| 60 | Mazdoor .. | | | | |
| 61 | Motor-cleaner .. | | | | |
| 62 | Principals of State Medical Colleges. | 1,500—50—2,000 | .. | 1,500—2,000 | |
| 63 | Professor (non-clinical) | 1,100—40—1,340 | .. | 1,200—1,700 (Non-practising scale). 950—1,150. (Practising scale.) | |
| 64 | Deputy Director, T. B. Demonstration and Training Centre, Agra. | 1,100—40—1,340 | .. | Ditto. | |
| 65 | Deputy Director (Employees State Insurance). | 500—50—1,000—E.B.—50—1,200. | 100 p.m. under F.R. 9(25). | 750—1,400. | No Special pay or non-practising pay. |
| 66 | Chemical Examiner to Government. | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250. | |
| 67 | Civil Surgeons and Superintendents of Hospitals. | 500—50—1,000—E.B.—50—1,200. | 1st class—150 p.m.2nd class—100 p.m.3rd class—75 p.m. 4th Class—50 p.m. 5th class—20 p.m. (for holding executive charge of Jails). | 500—1,200. (Practising scale.) 750—1,400 (Non-practising scale.) | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 68 | Selection Grade post of P.M.S.(W) I Cadre. | 500—50—1,000—E.B.—50—1,200. | .. | 500—1,200. Practising scale. 750—1,400. Non-practising scale. | |
| 69 | Professor (Clinical) .. | 900—40—1,140 | .. | 1,200—1,700. Non-practising scale. 950—1,150. Practising scale. | |
| 70 | Reader (Clinical) .. | 500—30—800 | .. | 700—1,200. Non-practising scale. 400—900 with a start of 550. Practising scale. | |
| 71 | Reader (Non-clinical) | 600—30—900 | .. | Ditto. | |
| 72 | Lecturer (Clinical) .. | 350—25—600 | .. | 400—900 Non-practising scale. 350—650 Practising scale. | |
| 73 | Lecturer (Non-clinical) | 400—25—650 | .. | Ditto. | |
| 74 | Epidemiologist T. B. Demonstration and Training Centre, Agra. | 600—30—900 | .. | 400—900 with a start of 550 Practising scale. 700—1,200 Non-practising scale. | |
| 75 | Bacteriologist, T. B. Demonstration and Training Centre, Agra. | | | | |
| 76 | Senior Medical Officer, T. B. Demonstration and Training Centre, Agra. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 77 | Accounts Officer (M.C.) | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 p.m. F.R.9(21). | As for Accounts Officer of the U. P. Finance and Accounts Service. | |
| 78 | Medical Officer (Blood Bank). | 350—25—600 | .. | As for P.M. S. (ordinary grade). | |
| 79 | Medical Officer, T.B. Centre, Agra. | | | | |
| 80 | P.M.S. (I) Men .. | 250—25—350—E.B.—25—475—E.B.—25—600—E.B.—25—700. | .. | 250—750 Practising scale. 300—900 With a start of 350. (Non-practising scale). | |
| 81 | P.M.S. (I) Women | | | | |
| 82 | P.M.S. (II) Men .. | 235—15—295—E.B.—15—310—20—390—E.B.—20—450—25—500—E.B.—25—600. | .. | Ditto. | |
| 83 | P.M.S. (II) Women .. | 235—15—295—E.B.—15—310—20—390—E.B.—20—450—25—500—E.B.—25—600. | .. | 250—750 (Practising scale) 300—900 with a start of 350(Non-practising scale). | |
| 84 | Medical Officer, Stores Medical College. | 235—15—295—E.B.—15—310—20—390—E.B.—20—450—25—500—E.B.—25—600. | .. | P.M.S. (Ordinary grade). | |
| 85 | Dental Surgeon .. | 235—15—295—E.B.—15—310—20—390—E.B.—20—450—25—500—E.B.—25—600. | .. | 250—600 Practising scale 250—750 with a start of 300. Non-practising scale. | |
| 86 | Senior Matron .. | 370—10—410—E.B.—10—450. | .. | 400—550 | |
| 87 | Matron .. | 280—8—312—E.B.—8—320—10—360—10—400. | .. | 350—450 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 88 | Principal Tutor .. | 280—8—312—E.B. —8—320—10— 360—10—400. | .. | 350—450 | |
| 89 | Assistant Matron .. | 225—5—245—E.B. —5—250—E.B. —10—300. | .. | 250—350 | |
| 90 | Tutor .. | 200—5—220—E.B. —5—250. | 25 p.m. | 250—350 | No special pay. |
| 91 | Physicist .. | 350—20—600 | .. | 250—750 | |
| 92 | Surgeon Incharge Radium Institute. | 350—20—600 | .. | 400—900 Non-practising scale. 350—650 Practising scale. | |
| 93 | Resident Officers .. | 250—25—350— E.B.—25—475— E.B.—25—600— E.B.—25—700. | .. | P.M.S. (Odinary grade). | |
| 94 | Sociologist, State Blood Bank. | 235—15—295— E.B.—15—310— 20—390—E.B.— 20—450—25—500 E.B.—25—600. | .. | 225—500 | Recruitment to this post should be through the Public Service Commission. |
| 95 | Chief Public Health Nurse, T. B. Demonstration and Training Centre, Agra. | 225—5—250 | .. | 250—350 | |
| 96 | Masseur .. | 200—10—310— E.B.—15—400. | .. | 200—450 | |
| 97 | Statistician, T. B. Demonstration and Training Centre, Agra. | 200—15—350 | .. | 225—500 | |
| 98 | Junior Demonstrator | 200—10—220— E.B.—10—300. | .. | 250—300 | |
| 99 | Physio-Therapist .. | 200—10—300 | .. | 200—400 | |
| 100 | Refractionist .. | 200—20—280 | .. | 250—300 | |
| 101 | Demonstrator | 200—20—220 | .. | 250—300 | |
| 102 | Resident Officer | | | | |
| 103 | Pathologist | | | | |
| 104 | Registrar | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 105 | Tutor in Epidemiology. | 200—20—220 | .. | 250—300 | |
| 106 | Curator, Museum .. | | | | |
| 107 | House Physician .. | 200 (fixed) | .. | 200 (fixed) | *Plus* Dearness Allowance. |
| 108 | Occupational Therapist | 160—8—200—E.B.—10—300. | .. | 200—400 | |
| 109 | P. H. Nurse Tutor | 160—8—200 | .. | 250—350 | No special pay. |
| 110 | Theatre Supervisor | 160—8—200 | .. | 200—300 | |
| 111 | Ward Master | | | | |
| 112 | Sister | | | | |
| 113 | Sociologist, T. B. Demonstration and Training Centre, Agra. | 120—8—200—E.B.—10—300. | .. | 200—400 | |
| 114 | Overseer .. | 120—6—210—E.B.—10—250. | .. | As in the P. W. D. | |
| 115 | Electric Supervisor .. | 120—6—210—E.B.—10—250. | .. | 175—300 | |
| 116 | Dietician .. | 120—8—220—E.B.—10—250. | .. | 150—260 | |
| 117 | Health Educator .. | 120—5—150—E.B.—7½—210. | .. | 120—220 | |
| 118 | Sanitary Inspector .. | 120—5—150—E.B.—7½—210. | .. | 150—260 | |
| 119 | X-ray Therapy Operator. | 120—6—180—E.B.—10—200. | .. | 160—280 | |
| 120 | Medico Social Worker-*cum*-Health Visitor. | 120—5—150—E.B.—7½—200. | .. | 120—250 | |
| 121 | Electrical and Mechanical Foreman-*cum*-Store Keeper. | 125—5—200 | .. | 120—220 | |
| 122 | P.S.M.S. Officers .. | 120—4—160—6—200. | .. | 175—300 (Non-practising scale). 150—260 (Practising scale). | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 123 | Honorary Doctor .. | 50 (fixed)<br>75 (fixed)<br>100 (fixed)<br>150 (fixed) | .. | .. | No time-scale necessary. |
| 124 | House Officer .. | 100 (fixed) | .. | * | *Stipend of 150 (fixed) *plus* free residence, but no Dearness allowance until degree of M.B., B. S. is awarded. After that pay of 200 (fixed) *plus* Dearness Allowance *plus* free residence. |
| 125 | House Anaesthetist .. | 100 (fixed) | .. | ** | **Stipend of 150 (fixed) *plus* free residence, but no dearness allowance until degree of M. B., B. S. is awarded. After that pay of 200 (fixed) *plus* dearness allowance *plus* free residence. |
| 126 | Dental Mechanic .. | 100—10—200 | .. | 120—220 | |
| 127 | Clinical Assistant .. | 100 (fixed) | | | |
| 128 | Technical Assistant .. | 98 and 86 (fixed) | .. | 80—140 | |
| 129 | Mistry .. | 90—2—100—E. B. —5—150. | .. | 100—160 | |
| 130 | Technicians .. | 80 (fixed) and 80—150 | .. | 120—220 | |
| 131 | Senior Radiographer | 80—6—110—E.B. —8—150. | .. | 120—220 | |
| 132 | Black Smith .. | 80 (fixed) | .. | 65—90 | |
| 133 | Carpenter .. | | | | |
| 134 | Mason .. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale propose by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 135 | Refrigeration Mistry | 80—6—110—E.B.—8—150. | .. | 100—160 | |
| 136 | Cataloguer .. | 80—5—110—E.B.—6—130. | .. | 150—350* | *On the qualifications prescribed, i.e. Graduation *plus* Diploma in Literary Science otherwise 120—220. |
| 137 | Caretaker .. | 80—5—100—6—130. | .. | 100—180 | |
| 138 | House Keeper .. | 75—4—91—E.B.—4—95—5—115—5—125. | .. | 100—180 | |
| 139 | Staff Nurse .. | 75—5—95—E.B.—5—120—E.B.—6—150. | .. | 150—260 | |
| 140 | P.H. Nurses .. | 75—5—95—E.B.—5—120—E.B.—6—150. | .. | 150—260 | |
| 141 | Masseur .. | 75—5—120—8—200. | .. | 120—220 | |
| 142 | Health Visitor .. | 75—5—120—8—200. | .. | 120—250 | *Plus* free residence. |
| 143 | Librarian .. | 75—5—120—E.B.—8—200. | .. | 100—180 | |
| 144 | Laboratory Assistant | 75—5—120 | .. | 100—160 | |
| 145 | Compounder/Pharmacist. | 75—5—120 for trained and 45—2—65 for untrained. | .. | 120—220 Qualified. 80—140 Unqualified. | Selection grade of 150—260 for 10 per cent posts. It should be allowed only to qualified Pharmacists. |
| 146 | Female Compounder | 75—5—120 for trained and 45—2—65 for untrained. | | 120—220 Qualified. 80—140 Unqualified | Ditto. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 147 | Midwife-*cum*-Compounder. | 75—5—120 | .. | 120—220. Qualified 80—140. Unqualified | Selection grade of 150—260 for 10 per cent posts. It should be allowed only to qualified personnel. |
| 148 | Laboratory Technician | 75—5—120 | .. | 120—220 | |
| 149 | X-ray Technician . | 75—5—120 | .. | 120—220 | |
| 150 | Modeller Artist .. | 75—5—120 | .. | 120—220 | |
| 151 | Farm Supervisor .. | 75—5—120 | .. | 120—220 | |
| 152 | Refractionist-*cum*-Record Keeper. | 75—5—95—E.B. —5—120—E.B. —6—150. | .. | 120—220 | |
| 153 | B.C.G. Technicians .. | 75—5—120—E.B. —8—200. | .. | 120—220 | |
| 154 | Dispenser .. | 75—5—120 | .. | If qualified Pharmacist 120—220 Otherwise 75—115. | |
| 155 | Librarian .. | 75—5—120—E.B. —8—150. | .. | 120—220 | |
| 156 | Physical Culturists .. | 75—5—120—E.B. —8—200. | .. | 120—250 | |
| 157 | Electrician .. | 60—4—80—E.B. —5—120. | .. | 75—115 | |
| 158 | Surgical Assistant .. | 70—120 | .. | 100—160 | |
| 159 | Receptionist-*cum*-Welfare Officer. | 65—5—90—E.B. —5—120. | .. | 120—220 | |
| 160 | Lady Instructor .. | 60—5—120—E.B. —6—150. | .. | 100—180 | |
| 161 | Photo Artist .. | 60—3—90—4—110. | .. | 100—160 | |
| 162 | Record Keeper-*cum*-Librarian. | 60—3—90—4—110. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 163 | Taxidermist .. | 60—4—80—E.B.—4—100 and 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—140 | |
| 164 | Assistant Librarian .. | 60—3—90—4—110. | .. | 100—180 | |
| 165 | Part-time Carpenter | 60 (fixed) | .. | .. | No time-scale is necessary. |
| 166 | Assistant House-Keeper | 50 (fixed) | .. | 100—160 | |
| 167 | Electric Engine Driver | 54 (fixed) | .. | 65—90 | |
| 168 | Lineman and Electrician. | 45—3—60—E.B.—3—75. | .. | 75—115 | |
| 169 | Health Visitor .. | 50—2—60—3—75 | .. | 120—250 | If fully qualified otherwise 75—115. Free residence should also be allowed. |
| 170 | Electrician .. | 50—2/bi—60—E.B.—3/bi—75. | .. | 75—115 | |
| 171 | Driver .. | 45—2—65—E.B.—3—80. | 5 p.m. on one post. | 75—115* | *For light and medium vehicles. |
| | | | | 80—140** | **For heavy vehicles (No special pay). |
| 172 | Injector of dead bodies | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—140 | |
| 173 | Laboratory Assistant | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 174 | Operation Room Technician. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 175 | X-ray Technician .. | 45—2—65—E. B.—3—80—E. B.—4—100 | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 176 | Technician for Plaster Work. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 177 | Technician in Physio-Therapy. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—180 | |
| 178 | Dresser .. | 45—2—65 | .. | 120—220 If a qualified Pharmacist ; otherwise 75—115. | |
| 179 | Electrician .. | 45—2—65—3—80 | .. | 100—160 | |
| 180 | Labour Room Technician. | 45—2—65—E.B.—3—80—E. B.—4—100. | .. | 75—115 | |
| 181 | Midwife .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—140 | |
| 182 | Weaving Instructor .. | 45—2—65—E.B.—3—80. | .. | 80—140 | |
| 183 | Black Smith .. | 45—2—65—E.B.—3—80. | .. | 65—90 | |
| 184 | Assistant Midwife .. | 45—2—65 | .. | 80—140 | |
| 185 | Dark Room Assistant | 45—2—65 | .. | 100—160 | |
| 186 | Pump Driver .. | 45—2—65—E.B.—3—80. | .. | 65—90 | |
| 187 | Radiographer .. | 45—3—75 | .. | 100—160 | |
| 188 | Oil Engine Driver .. | 45—2—65—E.B.—3—80. | .. | 65—90 | |
| 189 | Operation Theatre Assistant. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 75—115 | |
| 190 | Engine Mistry | 45—2—65—E.B.—3—80. | .. | 80—140 | |
| 191 | Plumber-*cum*-Mason | 45—2—65—E.B.—3—80. | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 192 | Dresser .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 120—220 If a qualified Pharmacist; otherwise 75—115 | |
| 193 | Electric Mistry .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—140 | |
| 194 | Artist Modeller .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 195 | Artisan Mechanic .. | 45—2—65—E.B.—3—80. | .. | 80—140 | |
| 196 | Pipe Line Fitter .. | 45—2—65—E.B.—3—80. | .. | 65—90 | |
| 197 | Stockman of Animal House. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—140 | |
| 198 | Lecture Theatre Technician. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—160 If Matriculate ; otherwise 75—115 | |
| 199 | Gas Mistry .. | 45—2—65—E.B.—3—80. | .. | 75—115 | |
| 200 | Tube-well Motor Attendant. | 45 (fixed) | .. | 55—75 | |
| 201 | Blacksmith .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 202 | Basket Instructor .. | 40—2/bi.—50—E.B.—3/bi—65. | .. | 65—90 | |
| 203 | Mechanic .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 80—140 | |
| 204 | Cinema Operator .. | 40—2—50—E.B.—3—80. | .. | 80—140 | |
| 205 | Gas Mistry .. | 40—3—70—4—90 | .. | 75—115 | |
| 206 | Plumber .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 207 | Carpenter-*cum*-Polisher | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 208 | Tailor .. | 32—2—65 | .. | 65—90 | |
| 209 | X-ray Mistry .. | 30—½—39—½—45—2—65. | .. | 75—115 | |
| 210 | Wireman .. | 30—1½—65 | .. | 65—90 | |
| 211 | Diet Distributor .. | 30—2—60 | .. | 55—75 | |
| 212 | Tailor .. | 30—½—45—1½—60—2—65. | .. | 65—90 | |
| 213 | Water Pump Driver .. | 30—1—45 | .. | 65—90 | |
| 214 | Tin Smith .. | 30—2—45—E.B.—3—60. | .. | 65—90 | |
| 215 | Carpenter .. | 30—2—45—E.B.—3—60. | .. | 65—90 | |
| 216 | Pipe Line Mistry .. | 30—1—45 | .. | 65—90 | |
| 217 | Assistant Electrician | 30—1—45 | .. | 65—90 | |
| 218 | Mason Mistry .. | 30—1—45 | .. | 65—90 | |
| 219 | Newar Making Instructor. | 30—1—45 | .. | 65—90 | |
| 220 | Head Cook .. | 45—2—65—E.B.—3—80. | .. | 60—80 | |
| 221 | Attendant (Mental Hospitals). | 40—2/bi.—50—E.B.—3/bi—65. | .. | 65—90 | |
| 222 | Nursing Orderly .. | 25—1—40 | .. | 55—75 | |
| 223 | Forest Guards .. | 25—1—40 | .. | 60—80 | |
| 224 | Book Binder .. | 50 (fixed) | .. | 60—80 | |
| 225 | Head Attendant Mental Hospital. | 60—4—100 | 5 p.m. on 1 post. | 80—140 | No special pay. |
| 226 | Personal Assistant .. | 350—25—500 | .. | 400—550 | |
| 227 | Head Assistant .. | 200—10—250 | .. | 250—325 | |
| 228 | Superintendent .. | 300—20—400 | .. | 350—450 | |
| 229 | Assistant Superintendent. | 175—10—275 | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 230 | Assistant Superintendent. | 150—5—175—E.B.—5—200. | .. | 150—260 | |
| 231 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 232 | Senior Grade and Accounts Clerk. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 233 | Stenographer .. | 75—4—95—E.B.—5—150 and 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 234 | Routine Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 235 | Store Keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R. 9 (25). |
| 236 | Statistican .. | 100—8—140—E.B.—10—200. | .. | 140—280 | |
| 237 | Steward .. .. | 75—4—91—E.B.—4—95—5—115—E.B.—5—140—E.B.—5—150. | .. | 120—220 | |
| 238 | Liftman .. | 32—1—37 | .. | 55—75 | |
| 239 | Jamadar .. | 32—1—37 | .. | 60—80 | |
| 240 | Head Mali .. | 32—1—37 | .. | 60—80 | |
| 241 | Laboratory Attendant | 32—1—37 | .. | 55—75 | |
| 242 | Head Cook .. | 32—1—37 | .. | 60—80 | |
| 243 | Sweeper-Jamadar .. | 32—1—37 | .. | 60—80 | |
| 244 | Sanitary Jamadar .. | 32—1—37 | .. | 60—80 | |
| 245 | Packer .. | 32—1—37 | .. | 55—75 | |
| 246 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 247 | Pump Attendant .. | 32—1—37 | .. | 55—75 | |
| 248 | Head Sweeper .. | 32—1—37 | .. | 60—80 | |
| 249 | Gate Keeper .. | 32—1—37 | .. | 55—75 | |
| 250 | Book Binder .. | 32—1—37 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 251 | Flour Mill Operator | 32—1—37 | .. | 60—80 | |
| 252 | Chaukidar .. | 27—½—32 | .. | 55—75 | |
| 253 | Peon .. | 27—½—32 | .. | 55—75 | |
| 254 | Ambulance Attendant | 27—½—32 | .. | 55—75 | |
| 255 | Tailor .. | 27—½—32 | .. | 65—90 | |
| 256 | Khidmatgar .. | 27—½—32 | .. | 55—75 | |
| 257 | Cook | | | | |
| 258 | Bhisti | | | | |
| 259 | Sweeper | | | | |
| 260 | Bearer | | | | |
| 261 | Aya | | | | |
| 262 | Gate Keeper | | | | |
| 263 | Dhobi | | | | |
| 264 | Farrash | | | | |
| 265 | Ward Boy | | | | |
| 266 | Attendant | | | | |
| 267 | Mazdoor | | | | |
| 268 | Dandy-Coolie | 27—½—32 | | 55—75 | |
| 269 | Garden Coolie | | | | |
| 270 | Masalchee | | | | |
| 271 | Orderly | | | | |
| 272 | Dai | | | | |
| 273 | Laboratory Attendant. | | | | |
| 274 | Dresser | | | | |
| 275 | Mali | | | | |
| 276 | Female Attendant | | | | |
| 277 | Cleaner | | | | |
| 278 | Waterman | | | | |
| 279 | Wireman .. | 27—½—32 | .. | 65—90 | |
| 280 | Animal Keeper .. | 27—½—32 | .. | 55—75 | |
| 281 | Ploughman .. | 27—½—32 | .. | 55—75 | |
| 282 | Basket-maker .. | 27—½—32 | .. | 60—80 | |
| 283 | Potter .. | 27—½—32 | .. | 55—75 | |
| 284 | Cartman .. | 27—½—32 | .. | 55—75 | |
| 285 | Electric Coolie | | | | |
| 286 | Gas Driver | | | | |
| 287 | Kahar | | | | |
| 288 | Sputum Disinfector | 27—½—32 | .. | 55—75 | |
| 289 | Diet Distributor | | | | |
| 290 | X-ray Attendant | | | | |
| 291 | Barber | | | | |
| 292 | Guard | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 293 | Mason .. | 27—½—32 | .. | 65—90 | |
| 294 | Other servants .. | 27—½—32 | .. | 55—75 | |
| 295 | Daftry .. | 20—1—35 | .. | 60—80 | |
| 296 | Assistant Cook .. | 20—1—35 | .. | 55—75 | |
| 297 | Laboratory Attendant | 20—1—35 | .. | 55—75 | |
| 298 | Sweeper | 22—½—27 | 5 p.m. on 179 posts under F.R. 9(25). | 55—75 | No special pay. |
| 299 | Peon | | | | |
| 300 | Dai | | | | |
| 301 | Ward Aya | | | | |
| 302 | Cook | | | | |
| 303 | Chaukidar | | | | |
| 304 | Mazdoor | | | | |
| 305 | Ward Boy | | | | |
| 306 | Kahar | | | | |
| 307 | Dhobi | | | | |
| 308 | Gangman | | | | |
| 309 | Cleaner (Engine) | | | | |
| 310 | Kitchen Peon | | | | |
| 311 | Food Distributor | 22—½—27 | .. | 55—75 | |
| 312 | Mali | | | | |
| 313 | Incinerator Attendant. | | | | |
| 314 | Operation room Attendant. | | | | |
| 315 | Other inferior servants. | | | | |
| | **Public Health Side** | | | | |
| 1 | Deputy Director of Medical and Health Services (Malariology) (State Vaccine Institute). | 500—50—1,000—E.B.—50—1,200. | 100 p.m. under F.R. 9 (25). | 750—1,400 | No non-practising pay. Deputy Directors and Assistant Directors posted at headquarters in the office of the Director of Medical and Health Services should be allowed a special pay of 150 and 75 per month respectively under F.R. 9(25). |
| 2 | Assistant Directors of Medical and Health Services in Ranges and of— Malariology, Maternity and Child Welfare, Family Planning and Provincial Hygiene Institute. | Ditto | .. | Ditto | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 3 | Public Analyst to Government. | 500—50—1,000—E.B.—50—1,200. | .. | 750—1,400 | |
| 4 | Lecturer, Provincial Hygiene Institute. | Ditto | .. | Ditto | No non-practising pay. |
| 5 | Nutrition Survey Officer. | Ditto | .. | Ditto | Ditto. |
| 6 | Medical Officer of Health, Industrial Health Organisation, Kanpur. | Ditto | .. | Ditto | Ditto. |
| 7 | Municipal Medical Officers of Health or Nagar Swasthya Adhikari, Nagar Mahapalika. | 500—50—1,000—E.B.—50—1,200. | .. | 750—1,400 | No non-practising pay. |
| 8 | District Medical Officers of Health. | | | | |
| 9 | Additional Municipal Medical Officers of Health. | | | | |
| 10 | Assistant to Assistant Director (Maternity and Child Welfare). | 250—25—400—E.B.—30—700—E.B.—50—850. | | 300—900 (With a start of 350). | No non-practising pay. |
| 11 | Assistant to Assistant Director (Family Planning). | Ditto. With a starting pay of 300 p.m. | | | |
| 12 | Health Education Officer. | Ditto. | | | |
| 13 | School Health Officer | Ditto. | | | |
| 14 | Municipal Medical Officer of Health, Mussoorie. | Ditto. | | | |
| 15 | Reserve Medical Officers of Health. | Ditto. | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 16 | Medical Officers, Epidemic Operation. | 250—25—400—E.B.—30—700—E.B.—50—850. (With a starting pay of 300 p.m.). | .. | 300—900 With a start of 350. | No non-practising pay. |
| 17 | Medical Officers, Health Visitor's Training School. | | 50 p.m. under F.R. 9(25). | | |
| 18 | Medical Officers, Cholera Vaccine Manufacture. | | Ditto. | | |
| 19 | Medical Officer, Applied Nutrition. | | | | |
| 20 | Anti-Malaria Officers | | | | |
| 21 | Deputy Assistant Director (Malariology). | | | | |
| 22 | Medical Officer Incharge (B.C.G. Teams). | | | | |
| 23 | Regional Maternity and Child Health Officers. | | | | |
| 24 | Medical Officers (Smallpox Eradication). | | | | |
| 25 | Medical Officers, State Vaccine Institute. | | | | |
| 26 | Medical Officer, Nutrition, Basti | | | | |
| 27 | Medical Officer Field Study and Demonstration Centre. | | | | |
| 28 | Assistant Public Analyst. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 29 | Government Food Analyst. | | | | |
| 30 | Biochemist Public Analyst, Laboratory | | | | |
| 31 | Assistant Engineer (Electrical and Mechanical). | Ditto | .. | As in the P.W.D. | The post should be merged in that cadre. |
| 32 | Assistant Engineer, (Electrical and Mechanical) State Vaccine Institute. | Ditto | .. | Ditto | Ditto. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 33 | Entomologist .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 34 | Dietician .. | Ditto | .. | 300—900 | |
| 35 | Municipal Medical Officers of Health | 250—15—310—E.B.—20—410—E.B.—20—450—25—525—E.B.—25—650. | .. | 300—900 with a start of 350 p.m. | No non-practising pay. |
| 36 | Assistant Medical Officers of Health. | | | | |
| 37 | Medical Officer, Cholera Vaccine Section (Junior). | | | | |
| 38 | School Health Officers | | | | |
| 39 | Superintendent, Health Visitor's Training School. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 40 | Sister Tutor, Health Visitor's Training School. | 200—5—225—E.B.—5—250. | .. | 250—350 | |
| 41 | Assistant Entomologist | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 42 | Entomological Assistant. | Ditto | .. | 200—450 | |
| 43 | Sociologist .. | Ditto | .. | 225—500 | |
| 44 | Medical Officer on Epidemic Duty. | 300 (fixed) | .. | 350 (fixed) *Plus* Dearness allowance. | Without any private practice or non-practising pay. |
| 45 | Epidemic Assistants .. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 175—300 | |
| 46 | Nursing Assistant .. | 40—2/bl—50 E.B.—3/bl—65. | .. | 60—80 | |
| 47 | Drugs Inspector .. | 250—12—325—E.B.—15—400—E.B.—20—500. | .. | 250—550 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 48 | Sanitary Inspector .. | 120—5—150—E.B.—7½—210—(Old) and 120—5—140—E.B.—5—150—7½—172½—E.B.—7½—210 (New) | .. | 150—260 | With a Selection Grade of 250—300 for 10 per cent of permanent posts. |
| 49 | Assistant Superintendent, Maternity Organisation. | 120—8—200—10—300. | .. | 150—350 | |
| 50 | Sisters .. | 120—8—200 | .. | 200—300 | |
| 51 | Staff Nurses .. | 75—5—120 | .. | 150—260 | |
| 52 | Health Visitors .. | 75—5—120—E.B.—8—200. | .. | 120—250 | Free residence should also be allowed. |
| 53 | Auxiliary Nurse Midwife. .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—140 | |
| 54 | Projectionist-*cum*-Mechanic. | 40—2—50—E.B.—3—80. | .. | 100—160 | |
| 55 | Para Medical Assistants (Small-pox). | 120—6—210—E.B.—10—250. | | | |
| 56 | Health Educators .. | 120—6—210—E.B.—10—250. | | | |
| 57 | Small-pox Inspector .. | 120—5—140—E.B.—5—150— E. B.—7½—172½—E.B.—7½—210. | .. | 120—220 | |
| 58 | Artist .. | 120—6—210—E.B.—10—250. | .. | 180—380 | |
| 59 | Artist .. | 50—4—90—E.B.—5—120. | .. | 100—160 | |
| 60 | Exhibition Assistant .. | 120—8—200—E.B.—10—300. | .. | 120—220 | |
| 61 | Film Librarian .. | 85—5—150 | .. | 100—180 | |
| 62 | Compounder .. | 75—5—120 | .. | 120—220 | |
| 63 | Social Workers .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 64 | Social Workers .. | 75—4—95—E.B. —5—150. | .. | 100—180 | |
| 65 | Drivers .. | 45—2—65—E. B. —3—80— for permanent and 45—2—65 for temporary. | .. | 75—115 | For light and medium vehicles. |
| | | | | 80—140 | For heavy vehicles. |
| 66 | Vaccinators .. | 35—1½—50—E.B.—2—70. | .. | 65—90 | |
| 67 | Asistant Unit Officer | 160—10—260—E.B.—10—300. | .. | 160—320 | |
| 68 | Senior Malaria Inspector. | 150—7½—210—E.B.—10—300. | .. | 150—260 | |
| 69 | Malaria Inspector | 120—5—150—7½—210 | .. | 120—220 | |
| 70 | Surveillance Inspector | | | | |
| 71 | House Visitor .. | 50—4—90—E. B. —5—120. | .. | 80—140 | |
| 72 | Laboratory Technicians/Assistants. | 50—4—90—E. B. —5—120. | 20 and 21 p.m. under F.R. 9(25). | 120—220 | No special pay. |
| 73 | Filaria Inspector .. | 120—5—150—E.B.—7½—210. | .. | 120—220 | |
| 74 | Insect Collectors .. | 50—4—90— E.B. —5—120. | 5 p.m. to Head Insect Collector under F.R. 9(25). | 65—90 | For Insect Collectors. |
| | | 30—3—45—E. B. —3—60. | | 75—115 | For Head Insect Collector. |
| 75 | B.C.G. Field Organizer | 200—10—300 | .. | 150—260 | |
| 76 | B.C.G. Technicians .. | 75—5—120—E. B. —8—200. | .. | 120—220 | |
| 77 | Senior Analytical Assistant. | 200—10—250—E. B.—10—310—E.B.—14—450. | .. | 200—450 | |
| 78 | Junior Analytical Assistant. | 120—8—200—E.B. —10—300. | .. | 175—300 | |
| 79 | Apprentice Analytical Assistant. | 50—4—90—E.B. —5—120. | .. | 120(fixed) | *Plus* Dearness Allowance. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 80 | Nutrition Chemists .. | 200—20—400—E.B.—25—500. | .. | 225—500 | |
| 81 | Museum Keeper .. | 100—5—170—6—200. | .. | 180—380 | For five years diploma holders, otherwise 120—220. |
| 82 | Assistant Superintendent of Vaccinator. .. | 60—3—90 | .. | 80—140 | |
| 83 | Veterinary Officer .. | 200—15—350 | .. | As in the Animal Husbandry Department. | |
| 84 | Electrician .. | 50—4—90—E.B.—5—120. | .. | 120—220 | |
| 85 | Mechanic .. | 50—4—90—E.B.—5—120. | .. | 120—220 | |
| 86 | Boiler Mechanic .. | 50—4—90—E.B.—5—120. | .. | 80—140 | |
| 87 | Mechanical Supervisor | 120—6—210—E.B.—10—250. | .. | 175—300 | |
| 88 | Blacksmith .. | 30—2—40—E.B.—2—60. | .. | 65—90 | |
| 89 | Travelling Compounders. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 120—220<br>80—140 | For qualified.<br>For unqualified. |
| 90 | Operators .. | 40—2—50—3—80 | .. | 65—90 | |
| 91 | Carpenters .. | 30—3—45—E.B.—3—60. | .. | 65—90 | |
| 92 | Mason .. | Ditto | .. | 65—90 | |
| 93 | Women Attendants .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 55—75 | |
| | **Office of Deputy Director, Malariology** | | | | |
| 94 | Head Clerk .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Offices of D.M.O.H. Anti-Malaria Officer, Assistant Director, Medical Officer of Health** | | | | |
| 95 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 96 | Accounts Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 97 | Store Clerk | | | | |
| 98 | Routine clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 99 | Store Keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 100 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 101 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 102 | Store Keeper .. | 50—4—90—E.B.—5—120. | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 103 | Assistant Store Keeper | 30—3—45—E.B.—3—60. | .. | 80—140 | |
| 104 | Statistician .. | 100—5—120—E.B.—8—200. | .. | 120—250 | |
| 105 | Sanitary Jamadars .. | 30—1—35 | .. | 60—80 | |
| 106 | Laboratory Attendants | 32—1—37 | .. | 55—75 | |
| 107 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 108 | Bundle Lifter .. | 32—1—37 | .. | 60—80 | |
| 109 | Cooks .. | 32—1—37 | .. | 55—75 | |
| 110 | Animal Attendants | 32—1—37 | .. | | |
| 111 | Fireman .. | 32—1—37 | .. | | |
| 112 | Literate Packer .. | 32—1—37 | .. | | |
| 113 | Cleaners .. | 32—1—37 | .. | | |
| 114 | Assistant Mechanic .. | 32—1—37 | .. | 65—90 | |
| 115 | Superior Field Workers | 32—1—37 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 116 | Orderlies | 27—½—32 | 7 p.m. on 4 posts of Laboratory Attendants under F.R. 9(25). | 55—75 | No special pay to Laboratory Attendants. |
| 117 | Chaukidars | | | | |
| 118 | Sweepers | | | | |
| 119 | Peons | | | | |
| 120 | Laboratory Attendants | | | | |
| 121 | Water Boy/Watermen | | | | |
| 122 | Malis | | | | |
| 123 | Farrash | | | | |
| 124 | Parcel Opener | | | | |
| 125 | Dak Runner | | | | |
| 126 | Khallasis | | | | |
| 127 | Store Mazdoor | | | | |
| 128 | Cook | | | | |
| 129 | Cleaners | | | | |
| 130 | Attendants | | | | |
| 131 | Sweeper-*cum*-Chaukidar. | | | | |
| 132 | Gangman | | | | |
| 133 | Thela Pullers | | | | |
| 134 | Ward Boys | | | | |
| 135 | Exhibition Assistants | | | | |
| 136 | Other servants | | | | |
| 137 | Dais (of Rampur State absorbed in U. P.). | 20—½—25 | .. | 55—75 | |
| 138 | Stipendiary Dais .. | On 15, 17. 50 and 20 p.m. | .. | .. | No scale of pay need be prescribed for these posts. |
| 139 | Inferior Field Workers. .. | 22—½—27 or 27—½—32 (as admissible). | .. | 55—75 | |
| 140 | Watchmen .. | | | | |
| 141 | Peon .. | | | | |
| 142 | Sweeper .. | | | | |
| 143 | Kahars .. | 22—½—27 | .. | 55—75 | |
| 144 | Sweepers .. | | | | |
| 145 | Chaukidars .. | | | | |
| 146 | Cooks .. | | | | |
| 147 | Dais .. | | | | |
| 148 | Peons .. | | | | |
| 149 | Orderlies .. | | | | |
| 150 | Mates .. | | | | |
| 151 | Laboratory Mazdoors .. | | | | |
| 152 | Farrash .. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 153 | Rabit Men .. | 22—½—27 | .. | 55—75 | |
| 154 | Gwalas .. | | | | |
| 155 | Cleaner .. | | | | |
| 156 | Mali-*cum*-Chaukidar | | | | |
| 157 | Baggage Mazdoor | | | | |
| 158 | Ward Boys | | | | |
| 159 | Lymph Carrier .. | | | | |
| 160 | Other servants .. | | | | |
| | **Director of Ayurved** | | | | |
| 1 | Director of Ayurved | 500—50—1,000—E.B.—50—1,200. | 100 p.m. | 750—1,400 | No special pay. |
| 2 | Assistant Director of Ayurved. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 250—750 | No private practice or allowance but a special pay of 75 should be allowed under F. R. 9(25). |
| 3 | Personal Assistant .. | 350—25—500 | .. | 400—550 | |
| 4 | Head Assistant .. | 200—10—250 | .. | 250—325 | |
| 5 | Assistant Incharge | 100—10—150 | 15 p.m. F.R. 9(25). | 150—260 | No special pay. |
| 6 | Senior Noter and Drafter. | 100—10—150 | .. | 120—250 | |
| 7 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 8 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 20—250 | |
| 9 | Junior Noter and Drafter. | 85—6—145 | .. | 20—220 | |
| 10 | Accountant .. | 85—6—145 | .. | 20—220 | |
| 11 | Cashier .. | 85—6—145 | .. | 00—180 | *Plus* special pay under F.R.9(25). |
| 12 | Reference Clerk | 85—6—145 | .. | 20—220 | |
| 13 | Routine Clerk .. | 60—4—80—E.B.—5—120. | .. | 00—180 | |
| 14 | Daftry | 32—1—37 | .. | 60—80 | |
| 15 | Jamadar | | | | |
| 16 | Bundle Lifter | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 17 | Peon<br>Chaukidar<br>Farrash | 27—½—32 | .. | 55—75 | |
| 18 | Sweeper .. | 27—½—32 | .. | 55—75 | |
| 19 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) | *Plus* Dearness Allowance. |
| 20 | Divisional Ayurvedic/ Unani Officers. | 200—10—310—E.B.—15—400. | .. | 250—750 (with a start of 300).<br>250—550 Practising scale. | Non-practising scale without any non-practising allowance. |
| 21 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 22 | Clerk .. | 60—4—80—E. B.—5—120. | .. | 100—180 | |
| 23 | Peon .. | 27—½—32 | .. | 55—75 | |
| | | **State Ayurvedic College** | | | |
| 24 | Principal .. | 500—50—1,000—E.B.—50—1,200. | .. | 700—1,200 | No private practice or allowance. |
| 25 | Reader .. | 500—800 | .. | 400—1,000<br>300—900 Practising scale. | Non-practising scale without any non-practising allowance. |
| 26 | Lecturer .. | 250—25—400—E.B.—25—700. | .. | 250—750 (with a start of 300)·<br>250—600 Practising scale. | Non-practising scale without any non-practising allowance. |
| 27 | Demonstrator .. | 200—400 | .. | 200—400 | |
| 28 | Lecturer in Physics, Chemistry, Zoology and Botany. | 200—400 | .. | 250—550 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 29 | Laboratory Assistant | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 30 | Technician .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 120—220 | |
| 31 | Librarian-*cum*-Sanskrit Teacher. | 120—200 | .. | 120—250 | |
| 32 | Library Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 33 | Hostel Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 34 | Curator .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 120—220 | |
| 35 | Store-Keeper Ras-Shashtra. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 36 | Modeller .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 120—220 | |
| 37 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 38 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 39 | Reference Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 40 | Routine Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 41 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 42 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 43 | Peon .. | 27—½—32 | .. | 55—75 | |
| 44 | Other inferior servants | 27—½—32 | .. | 55—75 | |
| | | **State Ayurvedic Hospital** | | | |
| 45 | Senior Medical Officer | 250—25—400—E.B.—25—700. | .. | 250—750* / 225—500** | *Non-practising No non-practising allowance. **Practising. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 46 | Junior Medical Officer | 200—400 | .. | 225—500†<br>200—450†† | †Non-practising. No non-practising allowance.<br>††Practising. |
| 47 | Pathologist .. | 250—700 | .. | $ | $ As for P.M.S. (ordinary grade). |
| 48 | Radiologist .. | 250—700 | .. | * | *As for P.M.S. (ordinary grade). |
| 49 | House Officer | 100 (fixed) | .. | 150 (fixed) | *Plus* Dearness Allowance. |
| 50 | Steward-*cum*-Store Keeper. | 75—150 | .. | 120—220 | |
| 51 | Lady Vaidya .. | 120—200 | .. | 175—300**<br>150—260† | **Non-practising. No non-practising allowance.<br>†Practising. |
| 52 | Compounder .. | 45—2—65—E. B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 53 | Pharmaceutical Assistant. | 45—2—65—E. B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 54 | Laboratory Assistant | 45—2—65—E. B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 55 | X-ray Technician .. | 45—2—65—E. B.—3—80—E.B.—4—100. | .. | 120—220 | |
| 56 | Dark-room Assistant | 45—2—65 | .. | 120—220 | If qualified, otherwise 100—160. |
| 57 | Resident Medical Officer. | 200—220 | .. | 175—300 | |
| 58 | Ward Master .. | 160—200 | .. | 200—300 | |
| 59 | Sister .. | 160—200 | .. | 200—300 | |
| 60 | Staff Nurse .. | 75—150 | .. | 150—260 | |
| 61 | Electrician .. | 45—2—65—E.B.—3—80. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Rem |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 62 | Resident Surgical Officer (Female). | 200—220 | .. | 175—300 | |
| 63 | Nurse-*cum*-Midwife .. | 75—150 | .. | 150—260 | |
| 64 | Driver .. | 45—2—65—E.B. —3—80. | .. | 80—140* 75—115† | *For vehicl †For li mediu vehicl |
| 65 | House Keeper .. | 60—3—90—4—110 | .. | 100—180 | |
| 66 | Assistant Matron .. | 220—500 | .. | 250—350 | |
| 67 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 68 | Tailor .. | 32—1—37 | .. | 65—90 | |
| 69 | Cleaner | 27—½—32 | .. | 55—75 | |
| 70 | Servants | | | | |
| | | **State Pharmacy** | | | |
| 71 | Superintendent | 250—15—310—E.B.—20—410—E.B.—20—450—25—525—E.B.—25—650. | .. | 250—750 | |
| 72 | Manager | 200—10—310—E.B.—15—400. | 50 p.m. under F.R. 9(25). | 250—550 (Non-practising scale without any non-practising allowance). 200—450 (Practising scale). | |
| 73 | Assistant Manager | Ditto | | 225—500 Non-practising scale without any non-practising allowance. 200—450 Practising scale. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 74 | Assistant Accounts Officer. | 220—15—370—E.B.—20—450—E.B.—25—675. | . | 250—750 | |
| 75 | Physicians .. | 120—4—160—E.B.—8—200. | .. | 175—300 Non-practising scale without any non-practising allowance. 150—260 (Practising scale). | |
| 76 | Pharmaceutical Assistant. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 77 | Pharmaceutical Chemist. | 75—5—120—E.B.—8—200. | .. | 200—400 | If the incumbent possesses the prescribed qualification. |
| 78 | Laboratory Assistant | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 79 | Machineman .. | 45—2—65—E.B.—3—80. | .. | 100—160 | |
| 80 | Care Taker .. | Ditto | .. | 100—180 | |
| 81 | Godown Keeper .. | 45—2—65 | .. | 100—180 | |
| 82 | Mechanic-*cum*-Electrician. | 100—5—150 | .. | 120—220 | |
| 83 | Carpenter .. | 30—3—60 | .. | 65—90 | |
| 84 | Store Keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 85 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 86 | Accountant-*cum*-Statistician. | 100—10—160 | .. | 120—250 | |
| 87 | Noter and Drafter .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 88 | Routine Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 89 | Stenographer .. | 75—4—95—E.B. —5—150. | .. | 120—250 | |
| 90 | Cashier ... | 80—5—100—E.B. —6—130. | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 91 | Ledger Keeper .. | 60—3—90—4—110 | .. | 100—180 | |
| 92 | Packer .. | 32—1—37 | .. | 55—75 | |
| 93 | Sorters .. | 32—1—37 | .. | 55—75 | |
| 94 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 95 | Peon<br>Sweeper<br>Farrash<br>Laboratory Attendant<br>Mazdoor .etc. | 27—½—32 | .. | 55—75 | |
| | | **Dispensary Staff** | | | |
| 96 | Chikitsa Adhikari .. | 200—10—310—E.B.—15—400. | .. | 225—500 Non-practising scale.<br>200—450 Practising scale | (No non-practising allowance). |
| 97 | Chikitsa Adhikari .. | 120—4—160—E.B.—8—200. | .. | 175—300 Non-practising scale.<br>150—260 Practising scale. | (No non-practising allowance). |
| 98 | Compounder .. | 45—2—65—E.B.—3 —80—E.B.—4—100. | .. | 100—160 | |
| 99 | Midwife .. | 45—2—65—E.B.—3 —80—E.B.—4—100. | .. | 80—140 | |
| 100 | Clerks .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 101 | Routine Grade Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 102 | Servant .. | 27—½—32 | .. | 55—75 | |
| 103 | Nursing Orderly .. | 27—½—32 | .. | 55—75 | |
| 104 | Dais .. | 32—1—37 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | HOME DEPARTMENT | | | |
| | | **Police Organization** | | | |
| 1 | State Service (Technical) Police Motor Vehicles Officer. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 2 | State Fire Service (Chief Fire Officer). | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 3 | State Police Service Prosecution Branch (Senior Public Prosecutor). | 250—25—400—E.B.—30—550—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 4 | State Radio Officer .. | 600—1,150 and 1,250—50—1,500 | 150 p.m. on one post under F.R. 9(25). | 1,300—1,600 | No special pay. |
| 5 | Additional State Radio Officer. | 600—1,150 | .. | 600—1,250 | |
| 6 | Assistant State Radio Officer. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 7 | Sub-Editor .. | 200—15—350 | .. | 200—400 | |
| 8 | Computor .. | 120—8—152—8—192—E.B.—8—200—10—240—E.B.—10—300. | .. | As in the P.W.D. | |
| 9 | Head Photographer .. | 200—10—250—15—265—E.B.—15—340—E.B.—15—400. | .. | 225—500 | |
| 10 | First Assistant Photographer. | 120—6—144—E.B.—6—174—E.B.—6—180—10—200. | .. | 175—300 | On the qualifications reported to be prescribed ; otherwise 120—220. |
| 11 | Second Assistant Photographer. | 60—4—76—E.B.—4—100. | .. | 100—180 | |
| 12 | Mechanic .. | 100—5—125—E.B.—5—150. | .. | 100—160 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 13 | Fitter .. | 60—4—80—E. B. —4—100. | .. | 75—115 | |
| 14 | Artificer .. | 60—4—80—E. B. —4—100. | .. | 75—115 | |
| 15 | Electrician .. | 60—4—80—E.B. —4—100. | .. | 75—115 | |
| 16 | Carpenter .. | 60—4—80—E.B. —4—100. | .. | 75—115 | |
| 17 | Painter .. | 60—4—80—E. B. —4—100. | .. | 75—115 | |
| 18 | Tins Man .. | 60—4—80—E.B. —4—100. | .. | 75—115 | |
| 19 | Black Smith .. | 60—4—80—E.B. —4—100. | .. | 75—115 | |
| 20 | Store Keeper .. | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 21 | Outside Lecturers .. | 120—8—200—E.B.—10—300. | 24 p.m. under F.R. 9(25). | 150—350 | No special pay. |
| 22 | Librarian-*cum*-Curator | 120—8—200—E.B. —10—300. | .. | 140—280 | |
| | | MINISTERIAL (HQ) | | | |
| 23 | Office Superintendent | 300—20—400 | .. | 350—450 | |
| 24 | Head Clerk .. | 80—6—110—E.B. —6—140—E.B.—10—200—E.B.—20—240. | 40 p.m. to the senior-most clerk and 25 p.m for others. F.R.9(21). | 160—320 | No special pay. |
| 25 | Noter and Drafter .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 140—280 | |
| 26 | Record Keeper .. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 27 | Routine Clerks .. | 60—4—76—E.B. —4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 28 | Stenographers .. | 100—5—120—E.B.—5—145—E.B.—5—150—10—190—E.B.—10—200—20—240. | .. | 160—320 | |
| 29 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) *plus* D.A. | |
| | CRIMINAL INVESTIGATION DEPARTMENT | | | | |
| 30 | Confidential Registrar | 300—20—400 | .. | 350—450 | |
| 31 | Head Clerk .. | 75—5—95—E.B.—5—120—E.B.—8—160—E.B.—8—200. | 30 p.m. under F.R. 9(21). | 140—280 | No special pay. |
| 32 | Noter and Drafter (Senior scale Assistant). | 75—5—95—E.B.—5—120—E.B.—8—160—E.B.—8—200. | .. | 120—220 | |
| 33 | Accountant .. | Ditto | .. | 120—220 | |
| 34 | Cashier .. .. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 35 | Routine Clerk (Junior scale Assistant/Assistant Accountant). | 60—4—76—E.B.—4—96—E.B.—4—100—5—120—E.B.—5—150. | .. | 100—180 | |
| 36 | Clerk Copyist/Typist | 60—3—72—E.B.—3—87—E.B.—3—90—4—110. | .. | 100—180 | |
| 37 | Munim .. | 60—4—76—E.B.—4—96—E.B.—4—100—5—120—E.B.—5—150. | .. | 100—180 | |
| 38 | Senior scale Stenographer .. | 100—5—120—E.B.—5—145—E.B.—5—160—10—180—E.B.—10—200. | .. | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 39 | Junior Stenographers | 75—4—91—E.B.—4—95—5—115—E.B.—5—140—E.B.—5—150. | .. | 120—250 | |
| 40 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) *plus* D. A. | |
| | | I.N.T. DEPARTMENT | | | |
| 41 | Confidential Registrar | 300—20—400 | .. | 350—450 | |
| 42 | Head Clerk .. | 75—5—95—E.B.—5—120—E.B.—8—160—E.B.—8—200. | 30 p.m. under F.R. 9(21). | 140—280 | No special pay. |
| 43 | Noter and Drafter .. | 75—5—95—E.B. 5—120—E.B.—8—160—E.B.—8—200. | .. | 120—220 | |
| 44 | Accountant (Senior Assistant Clerk). | 75—5—95—E.B.—5—120—E.B.—8—160—E.B.—8—200. | .. | 120—220 | |
| 45 | Cashier .. | 75—5—95—E.B.—5—120—E.B.—8—160—E.B.—8—200. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 46 | Junior Assistant Clerks | 60—4—76—E.B.—4—96—E.B.—4—100—5—120—E.B.—5—150. | .. | 100—180 | |
| 47 | Junior Assistant Clerks | 60—3—72—E.B.—3—87—E.B.—3—90—4—110. | .. | 100—180 | |
| 48 | Stenographers (Senior scale). | 100—5—120—E.B.—5—145—E.B.—5—160—10—180—E.B.—10—200. | .. | 120—250 | |
| 49 | Stenographers (Junior scale). | 75—4—91—E.B.—4—95—5—115—E.B.—5—140—EB.—5—150. | .. | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 50 | Shorthand Reporters | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | .. | 200—450 | |
| 51 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) *plus* D.A. | |
| | **Government Railway Police** | | | | |
| | (*a*) OFFICE OF AIG RAILWAY POLICE, U. P., ALLAHABAD | | | | |
| 52 | Office Superintendent | 250—12—298—E.B.—12—370. | .. | 300—400 | |
| 53 | Head Clerk .. | 75—5—95—E.B.—5—120—8—160—E.B.—8—200. | 40 p.m. under F.R. 9(21). | 140—280 | No special pay. |
| 54 | Accountant .. | Ditto | .. | 120—220 | |
| 55 | Assistant Clerks (Senior scale). | Ditto | .. | 120—220 | |
| 56 | Assistant Clerks (Junior scale). | 60—4—76—E.B.—4—96—E.B.—4—100—5—120—E.B.—5—150. | .. | 100—180 | |
| 57 | Stenographer .. | 100—5—120—E.B.—5—145—E.B.—5—160—10—180—E.B.—10—200. | .. | 120—250 | |
| 58 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) *plus* D.A. | |
| | (*b*) OFFICE OF SECTION OFFICERS | | | | |
| 59 | Head Clerk .. | 100—8—132—E.B.—8—140—10—170. | .. | 150—260 | |
| 60 | Accountants .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 61 | Assistant Clerks .. | 60—3—72—E.B.—3—87—E.B.—3—90—4—110. | .. | 100—180 | |
| 62 | Hindi Copyist .. | Ditto | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 63 | Stenographer .. | 75—4—95—E.B. —5—120—E.B. —5—150. | .. | 120—250 | |
| 64 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) *plus* D.A. | |
| | **District Police Clerical Cadre including P. A. C., P. T. C. Moradabad, Radio Section, PMT Workshop, Sitapur and Central Stores, Kanpur** | | | | |
| 65 | Office Superintendent | 250—10—300 | .. | 250—325 | |
| 66 | Accountant .. | 80—5—100—E.B. —6—130. | 30 p.m. on 6 posts and 15 p.m. on 6 posts. | 120—220 | No special pay. |
| 67 | Head Clerk .. | 100—8—132—E.B. —8—140—10— 170. | 30 p.m. on 6 posts under F.R. 9(25). 15 p. m. on 6 posts under F.R. 9(25). | 150—260 | No special pay. |
| 68 | Assistant Clerks .. | 60—3—72—E.B.— 3—87—E. B.— 3—90—4—110. | .. | 100—180 | |
| 69 | Assistant Accountant | 60—3—72—E.B.— 3—87—E.B.—3— 90—4—110. | .. | 100—180 | |
| 70 | Stenographer (Senior scale). .. | 100—5—120— E.B.—5—145— E.B.—5—160— 10—180—E.B.— 10—200. | .. | 120—250 | |
| 71 | Stenographer .. | 75—4—91—E.B.— 4—95—5—115— E.B.—5—140— E.B.—5—150. | .. | 120—250 | |
| 72 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) *plus* D.A. | |
| 73 | Pump Driver .. | 40—2/bi—50— E.B.—3/bi—65. | .. | 65—90 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 74 | Mechanical Driver .. | 75 (fixed) | .. | 65—90 | |
| 75 | Electrician .. | 50—2/bi—60—E.B.—3/bi—75. | .. | 65—90 | |
| 76 | Artisan .. | Ditto | .. | 65—90 | |
| 77 | Pump Attendant .. | 40—3—55—E.B.—4—75. | .. | 55—75 | |
| 78 | Switch Attendant .. | Ditto | .. | 65—90 | |
| | | POLICE HEADQUARTERS | | | |
| 79 | Daftry .. | 32—1—37 | .. | 60—80 | |
| | | C. I. D. | | | |
| 80 | Daftry .. | 32—1—37 | .. | 60—80 | |
| | | INTELLIGENCE DEPARTMENTS | | | |
| 81 | Daftry .. | 32—1—37 | .. | 60—80 | |
| | | DISTRICT P. A. C. ETC. | | | |
| 82 | Daftry .. | 32—1—37 | .. | 60—80 | |
| | | GOVERNMENT RAILWAY POLICE | | | |
| 83 | Daftry | 32—1—37 | .. | 60—80 | Existing dusting allowance of 2 on one post and 1 on five posts will not be admissible. |
| | | POLICE HEADQUARTER | | | |
| 84 | Orderly Peons | 27—½—32 | | 55—75 | |
| 85 | Farrash | | | | |
| 86 | Waterman | | | | |
| 87 | Sweeper | | | | |
| 88 | Garden Mazdoor | | | | |
| 89 | Tindals | | | | |
| 90 | Khallashi | | | | |
| 91 | Mali | 32—1—37 | | 55—75 | |
| 92 | Duplicator Operator | | | 60—80 | |
| 93 | Bundle Lifter | | | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | CRIMINAL INVESTIGATION DEPARTMENT | | | |
| 94 | Orderly Peon .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| 95 | Farrash | 27—½—32 | .. | 55—75 | |
| 96 | Waterman | | | | |
| 97 | Mali | | | | |
| 98 | Sweepers | | | | |
| | | INTELLIGENCE DEPARTMENT | | | |
| 99 | Orderly Peon .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 100 | Farrash | 27—½—32 | .. | 55—75 | |
| 101 | Waterman | | | | |
| 102 | Mali | | | | |
| 103 | Sweeper | | | | |
| 104 | Followers (Cook and Kahars). | | | | |
| 105 | Orderly Peon .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | | GOVERNMENT RAILWAY POLICE | | | |
| 106 | Orderly Peons, Sweeper | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| 107 | Waterman .. | 27—½—32 | .. | 55—75 | |
| | | DISTRICT POLICE CADRE | | | |
| 108 | Mali .. | 27—½—32 | .. | 55—75 | |
| | | DISTRICT EXECUTIVE FORCE | | | |
| 109 | Sweepers | 22—½—27 or 27—½—32 | .. | 55—75 | |
| 110 | Waterman | | | | |
| 111 | Labourers .. | On daily wages | .. | | No scale necessary. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | POLICE TRAINING CENTRE | | | |
| 112 | Sweepers | 27—½—32 | .. | 55—75 | |
| 113 | Waterman | | | | |
| 114 | Chaukidars | | | | |
| 115 | Syce | | | | |
| 116 | Grass-cutter. | | | | |
| 117 | Jamadar Sweeper .. | 32—1—37 | .. | 60—80 | |
| | | P. A. C. | | | |
| 118 | Jamadar Sweeper .. | 32—1—37 | .. | 60—80 | |
| 119 | Sweepers .. | 27—½—32 | .. | 55—75 | |
| 120 | Dhobis .. | | .. | 55—75 | |
| 121 | Barbers .. | | .. | 55—75 | |
| 122 | Tailors .. | | .. | 65—90 | |
| 123 | Mochis .. | | .. | 55—75 | |
| 124 | Carpenter .. | | .. | 65—90 | |
| 125 | Waterman .. | | .. | 55—75 | |
| 126 | Refuse Cart Drivers | | .. | 55—75 | |
| 127 | Water Cart Drivers | | .. | 55—75 | |
| 128 | Groundsman .. | | .. | 55—75 | |
| 129 | Chaukidars .. | | .. | 55—75 | |
| 130 | Range Chaukidars | | .. | 55—75 | |
| | | C. I. D. | | | |
| 131 | Laboratory Assistant | 32—1—37 | .. | 100—180 | On the qualifications reported to be prescribed ; Otherwise 60—80. |
| 132 | Laboratory Peon-*cum*-bearer. | 27—½—32 | .. | 55—75 | |
| | | DISTRICT ETC. | | | |
| 133 | Cook and Kahars .. | 22—½—27 or 27—½—32 | .. | 55—75 | |
| 134 | Messenger Peons .. | Ditto | .. | 55—75 | |
| 135 | Village Chaukidars .. | 5 (fixed) | .. | | No scale is necessary. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 136 | Mallah .. | 45 (fixed) | .. | 55—75 | |
| 137 | Oilman .. | 37.50 p. (fixed) | .. | 55—75 | |
| | | P. T. C. | | | |
| 138 | House Bearer | 27—½—32 | .. | 55—75 | |
| 139 | Groundsman | | | | |
| 140 | Stable Mali | | | | |
| 141 | Chainman | | | | |
| 142 | Groundsman Jamadar | 32—1—37 | .. | 60—80 | |
| | | **Radio Maintenance Officer/Radio Station Officer** | | | |
| 1 | Radio Maintenance Officer. | 150—8—230—E.B. —12—350. | .. | 200—400 | |
| 2 | Radio Station Officer | 120—8—200—E.B. —10—300. | .. | 150—350 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | JAILS ORGANISATION | | | |
| 1 | Karagar Maha Nirikshak. | 1,500—50—1,700 | .. | 1,600—1,800 | |
| 2 | Up Karagar Maha Nirikshak. | 500—50—1,000—E.B.—50—1,200 | 100 p.m. under F.R. 9(25). | 600—1,250 | |
| 3 | Director of Jail Industries, U.P. | Ditto | .. | | |
| 4 | Superintendent Central Prisons. | Ditto | .. | | |
| 5 | Superintendent, Sampurnanand Camps at Ghurma and Sitarganj. | Ditto | 150 p.m. under F.R. 9(25). | | |
| 6 | Principal, Jail Training School, Lucknow. | Ditto | .. | | |
| 7 | Superintendent, District Jails. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 8 | Medical Officers .. | On deputation from Medical Department. | .. | As in the Medical Department. | |
| 9 | Farm Manager .. | On deputation from Agriculture Department. | .. | As in the Agriculture Department. | |
| 10 | Deputy Superintendents, Central Prisons. | 200—10—250—E.B.—15—400. | 50 p.m. under F.R. 9(25). | 225—500 | |
| 11 | Jailors .. | Ditto | 75 p.m. on five posts under F.R. 9(25). | | |
| 12 | Deputy Jailors .. | 120—8—200—E.B.—10—300. | 30 p.m. on 11 posts under F.R. 9(25). | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 13 | Assistant Jailors .. | 85—5—120—E.B. —8—200. | 22.50 P. p.m. on 17 posts under F.R. 9(25). | 120—250 | |
| 14 | Leave Reserve Assistant Jailors. | 40 (fixed) | .. | 120—250 | Provided they are regular employees. If not then a fixed pay of 90 *plus* dearness allowance. |
| 15 | Auditor .. | 200—10—250— E.B.—10—310— E.B.—14—450. | .. | 200—450 | |
| 16 | Agricultual Inspector | 200—15—350 | 50 p.m. under F.R. 9(25). | As in the Agriculture Department. | |
| 17 | Inspector of U. P. Jails buildings. | 120—8—200— E.B.—10—300. | 50 p.m. under F.R. 9(25). | 175—300 | The post should be merged in the P. W. D. cadre of Overseers. |
| 18 | Assistant Auditor .. | 120—6—210— E.B.—10—250. | .. | 160—280 | |
| 19 | Clinical Psychologist | 200—10—250— E.B.—15—400. | .. | 250—550 | |
| | | HEAD OFFICE | | | |
| 20 | Personal Assistant to Karagar Maha Nirikshak. | 350—25—500 | .. | 400—550 | |
| 21 | Office Superintendent | 300—20—400 | .. | 350—450 | |
| 22 | Additional Office Superintendent. | Ditto | .. | 350—450 | |
| 23 | Assistant Superintendent. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | 30 p.m. under F.R. 9(25). | 160—320 | No special pay. |

| Sl. no. | Designation of Service or post | Existing sclae of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 24 | Accountant .. | 80—5—100—E.B. —6—130. | 20 p.m. on three posts under F.R. 9(25). | 120—220 | No special pay. |
| 25 | Noter and Drafters (including one post of head clerk of the Jail Training School, Lucknow, which belongs to the cadre of noter-drafter of Head Office). | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 140—280 | |
| 26 | Reference Clerks .. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 27 | Routine Grade Clerks (including one post of routine grade clerk and one post of store keeper of the Jail Training Scho l, Lucknow, which have been incorporated in the cadre of identical posts in the headquarters office). | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pay for Store-Keeper under F.R. 9(25). |
| 28 | Stenographer .. | 100—5—150— E.B.—10—200— E.B.—20—240. | | 160—320 | |
| 29 | Stenographer .. (Attached to the Jail Training School, brought within the staff of headquarters office). | 75—4—95—E.B. —5—150. | | 120—250 | |
| 30 | Leave Reserve .. | 40 (fixed) | | 100—180 | In case the posts have been sanctioned as leave reserve posts on a regular basis, *otherwise* 75 p.m. (fixed) *plus* dearness allowance. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 31 | Compounders | 75—5—120 for trained *and* 45—2—65 for untrained. | 20 p.m. on four posts under F.R. 9(25). | As in the Medical Department. | |
| 32 | Assistant Medical Officer (P.S.M.S.) | 120—4—168—E.B.—8—200. | 75 p.m. on two posts under F.R. 9(25). | Ditto. | |
| 33 | Assistant Medical Officer (P.M.S. II) | 235—15—295—E.B.—15—310—20—390—E.B.—30—450—25—500—E.B.—25—600. | 20 p.m. on 1 post of A.M.O. District Jail Deoria, (Part-time). | | |
| | | | 10 p.m. on 1 post of A. M. O. Sadr Lock-up, Gorakhpur. | | |
| | | | 10 p.m. on 1 post of A.M.O. District Jail, Naini Tal (Part-time). | | |
| | | | 20 p. m. on 1 post of A.M.O. Sultanpur. | | |
| | | | 10 p. m. on 1 post of Senior A.M.O. District Jail, Sultanpur. | | |
| | | | 25 p.m. on 1 post of A.M.O. Reformatary School, Lucknow. | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 34 | Assistant Veterinary Surgeons. | 120—6—210—E.B.—10—250 or 200—15—350. | 30.50 P. per month on one post under F.R. 9(25). | As in the Animal Husbandry Department. | |
| 35 | Matron .. | 100—5—170—6—200 (for qualified) *and* 75—5—120—6—150 (for unqualified). | | These posts should be filled in by persons taken from Medical Department. | |
| 36 | Female Nurse .. | 65—5—90—E.B.—5—120 (for qualified) *and* 65 (fixed) for unqualified. | .. | Ditto. | |
| 37 | Sanitary Inspector .. | 120—5—150—E.B.—7½—210. | 30 p.m. on two posts under F.R. 9(25). | As in the Public Health Department. | |
| 38 | Head Teacher .. | 50—1—65 | 20 p.m. on nine posts *and* 20+15 on 1 post under F.R. 9(25). | 75 (fixed) *plus* D.A. | |
| 39 | Teachers .. | 50—1—65 | 15 p.m. on 57 posts *and* 15+15 on five posts under F.R. 9(25). | Ditto. | |
| 40 | Tent Foreman .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 41 | Instructors in weaving, dyeing, carpentry, blacksmithy, leather, Ambarcharkha, brick kiln, Sewing Machine mechanic, oil mill mechanic, band-master, pump-mechanic and ambar charkha weaving instructor. | 80—4—100—5—120. | 20 Brick Kiln Instructor.<br>20 Weaving Instructor<br>18 Spinning Instructor,<br>20 Carpentry Instructor,<br>20 Smithy Instructor *and*<br>30 Agricultural Instructor under F.R. 9(25). | 120—220 for Instructors.<br>100—160 for Instructors.<br>100—160 for Bandmaster.<br>120—220 for Mechanics. | (With High School *plus* Diploma/ Certificate.)<br>(For Middle *plus* Diploma/ Certificate.) |
| 42 | Instructors— (Soap and Phenyle, Plumbering, Simple Sports goods, Beaching and Dyeing, Calico printing, Pencil making and Agriculture Instructor). | 120—6—210—E.B.—10—250. | .. | *Agriculture Instructor. (As in the Agriculture Department.)<br>140—280 For others. | *The incumbent is deputed by the Agriculture Department. |
| 43 | Instructors— (Tailoring, Cane lacquer work, peripetatic dyeing, wool spinning, hand spinning, hand made paper, polishing, tailoring and knitting (female), spinning, work masters, mason teachers, peripetatic weaving master, blanket weaving, peripetatic durries, mechanic-*cum*-supervisor). | 60—4—120 | .. | 100—160 | |
| 44 | Agriculture Supervisor | 75—5—120 | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 45 | Physical Drill Instructor. | 75—5—120—E.B.—8—200. | .. | 120—250 | |
| 46 | Band Master .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | As in the Police Department. | The incumbent is deputed by the Police Department. |
| 47 | Lecturer in Psychology and Criminology. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 250—550 | |
| 48 | Ambar Charkha Supervisor. | 80—5—120 | .. | 100—180 | |
| 49 | Manager, Jails Depot | 200—10—300—*plus* 1 per cent commission on sales. | .. | 250—350 | *Plus* commission as at present. |
| 50 | Salesman .. | 65—5—150 | .. | 100—180 | |
| 51 | Peripetatic Mechanic-*cum*-Supervisor of flour mills. | 80—4—100—E.B.—5—120. | .. | 120—220 | |
| 52 | Mechanic-*cum*-Supervisor. | 60—4—80—E. B.—4—100. | .. | 100—160 | |
| 53 | Head Sewing Machine Mechanic. | 125—5—200 | .. | 150—260 | |
| 54 | Tractor Mechanic .. | 120—6—210—E.B.—10—250. | 30 p.m. under F.R. 9(25). | 175—300 | No special pay. |
| 55 | Tractor Operator .. | 85—5—120 | 20 p.m. under F.R. 9(25). | 80—140 | No special pay. |
| 56 | Librarian .. | 85—5—100—6—120. | .. | 120—220 | |
| 57 | Nursing Orderlies .. | 30—1—45 | .. | 55—75 | |
| 58 | Tube-well Operator .. | 30—1—45 | 12 p.m. on 1 post under F.R. 9(25). | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 59 | Drivers .. | 40—2/bi—50—E.B.—3/bi—65. | 12 p.m. on one post under F.R. 9 (25). (on 6 posts). | 75—115<br>80—140 | Light and medium vehicles.<br>Heavy vehicles. |
| 60 | Military Drill Instructor. | Head Constable on deputation from the Police Department. | .. | As in the Police Department. | The incumbent is deputed by the Police Department. |
| 61 | Supervisor, Wardha-type Kolhoo. | 40—2/bi—50—E.B.—3/bi—65. | .. | 65—90 | |
| 62 | Mistry, brick-kiln .. | 50—2/bi—60—3/bi—75. | .. | 65—90 | |
| 63 | Driver .. | 45—2—65 | | 75—115<br>80—140 | Light and medium vehicles.<br>Heavy vehicles. |
| 64 | Chief Head Warder .. | 60—1—65 | .. | 100—160 | |
| 65 | Head Warder .. | 30—1—45 | 10 p.m.on 526 posts under F.R. 9(25). | 75—115 | No special pay. |
| 66 | Warders .. | 30—1—45 | 12 p.m.on 105 posts under F.R. 9(25). | 65—90 | No Literacy allowance. |
| 67 | Leave Reserve Warders | 30—1—45 | .. | As for Warders if on regular basis; otherwise 55 (fixed) *plus* dearness allowance. | |

| Sl. no | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 68 | Clerk-*cum*-Store-Keeper. | 60—3—90—4—110. | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 69 | Kamdars | 30—1—35 | .. | 60—80 | |
| 70 | Daftri | 32—1—37 | .. | | |
| 71 | Fireman, brick-kiln | 32—1—37 | .. | | |
| 72 | Sales Attendant | 27—½—32 | .. | 55—75 | |
| 73 | Cleaning Attendant | | | | |
| 74 | Cooks | | | | |
| 75 | Peon | | | | |
| 76 | Cleaner | 22—½—27 | .. | 55—75 | |
| 77 | Head Peon | 32—1—37 | .. | 60—80 | |
| 78 | Daftri | 32—1—37 | 5 p.m. on one post as cyclo-styling allowance. | 60—80 | Cyclostyling allowance of 5 p.m. on one post should be discontinued. |
| 79 | Mali | 27—½—32 | .. | 55—75 | |
| 80 | Chaukidar | | | | |
| 81 | Waterman | | | | |
| 82 | Sweeper | | | | |
| 83 | Peons | | | | |
| 84 | Warder Orderly | On deputation from Central Prison. | .. | Warder's pay-scale if a man from Warder's cadre is appointed; otherwise 55—75 should be allowed. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 85 | Water Carrier | 27—½—32 | 5 p.m. on 14 posts. | 55—75 | No special pay. |
| 86 | Chaukidars | | | | |
| 87 | Cartman | | | | |
| 88 | Garden Coolie | | | | |
| 89 | Sweepers | | | | |
| 90 | Herdsman | | | | |
| 91 | Mali | | | | |
| 92 | Sales Attendant | | | | |
| 93 | Peons | 27—½—32 | .. | 55—75 | |
| 94 | Orderlies | | | | |
| 95 | Hospital Orderlies | | | | |
| 96 | Khallasi | | | | |
| 97 | Kahar | | | | |
| 98 | Key Man | | | | |
| 99 | Bhisti | | | | |
| 100 | Daftri | 32—1—37 | .. | 60—80 | |
| 101 | Kamadars | 27—½—32 *and* 30—1—35 | .. | 55—75<br>60—80 | For those in the scale of 27—½—32.<br>For those in the scale of 30—1—35. |
| | | SAMPURNANAND CAMP, GHURMA | | | |
| 102 | Water Carrier .. | 22—½—27 | 5 p.m. on 14 posts. | 55—75 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 103 | Sweepers | .. 22—½—27 | 5 p.m. under F.R. 9(25). | 55—75 | No special pay. |
| 104 | Chaukidar | .. 22—½—27 | .. | 55—75 | |
| | | SAMPURNANAND CAMP AT SITARGANJ | | | |
| 105 | Mates | .. 22—½—27 | 5 p.m. under F.R. 9(25). | 55—75 | No special pay. |
| 106 | Inferior servants | .. 22—½—27 | Ditto | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | TRANSPORT DEPARTMENT | | | | |
| 1 | Deputy Transport Commissioner (Technical). | 500—50—1,200 | 100 p.m. | 750—1,400 | No special pay. |
| 2 | Deputy Transport Commissioner (Accounts). | 500—50—1,200 | | 750—1,400 If Senior Accounts Officer of the U.P. Finance and Accounts service is posted; otherwise 600—1,250 without any special pay. | No special pay. |
| 3 | Deputy Transport Commissioner (Roadways). | 1,000—50—1,500 or 600—50—1,000—E.B.—100—1,500. | 100 p.m. on 1 post. 150 p.m. on 1 post. | 750—1,400 | *Plus* special pay of 150 under F.R.9(25). |
| 4 | Deputy Transport Commissioner (Roadways Operation). | Ditto | 100 p.m. | 750—1,400 | *Plus* special pay of 150 under F.R. 9(25). |
| 5 | Deputy Transport Commissioner (Enforcement). | 500—50—1,200 | 100 p.m. | 600—1,250 | No special pay. |
| 6 | Deputy Transport Commissioner (Passenger Tax). | 500—50—1,200 | 100 p.m. | 600—1,250 | No special pay. |
| 7 | Executive Engineer .. | 500—50—1,200 | .. | As in the P.W.D. | |
| 8 | Assistant Transport Commissioner (Administration). | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 p.m. | 400—1,000 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 9 | Assistant Transport Commissioner (Building). | 250—25—400—E.B.—30—700—E.B.—50—850. | 75 p.m. on both posts. | As for Assistant Engineer in the P. W. D. | |
| 10 | Assistant Transport Commissioner (Roadways). | 250—25—400—E.B.—30—700—E.B.—50—850. | 50 p.m. | 400—1,000 | No special pay. |
| 11 | Assistant Transport Commissioner (Enforcement). | 250—25—400—E.B.—30—700—E.B.—50—850. | 75 p.m. | 400—1,000 | No special pay. |
| 12 | Personal Assistant to Transport Commissioner. | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 p.m. | 300—900 | *Plus* special pay of 100 under F. R. 9(25). |
| 13 | Spare Parts Control Officer. | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |
| 14 | Assistant Regional Transport Officer (Technical). | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 with a start of 350. | |
| 15 | Chief Accounts Officer | Ditto | .. | 300—900 | |
| 16 | Officer on Special duty (Rules). | Ditto | 100 p.m. | 300—900 | No special pay. |
| 17 | Assistant Transport Commissioner (Technical). | 500—50—1,200 | .. | 400—1,000 | |
| 18 | Head Assistant .. | 300—20—400 | 40 p.m. | 350—450 | No special pay. |
| 19 | Head Clerk .. | 300—20—400 | .. | 350—450 | |
| 20 | In-charge Section .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 21 | Noter and Drafter .. | Ditto | .. | 140—280 | |
| 22 | Upper Division Assistant. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 23 | Lower Division Assistant. | 60—4—80—E. B.—4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 24 | Audit Clerk .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 25 | Accounts Clerk .. | 60—4—80—EB.—4—100. | .. | 100—180 | |
| 26 | Senior Accountant .. | 150—10—200 | .. | 150—260 | |
| 27 | Junior Accountant .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 28 | Statistical and Compilation Assistant. | 120—10—280—E.B.—20—300. | .. | 150—350 | |
| 29 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 30 | Senior Accountant .. | 150—10—250—E.B.—10—350. | .. | 180—380 | |
| 31 | Junior Accountant .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 32 | Divisional Accountant | 180—10—290—E.B.—15—380—E.B.—15—440. | .. | | The incumbent is deputed by the Accountant General. |
| 33 | Bundle Lifter .. | 32—1—37 | .. | 60—80 | |
| 34 | Jamadars .. | 32—1—37 | .. | 60—80 | |
| 35 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 36 | Chaukidars .. | 27—½—32 | .. | 55—75 | |
| 37 | Waterman .. | 27—½—32 | .. | 55—75 | |
| 38 | Sweeper .. | 27—½—32 | .. | 55—75 | |
| 39 | Malis .. | 27—½—32 | .. | 55—75 | |
| 40 | Farrash .. | 27—½—32 | .. | 55—75 | |
| 41 | Mali-coolie .. | 27—½—32 | .. | 55—75 | |
| 42 | Peons .. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Roadways** | | | |
| 43 | General Manager .. | 1,000—100—1,500 (5 posts), 600—50—1,000—E.B.—100—1,500 (3 posts). | 100 p.m. on 1 post. | 750—1,400 | |
| 44 | Additional General Manager. | 600—50—1,000—E.B.—100—1,500. | .. | 600—1,250 | |
| 45 | Deputy General Manager. | 500—50—700—E.B.—50—950—E.B.—50—1,200. | .. | 400—1,000 | |
| 46 | Assistant General Managers. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 47 | Chief Mechanical Engineers, Roadways, Central Workshop. | 1,200—50—1,500 | .. | 1,200—1,700 | |
| 48 | Group Engineer .. | 500—50—1,200 | .. | 600—1,250 | |
| 49 | Service Managers .. | 500—50—1,200 | .. | 600—1,250 | |
| 50 | Assistant Transport Engineers. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 with a start of 350. | |
| 51 | Stores Officers .. | 500—50—1,200 | .. | 600—1,250 | |
| 52 | Labour Welfare Officer | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | .. | No scale is being suggested for this post, as emoluments for such posts are to be fixed in accordance with the provisions of Welfare officers Act. |
| 53 | Industrial Chemist .. | Ditto | .. | 300—900 | |
| 54 | Administrative Officer | Ditto | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 55 | Stores Superintendent | 300—25—450 | .. | 225—500 | |
| 56 | Medical Officer .. | 235—15—295—E.B.—15—310—20—390—E.B.—20—450—E.B.—25—500—E.B.—25—600. | .. | As in the Medical Department. | |
| 57 | Traffic/Station Superintendent. | 200—15—350 | .. | 200—450 | |
| 58 | Senior Foreman 'A' | 300—10—450 | .. | 225—500 | |
| 59 | Senior Foreman 'B' | 200—5—250—E.B.—10—300. | .. | 150—350 | |
| 60 | Junior Foreman .. | 150—5—225 | .. | 150—260 | |
| 61 | Senior Station Incharge | 150—5—200 | .. | 120—250 | |
| 62 | Junior Station Incharge | 100—5—120—E.B.—5—150. | .. | 120—220 | |
| 63 | Assistant Traffic Inspector. | 75—5—100—E.B.—5—120. | .. | 100—180 | |
| 64 | Mechanics .. | 100—5—150 | .. | 120—220 | |
| 65 | Assistant Mechanics | 75—2½—100 | .. | 80—140 | |
| 66 | Store Superintendent | 200—10—300 | .. | 150—350 | |
| 67 | Store Keeper .. | 120—8—200—E.B.—10—300. | .. | 120—250 | |
| 68 | Assistant Store Keeper | 75—5—120 | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 69 | Electricians .. | 150—5—225 | .. | 150—260 | |
| 70 | Assistant Electricians | 100—5—150 | .. | 120—220 | |
| 71 | Tin Smith .. | 100—5—150 | .. | 120—220 | |
| 72 | Vulcanizer .. | 75—2½—100 | .. | 100—160 | |
| 73 | Blacksmith .. | Ditto | .. | 80—140 | |
| 74 | Turners .. | Ditto | .. | 80—140 | |
| 75 | Welders .. | Ditto | .. | 80—140 | |
| 76 | Fitters .. | 50—2—70 | .. | 80—140 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 77 | Upholsterer .. | 50—1—60 | .. | 75—115 | |
| 78 | Carpenters .. | Ditto. | .. | 75—115 | |
| 79 | Painters .. | Ditto. | .. | 75—115 | |
| 80 | Drivers .. | 45—2—65—E.B.—3—80. | .. | 80—140 | |
| 81 | Head Clerk .. | 110—6—140—E.B.—10—200—20—240. | .. | 150—260 | |
| 82 | Office Assistant, Grade I. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 83 | Office Assistant, Grade II. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 84 | Junior/Booking Clerks | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 85 | Cashier .. | 150—7½—180—E.B.—10—200. | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 86 | Assistant Cashier .. | 75—2½—100 | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 87 | Stenographers .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 88 | Out Agency Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 89 | Conductor (CBS) .. | Ditto. | .. | 100—160 | Night and good conduct allowance as at present. |
| 90 | Cleaner/Conductor .. | 35—3—50 | .. | 65—90 | |
| 91 | Conductor (Rural) .. | 60—4—80—E.B.—4—100. | .. | 100—160 | |
| 92 | Station Master .. | 150—5—200 | .. | 120—250 | |
| 93 | Driver Instructor .. | 100—5—150 | .. | 120—220 | |
| 94 | Assistant Out Agency Clerk. | 40—3—70 | .. | 80—140 | |
| 95 | Cleaner .. | 32—1—37 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 96 | Fitter Grade II .. | 32—1—37 | .. | 65—90 | |
| 97 | Assistant Vulcanizer | 32—1—37 | .. | 65—90 | |
| 98 | Hammerman .. | 32—1—37 | .. | 55—75 | |
| 99 | Mochi .. | 20—1—30 | .. | 55—75 | |
| 100 | Bhisti .. | 20—1—30 | .. | 55—75 | |
| 101 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 102 | Jamadar .. | 32—1—37 | .. | 60—80 | |
| 103 | Orderly Peon .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 104 | Peons .. | Ditto | .. | 55—75 | |
| 105 | Water Boys .. | Ditto | .. | 55—75 | |
| 106 | Chaukidars .. | Ditto | .. | 55—75 | |
| 107 | Mazdoors .. | Ditto | .. | 55—75 | |
| 108 | Sweepers .. | Ditto | .. | 55—75 | |
| 109 | Bundle Lifter .. | 32—1—37 | .. | 60—80 | |
| | **Roadways Central Workshop, Kanpur** | | | | |
| 110 | Compounder .. | 75—5—100—E.B.—5—120. | .. | As in the Medical Department. | |
| 111 | Staff Nurse .. | 65—5—90—E.B.—5—120. | .. | Ditto. | |
| 112 | Research Assistant .. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 113 | Head Store Keeper .. | 120—8—200—E.B.—10—300. | 25 p.m. under F.R. 9(25). | 150—350 | No special pay. |
| 114 | Store Keeper .. | Ditto | .. | 140—280 | |
| 115 | Assistant Store Keeper | 85—6—145 | .. | 120—220 | |
| 116 | Gate Sergeant .. | 120—6—180—E.B.—10—200. | .. | 120—250 | |
| 117 | Assistant Gate Sergeant. | 100—5—150 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 118 | Head Time Keeper .. | 100—5—150 | .. | 100—180 | |
| 119 | Superintendent, R & D | 200—5—250—E.B.—10—300. | .. | 150—350 | |
| 120 | Senior Foreman, Grade I. | 300—10—450 | .. | 225—500 | |
| 121 | Senior Foreman, Grade II. .. | 200—5—250—E.B.—10—300. | .. | 200—400 | |
| 122 | Junior Foreman .. | 150—5—225 | .. | 175—300 | |
| 123 | Mechanics .. | 100—5—150 | .. | 150—260 | |
| 124 | Fitters .. | 50—2—70 | .. | 75—115 | |
| 125 | Drivers .. | 45—2—65—E.B.—3—80. | .. | 80—140 | |
| 126 | Assistant Mechanic .. | 75—2½—100 | .. | 80—140 | |
| 127 | Store Assistant .. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 128 | Office Superintendent. .. | 215—15—275 | .. | 250—325 | |
| 129 | Head Clerk .. | 150—10—200 | .. | 150—260 | |
| 130 | Head Clerk .. | 110—6—140—E.B.—10—200—20—240. | .. | 150—260 | |
| 131 | Senior Clerk .. | 85—6—145 | .. | 120—220 | |
| 132 | Senior Clerk .. | 80—6—110—6—140. | .. | 120—220 | |
| 133 | Junior Clerk .. | 60—4—80—E.B.—5—120 and 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 134 | Typist-*cum*-Clerk .. | 60—4—80—E.B.—5—120. and 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 135 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 136 | Senior Cashier .. | 150—10—200 | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 137 | Junior Cashier .. | 85—6—145 | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 138 | Store Accountant .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 139 | Senior Accountant .. | 150—10—200 | .. | 150—260 | |
| 140 | Senior Clerk .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 141 | Railway Dafedar .. | 32—1—37 | .. | 60—80 | |
| 142 | Treasury Peon .. | 32—1—37 | .. | 55—75 | |
| 143 | Jamadar .. | 32—1—37 | .. | 60—80 | |
| 144 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 145 | Cleaners .. | 32—1—37 | .. | 55—75 | |
| 146 | Ward Boys .. | 27—½—32 | .. | 55—75 | |
| 147 | Orderly Peons | 27—½—32 | .. | 55—75 | |
| 148 | Office Peons .. | 27—½—32 | .. | 55—75 | |
| 149 | Stores Mazdoors .. | 27—½—32 | .. | 55—75 | |
| 150 | Garden Mazdoors .. | 27—½—32 | .. | 55—75 | |
| 151 | Watch and Ward .. | 27—½—32 | .. | 55—75 | |
| 152 | Bhisti .. | 27—½—32 | .. | 55—75 | |
| 153 | Sweeper .. | 27—½—32 | .. | 55—75 | |
| 154 | Peon .. | 27—½—32 | .. | 55—75 | |
| 155 | Chaukidars .. | 27—½—32 | .. | 55—75 | |
| 156 | Junior Clerks .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Accounts Staff** | | | |
| 157 | Accounts Officer .. | 300—25—550—E.B.—40—750. | .. | 300—900 with a start of 325 if taken from U. P. Finance and Accounts Service, otherwise 250—750. | |
| 158 | Assistant Accounts Officer. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 159 | Senior Accountant .. | 150—10—250—E.B.—10—350. | .. | 180—380 | |
| 160 | Accountant (for maintaining the accounts on double entry system). | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 161 | Accountants .. | Ditto | .. | 120—250 | |
| 162 | Senior Accountant (Regional Central Workshop, Kanpur). | 150—10—200 | .. | 150—260 | |
| 163 | Stores Accountant (Regional Central Workshop, Kanpur). | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—220 | |
| | | **Regional Transport Branch** | | | |
| 164 | Regional Transport Officers. | 250—25—400—E.B.—30—700 E.B.—50—850. | 75 p.m. under F.R. 9(25). | 400—1,000 | No special pay. |
| 165 | Assistant Regional Transport Officer. | Ditto | .. | 300—900 With a start of 325. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 166 | Tax Superintendent .. | 200—10—250—E.B.—15—325—E.B.—15—400. | .. | 225—500 | |
| 167 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 168 | Head Clerk-*cum*-Accountant. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 169 | Senior Clerks .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 170 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 171 | Cashier .. | 80—5—100—E.B.—6—130. | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 172 | Stenographer | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 173 | Assistant Cashier .. | 75—2½—100 | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 174 | Junior Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 175 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 176 | Peon and Orderlies | 27—½—32 | .. | 55—75 | |
| 177 | Chaukidars .. | 27—½—32 | .. | 55—75 | |
| 178 | Waterman | 27—½—32 | .. | 55—75 | |
| 179 | Sweepers | 27—½—32 | .. | 55—75 | |
| 180 | Daftry-*cum*-Waterman | 27—½—32 | .. | 60—80 | |
| 181 | Enforcement Peon .. | 32—1—45 | .. | 60—80 | |
| | | **Passenger Tax Branch** | | | |
| 182 | Passenger Tax Officer | 300—25—600 | .. | 250—750 | |
| 183 | Passenger Tax Superintendent. | 200—15—350 | .. | 200—400 | |
| 184 | Junior Clerks .. | 60—3—90—4—110 | .. | 100—180 | |
| 185 | Peon and Orderly .. | 27—½—32 | .. | 55—75 | |
| 186 | Checking Peons .. | 22—½—27 or 27—½—32. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Enforcement Branch** | | | |
| 187 | Assistant Regional Transport Officer. | 250—25—400—E.B.—30—700—E.B.—50—850 (Start of 300 p.m.). | .. | 300—900 With a start of 325 p.m. | |
| 188 | Assistant Public Prosecutor. | 150—8—230 | .. | As in the Police Department. | |
| 189 | Store Keeper .. | 120—8—200—E.B.—10—300. | .. | 120—220 | |
| 190 | Enforcement Supervisor. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 191 | Enforcement Driver .. | 45—2—65 | .. | 75—115 | |
| 192 | Junior Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 193 | Enforcement Peon .. | 30—1—45 | .. | 60—80 | |
| 194 | Peon (Orderlies) .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 195 | Chaukidar .. | Ditto | .. | 55—75 | |
| | | **Technical Branch** | | | |
| 196 | Regional Inspector (Technical). | 220—15—370—E.B.—20—570. | | 250—550 | |
| 197 | Technical Inspector | 220—15—370—E.B.—20—570. | .. | 250—550 | |
| 198 | Assistant Regional Inspector (Technical). | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 199 | Technical Assistant | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 200 | Junior Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 201 | Peon .. | 22—½—27 or 27—½—32. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Building Division** | | | |
| 202 | Overseer .. | Eleven posts in 120—8—200—E.B.—10—300 and eight posts in 120—6—162—E.B.—6—210—E.B.—10—250. | .. | As in the P.W.D. | |
| 203 | Computor .. | 120—8—200—E.B.—10—300. | | As in the P.W.D. | |
| 204 | Draftsman .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | Ditto. | |
| 205 | Tracers .. | 60—4—80—E.B.—4—100. | .. | Ditto. | |
| 206 | Orderly Peons .. | 27—½—32 | .. | 55—75 | |
| | | **Zonal Staff** | | | |
| 207 | Assistant Engineer .. | 250—25—400—E.B.—30—700—E.B.—50—850 (Start of 300). | .. | As for Assistant Engineer in the P.W.D. | |
| 208 | Peon .. | 27—½—32 | .. | 55—75 | |
| | | **Tourist Branch** | | | |
| 1 | Regional Tourist Officers. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 2 | Publicity Officer .. | 300—20—500—E.B.—20—600. | .. | 250—750 | |
| 3 | Tourist Officer .. | 200—15—350 | .. | 200—450 | |
| 4 | Assistant Tourist Officer. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 160—280 | |
| 5 | Receptionist .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 6 | Assistant Receptionist | 60—3—90—4—110 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | | 120—220 | |
| 8 | Clerk-*cum*-Typist .. | 60—3—90—4—110 | | 100—180 | |
| 9 | Orderly Peon | 22—½—27 | 5 p.m. on 48 posts under F.R. 9(25) for those posted in the District Head-quarters. | 55—75 | No special pay. |
| 10 | Peon .. | 22—½—27 | | 55—75 | |
| 11 | Chaukidar .. | 22—½—27 | | 55—75 | |
| 12 | Mali-*cum*-Chaukidar | 22—½—27 | | 55—75 | |
| 13 | Mali .. | 22—½—27 | | 55—75 | |
| 14 | Chaukidar-*cum*-Cook | 22—½—27 | | 55—75 | |
| 15 | Sweeper .. | 22—½—27 | | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | PLANNING DEPARTMENT | | | | |
| | **Economics and Statistics Directorate** | | | | |
| 1 | Director .. | 1,000—50—1,200—E.B.—50—1,450—50—1,500. | .. | 1,300—1,600 | |
| 2 | Deputy Director of Economic Intelligence and Statistics. | 500—50—700—E.B.—50—950—E.B.—50—1,200. | .. | 600—1,250 | |
| 3 | Statistician .. | 250—25—350—E.B.—25—400—30—490—E.B.—30—640—E.B.—30—700—50—850. | 100 under F.R. 9(21). | 400—1,000 | No special pay. |
| 4 | Training Officer .. | Ditto | On one post 100 under F. R. 9(21). On the other 150 under F.R. 9(25). | 400—1,000 | No special pay. |
| 5 | Assistant Director of Economic Intelligence. | Ditto | .. | 300—900 | |
| 6 | Industrial Statistics Officer. | Ditto | .. | 300—900 | |
| 7 | Assistant Statistician | 250—25—350—E.B.—25—400—30—490—E.B.—30—640—E.B.—30—700—50—850. | .. | 300—900 | |
| 8 | Research Officer .. | Ditto | .. | 300—900 | |
| 9 | Divisional Statistics Officers. | Ditto | .. | 300—900 | |
| 10 | District Statistics Officers. | Ditto 200—20—280—E.B.—20—380—E.B.—20—400—25—500. | .. | 250—600 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 11 | Chief Graph Artist .. | 200—20—280—E.B.—20—380—E.B.—20—400—25—500. | .. | 225—500 | |
| 12 | Statistical Superintendent. | 475—40—675 | .. | 350—650 | |
| 13 | Senior Investigator-*cum*-Assistant Superintendent. | 200—15—260—E.B.—15—335—E.B.—15—350—20—430—E.B.—20—450. | 40 p.m. under F.R. 9(25). | 250—550 | No special pay. |
| 14 | Senior Investigator .. | 200—15—260—E.B.—15—335—E.B.—15—350—20—430—E.B.—20—450. | .. | 225—500 | |
| 15 | Legal Investigator .. | Ditto | | .. | The post is reported to be in abeyance. |
| 16 | Accountant-*cum*-Treasurer. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 15 p.m. under F.R. 9(25). | 140—280 | No special pay. |
| 17 | Upper Division Assistant-*cum*-Assistant Superintendent. | 160—15—220—E.B —15—280—20— 300—E.B.—20— 400. | 40 p.m. under F.R. 9(25). | 160—320 | No special pay. |
| 18 | Statistical Assistant .. | Ditto | .. | 200—400 | |
| 19 | Compilation Assistant | Ditto | .. | 200—400 | |
| 20 | Upper Division Assistant. | 80—6— 110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 21 | Reference Clerk .. | 80—6—104—E.B.—6—134 E.B.—6—140 | .. | 120—220 | |
| 22 | Graph Artist .. | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | .. | 180—380 for 5 years diploma holder; 175—300 for 3 years diploma holder. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 23 | Assistant Graph Artist | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210——10—250. | .. | 160—280 | |
| 24 | Compiler .. | 80—6—104—E.B. 6—134—E.B.—6—140—10—180—E.B.—10—200. | .. | 120—220 | |
| 25 | Senior Economic Intelligence Inspector. | 200—15—260—E.B.—15—350. | .. | 200—400 | |
| 26 | Economic Intelligence Inspector. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 160—320 | |
| 27 | Assistant Economic Intelligence Inspector. | 80—6—104—E. B. 6—134—E.B.—6—140—10—180—E.B.—10—200 | .. | 120—250 | |
| 28 Foreman<br>29 Compositor<br>30 Machineman<br>31 Machine Assistant | | On deputation from Government Press. | .. | As in the Government Press. | |
| 32 | Stenographer | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 33 | Head Clerk | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 under F.R. 9(21). | 160—320 | No special pay. |
| 34 | Senior Assistant | Ditto | .. | 140—280 | |
| 35 | Junior Assistant | 80—6—104—E.B.—6—134—E.B.—6—140. | .. | 120—220 | |
| 36 | Lower Division Assistant. | 60—4—80—E.B.—4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 37 | Clerks .. | 60—3—72—E.B.—3—87—E.B.—3—90—4—106—E.B.—4—110. | .. | 100—180 | |
| 38 | Clerks .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 39 | Caretaker .. | 60—4—80—E.B.—4—100 and 60—3—72—E.B.—3—87—E.B.—3—90—4—106—E.B.—4—110. | .. | 100—180 | |
| 40 | Jamadar .. | 32—1—37 | .. | 60—80 | |
| 41 | Daftry .. | Ditto | .. | 60—80 | |
| 42 | Orderly Peon .. | 27—½—32 | .. | 55—75 | |
| 43 | Office Peon .. | 27—½—32 | .. | 55—75 | |
| 44 | Peons .. | 27—½—32 | .. | 55—75 | |
| 45 | Mali .. | 27—½—32 | .. | 55—75 | |
| 46 | Waterman .. | 27—½—32 | .. | 55—75 | |
| 47 | Farrash .. | 27—½—32 | .. | 55—75 | |
| 48 | Sweeper .. | 27—½—32 | .. | 55—75 | |
| 49 | Chaukidar .. | 27—½—32 | .. | 55—75 | |
| | **Planning Research and Action Institute** | | | | |
| 1 | Director .. | .. | .. | .. | Post is held by an I. A. S. Officer. |
| 2 | Deputy Director .. | 250—25—400—E.B.—30—700—E.B.—50—850. | 150 as Under Secretary to Government F.R. 9(25). | U.P.C.S. (Executive) scale. | |
| 3 | Superintendent .. | 475—40—675 | .. | 350—450 | |
| 4 | Rural Life Analyst .. | 1,000—50—1,500 | .. | 700—1,200 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 5 | Specialist, Rural Health. | 1,000—50—1,200 | | 700—1,200 | |
| 6 | Specialist, Industries | Ditto | | 700—1,200 | |
| 7 | Specialist, Women's Programme. | 500—50—1,( —E. B.—50—1,200. | | 400—1.000 | |
| 8 | Senior Associate, Extension. | Ditto | | 400—1,000 | |
| 9 | Senior Associate, Rural Health. | Ditto | | 400—1,000 | |
| 10 | Senior Associate, Co-operative. | Ditto | | 400—1,000 | |
| 11 | Senior Associate, Rural Life Analyst. | Ditto | | 400—1,000 | |
| 12 | Senior Associate, Family Planning. | Ditto | | 400—1,000 | |
| 13 | Senior Associate, Sanitation and Health Education. | Ditto | | 400—1,000 | |
| 14 | Senior Associate, Soil Conservation. | Ditto | | 400—1,000 | |
| 15 | Junior Associates .. | 250—25—400—E.B.—30—700—E.B.—50—850. | | 300—900 | |
| 16 | Industries Officer .. | Ditto | | 300—900 | |
| 17 | Soil Conservation Engineer. | Ditto | | 300—900 | |
| 18 | Technical Officer (Open Pan Sulphitation Process). | Ditto | | 300—900 | |
| 19 | Research Officers (Expanded and Applied Nutrition Programme). | Ditto | | 300—900 | |
| 20 | Engineer (Environmental Sanitation). | Ditto | | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 21 | Sanitarian .. | 200—15—350 | .. | 200—400 | |
| 22 | Entomologist (PSP) .. | Ditto | .. | 200—400 | |
| 23 | Project-Ex-Officer (P. D. P. Etawah). | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 p.m. under F.R. 9(25). | 300—900 | No special pay. |
| 24 | Deputy Development Officer (Agriculture). | Ditto | .. | 300—900 | |
| 25 | Deputy Development Officer (Agricultural Engineering). | Ditto | .. | 300—900 | |
| 26 | Principal (Soil Conservation and Training Centre, Muzaffarabad). | Ditto | .. | 300—900 | |
| 27 | Statistician .. | Ditto | .. | 300—900 | |
| 28 | Business Managers .. | 200—10—250—E.B.—10—310—E.B.—14—450 and 200—15—350. | .. | 200—400 | |
| 29 | Publication Officer .. | 300—25—500 | .. | 200—450 | |
| 30 | Junior Associates .. | 200—15—350 | .. | 200—400 | |
| 31 | Assistant Statistician.. | Ditto | .. | 200—400 | |
| 32 | Editor-*cum*-Information Officer. | Ditto | .. | 200—400 | |
| 33 | Assistant Fruit Technologist. | Ditto | .. | 200—400 | |
| 34 | Technician .. | Ditto | .. | 200—400 | |
| 35 | Assistant Tanner .. | Ditto | .. | 200—400 | |
| 36 | Assistant Ceramist .. | Ditto | .. | 200—400 | |
| 37 | Instructors .. | Ditto | .. | 200—400 | |
| 38 | Senior Investigator .. | Ditto | .. | 200—400 | |
| 39 | Translator .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 40 | Senior Economic Intelligence Inspector. | Ditto | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 41 | Artist-*cum*-Camera Man. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 150—260 | |
| 42 | Junior Investigator .. | Ditto | .. | 150—260 | |
| 43 | Assistant Information Officer. | Ditto | . | 150—260 | |
| 44 | Economic Intelligenee Inspector. | Ditto | .. | 150—260 | |
| 45 | Technical Assistants (Women's Programme) and A. D. O. (Women). | Ditto | .. | 160—280 | |
| 46 | Hyde Selector-*cum*-Demonstrator. | Ditto | .. | 150—260 | |
| 47 | Social Worker .. | Ditto | .. | 150—260 | |
| 48 | Designer .. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 49 | Overseer .. | Ditto | .. | 175—300 | |
| 50 | Assistant Development Officer. | Ditto | .. | 160—280 | |
| 51 | Observatory Assistant | Ditto | .. | 160—280 | |
| 52 | Assistant Soil Chemist | Ditto | .. | 160—280 | |
| 53 | Sanitary Inspectors .. | 120—5—150—E.B.—7½—210. | .. | 150—260 | |
| 54 | Health Visitor .. | 75—5—120—E.B.—8—200. | .. | 120—250 | *Plus* free] [residence. |
| 55 | Hyde Selector .. | 75—5—120—E.B—5—150. | .. | 100—180 | |
| 56 | Press Assistant .. | 75—5—100—E.B.—5—125. | .. | 100—180 | |
| 57 | Assistant Mechanic .. | 75—5—120 | .. | 80—140 | |
| 58 | Workshop Supervisor | Ditto | .. | 175—300 | |
| 59 | Investigators-*cum*-Computors. | Ditto | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 60 | Village Level Workers | 75—5—120 | .. | 120—220 | |
| 61 | Gram Sevikas .. | Ditto | .. | 120—220 | |
| 62 | Fruit Procurement Assistant. | Ditto | .. | 100—180 | |
| 63 | Field Teacher .. | Ditto | .. | 100—180 | |
| 64 | Boiler Attendant and Publicity Assistant -*cum*-Projector Operator. | Ditto | .. | 100—160 | |
| 65 | Assistant Foreman | 60—5—90—E.B.—5—120. | .. | 100—180 | |
| 66 | Laboratory Assistant | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—160 | |
| 67 | Midwives .. | Ditto | .. | 80—140 | |
| 68 | Tractor Operator, Mistri. | 80—5—120 | .. | 80—140 | |
| 69 | Mistri .. / Mechanic .. | 100—5—150 | .. | 120—220 | |
| 70 | Senior Mechanic .. | 75—5—150 | .. | 120—220 | |
| 71 | Computor .. | 80—6—110—E.B.—6—140—E.B.—10—200. | .. | 120—250 | |
| 72 | Cinema Operator .. | 60—4—80—E. B.—4—100. | .. | 100—160 | |
| 73 | Driver .. .. | 40—2—65—E.B.—3—80. | .. | 75—115 | For light and medium vehicles. |
| | | | | 80—140 | For heavy vehicles. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 74 | Driver .. | 45—2—65 | .. | 75—115<br>80—140 | For light and medium vehicles<br>For heavy vehicles. |
| 75 | Driver .. | 40—2/bi—50—E.B.—3/bi—65. | .. | Ditto | Ditto. |
| 76 | Carpenter, Mistri .. | 45—2—65—E. B.—3—80. | .. | 75—115 with certificate.<br>65—90 without certificate. | |
| .. | Blacksmith .. | Ditto | .. | 65—90 | |
| 78 | Welder .. | Ditto | .. | 75—115 | |
| 79 | Mechanic .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—140 | |
| 80 | Assistant Mechanic .. | 50—2—70 | .. | 75—115 | |
| 81 | Book Binder .. | 30—4—50 | .. | 60—80 | |
| 82 | Assistant Superintendent. | 160—15—280—E.B.—20—400. | 40 p.m. under F.R. 9(25). | 160—320 | No special pay. |
| 83 | Accountant .. | 160—15—280—E.B.—20—400. | 40 p.m. under F.R. 9(25). | 140—280 | No special pay. |
| 84 | Upper Division Assistant. | Ditto | .. | 140—280 | |
| 85 | Stenographer .. | Ditto | .. | 160—320 | |
| 86 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 87 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 88 | Lower Division Assistant. | 80—6—110—E.B.—6—140—E.B.—10—200. | .. | 100—180 | |
| 89 | Head Assistant .. | 200—10—250 | .. | 250—325 | |
| 90 | Accountant—Head Clerk-*cum*-Accountant. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 91 | Accountant .. | 215 (fixed) | .. | 140—280 | |
| 92 | Accountant-*cum*-Cashier. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 93 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 94 | Clerk-*cum*-typist .. | 80—5—100—E.B.—6—130. | .. | 100—180 | |
| 95 | Noter and Drafter .. | 85—6—145 | .. | 120—220 | |
| 96 | Typist .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 97 | Routine Clerk and Typist. | 60—3—90—E.B.—4—110. | .. | 100—180 | |
| 98 | Cashier—Cashier-*cum*-Typist, general work, sales work, store keeper. | 60—3—90—E. B.—4—110. | .. | 100—180 | *Plus* special pay, for cashier store-keeper and cashier-*cum*-typist under F. R. 9(25). |
| 99 | Store Keeper, Clerk-cum-Typist-*cum*-Store Keeper. | 60—4—80—E. B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 100 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 101 | Cyclostyle Operator | 32—1—37 | .. | 60—80 | |
| 102 | Cyclostyle Operator | 27—½—32 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 103 | Hammerman .. | 27—½—32 | .. | 55—75 | |
| 104 | Laboratory Attendant | 27—½—32 or 22—½—27. | .. | 55—75 | |
| 105 | Peons and Orderly Peons. | Ditto | 5 p.m. on one post of peon under F.R. 9(25). | 55—75 | No special pay. |
| 106 | Chaukidar and Watchman. | 22—½—27 | 5 p.m. on one post of Watchman under F.R. 9(25). | 55—75 | Ditto. |
| 107 | Messenger .. | Ditto | .. | 55—75 | |
| 108 | Mali-*cum*-Farrash .. | Ditto | .. | 55—75 | |
| 109 | Mali and Kamdars .. | Ditto | .. | 55—75 | |
| 110 | Gram Sahayaika .. | Ditto | .. | 55—75 | |
| 111 | Sweeper .. | Ditto | .. | 55—75 | |
| 112 | Attendant for Pony or Bull. | Ditto | .. | 55—75 | |
| 113 | Motor Cleaner .. | Ditto | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | FOREST DEPARTMENT | | | |
| 1 | Chief Conservator of Forests. | 1,500—50—1,700 | ... | 1,800—2,000. | |
| 2 | Deputy Chief Conservator of Forests. | 1,250—50—1,500 | 150 p.m. | 1,600—1,800 | |
| 3 | Conservator of Forests | 1,250—50—1,500 | 100 p.m. on 3 posts under F.R. 9(25). | 1,300—1,600. | |
| 4 | Deputy Conservator of Forests. | 500—50—1,000—50—1,200 (E.B.s' at 700 and 950). | 75 p.m. on 1 post under F.R. 9(25). | 600—1,250. | |
| 5 | Assistant Conservator of Forests. | 250—25—400—E.B.—30—550—E.B.—30—700—E.B.—50—850. (Starting pay 300). | 50 p.m. on 3 posts under F.R. 9(25). | 300—900 with a start of 325. | Stipend of 200 during training, but no D.A. |
| 6 | Assistant Engineer .. | Ditto .. | .. | As for Agricultural Engineer in Agriculture Department. | The incumbent is deputed by the Agriculture Department. |
| 7 | Agronomist .. | 250—25—400—E.B.—30—550—E.B.—30—700—E.B.—50—850. (Starting pay 300). | .. | As in the Agriculture Dement. | |
| 8 | Statistical Officer .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 9 | Wild Life Warden, Parks and Sanctuaries. | Ditto .. | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | Accounts Officer .. | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 under F. R. 9(21). | As for Accounts Officer of the U. P. Finance and Accounts Service. | The post belongs to the cadre of U. P. Finance and Accounts Service |
| 11 | Medical Officer .. | 200—10—310—E.B.—15—400. | .. | As in the Medical Department. | Incumbents are deputed by the Medical Department. |
| 12 | Forest Rangers .. | 120—8—200—E.B.—10—300. | 25 on 5 posts. 15 on 5 posts under F.R. 9(25). | 180—380 | During training stipend at the existing rate may be allowed. |
| 13 | Computors .. | Ditto | .. | 140—280 | |
| 14 | Overseer .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 175—300 | |
| 15 | Senior Auditor .. | 200—15—350 | .. | As in the office of E.L.F.A. | The post should be merged in that cadre. |
| 16 | Junior Auditor .. | 120—6—210—E.B.—10—250. | .. | As in the office of E.L.F.A. | Post should be merged in that cadre. |
| 17 | Draftsman .. | 120—6—162—E.B.—6—210—E.B.—10—250 (for qualified) and 85—5—120—E.B.—8—200 (for unqualified). | .. | As in the P.W.D. | It is suggested that the desirability of merging these posts in the cadre of Draftsmen in the P.W.D. may be considered by Government. |
| 18 | Compounder .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | As in the Medical Department. | Post should be merged in that cadre. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 19 | Physical Training Instructor. | 75—5—120 | .. | 100—180 | |
| 20 | Proof Reader .. | 85—6—145 | .. | 100—180 | |
| 21 | Mechanic .. | 60—3—90 | .. | 80—140 | |
| 22 | Machine Man .. | 60—3—90 | .. | 80—140 | |
| 23 | Publicity Assistant .. | 75—5—120 | .. | 100—180 | |
| 24 | Artist .. | 120—8—200—E.B. —10—300. | .. | 180—380 | |
| 25 | Photographer .. | 75—5—120—E.B. —8—200. | .. | 120—220 | |
| 26 | Cameraman .. | 75—5—100—5—125. | .. | 120—220 | |
| 27 | Operator .. | 75—5—120 | .. | 100—180 | |
| 28 | Crane Operator .. | 75—5—120 | .. | 100—180 | |
| 29 | Surveyor .. | 65—2—85—E.B.—3—115 (For unqualified) and 85—5—120—8—200 (for qualified). | .. | As in the P. W. D. | It is suggested that the desirability of merging these posts in the cadre of surveyors in the P. W. D. may be considered by Government. |
| 30 | Tracer .. | 85—5—120—8—200. | .. | Ditto. | |
| 31 | Deputy Rangers .. | 75—5—120 | 10/-on two posts under Art. 52 of Forest Manual. | 120—220 | |
| 32 | Foresters .. | 60—3—90—4—110. | 5 p.m. on eight posts under Art. 52 of the Forest Manual. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 33 | Crane Operator .. | 75—5—120 | .. | 100—180 | |
| 34 | Gauge Reader .. | 60—3—90—4—110 | .. | 75—115 | |
| 35 | Tractor Driver .. | 80—5—120 | .. | 80—140 | |
| 36 | Tractor Mechanic .. | 120—8—200 | .. | 120—220 | |
| 37 | Naib Daroga .. | 60—3—90—4—110 | .. | 100—180 | |
| 38 | Moharrir .. | 35—2—45—E.B. —3—60. | .. | 75—115 | |
| 39 | Driver .. | 45—2—65—E.B. —3—80. | .. | 75—115<br>80—140 | For light and medium vehicles.<br>For heavy vehicles. |
| 40 | Tube-well Mechanic. .. | Ditto | | 80—140 | |
| 41 | Mahawat .. | 30—1½—60—2½—65. | | 60—80 | |
| 42 | Constable .. | 45—1½—51—E.B. —1½—60—2—70. | 5 p.m. under F.R. 9(25). | As in the Police Department. | |
| 43 | Head Consatble .. | 65—2—75—E.B. —2—85—E.B.— 2½—90. | Ditto .. | Head Constable's scale in the Police Department provided men are taken from the Police Department. | |
| 44 | Taungya Teachers .. | 35—2—45—E.B. —3—60. | .. | 75 (fixed) *Plus* D.A. | |
| 45 | Telephone Mistries .. | 45—2—65—E.B. —3—80. | .. | 75—115 | |
| 46 | Jamadars (Plantation, cultural etc.). | 35—2—45—E.B. —3—60. | .. | Ditto. | |
| 47 | Forest Guards, etc. .. | 25—1—40 | | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | HEAD OFFICE | | | |
| 48 | Chief Head Assistant | 300—20—400 | .. | 350—450 | |
| 49 | Head Assistant | 200—15—275 | .. | 250—325 | These posts ar reported to b in circle offi ces. |
| 50 | Noter and Drafter .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 140—280 | |
| 51 | Junior Noter and Drafter. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 52 | Routine Clerk .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 53 | Stenographer .. | 100—5—150— E.B.—10—200— E.B.—20—240. | .. | 160—320 | |
| | OFFICES OF DEPUTY CHIEF CONSERVATOR AND CONSERVATOR OF FORESTS | | | | |
| 54 | Senior Assistant Clerks | 85—6—145 | .. | 120—220 | |
| 55 | Junior Assistant Clerks | 60—4—80—E.B. —5—120. | .. | 100—180 | |
| 56 | Stenographer .. | 100—5—125— E.B.—5—160— E.B.—10—200. | .. | 120—250 | |
| | | DIVISIONAL OFFICES | | | |
| 57 | Head Clerk (DFO) .. | 100—8—140— E.B.—10—170. | .. | 150—260 | |
| 58 | Senior Assistant Clerks | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 59 | Junior Assistant Clerks. | 60—3—90— 4—110. | .. | 100—180 | |
| 60 | Divisional Accountant | 150—10—250— E.B.—10—350. | .. | 180—380 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | RANGE OFFICES | | | |
| 61 | Range Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 62 | Store Keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| | | INFERIOR | | | |
| 63 | Daftaris .. | 32—1—37 | .. | 60—80 | |
| 64 | Jamadar Orderlies .. | 32—1—37 | .. | 60—80 | |
| 65 | Orderlies .. | 27—½—32 or 22—½—27 as admissible. | .. | 55—75 | |
| 66 | Dakwala .. | Ditto | .. | 55—75 | |
| 67 | Chaukidar .. | Ditto | .. | 55—75 | |
| 68 | Sweeper .. | Ditto | .. | 55—75 | |
| 69 | Dispensary Khalasi .. | 27—½—32 | .. | 55—75 | |
| 70 | Thela Coolies .. | Ditto | .. | 55—75 | |
| 71 | Chara Cutter .. | 22—½—27 | .. | 55—75 | |
| 72 | Lorry Cleaner .. | 27—½—32 | .. | 55—75 | |
| 73 | Mule Syce .. | Ditto | .. | 55—75 | |
| 74 | Field Attendant .. | 22—½—27 | .. | 55—75 | |
| 75 | Hammerman .. | Ditto | .. | 55—75 | |
| 76 | Malis .. | 25—1—30—E.B.—1—35. | .. | 55—75 | |
| 77 | Head Mule Syce .. | 25—1—30—E.B.—1—35. | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | FOOD AND CIVIL SUPPLIES DEPARTMENT | | | | |
| 1 | Deputy Controller, Weights and Measures. | 500—50—1,000—E.B.—50—1,200. | .. | .. | A P.C.S. officer should be appointed on this post. |
| 2 | P. M. O. (F) .. | Ditto | 100 p.m. under F.R. 9(25). | 600—1,250 | No special pay. |
| 3 | Deputy P. I.S.C. .. | 800—1,000 | .. | 600—1,250 | |
| 4 | D.S.O./T.R.O. .. | 250—25—400 E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 5 | Deputy R.F.C. .. | Ditto | 50 p.m. under F.R.9(25). | 300—900 | No special pay. |
| 6 | Assistant Controller W. & M. | Ditto | .. | 300—900 | |
| 7 | A.P.I.S.C. .. | Ditto | .. | 300—900 | |
| 8 | P.L.O. .. | As admissible to re-employed Government servants. | .. | .. | Emoluments can be fixed on the merits of each case as retired Government servants are posted on this post. |
| 9 | Director of Movement | Ditto | .. | .. | Ditto. |
| 10 | D.S.O./T.R.O. .. | 200—650 | .. | 250—550 | |
| 11 | D.S.O./T.R.O. .. | 200—500 | .. | 250—550 | |
| 12 | A.R.O. (R.C.) .. | 250—350 | .. | 200—400 | |
| 13 | A.R.O. .. | Ditto | .. | 200—400 | |
| 14 | Assistant Commissioner (C.S.) | 200—650 | 100 p.m. under F.R. 9(25). | 250—750 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 15 | R.M.O. .. | 200—650 or 175—500. | 100 p.m. under F. R. 9(25). | 250—750 | No special pay. The same scale should be given to Additional R. M. O. |
| 16 | Deputy R.M.O. | Ditto | .. | 250—550 | |
| 17 | A.R.F.C. .. | 200—400 | .. | 200—450 | |
| 18 | D.R.M.O. (Salt) .. | 175—500 | .. | 250—550 | |
| | | WEIGHTS AND MEASURES | | | |
| 19 | Senior Inspector | 200—15—260—E.B.—15—350. | .. | 200—400 | |
| 20 | Inspector .. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 150—260 | |
| 21 | Mechanical Supervisor | 120—6—210—E.B.—10—250. | .. | 175—300 | |
| 22 | Head Assistant .. | 160—400 (for a Secretariat Upper Division Assistant) otherwise 150—10—250. | 40 p.m. under F. R. 9(25). | 250—325 | |
| 23 | Statistical Assistant .. | 120—8—200 | .. | 120—250 | |
| 24 | Accountant .. | 100—10—160 | .. | Ditto. | |
| 25 | Noter and Drafter. .. | 85—6—115 | .. | 120—220 | |
| 26 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 27 | Senior Clerk .. | 75—5—100 | .. | 120—220 | |
| 28 | Senior Assistant clerk | Ditto | .. | Ditto. | |
| 29 | IVth grade clerks .. | 60—3—90 | .. | 100—180 | |
| 30 | Junior Accounts Clerk | Ditto | .. | Ditto. | |
| 31 | Driver .. | 45—2—65—E.B.—3—80. | .. | 80—140 | For heavy vehicles. |
| | | | | 75—115 | For light and medium vehicles. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 32 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 33 | Orderly Peon .. | 27—½—32 | .. | 55—75 | |
| 34 | Office Peon .. | Ditto or 22—½—27. | .. | Ditto. | |
| 35 | Laboratory Attendant | 27—½—32 or 22—½—27 | .. | 55—75 | |
| 36 | Messenger .. | Ditto | .. | Ditto. | |
| 37 | Chaukidar .. | Ditto | .. | Ditto. | |
| 38 | Part-time sweeper .. | 15 (fixed) | .. | .. | No time-scale is necessary. |
| | | SUPPLY WING | | | |
| 39 | Chief Inspector .. | 160—10—200 | .. | 160—280 | |
| 40 | Senior Inspector .. | 110—10—160 | .. | 120—250 | |
| 41 | Supply Inspector .. | 80—120 | .. | 120—220 | |
| 42 | Junior Inspector .. | 65—3—90 | .. | Ditto | The post should be merged in the cadre of Supply Inspectors. |
| 43 | Head Clerk .. | 100—10—160 | .. | 150—260 | |
| 44 | Head Clerk .. | 80—160 | .. | Ditto. | |
| 45 | Stenographer .. | 75—4—95—E.B.—5—130. | .. | 120—250 | |
| 46 | Clerk .. | 60—3—90 | .. | 100—180 | |
| 47 | Senior Accounts Clerk | 75—5—100 | .. | 120—220 | |
| 48 | Junior Accounts Clerk | 60—3—90 | .. | 100—180 | |
| 49 | Accountant .. | 100—10—160 | .. | 120—250 | |
| 50 | Peon/Orderly .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| 51 | Messenger/Chaukidar/Waterman/Palledar/Sweeper/Farrash. | Ditto | .. | Ditto. | |
| 52 | Daftry/Mule Transport Agent. | 32—1—37 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 53 | Godown Keeper .. | 60—3—90 | .. | 100—180 | |
| 54 | Driver .. | 45—2—65—E.B. —3—80. | .. | 80—140 | For heavy vehicles. |
| | | | | 75—115 | For light and medium vehicles. |
| | PROVINCIAL IRON AND STEEL CONTROLLER AND LIAISON OFFICER'S OFFICE | | | | |
| 55 | Inpspector .. | 160—10—200 | .. | 150—260 | |
| 56 | Accountant-*cum*-Treasurer. | 85—6—145 | .. | 120—220 | |
| 57 | Head Assistant .. | 150—250 | .. | 250—325 | |
| 58 | Head Assistant .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 59 | Head Clerk .. | 150—200 | .. | 150—260 | |
| 60 | Head Clerk .. | 100—10—160 | .. | Ditto. | |
| 61 | Upper Division Assistant. | 85—6—145 | .. | 120—220 | |
| 62 | Assistant .. | 80—5—100—E.B. —6—130. | .. | Ditto. | |
| 63 | Lower Division Assistant. | 60—3—90—4—110. | .. | 100—180 | |
| 64 | Stenographer .. | 75—4—95—E.B. —5—150. | .. | 120—250 | |
| 65 | Statistical Assistant .. | 120—200 | .. | Ditto. | |
| 66 | Statistician .. | Ditto | .. | Ditto. | |
| 67 | Senior Clerk .. | 85—6—145 | .. | 120—220 | |
| 68 | Typist .. | 60—3—90 | .. | 100—180 | |
| 69 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 70 | Orderly/Peon/Chaukidar/Farrash/Sweeper. | 22—½—27 or 27—½—32 as admissible. | . | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | MARKETING WING | | | |
| 71 | Senior Marketing Inspector. | 160—240 | .. | 150—350 | |
| 72 | Marketing Inspector | 85—160 | .. | 120—250 | |
| 73 | Assistant Marketing Inspector. | 60—3—90 | .. | 100—180 | |
| 74 | Statistical Assistant .. | 120—200 | .. | 120—250 | |
| 75 | Steno. to R.F.C. .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 76 | Steno. to R.M.O. .. | 74—4—95—E.B.—5—120. | .. | 120—250 | |
| 77 | Head Clerk (R.F.C.) | 120—200 | .. | 150—260 | |
| 78 | 2nd Grade Clerk .. | 85—5—115 | .. | 120—250 | |
| 79 | 3rd Grade Clerk .. | 75—5—100 | .. | 120—220 | |
| 80 | 4th Grade Clerk .. | 60—3—90 | .. | 100—180 | |
| 81 | Accountant .. | 100—10—160 | .. | 120—250 | |
| 82 | Senior Accounts Clerk | 75—5—100 | .. | 120—220 | |
| 83 | Head Clerk (Deputy R.F.C.). | 100—150 | .. | 150—260 | |
| 84 | Record Keeper | 80—120 | .. | 120—220 | |
| 85 | Driver .. | 45—2—65—E.B.—3—80. | .. | 80—140<br>75—115 | For heavy vehicles.<br>For light and medium vehicles. |
| 86 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 87 | Kamdar .. | Ditto | .. | 60—80 | |
| 88 | Peon .. | 22—½—27 or 22—½—32 as admissible. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | EXCISE COMMISSIONER | | | |
| 1 | Excise Commissioner | The post is held by an I.A.S. Officer. | | | |
| 2 | Deputy Excise Commissioner. | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |
| 3 | Assistant Excise Commissioner. | 250—25—400—E.B.—30—700—E.B.—50—850. | Two posts 100 p.m. F.R.9(25). One post 50 p.m. F.R.9(25). | 300—900 | |
| 4 | Technical Officer | Ditto | .. | 300—900 | |
| 5 | Superintendent of Excise. | 250—25—500 | .. | 250—550 | |
| 6 | Excise Inspector .. | 120—8—200—E.B.—10—300. | .. | 160—320 | Selection grade of 300—400 for 5 per cent posts. |
| 7 | Sub-Inspector .. | 75—5—120 | .. | 120—220 | |
| 8 | Tari Supervisor .. | 30—3—45—E.B.—3—60—E.B.—3—75. | .. | 75—115 | |
| 9 | Office Superintendent | 300—20—400 | .. | 350—450 | |
| 10 | Assistant Superintendent. | 80—6—110—F.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 11 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 12 | Accountant and Record Keeper. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 13 | Routine Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 14 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 15 | Ditto .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | SUBORDINATE OFFICES—ASSISTANT EXCISE COMMISSIONER | | | | |
| 16 | Head Clerk .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 17 | Routine Clerk .. | 60—3—90— 4—110. | .. | 100—180 | |
| 18 | Drivers .. | 45—2—65— E.B.—3—80. | .. | 80—140 | For heavy vehicles. |
| | | 45—2—65 | | 75—115 | For light and medium vehicles. |
| 19 | Daftri Jamadar .. | 32—1—37 | .. | 60—80 | |
| 20 | Chaukidar, Waterman, Farrash, Sweeper. | 27—½—32 | .. | 55—75 | |
| 21 | Peons (On preventive duty). | 30—1—45 | .. | 60—80 | |
| 22 | Peons .. | 27—½—32 | .. | 55—75 | |
| 23 | Peons .. | 22—½—27 | .. | Ditto. | |
| 24 | Peons (On preventive duty). | 30—1—45 | .. | 60—80 | |
| 25 | Peons .. | 27—½—32 | .. | 55—75 | |
| 26 | Peons .. | 22—½—27 | .. | Ditto. | |
| | | EXCISE (Prohibition) | | | |
| 1 | State Prohibition Officer. | 250—25—400— E.B.—30—700— E.B.—50—850. | .. | 300—900 | |
| 2 | Prohibition and Social Uplift Officer. | 250—25—375— E.B.—25—500. | .. | 250—550 | |
| 3 | Chief Prohibition Organizer. | 120—8—200— E.B.—10—300. | .. | 160—280 | |
| 4 | Prohibition Organizer | 60—4—80—E.B. —5—120. | .. | 100—180 | |
| 5 | Clerks .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 6 | Noter and Drafter .. | 80—6—110—E. B. —6—140—E. B.— 10—200—E. B.— 20—240. | .. | 140—280 | |
| 7 | Clerks .. | 60—3—90—4— 110. | .. | 100—180 | |
| 8 | Record Keeper .. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 9 | Hindi Typist .. | 60—3—90—4—110 | .. | 100—180 | |
| 10 | Stenographer .. | 75—4—95—E.B. —5—150. | .. | 120—250 | |
| 11 | Technical Supervisor | 75—5—120—E.B. —8—200. | .. | 120—220 | |
| 12 | Driver .. | 45—2—65—E.B. —3—80. | .. | 80—140 | For heavy vehicles. |
| | | 45—2—65. | | 75—115 | For light and medium vehicles. |
| 13 | Van Attendant .. | 30—1½—45—E.B. —1½—60—E.B. —2½—65. | .. | 55—75 | |
| 14 | Peon .. | 27—½—32 .. | .. | 55—75 | |
| 15 | Chaukidar .. | Ditto .. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **AGRICULTURE DEPARTMENT** | | | | |
| | **Directorate of Agriculture** | | | | |
| 1 | Director of Agriculture Additional Director of Agriculture. | 1,500—50—1,700 | .. | 1,800—2,000<br>1,600—1,800 | Director.<br>Additional Director. |
| 2 | Joint Director .. | 500—50—1,000—E.B.—50—1,200. | 150 p.m. under F.R. 9(25). | 750—1,400 | No special pay. |
| 3 | Principal, Agriculture College, Kanpur. | 1,050—50—1,300 | .. | 1,000—1,500 | |
| 4 | Deputy Director of Agriculture Head-quarters. | 500—50—1,000—E.B.—50—1,200. | 100 pm. under F.R. 9(25). | 600—1,250 | |
| 5 | Director of Sugar Cane Research, Shahjahanpur. | Ditto | Ditto | 750—1,400 | No special pay. |
| 6 | Professors of Agriculture College, Kanpur. | 700—40—900—E.B.—50—1,000. | .. | 700—1,200 | |
| 7 | Other posts in U.P. A.S. (Class I). | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |
| 8 | Chief Accounts Officer | Ditto | .. | 600—1,250 | |
| 9 | Assistant Directors .. | 250—25—400—E.B.—30—700—E.B.—50—850. | 75 p.m. on two posts and 150 p.m. on three posts under F.R. 9(25). | 300—900 | |
| 10 | Other posts .. | Ditto | .. | | |
| 11 | Accounts Officer .. | Ditto | .. | | |
| 12 | Ditto .. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 13 | Ditto .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 200—450 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 14 | S.A.S.(Group I)posts—<br>Addl. Distt. Agricultural Engineer,<br>Farm Superintendent,<br>Senior Jute Development Inspector,<br>Senior Cotton Development Inspector,<br>Senior Oil Seed Inspector,<br>Senior Agricultural Marketing Inspector,<br>Senior Soil Conservation Inspector,<br>Senior Honey Development Inspector,<br>Technical Assistant,<br>Dead Cattle Utilization Inspector,<br>Assistant Chemist,<br>Senior Agrostological Assistant. | 200—15—260—E.B.—15—350. | .. | 200—450 | |
| 15 | Senior Horticultural Inspector,<br>Senior Potato Development Inspector,<br>Garden Overseer,<br>Horticultural Overseer. | Ditto | .. | 200—450 | |
| 16 | Senior Research Assistant Agronomy,<br>Senior Research Assistant Mycology,<br>Senior Research Assistant Botany,<br>Senior Research Assistant Chemistry,<br>Senior Research Assistant Entomology,<br>Senior Research Assistant Physiology,<br>Senior Chemist,<br>Analytical Assistant,<br>Biochemical Assistant. | Ditto | .. | 200—450 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 17 | Lecturer at College .. | 200—10—240—E.B.—10—290—E.B.—10—310—14—352—E. B.—14—422—E. B.—14—450. | | 250—550 | |
| 18 | Lecturer at School .. | 200—10—240—E.B.—10—290—E.B.—10—310—E.B.—10—350. | | 200—450 | |
| 19 | Artist .. | 200—15—260—E.B.—15—350. | .. | 180—380 | |
| 20 | S. A. S. (Group II) posts—<br>Agricultural Inspector,<br>Compost Inspector,<br>Assistant Development Officer (Agriculture),<br>Farm Supdt.,<br>Cotton Development Inspector,<br>Oil Seeds Inspector,<br>Jute Development Inspector,<br>Agricultural Marketing Inspector,<br>Soil Conservation Inspector,<br>Agricultural Cane Development Inspector,<br>Lac Development Inspector,<br>Tobacco Development Inspector,<br>Honey Development Inspector,<br>Regional Publicity Inspector,<br>Irrigation Extension Assistant,<br>Crop Weather Observer,<br>Field Assistant,<br>Demonstration Assistant. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 21 | District Horticultural Inspector, Vegetable Inspector, Potato Development Inspector, Junior Horticultural Research Assistant, Supervisor In-charge Nursery. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | | 160—280 | |
| 22 | Junior Research Assistant, Junior Plant Protection Assistant, Junior Agronomical Assistant, Research Assistant, Junior Technical Assistant, Junior Chemical Assistant, Junior Physiological Assis ant, Junior Botanical Assistant, Junior Soil Assistant, Junior Mycological Assistant, Junior Entomological Assistant. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 160—280 | |
| 23 | Assistant Lecturer, Junior Instructor, Dairy Assistant | Ditto | .. | 160—280 | |
| 24 | Electrician .. | Ditto | .. | 120—220 | |
| 25 | Overseer .. | Ditto | .. | 175—300 | |
| 26 | Artist .. | Ditto | .. | 180—380 | |
| 27 | Tractor Mechanic .. | Ditto | .. | 150—260 | |
| 28 | S.A.S. (Group III) Posts | 75—5—120 | .. | 120—220 | |
| 29 | Power House Superintendent. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 30 | Librarian .. | 200—15—350 | .. | 150—350 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 31 | Stores Superintendent | 200—15—350 | .. | 180—380 | |
| 32 | Foreman .. | Ditto | .. | 200—400 | |
| 33 | Assistant Stores Superintendent. | 120—10—250 | .. | 150—260 | |
| 34 | Tractor Mechanic Chargeman. | Ditto | .. | 150—260 | |
| 35 | Diesel Mechanic .. | Ditto | .. | 150—260 | |
| 36 | Computor .. | Ditto | .. | 140—280 | |
| 37 | Overseer .. | Ditto | .. | 175—300 | |
| 38 | Mechanical Draftsman | Ditto | .. | 160—280 | |
| 39 | Second Librarian .. | Ditto | .. | 140—280 | |
| 40 | Computor .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 41 | Appiarist .. | Ditto | .. | 160—280 | |
| 42 | Mechanical Inspector (Motor). Truck Mechanic | 100—150 | .. | 120—220 | |
| 43 | Draftsman .. | 85—5—120—E.B.—8—200. | .. | 160—280 for fully qualified. 120—220 for I.T.I. pass. | |
| 44 | Milk Recorder .. | 85—160 | .. | 100—160 | |
| 45 | Tractor Operator .. | 80—5—120 | .. | 80—140 | |
| 46 | Mechanic Assistant | | | | |
| 47 | Truck Mechanic | 75—5—120 | .. | 80—140 | |
| 48 | Technician | | | | |
| 49 | Computor | 120—200 | .. | 140—280 | |
| 50 | Mechanical Driver | | | | |
| 51 | Motor or Truck Driver. | 60—2—100 | .. | 80—140 | |
| 52 | Electrician .. | 60—90 | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 53 | Draftsman .. | 50—4—90—5—125 | | 120—220 for I.T.I. pass. 100—160 for untrained. | |
| 54 | Assistant Draftsman | 45—2—65—E.B. —3—80—E.B. —4—100. | .. | 120—220 for I.T.I. pass. 100—160 for untrained. | |
| 55 | Diesel Driver .. | 40—4/bi—80— 4/bi—100. | .. | 80—140 | |
| 56 | Welder .. | 50—90 | .. | 75—115 | |
| 57 | Switch Board Attendant. | 50—90 | .. | 65—90 | |
| 58 | Lineman-*cum*-Petrolman. | | | | |
| 59 | Supervisor, Watch and Ward. | 50—2—60—3—75 | .. | 60—80 | |
| 60 | Laboratory Assistant, Engine Driver, Blacksmith, Mechanical Attendant, Carpenter, Head Chaudhary, Store Keeper, Gas Mistry, Farm Mistry. | 45—2—53—E. B.— 2—63—E.B.—2— 65—E.B.—3—80. | .. | 65—90 | |
| 61 | Welder .. | Ditto | .. | 75—115 | |
| 62 | Mechanic | Ditto | .. | 80—140 | |
| 63 | Motor Driver | | | | |
| 64 | Tractor Driver | | | | |
| 65 | Veterinary Stockman | 45—2—53—E.B.— 2—63—E.B.—2— 65—E.B.—3—80. | .. | As in the Animal Husbandry Department. | |
| 66 | Engine Driver .. | 45—2—65 | .. | 65—90 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 67 | Tracer .. | 45—2—65 | .. | As in the P.W.D. | |
| 68 | Tractor Cleaner .. | 45—3—60 | .. | 55—75 | |
| 69 | Amin .. | Ditto | .. | 75—115 | |
| 70 | Tractor Driver .. | Ditto | .. | 80—140 | |
| 71 | Motor Driver/Jeep Driver/Truck Driver. | 40—2—50—3—65 | .. | 75—115<br>80—140 | For light and medium vehicles.<br>For heavy vehicles. |
| 72 | Fitter .. | Ditto | .. | 75—115 | |
| 73 | Painter and Blacksmith | Ditto | .. | 65—90 | |
| 74 | Tractor Driver and Motor Driver. | Ditto | .. | 80—140 | |
| 75 | Compounder .. | Ditto | .. | 80—140 | |
| 76 | Laboratory Assistant | Ditto | .. | 60—80 | |
| 77 | Assistant Apiary Keeper | 40—2—50—3—65 | .. | 60—80 | |
| 78 | Bee Organizer .. | Ditto | .. | 60—80 | |
| 79 | Carpenter .. | Ditto | .. | 65—90 | |
| 80 | Assistant Instructor .. | Ditto | .. | 75—115 | |
| 81 | Demonstrator .. | Ditto | .. | | |
| 82 | Cotton and Oil Seeds Supervisor. | 40—2—60 | .. | 65—90 | |
| 83 | Rate Control Operator. | | | | |
| 84 | Pick-up Driver .. | 40—2—60 | .. | 75—115 | |
| 85 | Bee-Mate .. | 40 (fixed) | .. | 55—75 | |
| 86 | Fieldman | 30—1½—45—E.B.—2—65. | .. | 55—75 | |
| 87 | Fitter | | .. | 75—115 | |
| 88 | Mechanic Mistry | | .. | 65—90 | |
| 89 | Compost Mistry | | .. | 65—90 | |
| 90 | Tube-well Operator | 30—1—45 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 91 | Counters .. | 25—1½—34—E. B. —1½—40. | .. | 60—80 | |
| 92 | Lac Demonstrator | 25—1—40 | .. | 60—80 | |
| 93 | Dark Room Attendant | 45—2—65—E.B. —3—80—E.B. —4—100. | .. | 75—115 | |
| 94 | Turner .. | 45—60 | .. | 75—115 | |
| 95 | Distributor .. | 27—½—32 | .. | 55—75 | |
| 96 | Artisans .. | 40—2—50— 3—65. | .. | 60—80 | |
| 97 | Driver .. | 45—2—65—E.B. —3—80, 40—2—50—3—65, 45—70. | .. | 80—140<br>75—115 | For heavy vehicles and tractors.<br>For light and medium vehicles. |
| 98 | Mechanical Supervisor | 45—2—65—E.B. —3—80. | .. | 80—140 | |
| 99 | Supervisor .. | 40—60 | .. | 65—90 | |
| 100 | Godown Man .. | 30—40 | .. | 55—75 | |
| 101 | Compositor .. | 40—75 | .. | 75—115 | |
| 102 | Head Chaudhari .. | 45—2—65—3—80 | .. | 65—90 | |
| 103 | Tradle Machine Man | 40—2/bi—50— E.B.—3/bi—65. | .. | 65—90 | |
| 104 | Compost Mistry .. | 30—65 | .. | 65—90 | |
| 105 | Laboratory Keeper .. | 40—2/bi—50— E.B.—3/bi—65. | .. | 60—80 | |
| 106 | Tube-well Operator (Mech.). | 30—1—45 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 107 | Personal Assistant to Director of Agriculture *and* Assistant to Principal, Government Agriculture College, Kanpur. | 350—25—500 | .. | 400—550 | |
| 108 | Accountant .. | 150—10—250—E.B.—10—350. | .. | 200—400 | |
| 109 | Assistant Accountants | 100—8—140—E.B.—10—170. | .. | 120—250 | |
| 110 | Head Assistant .. | 300—20—400 | .. | 350—450 | |
| 111 | Head Clerks .. | 80—6—104—E.B.—6—134—E.B.—6—140—10—180—E.B.—10—200—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 112 | Senior Noter and Drafter. | Ditto | .. | 140—280 | |
| 113 | Record Keeper and Accounts Clerk. | 80—6—104—E.B.—6—134—E.B.—6—140. | .. | 120—220 | |
| 114 | Routine Clerks .. | 60—4—76—E.B.—4—100. | .. | 100—180 | |
| 115 | Stenographer .. | 100—5—120—E.B.—5—145—E.B.—5—150—10—190—10—200—20—240. | .. | 160—320 | |
| 116 | Stenographer .. | 100—5—120—E.B.—5—145—E.B.—5—160—10—180—E.B.—10—200. | .. | 120—250 | |
| 117 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) *Plus* dearness allowance. | |
| 118 | Head Clerk-*cum*-Accountant. | 150—10—350 | .. | 180—380 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 119 | Office Assistant/Steno-typist. | 120—10—250 | .. | 160—320 | |
| 120 | Stenographers .. | 100—5—120—E.B —5—145—E.B.— 5—160—10—180 —E.B.—10—200. | .. | 120—250 | |
| 121 | Head Clerks .. | 100—8—140—E.B —10—170. | .. | 150—260 | |
| 122 | Senior Clerk .. | Ditto | .. | 120—250 | |
| 123 | Cashier .. | Ditto | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 124 | Stenographer .. | 75—4—95—E.B. —5—150. | .. | 120—250 | |
| 125 | Senior Clerks/Head Store Keeper. | 85—6—145 | .. | 120—220 | |
| 126 | Compiler .. | 80—6—110—E.B. —6—140—E.B.— 10—200. | .. | 120—250 | |
| 127 | Cashier-*cum*-Accounts Clerk. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 128 | Steno-typist .. | 75—4—95—E. B. —5—150. | .. | 120—250 | |
| 129 | Accounts Clerk/Senior Clerk/Head Clerk. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 130 | Junior Clerks .. | 60—4—80—E. B. —5—120. | .. | 100—180 | |
| 131 | Amins .. | Ditto | .. | 100—160 | |
| 132 | Amins .. | 60—3—90—4—110 | | | |
| 133 | Store Keeper-*cum*-Meter reader. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 134 | Seed Stores Clerk, Typist, Farm Clerk, Cataloguer, Junior Clerk, Assistant Librarian, Taqavi Accountants, Clerks. | Ditto | | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 135 | Junior Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 136 | Foundry Man | Ditto | .. | 80—140 | |
| 137 | Driver | 40—2/bi—50—E.B.—3/bi—65. | .. | 75—115 | |
| 138 | Bundle Lifter | 32—1—37 | .. | 60—80 | |
| 139 | Treasury Dafedar | | | | |
| 140 | Daftri | | | | |
| 141 | Jamadar | | | | |
| 142 | Operator | | | | |
| 143 | Lac Kamdar | | | | |
| 144 | Daftri | | | | |
| 145 | Chaukidar | 32—1—37 | .. | 55—75 | |
| 146 | Waterman | 27—½—32 | .. | 55—75 | |
| 147 | Farrash | | | | |
| 148 | Orderlies | | | | |
| 149 | Peons | | | | |
| 150 | Porters | | | | |
| 151 | Dak Runners | | | | |
| 152 | Sweepers | | | | |
| 153 | Watchman | | | | |
| 154 | Lab. Assistant | 25—1—30—E.B.—1—35. | .. | 55—75 | |
| 155 | Workshop Attendant | 22—½—27 | | | |
| 156 | Telephone Attendant | 32—1—37 | | | |
| 157 | Seed Store Watchman | 32—1—37 | | | |
| 158 | Store Survey Counter | 25—1½—40 | | | |
| 159 | Glass House Attendant | 27—½—32 | | | |
| 160 | Training Attendant | 27—½—32 | | | |
| 161 | Farrash | 22—½—27 or 27—½—32 as admissible. | | | |
| 162 | Fodderman | Ditto | | | |
| 163 | Binder | 27—½—32 | .. | 60—80 | |
| 164 | Watchman-*cum*-Sweeper. | 22—½—27 or 27—½ 32 (as admissible). | | 55—75 | |
| 165 | Inferior servants | | | | |
| 166 | Watchman | | | | |
| 167 | Groom | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 168 | Carpenter-*cum*-Blacksmith. | 32—1—37 or 30—50. | .. | 65—90 | |
| 169 | Mess Jamadar .. | 27—½—32 | .. | 60—80 | |
| 170 | Delivery Man | | | | |
| 171 | Herd Man .. | 27—½—32 | .. | 55—75 | |
| 172 | Cart Man | | | | |
| 173 | Kamadar .. | 32—1—37 | .. | 60—80 | |
| 174 | Railway Dafedar .. | 32—1—37 | .. | | |
| 175 | Carpenter .. | 27—½—32 or 32—1—37. | .. | 65—90 | |
| 176 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 177 | Assistant Supervisor | 32—1—37 or 27—½—32. | .. | | |
| 178 | Senior Ploughman .. | 22—½—27 | .. | 55—75 | |
| 179 | Mates .. | 27—½—32 or 32—1—37. | | | |
| 180 | Dak Runner .. | 22—½—27 or 27—½—32. | .. | | |
| 181 | Fireman .. | Ditto | .. | 55—75 | |
| 182 | Head Cleaner .. | Ditto | .. | 60—80 | |
| 183 | Cleaner .. | Ditto | .. | 55—75 | |
| 184 | Head Mali .. | 32—1—37 | .. | 60—80 | |
| 185 | Skilled Mali/Mali and Mali-*cum*-Attendant. | 22—½—27<br>27—½—32<br>27—37<br>25—35. | ..<br>..<br>..<br>.. | 55—75 | |
| 186 | Peon and Orderlies .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 187 | Chaukidar .. | Ditto | .. | 55—75 | |
| 188 | Head Coolies .. | 32—1—37 or 27—½—32. | .. | 60—80 | |
| 189 | Coolie/Lab. Mazdoor or Farm Labourer. | 22—½—27 or 27—½—32. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remar |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 190 | Hammerman | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 191 | Syce | | | | |
| 192 | Bhisti | | | | |
| 193 | Garden Assistant | | | | |
| 194 | Gardener | | | | |
| 195 | Poultry Cleaner | 22—½—27 | .. | 55—75 | |
| 196 | Treasury Dafedar | 22—½—27 | .. | 60—80 | |
| 197 | Observatory Keeper | 27—1—37 | .. | 55—75 | |
| 198 | Sweeper .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 199 | Cattleman/Cattle Attendant. | 22—½—27 | | 55—75 | |
| 200 | Khidmatgar .. | Ditto | | | |
| 201 | Cook .. | Ditto | | | |
| 202 | Dairy Salesman, Grazier and Herdsman. | Ditto | | | |
| 203 | Calf Boy .. | Ditto | | | |
| 204 | Calving Line Attendant. | Ditto | | | |
| 205 | Bullock Cart Driver | Ditto | | | |
| 206 | Poultry Sub-attendant | Ditto | | | |
| 207 | Pedigree Attendant .. | Ditto | | | |
| 208 | Fisherman .. | Ditto | | | |
| 209 | Milkman .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 210 | Seedling Man .. | Ditto | | | |
| 211 | Cattleman .. | 32—1—37 | | | |
| 212 | Mali .. | 32—1—37. | | | |
| 213 | Storeman .. | 32—1—37 | | | |
| 214 | Store Attendant .. | 32—1—37 | | | |
| 215 | Godown Watchman | 22—½—27 or 27—½—32 | | | |
| 216 | Field Man .. | Ditto | | | |
| 217 | Field Counter .. | Ditto | | | |
| 218 | Laboratory Assistant | 22—½—27 or 27—½—32 or 32—1—37. | | | |
| 219 | Porter .. | Ditto | | | |
| 220 | Lab. Attendant .. | 32—1—37 | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 221 | Head Ploughman .. | 22—½—27, 27—½—32 or 32—1—37. | .. | 60—80 | |
| 222 | Ploughman .. | Ditto | .. | 55—75 | |
| 223 | Bullockman-*cum*-Ploughman. | Ditto | | | |
| 224 | Labourer .. | Ditto | | | |
| 225 | Galley Proofman .. | 27—½—32 | .. | 60—80 | |
| 226 | Mate .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 227 | Takavi Amin Peon .. | Ditto | | | |
| 228 | Mechanic .. | 22—½—27 | .. | 55—75 | |
| 229 | Estate Attendant .. | 27—½—32 | .. | 55—75 | |
| 230 | Hostel Attendant .. | 27—½—32 | | | |
| 231 | Lab. and Field Attendant. | 25—1—37 or 32—1—37. | | | |
| 232 | Dairy Man .. | 32—1—37 | | | |
| 233 | Literate Mate .. | 22—½—27, 27—½—32 or 32—1—37. | | | |
| 234 | Farm Mistry .. | 32—1—37 | .. | 60—80 | |
| 235 | Sorter .. | 32—1—37 | .. | 55—75 | |
| 236 | Lab. Bearer | 32—1—37 | | | |
| 237 | Petty Post .. | 27—½—32 or 32—1—37. | | | |
| 238 | General Menial .. | 22—½—27 or 27—½—32. | | | |
| | | **Directorate of Fruit Utilization** | | | |
| 1 | Director of Fruit Utilization. | 1,250—50—1,500 | .. | 1,300—1,600 | |
| 2 | Industrial Adviser .. | 1,000—50—1,400 | .. | 1,000—1,500 | |
| 3 | Officer-in-Charge, Subsidiary Food Industries. | 1,000—50—1,400 | .. | 1,000—1,500 | |
| 4 | Production Manager, Hydration Factory. | 600—40—800—40—1,000. | .. | 600—1,250 | |
| 5 | Deputy Director (Headquarters). | 500—50—1,000—50—1,200. | .. | 600—1,250 | |
| 6 | Deputy Director (Horticulture). | 500—50—1,000—50—1,200. | .. | 600—1,250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | Director (Industries) | 500—50—1,000—50—1,200. | .. | 600—1,250 | |
| 8 | Principal Food Science Training Institute. | 500—50—1,000—50—1,200. | .. | 600—1,250 | |
| 9 | Officer-in-Charge, Government Hill Fruit Research Station, Chaubattia. | 500—50—1,000—50—1,200. | .. | 600—1,250 | |
| 10 | Fruit Industries, Development Officer. | 250—25—400—30—700—50—850. | 50 p.m. under F.R. 9(25). | 300—900 | No special pa |
| 11 | Production-*cum*-Sales Manager, Government Fruit Processing Factory, Phool Bagh, Dehra Dun. | 250—25—400—30—700—50—850. | .. | 300—900 | |
| 12 | Assistant Engineer (E. and M.) | Ditto | .. | 300—900 | |
| 13 | Extension Service Officer (Tutorial Class Teams). | Ditto | .. | 300—900 | |
| 14 | Chief Instructor .. | Ditto | .. | 300—900 | |
| 15 | Chief Chemist .. | Ditto | .. | 300—900 | |
| 16 | Soil Chemist, Government Hill Fruit Research Station, Chaubattia. | Ditto | .. | 300—900 | |
| 17 | Psychologist .. | Ditto | .. | 300—900 | |
| 18 | Entomologist .. | Ditto | .. | 300—900 | |
| 19 | Horticulturist .. | Ditto | .. | 300—900 | |
| 20 | Extension Service Officer (Horticulture). | Ditto | .. | 300—900 | |
| 21 | Superintendent, Government Gardens. | Ditto | .. | 300—900 | |
| 22 | Officer-in-charge, Baharsar. | Ditto | .. | 300—900 | |
| 23 | District Horticulture Officer. | 250—25—400—30—700—50—850. | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remar |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 24 | E. & M. Engineer .. | 250—25—400—30—700—50—850. | .. | 300—900 | |
| 25 | Plant Protection Officer | Ditto | .. | 300—900 | |
| 26 | Pharmaceutical Chemist. | Ditto | .. | 300—900 | |
| 27 | Accounts Officer (Headquarters). | Ditto | 100 p.m. under F.R. 9(21). | As for Accounts Officer of the U. P. Finance and Accounts Service. | |
| 28 | Assistant Professors in Bakery and Confectionary, Fruit Preservation, and Catering. | 300—25—600 | .. | 350—650 | |
| 29 | Mycrobiologist .. | 200—10—250—10—310—14—450. | .. | 225—500 | |
| 30 | Manager, Government Fruit Processing Factory. | Ditto | .. | 225—500 | |
| 31 | Publicity Officer .. | Ditto | .. | 225—500 | |
| 32 | Assistant Accounts Officer. | 220—15—370—20—450—25—675. | .. | 250—750 | |
| 33 | Marketing Inspector Group I. | 200—15—350 | .. | 200—450 | |
| 34 | Incharge, Community Canning Centre (Group I). | 200—15—350 | .. | 200—450 | |
| 35 | Assistant Mycrobiologist. | Ditto | .. | 200—450 | |
| 36 | Demonstrator In-charge | Ditto | .. | 200—450 | |
| 37 | Tuitional Mobile Team | Ditto | .. | 200—450 | |
| 38 | Lady Instructor .. | Ditto | .. | 200—450 | |
| 39 | Bio-Chemist .. | Ditto | .. | 200—450 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Rem |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | |
| 40 | Inspector Grade I .. | 200—15—350 | .. | 200—450 | |
| 41 | Physiological Assistant | Ditto | .. | 200—450 | |
| 42 | Senior Horticulture Inspector. | Ditto | .. | 200—450 | |
| 43 | Senior Plant Protection Assistant. | Ditto | .. | 200—450 | |
| 44 | Factory Accountant .. | Ditto | .. | 180—380 | |
| 45 | Assistant Horticulturist | Ditto | .. | 200—450 | |
| 46 | Artist .. | Ditto | .. | 180—380 | |
| 47 | Botanical Assistant .. | Ditto | .. | 200—450 | |
| 48 | Horticulture-*cum*-Nursery Officer. | Ditto | .. | 200—400 | |
| 49 | Assistant Chemist .. | Ditto | .. | 200—450 | |
| 50 | Senior Mycological Assistant. | Ditto | .. | 200—450 | |
| 51 | Assistant Mycologist | Ditto | .. | 200—400 | |
| 52 | Assistant Plant Physiologist. | Ditto | .. | 200—450 | |
| 53 | Assistant Chemist .. | 200—10—300 | .. | 200—400 | |
| 54 | Lady Instructor .. | 200 (fixed) | .. | 200—400 | |
| 55 | Man Instructor .. | Ditto | .. | 200—400 | |
| 56 | E. & M. Assistant .. | 120—6—210—E.B.—10—250. | .. | 175—300 | |
| 57 | Demonstrator .. | Ditto | .. | 160—280 | |
| 58 | Assistant Incharge, Community Canning Centre. | Ditto | .. | 160—280 | |
| 59 | Production Foreman | Ditto | .. | 175—300 | |
| 60 | Assistant Statistical Assistant. | Ditto | .. | 160—280 | |
| 61 | Horticultural Inspector | Ditto | .. | 160—280 | |
| 62 | Junior Plant Protection Assistant. | Ditto | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 63 | Junior Research Assistant. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 64 | Chemical Assistant .. | Ditto | .. | 160—280 | |
| 65 | Meteorological Assistant. | Ditto | .. | 160—280 | |
| 66 | Nursery-*cum*-Multi-purpose Inspector. | Ditto | .. | 160—280 | |
| 67 | Overseer .. | Ditto | .. | 175—300 | |
| 68 | Junior Assistant Physiological. | Ditto | .. | 160—280 | |
| 69 | Entomological Assistant. | Ditto | .. | 160—280 | |
| 70 | Technical Assistant .. | 75—5—120 | .. | 100—180 | |
| 71 | Supervisor .. | 75—5—120 | .. | 120—220 | |
| 72 | Fitter .. | Ditto | .. | 100—160 | |
| 73 | Boilerman .. | Ditto | .. | 100—160 | |
| 74 | Junior Instructor .. | 65—5—120 | .. | 100—180 | |
| 75 | Boilerman .. | 65—5—120 | .. | 80—140 | |
| 76 | Mechanic .. | 60—4—80—4—100. | .. | 120—220 | |
| 77 | Technical Assistant .. | 60 (fixed) | .. | 80—140 | |
| 78 | Head Chaudhri .. | 45—2—65—3—80 | 100 p.m. under F.R. 9(25). | 65—90 | |
| 79 | Carpenter-*cum*-Blacksmith. | 40—2/bi—50—3/bi—65. | .. | 75—115 | |
| 80 | Mistry .. | 30—1½—39—1½—45—2—65. | .. | 75—115 | |
| 81 | Mistry-*cum*-Blacksmith. .. | 30—1—45 | .. | 75—115 | |
| 82 | Garden Chaudhry .. | 35—1—45 | .. | 60—80 | |
| 83 | Forest Guard .. | 25—1—40 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 84 | Ranger .. | 120—8—200—10—300. | .. | As in the Forest Department. | The incumbent is deputed by the Forest Department. |
| 85 | Naib-Tehsildar .. | 120—6—180—10—200. | .. | As in the Revenue Department. | |
| 86 | Supervisor Qanungo | 85—5—120—5—150. | .. | As in the Revenue Department. | |
| 87 | Office Superintendent | 200—15—350 | .. | 180—380 | |
| 88 | Auditor .. | 120—6—210—10—250. | .. | 160—280 | |
| 89 | Assistant Office Superintendent. | 80—6—110—6—140—10—200—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 90 | Senior Clerk-*cum*-Noter and Drafter. | Ditto | .. | 140—280 | |
| 91 | Inspector of Accounts | 75—5—120—8—200. | .. | 120—250 | |
| 92 | Accountant .. | Ditto | .. | 120—250 | |
| 93 | Cashier .. | 100—8—140—10—170. | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 94 | Assistant Accountant-*cum*-Senior Clerk. | 80—6—110—6—140. | .. | 120—220 | |
| 95 | Assistant Accountant | 100—8—140—10—170. | .. | 120—250 | |
| 96 | Senior Clerk .. | 80—5—100—6—130. | .. | 120—220 | |
| 97 | Librarian .. | Ditto | .. | 120—220 | |
| 98 | Clerk .. | 60—3—90—4—110 | 50 p.m. on 4 posts under F.R. 9(25). | 100—180 | |
| 99 | Store Keeper .. | 60—4—80—4—100 | .. | 100—180 | *Plus* special pay under F. R. 9(25). |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 100 | Stenographer (Headquarters). | 100—5—125—5—160—10—200. | .. | 120—250 | |
| 101 | Stenographer (S.O.).. | 75—4—95—5—150 | .. | 120—250 | |
| 102 | Store Attendant .. | 45—2—65 | .. | 60—80 | |
| 103 | Driver .. | 45—2—65—3—80 | .. | 80—140 | |
| 104 | Mechanic .. | Ditto | .. | 80—140 | |
| | .. | 32—1—37 | .. | 55—75 | |
| 106 | Kamdar .. | 32—1—37 | .. | 55—75 | |
| 107 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 108 | Literate Mate .. | 32—1—37 | .. | 55—75 | |
| 109 | Skilled Mali .. | 25—1—35 | 25 p.m. to three persons under F.R. 9(25). | 55—75 | |
| 110 | Head Mali .. | 32—1—37 | | 60—80 | |
| 111 | Skilled Mali Attendant | 25—1—35 | 25 p.m. to 103 Malis under F.R. 9(25). | 55—75 | |
| 112 | Mali .. | 25—½—35 | .. | 55—75 | |
| 113 | Kamdars .. | 27—½—32 | .. | 55—75 | |
| 114 | Peons | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| 115 | Orderly Peons .. | Ditto | .. | 55—75 | |
| 116 | Chaukidar .. | Ditto | .. | 55—75 | |
| 117 | Sweeper .. | Ditto | .. | 55—75 | |
| 118 | Mali .. | Ditto | .. | 55—75 | |
| 119 | Cleaner .. | Ditto | .. | 55—75 | |
| 120 | Coolie .. | Ditto | .. | 55—75 | |
| 121 | Dak Runner .. | Ditto | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | PANCHAYAT RAJ ORGANISATION | | | | |
| 1 | Director of Panchayats | | | | The post is held by an I. A. S. Officer. |
| 2 | Dy. Director (Works and Land Management Programme). | 500—50—700—E.B.—50—950—50—1,200. | .. | 600—1,250 | If an officer of the rank of Executive Engineer is appointed. |
| 3 | Dy. Director Panchayats | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 p.m. on two posts under F.R. 9(25). | 300—900 | |
| 4 | Dy. Director Panchayats (Accounts). | Ditto | 100 p.m. under F.R. 9(25). | As for Accounts Officer of the U. P. Finance and Accounts Service. | |
| 5 | Asstt. Distt. Panchayat Raj Officers. | 250—25—400—E.B.—30—700—E.B.—50—850 *and* 200—10—250—E.B.—15—400. | .. | 225—500 | |
| 6 | Extension Training Officer (Panchayats). | 200—10—250—E.B.—15—400. | .. | Ditto. | |
| 7 | Asstt. Dev. Officer, (Panchayats and Social Education)/ Panchayat Inspectors. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 160—280 | |
| 8 | Senior Instructor (Panchayat). | 200—15—350 | .. | 200—400 | |
| 9 | Journalist .. | 150—5—200—E.B.—10—250. | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | Photographer .. | 80—5—100—E.B. —5—125—E.B. —5—140—6— 152—E.B.—6— 182—E.B.—6— 200. | .. | 120—220 | |
| 11 | Forest Panchayat Inspector. | 120—6—180— E.B.—10—200. | .. | 150—260 | |
| 12 | Head Assistant .. | 300—20—400 | .. | 350—450 | |
| 13 | Chief Accountant .. | 150—250 | .. | 160—320 | |
| 14 | Section-in-charge .. | 80—6—104—E.B. —6—134—E.B. —5—140—10— 180—E.B.—10— 200—20—240. | 30 p.m. under F.R. 9(25). | 160—320 | No special pa |
| 15 | Senior Noters and Drafters/Upper Division Assistants. | Ditto | .. | 140—280 | |
| 16 | Junior Noters and Drafters/Record Keeper. | 80—6—110—E.B. —6—140. | | 120—220 | |
| 17 | Accountant .. | 80—6—104—E.B. —5—134—E.B. —5—140. | .. | 120—220 | |
| 18 | Accounts Clerk .. | 60—4—76—E.B.— 4—96—E.B.—4 —100. | .. | 100—180 | |
| 19 | Routine grade clerk .. | Ditto | .. | 100—180 | |
| 20 | Typist .. | 60—4—76—E.B.— 4—96—E.B.—4— 100 and 60—3— 90—E.B.—4—110. | | 100—180 | |
| 21 | Nazir .. | 85—6—115—E.B. —6—139—6—145. | .. | 120—220 | |
| 22 | Stenographer .. | 100—5—125— E.B.—5—145— E.B.—5—150— 10—180—E.B.— 10—200—20—240. | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 23 | Assistant Accountant | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 24 | Senior Clerk .. | Ditto | .. | 120—220 | |
| 25 | Junior Clerk-*cum*-Assistant Accountant. | Ditto | .. | 120—220 | |
| 26 | Clerks .. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 27 | Accounts Clerk .. | 60—30—90—E.B.—4—110. | .. | 100—180 | |
| 28 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) *plus* dearness allowance. | |
| 29 | Cyclostyle Operator | 32—1—37 | .. | 60—80 | |
| 30 | Jamadar .. | Ditto | .. | | |
| 31 | Daftry .. | Ditto | .. | | |
| 32 | Bundle Lifter .. | Ditto | .. | | |
| 33 | Peons | 27—½—32 | | 55—75 | |
| 34 | Waterman | | | | |
| 35 | Farrash | | | | |
| 36 | Chaukidar | | | | |
| 37 | Mali | | | | |
| 38 | Sweeper | | | | |
| 39 | Peon | 22—½—27 or 27—½—32 as admissible. | | | |
| 40 | Sweeper | | | | |
| 41 | Peon .. | 27—½—32 | | | |
| 42 | Amin .. | 60 (fixed) | .. | .. | No time-scale is necessary. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | CANE AND CO-OPERATIVE DEPARTMENTS | | | | |
| | **Cane Commissioner's Organisation** | | | | |
| 1 | Cane Commissioner .. | The post is held by an I. A.S. Officer. | | | |
| 2 | Deputy Cane Commissioner (Development). | 500—50—1,000—E.B.—50—1,200. | | | |
| 3 | Deputy Cane Commissioner (Marketing). | Ditto | | 600—1,250 | |
| 4 | Deputy Cane Commissioner, Co-operative Sugar Factories. | Ditto | | | |
| 5 | Assistant Cane Commissioner. | 250—25—400—E.B.—30—700—E.B.—50—850. | 50 p. m. under F.R. 9(25). | 400—1,000 | No special pay. |
| 6 | District Cane Officer | Ditto | | | |
| 7 | Cane Protection Officer | Ditto | | | |
| 8 | Statistical Officer .. | Ditto | | | |
| 9 | Audit Officer .. | Ditto | | 300—900 | |
| 10 | Manure Officer .. | Ditto | | | |
| 11 | Soil Chemist .. | Ditto | | | |
| 12 | Sugarcane Inspector | 250—25—400—E.B.—30—700—E.B.—50—850. | | 300—900 | |
| 13 | Accounts Officer .. | Ditto | | | |
| 14 | Deputy Cane Commissioner-*cum*-Deputy Sugar Commissioner. | Ditto | 100 p.m. under F.R. 9(25). | U.P.C.S. (Executive) scale. | |
| 15 | Deputy Cane Commissioner-*cum*-Deputy Administrator. | Ditto | Ditto | | |
| 16 | Accounts Officer .. | 220—15—370—E.B.—20—450—E.B.—25—675. | | 250—750 | |
| 17 | Audit-*cum*-Accounts Officer. | Ditto | | | |
| 18 | Accountants/Range Accountants. | 150—10—250—E.B.—10—350. | | 200—400 | |
| 19 | Assistant Statistical Officer. | 200—15—350—20—450. | | 225—500 | |
| 20 | Training Officer .. | Ditto | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 21 | Assistant Training Officer. | 200—15—350 | .. | 200—450 | |
| 22 | Regional Publicity Officer/Assistant Regional Publicity Officer. | Ditto | .. | 200—400 | |
| 23 | Senior Cane Development Inspector. | 200—15—350 | .. | 200—450 | |
| 24 | Cane Protection Inspector. | | | | |
| 25 | Statistical Assistant | | | | |
| 26 | Senior Statistical Assistant. | | | | |
| 27 | Manure Officer | | | | |
| 28 | Technical Assistant | | | | |
| 29 | Senior Entomological Assistant. | | | | |
| 30 | Senior Mycological Assistant (Superior) | | | | |
| 31 | Senior Chemical Assistant. | | | | |
| 32 | Senior Agronomical Assistant. | | | | |
| 33 | Senior Auditor | | | | |
| 34 | Cane Development Inspector. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 35 | Assistant Cane Protection Inspectors. | | | | |
| 36 | Instructors .. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 37 | Manure Inspectors .. | Ditto | | | |
| 38 | Publicity Inspectors (Technical). | Ditto | .. | 150—260 | |
| 39 | Publicity Inspectors (Journalist). .. | Ditto | .. | 160—280 | |
| 40 | Junior Agronomical Assistant. | Ditto | .. | | |
| 41 | Junior Chemical Assistant. | Ditto | .. | | |
| 42 | Junior Statistical Assistant. .. | Ditto | .. | | |
| 43 | Computors .. | 120—8—200—E.B.—10—300. | .. | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 44 | Compilation Assistant | 80—6—104—6—134—6—140—10—180—10—200. | — | 120—250 | |
| 45 | Draftsman Artist | 150—5—200 | | 175—300 | |
| 46 | Cameraman | 120—6—180—10—200. | | 120—220 | |
| 47 | Supervisors | 75—5—120 | | | |
| 48 | Assistant Accounts Officer. | 200—10—240—10—290—10—310—14—352—14—422—14—450. | | 200—450 | |
| 49 | Audit Supervisor .. | 120—6—210—10—250. | 25 p. m. under F.R. 9(21). | 160—320 | No special pay. |
| 50 | Auditors | Ditto | | 160—280 | |
| 51 | Head Assistant | 300—20—400 | | 350—450 | |
| 52 | Statistical Clerk | 75—5—120—8—200 | | 140—280 | |
| 53 | Statistician | | | | |
| 54 | Senior Assistants (Hq.) | 60—4—100—5—150. | 25 p. m. under F.R. 9(21). | 140—280 | No special pay. |
| 55 | Clerks (Hq.) .. | Ditto | | 100—180 | |
| 56 | Junior Clerks (Hq.) .. | 60—3—90—4—110 | | | |
| 57 | Paid Apprentice (Hq) | 40(fixed) .. | .. | 75 (fixed) *Plus* dearness allowance. | |
| 58 | Stenographer (Hq.) .. | 100—5—150—10—200—20—240. | .. | 160—320 | |
| 59 | Stenographers .. | 100—5—125—E.B.—5—160—E.B.—10—200. | | 120—250 | |
| 60 | Stenographers (District Offices). | 75—4—95—E. B.—5—150. | | | |
| 61 | Librarian (Hq.) .. | 60—4—100—5—150. | 25 p.m. under F.R. 9(21). | 120—220 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 62 | Head Clerks (District Office). | 100—8—140—10 170. | .. | 150—260 | |
| 63 | Senior Clerks (District Office). | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 64 | Junior Clerks (District Office). | 60—3—90—4—110 | } | 100—180 | |
| 65 | Cane Assistant .. | 75—5—120 | } | | |
| 66 | Drivers .. | 45—2—65— E.B.—3—80 and 45—2—55. | .. | 80—140 | For heavy vehicles. |
| | | | | 75—115 | For light and medium vehicles. |
| 67 | Cinema Operators .. | 40—2—50—2—80 | .. | 80—140 | |
| 68 | Kamdars .. | 32—1—37 | .. | 65—90 | |
| 69 | Daftri .. | 32—1—37 | } | 60—80 | |
| 70 | Basta Bardar | Ditto | } .. | | |
| 71 | Jamadar .. | Ditto | } | | |
| 72 | Orderly Peons .. | } | | | |
| 73 | Peons .. | | | | |
| 74 | Laboratory Assistants | | | | |
| 75 | Chaukidars .. | } 22—½—27 | 5 p.m. at District H.Q. under F.R. 9(25). | 55—75 | No special pay. |
| 76 | Sweepers .. | | | | |
| 77 | Water Man .. | | | | |
| 78 | Mali .. | | | | |
| 79 | Hostel Attendants .. | | | | |
| 80 | Cleaners .. | } | | | |

**Registrar, Co-operative Societies**

| | | | | | |
|---|---|---|---|---|---|
| 1 | Registrar | | | | The post is held by an I.A.S. officer. |
| 2 | Additional Registrar, Co-operative Societies. | 500—1,200 for departmental officer. | 100 p.m. for departmental officer, under F.R. 9(21). | 750—1,400 .. | No special pay |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 3 | Deputy Registrars .. | 500—1,200 for departmental officer. | .. | 600—1,250 | |
| 4 | Senior Accounts Officer. | 500—1,200 | | As for Senior Accounts Officer of the U. P. Finance and Accounts Service. | |
| 5 | Chief Dairy Development Officer/Dairy Development Officer. | Ditto .. | 100 for the present C.D.D.O. | 600—1,250 | |
| 6 | Agricultural Officer .. | 500—1,200 .. | .. | 600—1250 | |
| 7 | Processing Adviser .. | Ditto .. | .. | 600—1,250 | |
| 8 | Assistant Registrar .. | 250—25—400—E.B.—30—700—E.B.—50——850. | .. | 300—900 | |
| 9 | Principal .. | Ditto .. | .. | 300—900 | |
| 10 | Statistician .. | Ditto .. | .. | 300—900 | |
| 11 | Public Relation Officer | Ditto .. | .. | 300—900 | |
| 12 | Assistant Engineers .. | Ditto .. | .. | As in the P. W.D. | The posts should be merged in that cadre. |
| 13 | Pharmaceutical Expert | Ditto .. | .. | 300—900 | |
| 14 | Assistant Agricultural Officer. | Ditto .. | .. | 300—900 | |
| 15 | Accounts Officer .. | Ditto .. | 100 p.m. for ½ members of U. P. Finance and Accounts Service under F.R. 9(21). | As for Accounts Officer of the U. P. Finance and Ac counts Service. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 16 | Accounts Officer .. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 17 | Dairying Surveyor .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 18 | Dairy Managers .. | Ditto | .. | 300—900 | |
| 19 | Deputy Dairy Development Officer. | Ditto | 100 p.m. for Deputy Dairy Development Officer, Muzaffarnagar under F.R. 9(25). | 300—900 | |
| 20 | Additional District Co-operative Officer. | 200—15—350 | .. | 200—450 | |
| 21 | Publicity Field Assistant. | Ditto | .. | 200—400 | |
| 22 | Senior Milk Inspector | 200—15—350 | .. | 200—450 | |
| 23 | Inspectors .. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 24 | Instructor .. | Ditto | .. | 160—280 | |
| 25 | Junior Statisticians .. | Ditto | .. | 160—280 | |
| 26 | Artist .. | Ditto | .. | 175—300 | |
| 27 | Overseer .. | Ditto | .. | 175—300 | |
| 28 | Entomologist .. | Ditto | .. | 160—280 | |
| 29 | Dairy Incharges .. | Ditto | .. | 160—280 | |
| 30 | Sales Incharges .. | Ditto | .. | 160—280 | |
| 31 | Chemist .. | Ditto | .. | 160—280 | |
| 32 | Assistant Dairy Engineer | Ditto | .. | 150—260 | |
| 33 | Assistant Technical Officer (Milk). | Ditto | .. | 160—280 | |
| 34 | Assistant Development Officer (Co-operative). | Ditto | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 35 | Personal Assistant to Registrar. | 350—25—500 | .. | 400—550 | |
| 36 | Head Assistant | 300—25—400 | .. | 350—450 | |
| 37 | Head Clerks .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pa |
| 38 | Noter and Drafters .. | Ditto | .. | 140—280 | |
| 39 | Accounts Clerks .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 40 | Senior Clerks .. | 80—5—100—6—130. | .. | 120—220 | |
| 41 | Junior Clerks .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 42 | Junior Clerks .. | 60—3—90—4—110. | .. | 100—180 | |
| 43 | Stenographers .. | 100—5—160—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 44 | Stenographers .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 45 | Assistant Accounts Officer. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 200—450 | |
| 46 | Accountants .. | 150—10—250—E.B.—10—350. | .. | 200—400 | |
| 47 | Assistant Accountants | 100—8—140—E.B.—10—170. | .. | 120—250 | |
| 48 | Accounts Supervisor | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 49 | Senior Clerks (Regtn.) | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 50 | Junior Clerks (Regtn.) | 60—3—90—4—110 | .. | 100—180 | |
| 51 | Head Clerk (Region) | 100—8—140—E.B.—10—170. | .. | 150—260 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 52 | Paid Apprentices .. | 40 (fixed) | .. | 75 (fixed) *Plus* dearness allowance. | |
| 53 | Statistical Assistant .. | 75—5—100—E.B.—5—120. | .. | 100—180 | |
| 54 | Farming Supervisors | 75—5—120 | .. | 100—180 | |
| 55 | Colonization Supervisors. | 75—5—120 | .. | 100—180 | |
| 56 | Publicity Supervisor .. | 75—5—120 | .. | 100—180 | |
| 57 | Milk Supervisor .. | Ditto | .. | 100—180 | |
| 58 | Laboratory Assistant | Ditto | .. | 100—160 | |
| 59 | Grading Assistants .. | Ditto | .. | 100—180 | |
| 60 | Artist .. | 60—3—75—3—90 | .. | 100—160 | |
| 61 | Village Level Workers | 75—5—120 | .. | 120—220 | |
| 62 | Driver .. | 45—2—65 and 40—2—50—E.B.—3—65. | .. | 75—115 | |
| 63 | Mechanic .. | 40—2—50—E.B.—3—60. | .. | 80—140 | |
| 64 | Book Binder .. | 30—4—50 | .. | 60—80 | |
| 65 | Depot Man .. | 32—1—37 | .. | 55—75 | |
| 66 | Laboratory Attendant | Ditto | .. | 55—75 | |
| 67 | Daftri .. | Ditto | .. | 60—80 | |
| 68 | Jamadar .. | Ditto | .. | 60—80 | |
| 69 | Porters .. | 27—½—32 | .. | 55—75 | |
| 70 | Farrash .. | 22—½—27 | 5 under F.R. 9(25) at Headquarters. | 55—75 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of Pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 71 | Mali .. | 22—½—27 .. | 5 under F.R. 9(25) at head-quarters. | 55—75.. | No special pay |
| 72 | Cleaners .. | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 73 | Fireman .. | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 74 | Dairy Boys .. | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 75 | Laboratory Attendant | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 76 | Grading Attendant .. | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 77 | Plough Man .. | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 78 | Sweepers .. | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 79 | Messengers .. | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 80 | Waterman .. | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 81 | Tindal .. | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 82 | Chaukidar .. | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 83 | Peon-*cum*-Chaukidar | Ditto .. | Ditto .. | 55—75 | Ditto. |
| 84 | Office Peons .. | Ditto .. | Ditto . | 55—75 | Ditto. |
| 85 | Orderly peons .. | Ditto .. | Ditto .. | 55—75 | Ditto. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | COMMUNITY DEVELOPMENT DEPARTMENT | | | | |
| | **Headquarters of the Commissioner, Agricultural Production and Rural Development, U. P., including Vigyan Mandir Scheme** | | | | |
| | VIGYAN MANDIR SCHEME | | | | |
| 1 | Vigyan Mandir Officer | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 2 | Assistant Vigyan Mandir Officer. | 160—8—200—E.B.—10—310—E.B.—15—400. | .. | 200—400 | |
| 3 | Laboratory Assistant | 45—2—65 | .. | 100—160 | |
| 4 | ---- .. | 22—½—27 | .. | 55—75 | |
| | **Headquarters of Commissioner, Agricultural Production and Rural Development** | | | | |
| 1 | Panchayat Instructor | 200—10—250—E.B.—15—400. | 40 p.m. under F.R. 9(25). | 225—500 | Provided an officer of the rank of Block Development Officer is posted. No special pay. |
| 2 | Publicity Assistant-*cum*-Projector Operator. | 75—5—120 | .. | 120—220 | |
| 3 | Overseer .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 175—300 | |
| 4 | Senior Mechanical Inspector. | 200—15—350 | .. | 200—450 | |
| 5 | Mechanical Inspector | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 175—300 | |
| 6 | Assistant Development Officer. | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 7 | Incharge, Audio-Visual Aids. | 200—15—350 | .. | 200—450 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 8 | Journalist-*cum*-Commentator. | 200—15—350 | .. | 200—400 | |
| 9 | Artist .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 120—220 | |
| 10 | Store-Keeper-*cum*-Operator. | 75—5—120 | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 11 | Co-operative Instructor | 200—15—350 | .. | 200—450 | |
| 12 | Traffic Inspector .. | 225 (fixed) | .. | 120—220 | |
| 13 | Movement Inspector | 160—5—200 | .. | 120—220 | |
| 14 | Junior Investigator .. | 80—5—150 | .. | 100—180 | |
| 15 | Assistant Statistician.. | 200—10—250—E.B.—10—350. | .. | 200—400 | |
| 16 | Store Superintendent | 200—15—350 | .. | 200—400 | |
| 17 | Superintendent | 475—40—675 for Secretariat official. 300—20—400 for others. | .. | 350—450 | |
| 18 | Assistant Superintendent. | 160—400 | 40 under F.R. 9(25). | 160—320 | No special pay. |
| | | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 under F.R. 9(21). | | |
| 19 | Upper Division Assistant. | 160—400 for Secretariat officials. 80—240 for others | 25 p. m. for two Accountants under F.R. 9(25). 40 p.m. for two Upper Division Assistants under F.R. 9(25). | 140—280 | No special pay. |
| 20 | Accountant | | | | |
| 21 | Reference Clerk | | | | |
| 22 | Noter and Drafter | | | | |
| 23 | Senior Accountant | | | | |
| 24 | U. D. Assistant-*cum*-Store Keeper. | | | | |
| 25 | Senior Noter and Drafter. | | | | |
| 26 | Senior Clerk | | | | |
| 27 | Accountant .. | 150—10—350 | .. | 180—380 | |
| 28 | Junior Noter and Drafter. | 80—6—110—E.B.—6—140. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 29 | Lower Division Assistant. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 30 | Assistant Accountant | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 31 | Lower Division Assistant-*cum*-Store-keeper. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* Special pay under F. R. 9(25). |
| 32 | Assistant Reference Cerk. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 33 | Typist Clerk | | | | |
| 34 | Routine Clerk | | | | |
| 35 | Paid Apprentice .. | 40 (fixed) .. | .. | 75 (fixed) *Plus* dearness allowance. | |
| 36 | Accounts clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 37 | Junior Clerk .. | | | | |
| 38 | Chief Accountant .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 39 | Auditor .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 160—280 | |
| 40 | Stenographer .. | 160—400 (for Secretariat Official). | .. | 160—320 | |
| 41 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 42 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 43 | Driver .. .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 75—115 | For light and medium vehicles. |
| 44 | Driver .. .. | 45—2—65—E.B.—3—80. | .. | 80—140 | For heavy vehicles. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, f any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 45<br>46<br>47<br>48 | Daftri ..<br>Jamadar ..<br>Cyclostyle Operator<br>Bundle Lifter .. | 32—1—37 | .. | 60—80 | |
| 49<br>50<br>51<br>52 | Peon ..<br>Chaukidar ..<br>Cleaner ..<br>Waterman .. | 27—½—32 | .. | 55—75 | |
| | | **Zonal Offices** | | | |
| 1 | Chief Accountant .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 2 | Accountant .. | 100—8—140—E.B.—10—170. | .. | 120—250 | |
| 3 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 4 | Lower Division Assistant. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 5 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 6 | Driver .. | 45—2—65 | .. | 75—115 | |
| 7 | Orderly Peon/Peon/Dak Runner/Sweeper-*cum*-Chaukidar. | 27—½—32 | .. | 55—75 | |
| | | **District Pooled Planning Offices** | | | |
| 1 | District Planning Officer | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 2 | Head Clerk-*cum*-Accountant. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 3 | District Accountant .. | Ditto | .. | 150—260 | |
| 4 | Senior Accounts Clerk | 80—5—100—6—130. | .. | 120—220 | |
| 5 | Senior Clerk .. | Ditto | .. | 120—220 | |
| 6 | Junior Clerk .. | 60—3—90—4—110 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | Stenographer .. | 75—4—95—E.B. —5—150. | .. | 120—250 | |
| 8 | Drivers .. | 40—2/bi—50—E.B.— 3/bi—65. | .. | 75—115 | |
| 9 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 10 | Chaukidar .. Dak-runner .. Peons .. Orderlies .. Waterman .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | | B. D. Os., A. D. Os. Etc. | | | |
| 1 | Block Development Officer (Special grade). | 250—25—400— E.B.—30—700— E.B.—50—850. | .. | 300—900 | |
| 2 | Block Development Officer. | 220—10—320— E.B.—20—400. | . | 225—500 | |
| 3 | Progress Assistant .. | 80—6—110—E.B. —6—140—E.B.— 10—200. | .. | 160—280 | |
| 4 | Projector Operator-*cum*-Publicity Assistant. | 75—5—120 | .. | 100—160 | |
| 5 | Sanitary Inspector .. | 120—5—140—E.B. —5—150—7½— 172½—E.B.—7½ —210. | .. | 150—260 | |
| 6 | Veterinary Assistant Surgeon. | 200—15—350 for Graduates of Veterinary Science. 120—6—162— E.B.—6—210— E.B.—10—250 or 75—5—120 (Designated as Assistant Development Officer, Animal Husbandry). | | As in the Animal Husbandry Department. | |
| 7 | Village Level Worker | 75—5—120 | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | BLOCK OFFICE | | | |
| 1 | Senior Clerk/Accountant. | 80—5—100—6—130. | .. | 120—220 | |
| 2 | Junior Clerk-*cum*-Typist. | 60—3—90—4—110. | .. | 100—180 | |
| 3 | Store-keepers .. | Ditto | .. | 100—180 | *Plus* special pay under F.R 9(25). |
| 4 | Driver .. | 40—2/bi—50—E.B.—3/bi.—65. | .. | 75—115 | |
| 5 | Messengers/Peons/ Syce/Orderly peons/ Sweeper-*cum*-Chaukidar .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | | **Bakshi-ka-Talab, Lucknow Project Scheme** | | | |
| 1 | Principal .. | 500—50—1,000—E.B.—50—1,200. | 100 under F.R. 9(25). | 600—1,250 | |
| 2 | Project Officer .. | Ditto | .. | 600—1,250 | |
| 3 | Assistant Development Commissioner. | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 p.m. to the A.D.Cs. | 300—900 | |
| 4 | Deputy Director .. | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 F.R. 9(25). | 300—900 | |
| 5 | Principal .. | Ditto | 50 p.m. for 3 posts of Principals under F.R. 9(25). | 300—900 | |
| 6 | Vice Principal/ Extension Training Officers. | | | 300—900 | |
| 7 | Assistant Project Officer. | | | 300—900 | |
| 8 | Research Officer .. | | | 300—900 | |
| 9 | Extension Training Officer. | 220—10—320—E.B.—20—400. | .. | 225—500 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remai |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | Instructor (Overseer) | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 175—300 | |
| 11 | Instructor (Public Health). | Ditto | .. | 150—260 | |
| 12 | Mechanic .. | 75—5—100—E.B.—5—120. | .. | 175—300 if 3 years' diploma; otherwise 120—220. | |
| 13 | Publicity Assistant-*cum*-Projector Operator. | Ditto | .. | 100—160 | |
| 14 | Spinning and Weaving Master. | 60—5—90—E.B.—5—120. | .. | 80—140 | |
| 15 | Compounders .. | 45—2—65—E.B.—3—80—E.B.—4—100 for trained and 45—2—65—E.B.—3—80 for untrained. | .. | As in the Medical Department. | |
| 16 | Art Assistant .. | 60—4—80—E.B.—4—100. | .. | 100—160 | |
| 17 | Senior Instructor | 200—15—350 or 220—10—320—E.B.—20—400. | .. | 200—450 for those who are in the scale of 200—350. | |
| 18 | Assistant Extension Training Officer. | | .. | 225—500 for those who are in the scale of 220—400. | |
| 19 | Instructor .. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 20 | Village Level Worker | 75—5—100—E.B.—5—120. | .. | 120—220 | |
| 21 | Adult Literacy Organizer. | | .. | 100—180 | |
| 22 | Demonstrator | | .. | 100—180 | |
| 23 | Dairy Supervisor | | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 24 | Head Clerk | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 25 | Accounts Clerk | | .. | 120—220 | |
| 26 | Cashier | | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 27 | Cashier-*cum*-Accounts Clerk. | | .. | 120—220 | |
| 28 | Senior Clerk | | .. | 120—220 | |
| 29 | Assistant clerk | 60—3—90—E.B.—4—110. | .. | 100—180 | |
| 30 | Store-keeper-*cum*-Accounts Clerk. | | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 31 | Routine Clerk-*cum*-Typist. | | .. | 100—180 | |
| 32 | Routine Clerk | | | 100—180 | |
| 33 | Store-keeper | | .. | 100—180 | *Plus* special pay under F. R. 9(25) for store-keeper. |
| 34 | Publicity Assistant | | .. | 100—180 | |
| 35 | Information Assistant Clerk. | | .. | 100—180 | |
| 36 | Typist .. | 60—3—90—E.B.—4—110. | .. | 100—180 | |
| 37 | Routine Clerk .. | 60—4—80—E. B.—4—100. | .. | 100—180 | |
| 38 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 39 | Senior Clerk .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 40 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 41 | Ditto .. | 75—4—95—E. B.—5—150. | .. | 120—250 | |
| 42 | Carpenter | 45—2—65—E.B.—3—80. | .. | 65—90 | |
| 43 | Blacksmith | | .. | 65—90 | |
| 44 | Welder | | .. | 75—115 | |
| 45 | Manual Training Instructor. | | .. | 75—115 | |
| 46 | Bal-bari Teacher | | .. | 75—115 | |
| 47 | Driver .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 48 | Mechanic | 30—1½—45—E.B. —2—65 | .. | 80—140 | |
| 49 | Engine Driver | | .. | 65—90 | |
| 50 | Carpenter | | .. | 65—90 | |
| 51 | Store keeper | | .. | 75—115 | |
| 52 | Hammerman<br>Messenger<br>Office Peon<br>Orderly Peon<br>Chaukidar<br>Sweeper<br>Bullock attendant<br>Cleaner<br>Mali<br>Gwala<br>Ploughman<br>Bhisty<br>Dairy Assistant<br>Mate<br>Cattleman | 27—½—32 or 22—½—27 as admissible. | .. | 55—75 | |
| 53 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 54 | Laboratory Assistant | 32—1—37 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | ANIMAL HUSBANDRY DEPARTMENT | | | | |
| | **Directorate of Animal Husbandry** | | | | |
| 1 | Director of Animal Husbandry. | 1,500—50—1,700 | .. | 1,800—2,000 | |
| 2 | Additional Director of Animal Husbandry. | Ditto | .. | 1,600—1,800 | |
| 3 | Deputy Director Biological Products Section. | 500—50—700—E.B.—50—950—E.B.—50—1,200. | .. | 600—1250 | |
| 4 | Deputy Director (Headquarters). | Ditto | 109 under F.R. 9(25). | 600—1,250 | |
| 5 | Deputy Director Animal Husbandry. | Ditto | .. | 600—1,250 | |
| 6 | Deputy Director, Rinderpest Control. | Ditto | .. | 600—1,250 | |
| 7 | Deputy Director (Poultry). | Ditto | .. | 600—1,250 | |
| 8 | Officer In-charge, Polworth Scheme, Pashulok. | Ditto | .. | 600—1,250 | |
| 9 | Principal, Model Training-*cum*-Production Centre, Bakshika-Talab, Lucknow. | Ditto | .. | 600—1,250 | |
| 10 | Deputy Director Incharge, Key Village Scheme. | Ditto | .. | 600—1,250 | |
| 11 | General Manager, Regional Pig Breeding Station-*cum*-Bacon Factory, Central Dairy Farm, Aligarh. | Ditto | .. | 600—1,250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 12 | District Livestock Officer/Subject-Matter Specialist/Assistant Director, Animal Husbandry, Varanasi. | 250—25—350—E.B.—25—400—30—490—E.B.—30—640—E.B.—30—700—50—850. | .. | 300—900 | |
| 13 | Bacteriologist, Biological Products Section. | Ditto | .. | 300—900 | |
| 14 | Serologist .. | Ditto | .. | 300—900 | |
| 15 | Poultry Development Officer. | Ditto | .. | 300—900 | |
| 16 | Assistant Director (Planning). | Ditto | 50 under F.R. 9(25). | 300—900 | |
| 17 | Livestock Marketing Officer. | Ditto | .. | 300—900 | |
| 18 | Assistant Disease Investigation Officer (Sheep and Goat), Pashulok. | Ditto | .. | 300—900 | |
| 19 | O. I. C. Cross Breeding Scheme, Choharpur. | Ditto | .. | 300—900 | |
| 20 | Assistant Director Incharge, Hill Development Scheme. | Ditto | .. | 300—900 | |
| 21 | Research Officer, Mastitis Investigation Scheme. | Ditto | .. | 300—900 | |
| 22 | Officer in-charge, Sheep Breeding Scheme. | Ditto | .. | 300—900 | |
| 23 | Assistant Rinderpest Officer. | Ditto | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 24 | Disease Control Officer (Poultry). | 250—25—350—E.B.—25—400—30—490—E.B.—30—640—E.B.—30—700—50—850. | .. | 300—900 | |
| 25 | Research Officer (Poultry Ration). | Ditto | . | 300—900 | |
| 26 | O.I.C. Bacon Factory, Central Dairy Farm, Aligarh. | Ditto | .. | 300—900 | |
| 27 | Fodder Development Officer. | Ditto | .. | 300—900 | |
| 28 | O. I. C., Pig Breeding Scheme, Central Dairy Farm. | Ditto | .. | 300—900 | |
| 29 | Assistant Director Key Village Scheme. | Ditto | .. | 300—900 | |
| 30 | Assistant Research Officer Standardization. | Ditto | .. | 300—900 | |
| 31 | Officer In-charge, Stockmen Training Class. | Ditto | .. | 300—900 | |
| 32 | Disease Control Officer Pigs, C.D.F. | Ditto | .. | 300—900 | |
| 33 | Officer In-charge, In-service Training of Personnel in A. I. | Ditto | .. | 300—900 | |
| 34 | Poultry Production and Expansion Officer. | Ditto | .. | 300—900 | |
| 35 | Officer In-charge, Large White Yorkshire Pigs, C.D.F. | Ditto | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 36 | Senior Poultry Specialist | 250—25—350—E.B.—25—400—30—490—E.B.—30—640—E. B.—30—700—50—850. | .. | 300—900 | |
| 37 | Gaushala Development Officer. | Ditto | .. | 300—900 | |
| 38 | Farm Superintendent Central Sheep and Wool Research Station. | Ditto | .. | 300—900 | |
| 39 | Farm Manager, State Livestock Farm. | Ditto | .. | 300—900 | |
| 40 | Assistant Research Officer, Vaccines, B.P. Section. | Ditto | .. | 300—900 | |
| 41 | Carcass Utilization Officer/Dead Cattle Utilization Officer. | Ditto | .. | 300—900 | |
| 42 | Manager (Technical) B.K.T. | Ditto | .. | 300—900 | |
| 43 | Statistician .. | Ditto | .. | 300—900 | |
| 44 | Manager Footwear and Leather Utilization, B.K.T. | Ditto | .. | 300—900 | |
| 45 | Accounts Officer .. | Ditto | .. | 300—900 | |
| 46 | Accounts Officer | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 47 | O. I. C. Nine months' Diploma Course in Swine Husbandry and Pork Processing, C. D. F., Aligarh. | 200—20—280—E.B.—20—380—E.B.—20—400—25—500. | .. | 250—550 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 48 | Hide Development Officer. | 200—10—240—E.B.—10—290—E.B.—10—310—14—352—E.B.—14—422—E. B.—14—450. | .. | 225—500 | |
| 49 | Field Extension and Publicity Officer. | Ditto | .. | 225—500 | |
| 50 | Assistant Dairy Manager, C.D.F. | 250—15—400—E.B.—20—500. | .. | 250—550 | |
| 51 | Assistant Poultry Development, Officer. | 200—10—240—E.B.—10—290—E.B.—10—310—E.B.—14—352—E.B.—14—422—E.B.—14—450. | .. | 225—500 | |
| 52 | Field Officer | Ditto | .. | 225—500 | |
| 53 | Mechanical Engineer *cum*-Workshop Superintendent. | 200—10—240—E.B.—10—290—E.B.—10—310—14—352—E.B.—14—422—E.B.—14—450. | .. | 250—550 | |
| 54 | District Livestock Officer. | 200—20—280—E.B.—20—380—E.B.—20—400—25—500. | .. | 250—550 | |
| 55 | Lecturers, Stockmen Training and In-service Training. | Ditto | .. | 250—550 | |
| 56 | A. I. Officer | Ditto | .. | 250—550 | |
| 57 | O.I.C., Semen Collection Station. | Ditto | .. | 250—550 | |
| 58 | O.I.C., Development of Hill Cattle. | Ditto | .. | 250—550 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 59 | Veterinary Inspectors | 200—15—260—E.B.—15—350. | .. | 200—450 | |
| 60 | Farm Superintendent | Ditto | .. | 200—450 | |
| 61 | Senior Research Assistant. | Ditto | .. | 200—450 | Posts for which qualification of degree / diploma in Veterinary Science has been prescribed |
| 62 | Senior Research Assistant. | Ditto | .. | 200—400 | |
| 63 | Research Assistant .. | Ditto | .. | 200—450 | |
| 64 | Veterinary Officer | Ditto | .. | 225—500 | |
| 65 | Sheep Supervisor .. | Ditto | .. | 200—450 | |
| 66 | Lecturer .. | Ditto | .. | 200—450 | |
| 67 | Technical Assistants | Ditto | .. | 200—450 | |
| 68 | Technical Assistant (Fodder). | Ditto | .. | 200—450 | |
| 69 | Assistant Statistician | Ditto | .. | 200—400 | |
| 70 | Marketing Inspector | Ditto | .. | 200—400 | |
| 71 | Livestock Market Intelligence Inspector. | Ditto | .. | 200—400 | |
| 72 | Dairy In-charge .. | 200—15—350 | .. | 200—400 | |
| 73 | Assistant Hide Development Officer. | Ditto | .. | 200—400 | |
| 74 | Chief Instructor .. | Ditto | .. | 200—400 | |
| 75 | Senior Cattle Utilization Inspector. SAS. | Ditto | .. | 200—400 | |
| 76 | Senior Assistant .. | Ditto | .. | 200—400 | |
| 77 | Assistant Dairy Manager. | Ditto | .. | 200—400 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 78 | Sales Supervisor .. | 200—15—350 | .. | 200—400 | |
| 79 | Senior Technical Assistant. | Ditto | .. | 200—400 | |
| 80 | Sale Supervisor .. | Ditto | .. | 200—400 | |
| 81 | Technical Assistant (Tanning). | Ditto | .. | 200—400 | |
| 82 | Senior Poultry Inspector. | Ditto | .. | 200—400 | |
| 83 | Farm Manager .. | Ditto | .. | 200—400 | |
| 84 | Farm Superintendent | Ditto | .. | 200—400 | |
| 85 | Assistant Project Officer. | Ditto | .. | 200—400 | |
| 86 | Assistant Publicity Officer. | Ditto | .. | 200—400 | |
| 87 | Assistant Sales Manager. | 160—8—200—10—300. | .. | 150—350 | |
| 88 | Purchase Officer .. | 160—8—200—10—300. | .. | 200—400 | |
| 89 | Veterinary Assistant Surgeons (S.V.S. Section B). | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 160—280 | |
| 90 | Veterinary Assistant Surgeons. | 200—15—260—E.B.—15—350. | .. | 200—450 | |
| 91 | Technical Assistant-*cum*-Machine Operator. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 150—260 | |
| 92 | Designer-*cum*-Clicker | 120—8—200—E.B.—10—300. | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 93 | Bottomer-*cum*-Finisher | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 94 | Chief Mechanic .. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 150—260 | |
| 95 | Gosadan Manager .. | Ditto | .. | 150—260 | |
| 96 | Flaying Supervisors .. | Ditto | .. | 150—260 | |
| 97 | Production Supervisor | Ditto | .. | 150—260 | |
| 98 | Generator-*cum*-Machine Operator. | Ditto | .. | 175—300 | |
| 99 | Workshop Supervisor | Ditto | .. | 150—260 | |
| 100 | Chemist .. | Ditto | .. | 150—350 | |
| 101 | Salesman .. | Ditto | .. | 120—250 | |
| 102 | Farm Assistant .. | Ditto | .. | 120—220 | |
| 103 | Pig Purchase Supervisor. | Ditto | .. | 160—280 | |
| 104 | Cattle Yard Supervisor | Ditto | .. | 160—280 | |
| 105 | Hide Flaying Inspector | Ditto | .. | 150—260 | |
| 106 | Marketing Intelligence Inspector. | Ditto | .. | 160—280 | |
| 107 | Marketing Inspector-*cum*-Auction Organizer. | Ditto | .. | 160—280 | |
| 108 | Senior Statistical Assistant. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 109 | Statistical Assistant .. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 160—280 | |

| Sl, no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 110 | Poultry Inspectors .. | 120—6—144—E.B.—6—174—E.B—6—204—E.B.—6—210—10—250. | .. | 120—220 | |
| 111 | Graduate Assistant .. | Ditto | .. | 140—280 | |
| 112 | Cultivation In-charge | Ditto | .. | 160—280 | |
| 113 | Creamery Supervisor | Ditto | .. | 160—280 | |
| 114 | Junior Demonstrator | Ditto | .. | 150—260 | |
| 115 | Electrical Supervisor | Ditto | .. | 150—260 | |
| 116 | Electrical-*cum*-Mechanical Supervisor. | Ditto | .. | 175—300 | |
| 117 | Artist-*cum*-Photographer. | Ditto | .. | 175—300<br>180—380 | If 3 years' Diploma.<br>If 5 years' Diploma. |
| 118 | Computor (Marketing Section). | Ditto | .. | 140—280 | |
| 119 | Refrigerator Mechanic | 120—4—160—E.B.—8—200. | .. | 150—260 | |
| 120 | Computor (Statistical Study Scheme). | 80—6—104—E.B.—6—134—E.B.—6—140—10—180—E.B.—10—200. | .. | 120—250 | |
| 121 | Salesman .. | 75—5—120—8—200. | .. | 120—220 | |
| 122 | Managers .. | Ditto | .. | 120—220 | |
| 123 | Mechanic .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 124 | Tractor Operator .. | 80—5—120 | .. | 80—140 | |
| 125 | Supervisors .. | 75—5—95—E.B.—5—120. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 126 | Assistant Cultivation In-charge. | 75—5—120 | .. | 100—180 | |
| 127 | Cultivation Overseer .. | Ditto | .. | 100—180 | |
| 128 | Cultivation Supervisor | Ditto | .. | 100—180 | |
| 129 | Assistant Farm Superintendent. | Ditto | .. | 100—180 | |
| 130 | Dairy-*cum*-Cattle Farm Supervisor. | Ditto | .. | 100—180 | |
| 131 | Compounder (Farm) | Ditto | .. | 80—140<br>120—220 | If untrained.<br>If trained. |
| 132 | Mechanic .. | Ditto | .. | 80—140 | |
| 133 | Store Keeper .. | 75—4—95—E.B.—5—150. | .. | 120—220 | |
| 134 | Store Keeper .. | 75—5—120 | .. | 120—220 | |
| 135 | Poultry Supervisor .. | 75—5—95—E.B.—5—120. | .. | 100—180 | |
| 136 | Livestock Supervisors | Ditto | .. | 120—220 | |
| 137 | Milk Recorder .. | 75—5—120 | .. | 120—220 | |
| 138 | Publicity Supervisor | Ditto | .. | 100—180 | |
| 139 | Boiler Driver-*cum*-Mechanic. | Ditto | .. | 120—220 | |
| 140 | Canning Supervisor .. | Ditto | .. | 100—180 | |
| 141 | Slaughter House Supervisor. | Ditto | .. | 100—180 | |
| 142 | Purchase and Weighing Supervisor. | Ditto | .. | 100—180 | |
| 143 | Cutting Supervisor .. | Ditto | .. | 100—180 | |
| 144 | Processing Supervisor | Ditto | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 145 | Canning and Levelling Supervisor. | 75—5—120 | .. | 100—180 | |
| 146 | Publicity Inspector (Mechanical). | 120—4—160—8—200. | | 120—250 | |
| 147 | Demonstrator .. | 60—4/bi—76—E.B.—4—100. | .. | .. | The post is reported to be in abeyance. |
| 148 | Veterinary Compounder (General). | 75—5—95—E.B.—5—120, if trained, otherwise 45—2—53—E.B.—2—65. | .. | 100—180 | For trained. |
| | | | | 75—115 | For untrained. |
| 149 | Stockmen .. | 75—5—95—E.B.—5—120. | .. | 120—220 | 1½ years' training. |
| | | | | 80—140 | 1 year's training. |
| 150 | Mechanic .. | 60—4—76—E.B.—4—100. | .. | 120—220 | |
| 151 | Salesman .. | 60—3—90—4—110 | .. | 100—180 | |
| 152 | Drivers .. | 60—4/bi—80—E.B.—4—100 for Albion trucks. | .. | 80—140 | For Albion Trucks. |
| | | 45—2—65—3—80 for heavy vehicles. | .. | 80—140 | For heavy vehicles. |
| | | 45—2—65 for light vehicles. | .. | 75—115 | For light vehicles. |
| 153 | Weaver .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 154 | Spinner .. | 65—5—90—E.B.—5—120. | .. | 80—140 | |
| 155 | Cattle Yard Mechanic | 60—4—80—4—100 | .. | 80—140 | |
| 156 | P. A. to Director of Animal Husbandry. | 350—25—450—E.B.—25—500. | .. | 400—550 | |
| 157 | Head Assistant .. | 300—20—400 | .. | 350—450 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 158 | Head Clerk .. | 80—6—104—E.B.—6—134—E.B.—6—140—10—180—E.B.—10—200—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 159 | Senior Noter and Drafter | Ditto | .. | 140—280 | |
| 160 | Junior Noter and Drafter/Record-keeper/Reference clerk/Accounts Clerk. | 80—6—104—E.B.—6—140. | .. | 120—220 | |
| 161 | Cashier .. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 162 | Statistical Clerk .. | 75—5—120—E.B.—8—200. | .. | 120—250 | |
| 163 | Clerk (Mastitis Scheme) | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 164 | Routine Clerk/Typist | 60—4—76—E.B.—4—100. | .. | 100—180 | |
| 165 | Store-keeper .. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 166 | Typist (Mastitis Scheme). | 60—3—72—E.B.—3—87—E.B.—3—90—4—110. | .. | 100—180 | |
| 167 | Stenographer .. | 100—5—120—E.B.—5—145—E.B.—5—150—10—190—EB.—10—200—20—240. | .. | 160—320 | |
| 168 | Camp Clerk .. | 80—6—104—E.B.—6—140. | .. | 120—220 | |
| 169 | Senior Auditor .. | 200—15—260—E.B.—15—350. | .. | 200—450 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 170 | Auditor .. | 80—6—104—E.B.—6—134—E.B.—6—140—10—180—E.B.—10—200. | | 160—280 | |
| 171 | Camp Clerk .. | 60—3—72—E.B.—3—87—3—90—4—110. | | 100—180 | |
| 172 | Librarian .. | 80—6—104—E.B.—6—140. | .. | 120—220 | |
| 173 | Head Clerk .. | 100—8—132—E.B.—8—140—10—170. | .. | 150—260 | |
| 174 | Noter and Drafter/ Accounts Clerk/Senior Clerk. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 175 | Accountant .. | 150—10—190—E.B.—10—240—E.B.—10—290—E.B.—10—350. for those who have passed Divisional Accountant's Examination or Senior Examination of L.C.C. | .. | 200—400 | Qualified. |
| | | and | | | |
| | | 100—8—132—E.B.—8—140—10—170 for non-qualified hands. | .. | 120—250 | Non-qualified. |
| 176 | Routine Clerk .. | 60—3—72—E.B.—3—87—3—90—4—110. | .. | 100—180 | |
| 177 | Camp Clerk .. | 80—6—104—E.B.—6—140. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | OFFICES OF DISTRICT LIVESTOCK OFFICERS | | | |
| 178 | Clerk .. | 60—3—72—E. B. —3—87—3—90 —4—110. | .. | 100—180 | |
| 179 | Senior Clerk .. | 80—5—100—E. B. —6—130. | .. | 120—220 | |
| | | OFFICE OF THE DEPUTY DIRECTOR, IN-CHARGE BIOLOGICAL PRODUCTS SECTION | | | |
| 180 | Head Clerk | 100—8—132—E.B. —8—140—10— 170. | .. | 150—260 | |
| 181 | Cashier .. | 80—5—100—E.B. —6—130. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 182 | Store-keeper .. | 60—4—76—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 183 | Clerk .. | 60—3—72—E. B. —3—87—E.B.—3 —90—4—110. | .. | 100—180 | |
| | | STAFF IN THE FARM | | | |
| 184 | Assistant Accounts Officer. | 150—10—190— E.B.—10—240— E.B.—10—290— E.B.—10—350. | .. | 180—380 | |
| 185 | Accountant .. | Ditto | .. | 200—400 | Qualified. |
| | | | | 120—250 | Non-qualified. |
| 186 | Head Clerk .. | 100—8—140— E.B.—10—170. | .. | 150—260 | |
| 187 | Noter and Drafter .. | 80—6—110—E.B. —6—140. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 188 | Clerks .. | 80—6—110—E.B.—6—140—E.B.—10—200. | .. | 120—220 | |
| 189 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 190 | Accountant-*cum*-Cashier. | Ditto | .. | 120—220 | |
| 191 | Noter and Drafter | Ditto | .. | 120—220 | |
| 192 | Clerk .. | Ditto | .. | 120—220 | |
| 193 | Cashier .. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 194 | Accountant-*cum*-Typist | Ditto | .. | 120—220 | |
| 195 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 196 | Typist .. | 60—3—90—4—110 | .. | 100—180 | |
| 197 | Typist Clerk .. | Ditto | .. | 100—180 | |
| 198 | Store-Keeper-*cum*-Clerk | Ditto | .. | 100—180 | *Plus* special pay under F R. 9(25). |
| 199 | Store-Keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | Ditto. |
| 200 | Accountant-*cum*-Store-Keeper. | 60—4—80—E.B.—4—100. | .. | 100—180 | Ditto. |
| 201 | Store Keeper .. | 75—4—95—E.B.—5—150. | .. | 120—220 | |
| 202 | Store Keeper .. | 75—5—120 | .. | 120—220 | |
| 203 | Camp Clerk .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 204 | Munshi Clerk .. | 30—1½—39—1½—45—2—65. | .. | 75—115 | |

| Sl, no | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | POULTRY SCHEME | | | |
| 205 | Senior Accounts Clerk | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 206 | Senior Clerk .. | Ditto | .. | 120—220 | |
| 207 | Store Keeper .. | Ditto | .. | 120—220 | |
| 208 | Clerk .. | 60—3—72—E.B.— 3—87—E.B.—3— 90—4—110. | .. | 100—180 | |
| 209 | Store Keeper .. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 210 | Clerk-*cum*-Store Keeper | 60—3—90—4—110 | .. | 100—180 | Ditto. |
| 211 | Marketing Supervisor | 45—2—53—E.B.— 2—63—E.B.— 2—65. | .. | 80—140 | |
| 212 | Electrician-*cum*-Black-smith. | 45—2—53—E.B. —2—63—E.B.— 2—65. | .. | 65—90 | |
| 213 | Electrician-*cum*-Mechanic. | 40—2—50— E.B.—3—65. | .. | 80—140 | |
| 214 | Lab. Assistant .. | 45—2—53—2— 65—3—77— E.B.—3—80—4 —100. | .. | 100—160 | |
| 215 | Lab. Assistant .. | 45—2—53—E.B. —2—65. | .. | 80—140 | |
| 216 | First Aider .. | 45—2—65—3— 80—4—110. | .. | 75—115 | |
| 217 | Milk Recorder .. | 45—2—65—E.B. —3—80. | .. | 75—115 | |
| 218 | Supervisor .. | Ditto | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 219 | Blacksmith-*cum*-Carpenter. | 40—2/bi—50—E.B.—3/bi—65. | .. | 65—90 | |
| 220 | Blacksmith-*cum*-Carpenter. | 30—1½—45—2—65. | .. | 65—90 | |
| 221 | Master Flayer .. | 45—2—65—E.B.—2½—90. | .. | 80—140 | |
| 222 | Recorders .. | 45—2—65—E.B.—3—80. | .. | 75—115 | |
| 223 | Gutt Master .. | 45—2—65—E.B.—2½—90. | .. | 80—140 | |
| 224 | Tractor Cleaner .. | 45—3—60 | .. | 55—75 | |
| 225 | Boiler Mechanic .. | 45—2—65—3—80 | .. | 80—140 | |
| 226 | Drivers .. | 45—2—65—E.B.—3—80 for heavy vehicles and 45—2—65 for light vehicles and 60—4/bi—80—E.B.—4—100 for Albion Trucks. | .. | 80—140<br>75—115<br>80—140 | For heavy vehicles.<br>For light vehicles.<br>For Albion Trucks. |
| 227 | Mechanic .. | 45—2—65—3—80 | .. | 80—140 | |
| 228 | Boilerman .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 80—140 | |
| 229 | Carpenter .. | 30—3—60 | .. | 65—90 | |
| 230 | Tubewell Operator .. | 30—1½—45 | .. | 60—80 | |
| 231 | Pump Driver .. | 30—1—45 | .. | 60—80 | |
| 232 | Weaver .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 233 | Cattle Yard Mechanic | Ditto | .. | 80—140 | |
| 234 | Spinner .. | 65—5—90—E.B.—5—120. | .. | 80—140 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Rema |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 235 | Tractor Cleaner .. | 45—3—60 | .. | 55—75 | |
| 236 | Salesman .. | 45 (fixed) | .. | 55—75 | |
| 237 | Skilled workers .. | 45—2—65—3—80 | .. | 60—80 | |
| 238 | Supevisors and skilled workers. | 40—3/bi—56—3/bi.—65. | .. | 60—80 | |
| 239 | Mechanic .. | 45—2—65—3—80 | .. | 80—140 | |
| 240 | Boilerman .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 80—140 | |
| 241 | Carpenter .. | 30—3—60 | .. | 65—90 | |
| 242 | Tube-well Operator .. | 30—1—45 | .. | 60—80 | |
| 243 | Tractor Cleaners .. | 45—3—60 | .. | 55—75 | |
| 244 | Cleaner .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 245 | Peons .. | Ditto | .. | 55—75 | |
| 246 | Chaukidars .. | Ditto | .. | 55—75 | |
| 247 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 248 | Porters .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 249 | Waterman .. | Ditto | .. | 55—75 | |
| 250 | Mali .. | Ditto | .. | 55—75 | |
| 251 | Veterinary Attendant or Veterinary Messenger. | Ditto | .. | 55—75 | |
| 252 | Sweepers .. | Ditto | .. | 55—75 | |
| 253 | Bull Attendant .. | Ditto | .. | 55—75 | |
| 254 | Jamadar .. | 32—1—37 | .. | 60—80 | |
| 255 | Bundle Lifter .. | Ditto | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Rema |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 256 | Lab. Attendant .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 257 | Animal Attendant .. | 27—½—32 | .. | 55—75 | |
| 258 | Mazdoors .. | Ditto | .. | 55—75 | |
| 259 | Serum Mazdoors .. | Ditto | .. | 55—75 | |
| 260 | Garden Mazdoors .. | Ditto | .. | 55—75 | |
| 261 | Store Mazdoors .. | Ditto | .. | 55—75 | |
| 262 | Packing Mazdoor .. | Ditto | .. | 55—75 | |
| 263 | Syce .. | Ditto | .. | 55—75 | |
| 264 | Lab. Attendant-*cum*-Semen Carrier. | Ditto | .. | 55—75 | |
| 265 | Grass Cutter .. | Ditto | .. | 55—75 | |
| 266 | Head Jamadar .. | 32—1—37 | .. | 60—80 | |
| 267 | Goat Man .. | 27—½—32 or 25—1½—40. | .. | 55—75 | |
| 268 | Post Mortem Attendant | Ditto | .. | 55—75 | |
| 269 | Packer .. | Ditto | .. | 55—75 | |
| 270 | Vaccine Carrier .. | Ditto | .. | 55—75 | |
| 271 | Herdman .. | 27—½—32 or 25—1½—40. | .. | 55—75 | |
| 272 | Bottle Washer .. | Ditto | .. | 55—75 | |
| 273 | Farrash .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 274 | Literary Attendant .. | 32—1—37 | .. | 55—75 | |
| 275 | Messengers .. | .. | .. | 55—75 | |
| 276 | Garden Coolies .. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 277 | Syce-*cum*-grasscutter | 22—½—27 | .. | 55—75 | |
| 278 | Waterman-*cum*-Chaukidar. .. | Ditto | .. | 55—75 | |
| 279 | Chaff Cutter .. | Ditto | .. | 55—75 | |
| 280 | Gwalas .. | Ditto | .. | 55—75 | |
| 281 | Ration Room Coolies | 32—1—37 | .. | 55—75 | |
| 282 | Grazier .. | 22—½—27 | .. | 55—75 | |
| 283 | Bhistis .. | Ditto | .. | 55—75 | |
| 284 | Sick Line-attendant .. | Ditto | .. | 55—75 | |
| 285 | Calf Attendant .. | Ditto | .. | 55—75 | |
| 286 | Chaff Cutter Attendant. | Ditto | .. | 55—75 | |
| 287 | Store Coolies .. | 22—½—27 | .. | 55—75 | |
| 288 | Gardeners and Malis | Ditto | .. | 55—75 | |
| 289 | Trained Mali .. | 27—½—32 | .. | 55—75 | |
| 290 | Cart Driver .. | 22—½—27 | .. | 55—75 | |
| 291 | Ploughman .. | Ditto | .. | 55—75 | |
| 292 | Labourers .. | Ditto | .. | 55—75 | |
| 293 | Pump Cleaner .. | Ditto | .. | 55—75 | |
| 294 | Jamadar Shepherd .. | 32—1—37 | .. | 60—80 | |
| 295 | Cultivation Labour | 22—½—27 | .. | 55—75 | |
| 296 | Motor Lorry Cleaner | Ditto | .. | 55—75 | |
| 297 | Practical Class Attendant. | Ditto | .. | 55—75 | |
| 298 | Forest Guards .. | 22—½—27 | .. | 60—80 | |
| 299 | Dairy Man .. | Ditto | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 300 | Truck Cleaners .. | 22—½—27 | .. | 55—75 | |
| 301 | Mates .. | Ditto | .. | 55—75 | |
| 302 | Cattle Jamadar | 32—1—37 | .. | 60—80 | |
| 303 | Cultivation Jamadar. .. | Ditto | .. | 60—80 | |
| 304 | Master Shepherd .. | Ditto | .. | 60—80 | |
| 305 | Shepherd .. | 22—½—27 | .. | 55—75 | |
| 306 | Gadarias .. | Ditto | .. | 55—75 | |
| 307 | Grader .. | Ditto | .. | 55—75 | |
| 308 | Kamdars .. | Ditto | .. | 55—75 | |
| 309 | Carcass Lifter .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 310 | Flock Attendant .. | 22—½—27 | .. | 55—75 | |
| 311 | Semi-skilled workers | 32—1—37 | .. | 55—75 | |
| 312 | Pig Staff Attendant .. | 22—½—2 | .. | 55—75 | |
| 313 | Motor Cleaner .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 314 | Thela Man .. | 22—½—27 | .. | 55—75 | |
| 315 | Chaukidar-*cum*-Attendant. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 316 | Poultry Attendant-*cum*-Cleaner. | Ditto | .. | 55—75 | |
| 317 | Sweeper-*cum*-Chaukidar. | Ditto | .. | 55—75 | |
| 318 | Bullock Man .. | 32—1—37 | .. | 55—75 | |
| 319 | Attendant-*cum*-Field Workers. | 22—½—27 or 27—½—32. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 320 | Delivery Man .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 321 | Fireman .. | Ditto | .. | 55—75 | |
| 322 | Flayers .. | 22—½—27 | .. | 55—75 | |
| 323 | Cycle Runner .. | Ditto | .. | 55—75 | |
| 324 | Inferior servants (including those recruited for eight months). | Ditto | .. | 55—75 | |
| 325 | Cultivators .. | Ditto | .. | 55—75 | |
| 326 | Watchmen .. | Ditto | .. | 55—75 | |
| 327 | Night Watchman .. | Ditto | .. | 55—75 | |
| 328 | Cultivation chaukidar | Ditto | .. | 55—75 | |
| 329 | Chaukidar for Pig Staff. | Ditto | .. | 55—75 | |
| | | FISHERIES | | | |
| 330 | Deputy Director Fisheries (Extension). | 500—50—700—E.B.—50—950—E.B.—50—1,200. | .. | 600—1,250 | |
| 331 | Deputy Director (Research). | Ditto | .. | 600—1,250 | |
| 332 | Assistant Director, (Fisheries) (Development). | 250—25—350—E.B.—25—400—30—490—E.B.—30—640—E.B.—30—700—50—850. | .. | 300—900 | |
| 333 | Assistant Director, (Fisheries) (Planning). | Ditto | 50 under F.R. 9(25). | 300—900 | |
| 334 | Research Officer, (Chemistry). | Ditto | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 335 | Assistant Director (Fisheries) (Marketing). | 250—25—350—E.B.—25—400—30—490—E.B.—30—640—E.B.—30—700—50—850. | .. | 300—900 | |
| 336 | Assistant Director Fisheries (Training). | Ditto | .. | 300—900 | |
| 337 | Research Officer induced breeding (Fisheries). | Ditto | .. | 300—900 | |
| 338 | Assistant Director Fisheries. | 250—25—350—E.B.—25—475—E.B.—25—600. | .. | 250—550 | |
| 339 | Lecturer .. | 200—20—280—E.B.—20—380—E.B.—20—400—25—500. | .. | 225—500 | |
| 340 | Senior Research Assistant (Botany). | 200—15—260—E.B.—15—350. | .. | 200—450 | |
| 341 | Senior Research Assistant (Chemistry). | Ditto | .. | 200—450 | |
| 342 | Senior Research Assistant (Zoology). | Ditto | .. | 200—450 | |
| 343 | Senior Fisheries Inspector. | Ditto | .. | 200—400 | |
| 344 | Statistical Assistant.. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 120—250 | |
| 345 | Overseer .. | Ditto | .. | 175—300 | |
| 346 | Research Assistant (Biology). | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 347 | Research Assistant (Chemistry). | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 160—280 | |
| 348 | Fisheries Inspector .. | Ditto | .. | 160—280 | |
| 349 | Fisheries Development workers. | 75—5—95—E.B.—5—120. | .. | 120—220 | |
| 350 | Mechanics .. | Ditto | .. | 120—220 | |
| 351 | Computors .. | 80—6—104—E.B.—6—134—E.B.—6—140—10—180—E.B.—10—200. | .. | 120—250 | |
| 352 | Head Assistant | 300—20—400 | .. | 350—450 | |
| 353 | Head Assistant .. | 200—10—250 | .. | 160—320 | |
| 354 | Senior Noter and Drafter. | 80—6—104—E.B.—6—134—E. B.—6—140—10—180—E.B.—20—240. | .. | 140—280 | |
| 355 | Senior Noter and Drafter. | 100—10—150 | .. | 140—280 | |
| 356 | Accountant .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 357 | Junior Noter and Drafter. | 85—6—109—E.B.—6—145. | .. | 120—220 | |
| 358 | Junior Noter and Drafter. | 80—6—104—E.B.—6—140. | .. | 120—220 | |
| 359 | Routine Clerks .. | 60—4—76—E.B.—4—80—5—100—E.B.—5—120. | .. | 100—180 | |
| 360 | Routine Clerks .. | 60—4—76—E.B.—4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 361 | Store Keeper .. | 60—4—76—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 362 | Statistical Clerk .. | Ditto | .. | 100—180 | |
| 363 | Senior Clerk-*cum*-Accountant. | 60—3—72—E.B. —3—87—E.B.— 3—90—4—110. | .. | 100—180 | |
| 364 | Stenographer .. | 100—5—120— E.B.—5—145— E.B.—5—150— 10—190—E.B.— 10—200—20— 240. | .. | 160—320 | |
| 365 | Camp Clerk .. | 80—6—104—E.B. —6—140. | .. | 120—220 | |
| 366 | Circle Head Clerk .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 367 | Circle Clerk .. | 60—3—72—E.B. —3—87—E.B.— 3—90—4—110. | .. | 100—180 | |
| 368 | Assistant Fisheries Warden. | 45—2—53—E.B. —2—63—E.B.— 2—65—3—77— E.B.—3—80— E.B.—4—100. | .. | 120—220 | |
| 369 | Laboratory Assistant | Ditto | .. | 100—180 | |
| 370 | Motor Driver .. | 45—2—53—E.B. —2—63—E.B.— 3—65—3—80. | .. | 80—140 | For heavy vehicles. |
| 371 | Motor Driver .. | 45—2—53—E.B. —2—65. | .. | 75—115 | For light and medium vehicles. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 372 | Motor Boat Driver .. | 45—2—53—E.B.—2—63—E.B.—2—65—3—80. | .. | 75—115 | |
| 373 | Motor Boat Driver .. | 45—2—53—E.B.—2—65. | | | |
| 374 | Blacksmith-*cum*-Welder | 40—2/bi.—46—E.B.—2/bi.—50—3/bi—53—E.B.—3/bi—62—E.B.—3/bi.—65. | .. | 75—115 | |
| 375 | Carpenter .. | 30—2—40—2—50 | .. | 65—90 | |
| 376 | Tailor .. | 30—1½—36—E.B.—1½—43½—E.B.—1½—51—E.B.—1½—58½—E.B.—1½—60—2½—65. | .. | 65—90 | |
| 377 | Fieldman .. | Ditto | .. | 60—80 | |
| 378 | Fish-guards .. | 25—1—40 | .. | 55—75 | |
| 379 | Fisherman .. | 30—1½—36—E.B.—1½—43½—E.B.—1½—51—E.B.—1½—58½—E.B.—1½—60—2½—65. | .. | 60—80 | |
| 380 | Fieldman .. | 32—1—37 | .. | 55—75 | |
| 381 | Daftry .. | Ditto | .. | 60—80 | |
| 382 | Net Maker .. | Ditto | .. | 55—75 | |
| 383 | Laboratory Attendant | 27—1—32 or 32—1—37. | .. | 55—75 | |
| 384 | Cleaner .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 385 | Sweeper .. | Ditto | .. | 55—75 | |
| 386 | Chauk dar .. | Ditto | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 387 | Orderly peon .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| | **Office of the Deputy Director, Animal Husbandry (Forms)** | | | | |
| 388 | Deputy Director .. | 500—50—700—E.B.—50—950—E.B.—50—1,200. | .. | 600—1,250 | |
| 389 | Assistant Director .. | 250—25—350—E.B.—25—400—30—640—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 390 | Accounts Officer .. | Ditto | .. | 300—900 | |
| 391 | Assistant Agricultural Engineer. | Ditto | .. | 300—900 | |
| 392 | Farm Manager .. | Ditto | .. | 300—900 | |
| 393 | Farm Superintendent | Ditto | .. | 300—900 | |
| 394 | Farm Superintendent | 200—15—260—E.B.—15—350. | .. | 200—450 | |
| 395 | Agricultural Inspector | Ditto | .. | 200—450 | |
| 396 | Farm Manager (Poultry) | Ditto | .. | 200—400 | |
| 397 | Assistant Dairy Manager | Ditto | .. | 200—400 | |
| 398 | Research Assistant .. | Ditto | .. | 200—400 | |
| 399 | Technical Assistant (Ag.). | Ditto | .. | 200—450 | |
| 400 | Technical Assistant (A.H.) | Ditto | .. | 200—400 | |
| 401 | Veterinary Assistant Surgeons. | Ditto | .. | 200—450 | |
| 402 | Foreman Mechanic .. | Ditto | .. | 200—400 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 403 | Group II Assistant .. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 160—280 | |
| 404 | Building Overseer .. | Ditto | .. | 175—300 | |
| 405 | Poultry Inspector .. | Ditto | .. | 120—220 | |
| 406 | Tractor Mechanic/Chargeman and Generator Operator and Electrician/Foreman Pump. | Ditto | .. | 175—300 | |
| 407 | Tractor Operator .. | 80—5—120 | .. | 80—140 | |
| 408 | Group III Assistant .. | 75—4—95—E.B.—5—120. | .. | 120—220 | |
| 409 | Poultry Supervisor .. | Ditto | .. | 100—180 | |
| 410 | Head Fitter .. | Ditto | .. | 100—180 | |
| 411 | Compounders (Human) | Ditto | .. | 120—220 qualified. 80—140 unqualified. | |
| 412 | Compounder (Vety.).. | Ditto | .. | 100—180 | |
| 413 | Stockman .. | Ditto | .. | 120—220 | |
| 414 | Mechanical Supervisor | 65—2—73—E.B.—2—83—E.B.—2—85—3—97—E.B.—3—100—4—120. | .. | 100—160 | |
| 415 | Electrician .. | 60—4—80—E.B.—4—100. | .. | 75—115 | |
| 416 | Truck Driver (Albion) | Ditto | .. | 80—140 | |
| 417 | Cattle Yard Mechanic | Ditto | .. | 80—140 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 418 | Store Keeper/Godown Keeper. | 60—4—90—E.B. —4—100. | .. | 100—180 | *Plus* specia' pay under F. R. 9 (25) for Store-keeper. |
| 419 | Accountant .. | 150—10—190— E.B.—10—240— E.B.—10—290— E.B.—10—350. | .. | 200—400 | |
| 420 | Accountant .. | Ditto for qualified 100—8—140—10 —170 for un-qualified. | .. | 200—400 120—250 | Qualified. Unqualified. fied. |
| 421 | Stenographer .. | 100—5—120- E.B.—5—14o— E.B.—5—160— 10—180—E.B.— 10—200. | .. | 120—250 | |
| 422 | Head Clerk .. | 100—8—132— E.B.—8—140— 10—170. | .. | 150—260 | |
| 423 | Cashier .. | 80—6—104—E.B. —6—140. | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 424 | Camp Clerk .. | Ditto | .. | 120—220 | |
| 425 | Senior Clerk/Accounts Clerk/Record Keeper/ Establishment Cle k/ Noter and Drafter/ Budget Clerk Ac-countant/Accountant-*cum*-Cashier. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 426 | Cashier .. | Ditto | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 427 | Cashier/Store-Keeper | 60—3—72—E.B.— 3—87—E.B.—3 —90—4—110. | .. | 100—180 | Ditto. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 428 | Jonior Clerk/Clerk-*cum*-Storekeeper/ Despatcher/Clerk/ Typist/Receipt Clerk/ Typist/Routine Grade Clerk/Poultry Clerk. | 60—3—72—E.B.—3—87—E.B.—3—90—4—110. | .. | 100—180 | *Plus* special pay fo Store-Keeper under F.R.9(25). |
| 429 | Auditor .. | 75—5—95—E.B.—5—120. | .. | 120—220 | |
| 430 | Truck Driver/Jeep Driver/Pick-up Driver | 45—2—53—E.B.—2—63—E.B.—2—65—3—80. | .. | 80—140<br>75—115 | Truck Driver.<br>Jeep and Pick-up Driver. |
| 431 | Fitter .. | 45—2—65—E.B.—3—80. | .. | 75—115 | |
| 432 | Mechanic .. | Ditto | .. | 80—140 | |
| 433 | Tractor Driver .. | Ditto | .. | 80—140 | |
| 434 | Cultivation Assistant | Ditto | .. | 65—90 | |
| 435 | Fitter .. | 45—2—53—E.B.—2—63—E.B.—2—65—3—80. | .. | 75—115 | |
| 436 | Blacksmith/Blacksmith *cum*-Carpenter/Carpenter and Black smith. | Ditto | .. | 65—90 | |
| 437 | Horticulture Chaudhry | Ditto | .. | 80—140 | |
| 438 | Oil Engine Driver/ Engine Driver. | Ditto | .. | 65—90 | |
| 439 | Cattle Record Keeper | Ditto | .. | 65—90 | |
| 440 | Mechanics .. | 45—2—65 | .. | 80—140 | |
| 441 | Tractor Cleaner/Cleaner and Ploughman. | 45—2—60 | .. | 55—75 | |
| 442 | Carpenter .. | 40—2—50—3—65 | .. | 65—90 | |
| 443 | Milk Recorder .. | Ditto | .. | 65—90 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 444 | Stockman .. | 45—2—53—E.B.—2—63—E.B.—2—65—3—80. | .. | 80—140 | |
| 445 | Fieldman .. | 30—65 | .. | 60—80 | |
| 446 | Iron Smith .. | 30—50 | .. | 65—90 | |
| 447 | Tube-well Operator/ Pump Driver. | 30—1—45 | .. | 60—80 | |
| 448 | Pumping Plant Operator | 32—1—37 | .. | 60—80 | |
| 449 | Oil Engine Cleaner .. | Ditto | .. | 55—75 | |
| 450 | Milk Recorder/Milk Overseer. | Ditto | .. | 60—80 | |
| 451 | Daftry .. | Ditto | .. | 60—80 | |
| 452 | Cattle and Dairy Jamadar/Cattle Jamadar/Cultivation Jamadar/Jamadar. | Ditto | .. | 60—80 | |
| 453 | Poultry Cleaner/Dairy Cleaner. | Ditto | .. | 55—75 | |
| 454 | Truck Cleaner/Lorry Cleaner/Cleaner/ Pump Cleaner. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 455 | Dak Runner/Cycle Runner. | Ditto | .. | 55—75 | |
| 456 | Jamadar .. | 22—½—27 | .. | 60—80 | |
| 457 | Dairy Mates/Mates for Dairy/Mate for cattle and dairy/ mate/Cultivation mate. | Ditto | .. | 55—75 | |
| 458 | Watch Man/Crop Watch Man/Chaukidar/Poultry watchman. | 22—½—27 or 27—½—32. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 459 | Waterman/ Poultry waterman. | 22—½—27 | .. | 55—75 | |
| 460 | Sweeper .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 461 | Labour/Monthly labour/Cultivation labour. | 22—½—27 | .. | 55—75 | |
| 462 | Godown Man .. | Ditto | .. | 55—75 | |
| 463 | Ploughman .. | Ditto | .. | 55—75 | |
| 464 | Poultry Attendant/ Labour Attendant/ Sick Attendant-*cum*-Live Attendant/Calf Attendant/Sick Attendant/Chaff cutter Attendant/Sheep and Goat attendant/ Chaff cuttingman/ Grass Cutter. | Ditto | .. | 55—75 | |
| 465 | Gardner/Mali/Untrained Mali. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 466 | Mali .. | 27—½—32 | .. | 55—75 | |
| 467 | Herdman/Shepherd/ Grazier/Horse man/ Goat Man. | Ditto | .. | 55—75 | |
| 468 | Milker/Dairy Man/ Gwala. | Ditto | .. | 55—75 | |
| 469 | Orderly Peon/Orderlies/Orderlies and Office Peon/Orderly for Assistant Director. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 470 | Peons/Office Peon .. | Ditto | .. | 55—75 | |
| 471 | Cartman/Cart Driver | 22—½—27 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 472 | Syce .. | 22—½—27 | .. | 55—75 | |
| 473 | Kamdar .. | Ditto | .. | 55—75 | |
| 474 | Bhisti .. | Ditto | .. | 55—75 | |
| | **Pashu Chikitsa Vigyan tatha Pashu Palan Maha Vidyalaya.** | | | | |
| 1 | Principal .. | 1,000—50—1,200—E.B.—50—1,500. | 200 p.m. under F. R. 9(25). | 1,200—1,700 | No special pay. |
| 2 | Professor .. | Ditto | .. | 1,000—1,500 | |
| 3 | Superintendent, L.R.S. | 500—50—1,000—E.B.—50—1,200. | .. | .. | The post is reported to be in abeyance. |
| 4 | Veterinary Investigation Officer. | 1,000—50—1,200—E.B.—50—1,500. | .. | 1,000—1,500 | |
| 5 | R. O. Brucellosis .. | Ditto | .. | 1,000—1,500 | |
| 6 | Senior R. O. (Rumen Microbial Activity). | 500—50—1,000—E.B—50—1,200. | .. | 600—1,250 | |
| 7 | Assistant Professor .. | 250—25—350—E. B.—25—400—30—640—E. B.—30—700—50—850. | .. | 300—900 | |
| 8 | Farm Manager .. | 250—25—350—E.B.—25—400—30—640—E.B.—30—700—50—850. | .. | 300—900 | |
| 9 | Research Officer .. | Ditto | .. | 300—900 | |
| 10 | Assistant Research Officer. | Ditto | .. | 300—900 | |
| 11 | O. I. C. Pasture and Forage. | Ditto | .. | 300—900 | |
| 12 | Statistician .. | Ditto | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 13 | Lecturer .. | 200—20—280—E.B.—20—380—E.B.—20—400—25—500. | | 250—550 | |
| 14 | Hospital Surgeon-*cum*-Radiologist. | Ditto | .. | 250—550 | |
| 15 | Assistant A. H. Training Officer. | 200—20—280—E.B.—20—380—E.B.—20—400—25—500. | .. | 250—550 | |
| 16 | Assistant Research Officer. | Ditto | .. | 250—550 | |
| 17 | Junior Research Officer | Ditto | .. | 250—550 | |
| 18 | Medical Officer .. | 235—15—295—E.B.—15—310—20—390—E. B.—20—470—25—500—E.B.—25—600. | .. | As in the Medical Department. | |
| 19 | Instructor for Social Science. | 200—10—240—E.B.—10—270—E.B.—10—310—14—350—E.B.—14—422—E.B.—14—450. | .. | 225—500 | |
| 20 | Demonstrator .. | 200—15—260—E.B.—15—350. | .. | 200—450 | |
| 21 | Research Assistant and Junior Research Assistant. | Ditto | .. | 200—450 | |
| 22 | Veterinary Assistant Surgeons. | Ditto | .. | 200—450 | |
| 23 | Cine-Photo Artist .. | Ditto | .. | 180—380 | |
| 24 | Head Librarian .. | Ditto | .. | 200—450 | |
| 25 | Instrument Technician | Ditto | .. | 200—400 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 26 | Assistant Diseases Investigation Officer. | 200—15—260—E.B. —15—350. | .. | 200—450 | |
| 27 | Assistant Farm Manager. | Ditto | .. | 200—400 | |
| 28 | Assistant Statistician | Ditto | .. | 200—400 | |
| 29 | Superintendent Production. | Ditto | .. | 200—400 | |
| 30 | Building Overseer .. | 120—6—144—E.B.—6—174—E.B.—6—204—E.B.—6—210—10—250. | .. | 175—300 | |
| 31 | Cultivation Incharge | Ditto | .. | 150—260 | |
| 32 | Poultry Inspector .. | Ditto | .. | 120—220 | |
| 33 | Computor .. | Ditto | .. | 140—280 | |
| 34 | Farm Assistants .. | Ditto | .. | 150—260 | |
| 35 | Librarian .. | 100—10—140—E.B.—10—200. | .. | 150—350 | On the qualifications reported to have been prescribed. |
| 36 | Computor .. | 80—6—104—E.B. —6—134—E.B. —6—140—10—180—E. B.—10—200. | .. | 120—250 | |
| 37 | Physical Training Instructor. | 75—5—95—E.B. —5—120—E.B. —8—160—E.B. —8—200. | .. | 120—250 | |
| 38 | Riding Instructor .. | Ditto | .. | 120—220 | |
| 39 | Farrier .. | Ditto | .. | 120—220 | |
| 40 | Statistical Assistant .. | Ditto | .. | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarl |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 41 | Senior Dairy Assistant | 75—5—95—E.B.—5—120—E.B.—8—160—E.B.—8—200. | .. | 120—220 | |
| 42 | Laboratory Technician. | Ditto | .. | 120—250 | |
| 43 | Tractor Operator .. | 80—5—120 | .. | 80—140 | |
| 44 | Technical Assistant .. | 75—5—95—E.B.—5—120. | .. | 100—160 | |
| 45 | Dairy Assistant .. | Ditto | .. | 120—220 | |
| 46 | Cultivation Assistant | Ditto | .. | 120—220 | |
| 47 | Poultry Supervisor .. | Ditto | .. | 100—180 | |
| 48 | Production Assistant | Ditto | .. | 100—180 | |
| 49 | Medical Compounder | Ditto | .. | 120—220 | |
| 50 | Veterinary Compounder. | Ditto | .. | 100—180 | |
| 51 | Mechanical Supervisor | 65—2—75—E.B.—2—83—E.B.—2—85—3—97—E.B.—3—100—4—120. | .. | 120—220 | |
| 52 | Cataloguer .. | 60—4—76—E.B.—4—100. | — | 100—180 | |
| 53 | Boiler Mechanic .. | Ditto | .. | 120—220 | |
| 54 | Plumber and Fitter .. | Ditto | .. | 100—160 | |
| 55 | Mechanic .. | Ditto | .. | 80—140 | |
| 56 | Personal Assistant to Principal. | 350—25—450—E.B.—25—500. | .. | 400—550 | |
| 57 | Head Assistant .. | 150—10—190—E.B.—10—250. | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 58 | Accountant .. | 100—8—132—E. B.—8—140—10—180—E.B—10—200. | .. | 150—260 | |
| 59 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—26. | |
| 60 | Stenographer .. | 100—5—120—E.B.—5—145—E.B.—5—160—10—180—E.B.—10—200. | .. | 120—250 | |
| 61 | Cashier .. | 80—5—100—E.B.—6—130. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 62 | Camp Clerk .. | 80—6—104—E.B.—6—140. | .. | 120—220 | |
| 63 | Steno-*cum*-typist .. | 75—4—91—E.B.—4—95—5—115—5—140—E.B.—5—150. | .. | 120—250 | |
| 64 | Steno-*cum*-Clerk .. | Ditto | .. | 120—250 | |
| 65 | Steno-*cum*-Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—250 | |
| 66 | Accountant .. | Ditto | .. | 120—220 | |
| 67 | Noter Drafter .. | Ditto | .. | 120—220 | |
| 68 | Senior Clerk .. | Ditto | .. | 120—220 | |
| 69 | Accounts Clerk .. | Ditto | .. | 120—220 | |
| 70 | Routine Clerk .. | 60—3—72—E.B.—3—87—E.B.—3—90—4—110. | .. | 100—180 | |
| 71 | Clerk-*cum*-Typist .. | Ditto | .. | 100—180 | |
| 72 | Typist .. | Ditto | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 73 | Store Keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 74 | Store-keeper-*cum*-Record Keeper. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 75 | Master Flayer .. | 45—2—53—E.B.—2—63—E.B.—2—65—2½—75—E.B.—2½—90. | .. | 80—140 | |
| 76 | Driver .. | 45—2—53—E.B.—2—63—E.B.—2—65—3—80. | .. | 80—140<br>75—115 | For heavy vehicles.<br>For light and medium vehicles. |
| 77 | Laboratory Assistant | 45—2—53—E.B.—2—63—E.B.—2—65—3—77—3—80—4—100. | .. | 100—160 | |
| 78 | Stockmen .. | 75—5—95—5—120 and 45—2—53—E.B.—2—63—E.B.—2—65—3—80. | .. | 120—220 with 1½ years' training. 80—140 with 1 year's training. | |
| 79 | Poultry Assistant ,, | 45—2—53—E.B.—2—63—E.B.—2—65—3—80, | ,, | 65—90 | |
| 80 | Supervisor ,, | Ditto | ,, | 65—90 | |
| 81 | Carpenter-*cum*-Blacksmith, | Ditto | ,, | 65—90 | |
| 82 | Laboratory Assistant | Ditto | .. | 100—160 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 83 | Laboratory Assistant | 45—2—53—E.B.—2—65. | .. | 100—160 | |
| 84 | Semen Collector .. | Ditto | .. | 60—80 | |
| 85 | Literary Mate .. | Ditto | .. | 60—80 | |
| 86 | Surgical Assistant .. | Ditto | .. | 65—90 | |
| 87 | Electrician-*cum*-Tube-well Operator. | Ditto | .. | 80—140 | |
| 88 | Book Lifter .. | Ditto | .. | 60—80 | |
| 89 | Gas Mechanic .. | 40—2/bi—46—E.B.—2/bi—50—3/bi.—53—E.B.—3/bi—62—E.B.—3/bi.—65. | .. | 65—90 | |
| 90 | Tube-well Operator | 30—1—45 | .. | 60—80 | |
| 91 | Fieldman .. | 30—1½—36—E.B.—1½—43½—E.B.—1½—51—E.B.—1½—58½—E.B.—1½—60—2½—65. | .. | 60—80 | |
| 92 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 93 | Literary Mate .. | Ditto | .. | 55—75 | |
| 94 | Jamadar .. | Ditto | .. | 60—80 | |
| 95 | Senior Gwalas .. | Ditto | .. | 55—75 | |
| 96 | Laboratory Attendant | 22—½—27 or 27—½32. | .. | 55 - 5 7 | |
| 97 | College Servants | | | | |
| 98 | Chaukidars | | | | |
| 99 | Sweepers | | | | |
| 100 | Poultry Attendants | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 101 | Cattle Attendant/ Animal Attendant. | | | | |
| 102 | Herdman | | | | |
| 103 | Cleaners | | | | |
| 104 | Anti-Malaria Labour | | | | |
| 105 | Waterman | | | | |
| 106 | Gwalas | | | | |
| 107 | Goat Attendant | | | | |
| 108 | Class Room Attendant. | | | | |
| 109 | Hostel Block Servant. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 110 | Boiler Attendant | | | | |
| 111 | Library Attendant | | | | |
| 112 | Carcass Lifters | | | | |
| 113 | Farm Attendant | | | | |
| 114 | Gardene s | | | | |
| 115 | Gas House Attendant | | | | |
| 116 | Small Animal house attendant. | | | | |
| 117 | Peon and Orderly Peon. | 27—½—32 | .. | 55—75 | |
| 118 | Syce | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | RELIEF AND REHABILITATION DEPARTMENT | | | | |
| 1 | Deputy Commissioner (P.C.S.). | 250—25—400—E.B.—30—700—E.B.—50—850. | 200 p.m. under F.R. 9(25). | U.P.C.S. (Executive) scale. | |
| 2 | Assistant Accounts Officer. | 220—15—370—E.B.—20—450—E.B.—25—675. | 50 p.m. under F.R. 9(25). | 250—750 | No special pay. |
| 3 | Accountant .. | 150—10—350 | .. | 180—380 | |
| 4 | Stenographer .. | 160—15—280—E.B.—20—400. | .. | 160—320 | |
| 5 | Inspector (Agriculture) | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 6 | R & R Inspectors .. | 110—5—160 | .. | 120—220 | |
| 7 | Record Keeper .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 8 | Accounts Clerk .. | 75—5—100 | .. | 100—180 | |
| 9 | Lower Division Clerk (Typist). | 60—4—100 | .. | 100—180 | |
| 10 | Driver .. | 45—2—65—E.B.—3—80. | .. | 75—115<br>80—140 | For light and medium vehicles.<br>For heavy vehicles. |
| 11 | Cyclostyle Machine Operator. | 32—1—37 | .. | 60—80 | |
| 12 | Jamadar .. | 32—1—37 | .. | 60—80 | |
| 13 | Peons and Orderly Peons. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **District Relief and Rehabilitation Offices** | | | | |
| 1 | District R & R Officer | 250—25—400—E.B.—30—700—E.B.—50—850. | 75 at Pilibhit, 50 at Meerut, under F.R. 9(25). | U.P.C.S. (Executive) scale. | |
| 2 | R & R Inspectors .. | 110—5—160 | .. | 120—220 | |
| 3 | Kurk Amin .. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 4 | Accountant .. | 150—10—350 | .. | 180—380 | |
| 5 | Accounts Clerk .. | 75—5—100 | .. | 100—180 | |
| 6 | Clerk .. | 60—3—90 | .. | 100—180 | |
| 7 | Stenographer .. | 75—4—95—E.B.—5—130. | .. | 120—250 | |
| 8 | Peons and Chaukidars | 27—½—32 | .. | 55—75 | |
| | **Office of Competent Officer, Lucknow** | | | | |
| 1 | Competent Officer .. | 600—1,200 | 100 under F.R. 9(25). | 600—1,250 | A member of the H. J. S. is appointed to this post. |
| 2 | Musarim .. | 150—10—250 | .. | 120—250 | |
| 3 | Junior Accountant .. | 110—10—150 | .. | 120—220 | |
| 4 | Stenographer .. | 75—4—95—E.B.—5—130. | .. | 120—250 | |
| 5 | Clerk .. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 6 | Amin .. | Ditto | .. | 100—180 | |
| 7 | Peons and Chaukidars | 27—½—32 | .. | 55—75 | |
| 8 | Daftry .. | 32—1—37 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Office of Sale Officer, Evacuee Property, Lucknow** | | | | |
| 1 | Sale Officer .. | 250—25—500 | .. | 225—500 | |
| 2 | Assistant Sale Officer | 200—10—250 | .. | 160—280 | |
| 3 | Accountant .. | 150—10—350 | .. | 180—380 | |
| 4 | Lower Division Assistant. | 80—200 | .. | 100—180 | |
| 5 | Clerk .. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 6 | Valuer .. | 150—10—180 | .. | 150—260 | |
| 7 | Peon etc. .. | 27—1—32 | .. | 55—75 | |
| 8 | Driver .. | 45—2—65—E.B.—3—80. | .. | 75—115 | For light and medium vehicles. |
| | | | | 80—140 | For heavy vehicles. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | CIVIL DEFENCE DEPARTMENT | | | |
| 1 | Director Civil Defence | | | | The post is present held by an I. A. S. Officer. |
| 2 | Deputy Director .. | | | | Ditto. |
| 3 | Deputy Controller, Civil Defence | U.P.C.S. scale | 100 p.m. under F.R. 9(25). | U.P.C.S. (Executive) scale. | |
| 4 | Civil Defence Officers | Ditto | .. | Ditto. | |
| 5 | Staff Officer, Civil Defence (Gazetted). | 200—10—250—15—400. | .. | 200—4.. | |
| 6 | Staff Officer, Civil Defence. | 200—10—250—15—400. | .. | 200—400 | |
| 7 | Officer Incharge, Civil Defence Division. | 150—8—230—E.B.—12—350. | .. | 160—280 | |
| 8 | Stenographers at the Headquarters. | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | .. | 160—320 | |
| 9 | Head Clerk-*cum*-Accountant, Civil Defence Office in districts. | 85—6—145 | .. | 120—220 | |
| 10 | Accountant-*cum*-Routine Clerk. | 60—4—80—5—120 | .. | 100—180 | |
| 11 | Stenographers to the Deputy Controllers/ Civil Defence Officers in districts. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 12 | Routine Clerk and Typists in districts. | 60—3—90—4—110 | .. | 100—180 | |
| 13 | Telephonist .. | 60—3—90—4—110 | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 14 | Jamadar with Director Civil Defence. | 32—1—37 | .. | 60—80 | |
| 15 | Peons, Orderly Peons and Messenger at Headquarters and districts. | 27—½—32 | .. | 55—75 | |
| 16 | Driver .. | 45—2—65 | .. | 75—115 | |
| 17 | Part-time Sweeper .. | 14—½—19 | .. | | No time-scale is necessary. |
| | **Civil Defence Training Centre** | | | | |
| 1 | Principal .. | | | | The post is at present held by a retired Government servant. |
| 2 | Vice-Principal .. | P.C.S. (Executive) Selection Grade 900—50—1,250. | .. | | U.P.C.S. (Executive) scale. |
| 3 | Chief Fire Officer .. | 250—25—400—E.B.—30—700—E.B.—50—850 (starting pay 300 p.m.). | .. | As in the Police Department. | |
| 4 | Fire Station Officer .. | 200—10—250—E.B.—15—265—E.B.—15—340—E.B.—15—400. | .. | Ditto. | |
| 5 | Quarter Master .. | 200—10—250—E.B.—15—400. | .. | Ditto. | |
| 6 | Leading Fireman .. | 65—2—73—E.B.—2—83—E.B.—2—85—2½—90. | .. | Ditto. | |
| 7 | Fireman .. | 45—1½—51—E.B.—1½—60—E.B.—70. | .. | Ditto. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 8 | Head Constable Driver Fire Service. | 60—4—100 | .. | As in the Police Department. | |
| 9 | Electrician .. | 50—5—90 | .. | 65—90 | |
| 10 | Driver .. | 45—1½—51—E.B.—1½—60—E.B.—2—70. | .. | 75—115<br>80—140 | For light and medium vehicles. for heavy vehicles. |
| 11 | Head Clerk-*cum*-Accountant. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 12 | Cashier .. | 60—3—90—4—110. | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 13 | Stenographer .. | 75—4—95—E.B.—5—150.<br>100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 14 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 15 | Store Clerk .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 16 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 17 | Chaukidar | 27—½—32 | .. | 55—75 | |
| 18 | Waterman | | | | |
| 19 | Garden Mazdoor | | | | |
| 20 | Hostel Attendant | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 21 | Lineman | 27—½—32 | .. | 55—75 | |
| 22 | Messenger | | | | |
| 23 | Office Peon | | | | |
| 24 | Orderly Peon | | | | |
| 25 | Sweeper | | | | |
| | **Commandant General P. R. D. and Home Guards** | | | | |
| 1 | Assistant Commandant | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 250—550 | |
| 2 | Assistant Commandant. | 250—25—500 | .. | 250—550 | |
| 3 | Assistant Commandant | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 4 | Regional Commandant | Re. 1 p. m. as nominal salary, and 500 as Honoraria. | .. | | No time-scale is necessary. |
| 5 | District Staff Officer .. | 250—15—310—E.B.—20—410—E.B.—20—450—25—525—E.B.—25—650. | .. | 225—500 | |
| 6 | District Staff Officer | 200—10—250—E.B.—15—325—15—400. | .. | 200—400 | |
| 7 | Medical Officer | 235—15—600 | .. | As in the Medical Department. | |
| 8 | Technical Assistant | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | .. | The post is reported to be in abeyance. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 9 | Quarter Master .. | 200—10—250—E.B.—15—400. | .. | As in the Police Department. | The post should be filled in by taking men from Police Department. |
| 10 | District Organizers .. | 150—8—230—E.B.—12—350. | .. | 160—280 | |
| 11 | Assistant District Organisers. | 120—6—180—E.B.—10—200. | .. | 120—250 | |
| 12 | Vyamshala Instructor | 75—5—120—E.B.—8—200. | .. | 80—140 | |
| 13 | Zone Workers .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 14 | Bn. Instructors .. | 60—4—80—E.B.—4—100. | .. | .. | These should be filled in by taking men from Police Department. |
| 15 | School Teacher .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 16 | Compounder .. | 75—5—100—E.B.—5—120. | .. | As in the Medical Department. | |
| 17 | Company Commandant | 120—6—180—E.B.—10—200. | .. | 120—250 | |
| 18 | Company Havaldar Major. | 50—1—65 | 10 p.m. under F.R. 9(25). | As in the Police Department. | These should be filled in by taking men from Police Department. |
| 19 | Havaldar Armourer .. | 50—1—65 | .. | Ditto | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 20 | Head driver/driver/ despatch rider. | 50—1—65 40—2/bi.—50—E.B.—3/bi.—65. | 10 p.m. for 1 post of Head driver under F.R. 9(25). | 80—140 | For Head Driver (No special pay). |
| | | | | 80—140 | Drivers of heavy vehicles. |
| | | | | 75—115 | Drivers of light and medium vehicles. |
| | | | | 75—115 | Despatch rider. |
| | Drill Instructor/I.T. and P. T. Instructor. | 50—1—65 | 10 p.m. on 2 posts of Drill Instructors. 0 p.m. on 22 posts of I. T. Instructors. 10 p.m. on 12 posts of P. T. Instructors under F.R. 9(25). | As in the Police Department. | These should be filled in by taking men from Police Department. |
| 22 | Head Constable .. | 50—1—65 | .. | Ditto | |
| 23 | Constable Guards .. | 30—1—45 | 5 p.m. F.R. 9(25). | Ditto | |
| 24 | Band Master .. | 50—1—65 | 10 p.m. F.R. 9(25). | Ditto | |
| 25 | Bandsman .. | 30—1—45 | 5 p.m. F.R. 9(25). | Ditto | |
| 26 | Buglers | 30—1—45 | 4 p.m. F.R. 9(25). | Ditto | |
| 27 | Mechanic-*cum*-Tube-well Operator. | 30—1—45 | .. | 65—90. | |

| Sl. no. | Designation of service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 28 | Sainik Armourer .. | 30—1—45 | .. | As in the Police Department. | These should be filled in by taking men from Police Department. |
| 29 | Armourer Mistry .. | 30—1—45 | .. | Ditto | |
| 30 | Office Superintendent | 200—10—250 | .. | 250—325 | |
| 31 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 32 | Accountant .. | 100—10—200 | .. | 150—260 | |
| 33 | Accountant .. | 100—10—150 | .. | 120—250 | |
| 34 | Senior Noter and Drafter. | 100—10—150 | .. | 120—250 | |
| 35 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 36 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 37 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 38 | Cashier .. | 100—10—150 | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 39 | Record Keeper .. | 85—6—145 | .. | 120—220 | |
| 40 | Junior Noter and Drafter. | 85—6—145 | .. | 120—220 | |
| 41 | Assistant Cashier .. | 85—6—145 | .. | 100—180 | *Plus* special pay under F.R.(25). |
| 42 | Drafter .. | 80—5—100—E.B.—6—130. | .. | 120—220 | *Plus* special pay under F.R. 9(25). |
| 43 | Accountant-*cum*-Store Keeper. | 80—5—100—130. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 5 |
| 44 | Routine Clerk .. | 60—4—80—E.B.—5—120. 60—3—90—E.B.—4—110. | .. | 100—180 | |
| 45 | Typist and Typist-*cum*-Despatcher .. | 60—4—80—E.B.—5—120. 60—3—90—E.B.—4—110. | .. | 100—180 | |
| 46 | Clerk-*cum*-Accountant | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 47 | Clerk-*cum*-Typist .. | 60—3—90—4—110 | | 100—180 | |
| 48 | Store Keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 49 | Assistant Store Keeper | 45—1½—50—E.B.—1½—60. | .. | 75—115 | |
| 50 | Cyclostyle Operator | 32—1—37 | .. | 60—80 | |
| 51 | Barber .. | 27—½—32 | .. | 55—75 | |
| 52 | Store-Coolie .. | | | | |
| 53 | Mochi .. | | | | |
| 54 | Dhobi .. | | | | |
| 55 | Tailor .. | 27—½—32 | .. | 65—90 | |
| 56 | Runner .. | 27—½—32 and 22—½—27. | .. | 55—75 | |
| 57 | Office Peon | 27—½—32 | 5 p.m. for one Chaukidar of Kr. Jasbir Singh Memorial Boat House, Lucknow. | 55—75 | |
| 58 | Orderly Peon | | | | |
| 59 | Chaukidar | | | | |
| 60 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 61 | Sweeper .. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 62 | Waterman-*cum*-Farrash Waterman (messes). | 27—½—32 | .. | 55—75 | |
| 63 | Nursing Orderly .. | 27—½—32 | .. | 55—75 | |
| 64 | Cooks .. | | | | |
| 65 | Mali .. | | | | |
| 66 | Cleaner .. | 27—½—32 | .. | 55—75 | |
| 67 | Provost .. | 45—1½—51—E.B.—1½—60—E.B.—2—70. | .. | As in the Police Department. | The post should be filled in by taking man from Police Department. |
| 68 | Sainik Electrician .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 65—90 | |
| 69 | Sainik Carpenter .. | Ditto | .. | 65—90 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | FINANCE DEPARTMENT | | | | |
| | **Sales Tax (Executive Side)** | | | | |
| 1 | Sales Tax Officer (Selection Grade). | 500—50—1,000—E.B.—50—1,200. | | .. | Selection grade of 500—1,200 for Sales Tax Officers should be abolished. |
| 2 | Assistant Commissioner (Executive). | 250—25—350—E.B.—25—400—30—490—E.B.—30—640—30—700—50—850. | 150 p.m. under F.R. 9(25). | 600—1,250 | No special pay. |
| 3 | Statistical Officer .. | Ditto | .. | 300—900 | |
| 4 | Sales Tax Officer .. | Ditto | .. | 300—900 with a start of 325. | |
| 5 | Assistant Sales Tax Officers. | 200—10—240—E.B.—10—250—15—310—E.B.—15—400. | .. | 225—500 | |
| | | HEADQUARTERS | | | |
| 6 | Office Superintendent | 300—20—400 | .. | 350—450 | |
| 7 | Assistant Superintendent. | 80—6—104—E.B.—6—134—E.B.—6—140—10—180—E.B.—10—200—E.B.—20—240. | 25 p.m. under F.R. 9(25). | 160—320 | No special pay. |
| 8 | Noter and Drafter .. | Ditto | .. | 140—280 | |
| 9 | Noter and Drafter | 85—6—109—E.B.—6—145. | .. | 120—220 | |
| 10 | Record Keeper | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 11 | Routine Clerk .. | 60—4—76—E.B.—4—80—5—100—E.B.—5—120. | .. | 100—180 | |
| 12 | Typist .. | Ditto | .. | | |
| 13 | Routine clerk-*cum*-Typist. | Ditto | .. | | |
| 14 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 15 | Stenographer .. | 75—4—91—E.B.—4—95—5—115—E.B.—5—140—5—150. | .. | 120—250 | |
| 16 | Statistical Assistant .. | 200—15—350 | .. | 200—450 | |
| 17 | Computors .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 18 | Compilers .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 19 | Electrician .. | 30—85 | .. | 65—90 | |
| 20 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 21 | Jamadars | 32—1—37 | .. | 60—80 | |
| 22 | Bundle Lifter | | | | |
| 23 | Head Mali | | | | |
| 24 | Orderlies and peons .. | 32—1—37 | .. | 55—75 | |
| | | RANGE OFFICES | | | |
| 25 | Head Clerk .. | 200—10—250 | .. | 250—325 | |
| 26 | Stenographers .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Comm tee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 27 | Noter and Drafter .. | 85—6—145 | | 120—220 | |
| 28 | Record Keeper .. | 85—6—145 | .. | 120—220 | |
| 29 | Routine Clerk .. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 30 | Typist .. | | | | |
| 31 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 32 | Orderlies .. | 27—½—32 | .. | 55—75 | |
| 33 | Office Peon .. | | | | |
| 34 | Process Servers .. | | | | |
| 35 | Waterman .. | | | | |
| 36 | Chaukidar .. | | | | |
| 37 | Sweeper .. | | | | |
| | | CIRCLE OFFICES | | | |
| 38 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 39 | Noter and Drafter .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 40 | Routine Clerk and Record Keeper .. | 60—3—90—4—110. | .. | 100—180 | |
| 41 | Typist .. | | | | |
| 42 | Routine Clerk-*cum*-Typist. | | | | |
| 43 | Accountants .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 44 | Stenographers .. | 75—4—91—E.B.—4—95—5—150. | .. | 120—250 | |
| 45 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 46 | Inferior servants .. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Judicial Side** | | | | |
| 47 | Judge Revisions, Sales Tax. | 800—50—1,000—75—1,750—50——1,800. | 250 p.m. under F.R. 9 (25). | 800—1,800 | |
| 48 | Additional Judge Revisions, Sales Tax. | Ditto | 150 p.m. under F.R. 9 (25). | | |
| 49 | Assistant Commissioner (Judicial). | 250—25—350—E.B.—25—400—30—490—E.B.—30—640—E.B.—30—700—50—850. | Ditto | 600—1,250 | No special pay. |
| | HEADQUARTERS OFFICE OF JUDGE (REVISIONS) | | | | |
| 50 | Head Clerk .. | 200—10—250 | .. | 250—325 | |
| 51 | Munsarim .. | 150—10—200 | .. | 120—250 | |
| 52 | Stenographers .. | 100—5—125—E.B.—5—160—E.B.—10—200 and 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 53 | Noters and Drafters | 85—6—109—E.B.—6—145. | | 120—220 | |
| 54 | Reader | | | | |
| 55 | Record Keepers | | | | |
| 56 | Ahalmad .. | 60—4—76—E.B.—4—80—5—100—E.B.—5—120. | | 100—180 | |
| 57 | Accountant .. | Ditto | | | |
| 58 | Routine Clerk .. | Ditto | | | |
| 59 | Assistant Record Keeper. .. | Ditto | | | |
| 60 | Typist | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 61 | Jamadar | 32—1—37 | | 60—80 | |
| 62 | Daftri | | | | |
| 63 | Bundle Lifter | 27—½—32 | | | |
| 64 | Process Server | 27—½—32 | .. | 55—75 | |
| 65 | Waterman-*cum*-Farrash | | | | |
| 66 | Orderly | | | | |
| 67 | Office Peon | | | | |
| | **Offices of Additional Judges (Revision), Sales Tax and Assistant Commissioner (Judicial), Sales Tax** | | | | |
| 68 | Munsarim | 150—10—200 | .. | 120—250 | |
| 69 | Stenographer | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 70 | Reader | 85—6—109—E.B.—6—145. | .. | 120—220 | |
| 71 | Ahalmad | 60—4—76—E.B.—4—80—5—100—E.B.—5—120. | .. | 100—180 | |
| 72 | Typist | | | | |
| 73 | Routine Clerks | | | | |
| 74 | Jamadar | 32—1—37 | .. | 60—80 | |
| 75 | Daftri | | | | |
| 76 | Office Peon | 27—½—32 | .. | 55—75 | |
| 77 | Orderlies | | | | |
| 78 | Process Servers | | | | |
| 79 | Mali | | | | |
| 80 | Chaukidar | | | | |
| 81 | Waterman | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Registration** | | | | |
| 1 | Inspector General of Registration-*cum*-Junior Secretary, Board of Revenue *cum*-Chief Inspector of Stamps. | 500—50—1,000—E.B.—50—1,200. | 100 p.m. under F.R. 9 (21). | 750—1,400 | No special pay. |
| 2 | Personal Assistant to Inspector General of Registration. | 250—25—400—E.B.—30—700—E.B.—50—850. | 50 p.m. under F.R. 9 (25). | 300—900 | Existing special pay should continue under F.R. 9(25). |
| 3 | Inspectors of Stamps and Registration. | Ditto .. | .. | 300—900 | |
| 4 | Sub-Registrars .. | 350—450 (Selection Grade). | .. | 350—650 | |
| 5 | Sub-Registrars .. | 150—350 .. | .. | 225—500 | |
| 6 | Junior Scale Sub-Registrars. | 100—200 .. | .. | .. | Recruitment to the posts of Junior scale Sub-Registrars has not yet been made. In the opinion of the Committee, this new category should not be introduced. |
| | HEADQUARTERS | | | | |
| 7 | Head Clerk .. | 200—250 | .. | 250—325 | |
| 8 | Senior Noters and Drafters. | 100—10—150 | .. | 120—250 | |
| 9 | Stenographer .. | 100—200 | .. | | |
| 10 | Noter and Drafter .. | 85—6—145 | | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 11 | Routine Clerks .. | 60—4—80—E.B. —5—120. | .. | 100—180 | |
| 12 | Chief Registration Clerks at the District Headquarters. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 13 | Registration clerks in Registration offices in the State. | 60—3—90—4—110 | .. | 100—180 | |
| 14 | Bundle Lifter .. | 32—1—37 | .. | 60—80 | |
| 15 | Peons .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | **U. P. Finance and Accounts Service** | | | | |
| 1 | Senior Accounts Officer | 500—50—1,000—E.B.—50—1,200. | 100 p.m. on two posts under F.R. 9(25). | 750—1,400 for Deputy Land Reforms Commissioner Accounts, Board of Revenue. 600—1,250 for rest. | No special pay. No special pay. |
| 2 | Account Officers .. | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 p.m. under F.R. 9(21). | 400—1,000 | No special pay. |
| 3 | Treasury Officers .. | Ditto | 100 p.m. under F.R. 9(25) on six posts. | 00—1,000 for six posts carrying special pay of 100. 300—900 for the rest. | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Audit and Accounts Organisation for Zila Parishads and Kshettra Samitis** | | | | |
| 1 | Mukhya Vitt Adhikari, Zila Parishad. | 500—50—1,000—E.B.—50—1,200. | 100 p.m. under F.R. 9(25). | 750—1,400 | No special pay. |
| 2 | Vitt Adhikari .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 250—750 | |
| 3 | Head Assistant .. | 300—20—380—E.B.—20—400. | .. | 350—450 | |
| 4 | Senior Noter and Drafter. | 80—6—104—E.B.—6—134—E.B.—6—140—E.B.—10—180—E.B.—10—200—20—240. | .. | 140—280 | |
| 5 | Junior Noter and Drafter. | 80—6—104—E.B.—6—134—E.B.—6—140. | .. | 120—220 | |
| 6 | Routine Grade Clerk | 60—4—76—E.B.—4—96—E.B.—4—100. | .. | 100—180 | |
| 7 | Chief Accountant .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 8 | Accountant .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 9 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 10 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 11 | Peon .. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Examiner, Local Fund Accounts** | | | |
| 1 | Examiner .. | 500—50—1,000—E.B.—50—1,200. | 100 p. m. under F.R. 9(21). | 750—1,400 | No special pay. |
| 2 | Assistant Examiner .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 3 | Senior Auditor .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 200—450 | |
| 4 | Assistant Auditor .. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 5 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 6 | Noter and Drafter .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 7 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 8 | Daftry/Jamadar .. | 32—1—37 | .. | 60—80 | |
| 9 | Peon .. | 27—½—32 | .. | 55—75 | |
| 10 | Chaukidar .. | Ditto | .. | 55—75 | |
| | | **Co-operative Audit** | | | |
| 1 | Chief Audit Officer .. | 500—50—1,000—E.B.—50—1,200. | 100 p.m. under F.R. 9(25). | 750—1,400 | No special pay. |
| 2 | Deputy Chief Audit Officer. | 250—25—400—E.B.—30—700—E.B.—50—850. | Ditto. | 400—1,000 | No special pay. |
| 3 | Regional Audit Officer. | Ditto | .. | 300—900 | |
| 4 | Principal, Auditors, Training College. | | | | |
| 5 | Audit Officer (Hq.) | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 6 | Senior Auditors .. | 200—15—350 | .. | 200—450 | |
| 7 | Auditors .. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| | | HEAD QUARTERS | | | |
| 8 | Head Clerk .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p. m. under F.R. 9 (21). | 160—320 | No special p |
| 9 | Noter and Drafter .. | Ditto | .. | 140—280 | |
| 10 | Senior Noter and Drafter. | 100—10—150 | .. | 140—280 | |
| 11 | Junior Noter and Drafter. | 85—6—145 | .. | 120—220 | |
| 12 | Record Keeper .. | Ditto | .. | | |
| 13 | Accounts Clerk .. | 80—6—110—E.B.—6—140. | .. | | |
| 14 | Routine Clerks .. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 15 | Ditto .. | 60—4—80—E.B.—4—100. | .. | | |
| 16 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| | | RANGE OFFICE | | | |
| 17 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 18 | Senior Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 19 | Routine Clerk .. | 60—3—90—4—110 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 20 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 21 | Other inferior servants | 27—½—32 | .. | 55—75 | |
| | **Panchayat Audit** | | | | |
| 1 | Deputy Chief Audit Officer. | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 p.m. under F.R. 9(25). | 400—1,000 | No special pay. |
| 2 | Senior Auditors .. | 200—15—350 | .. | 200—450 | |
| 3 | Auditors .. | 75—5—120 | .. | 120—220 | |
| 4 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 5 | Stenographer to Deputy Chief Audit Officer(P). | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 6 | Upper Division Clerk | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 7 | Lower Division Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 8 | Reference Clerk | | | | |
| 9 | Orderly Peon | 27—½—32 | .. | 55—75 | |
| 10 | Office Peon | | | | |
| 11 | Peons attached to the Senior Auditors (P). | | | | |
| | **Grain Supply and Weights and Measures Schemes** | | | | |
| 1 | Assistant Regional Accounts Officer. | 220—15—370—E.B.—20—450—E.B—25—675. | .. | 250—750 | |
| 2 | Chief Accountants | 150—10—200 | .. | 160—320 | |
| 3 | Accountants .. | 100—10—160 | .. | 150—260 | |
| 4 | Senior Accounts Clerk | 75—5—100 | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remraks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 5 | Junior Accounts Clerk | 60—4—80 | .. | 100—180 | |
| 6 | Stenographer .. | 100—5—125—E.B. —5—160—E.B.— 10—200. | .. | 120—250 | |
| 7 | Peons/Orderlies .. | 22—½—27 or 27—½—32 (as admissible). | .. | 55—75 | |
| | | **Registrar of Firms and Societies** | | | |
| 1 | Registrar of Firms and Socieies. | 250—25—400— E.B.—30—700— E.B.—50—850. | .. | 400—1,000 | |
| 2 | Head Clerk .. | 80—6—110— E.B.—6—140— E.B.—10—200— E.B.—20—240. | 30 p. m. under F. R. 9(21). | 150—260 | No special pay |
| 3 | Accounts Clerk (Record Keeper) | 80—6—110— E.B.—6—140. | .. | 120—220 | |
| 4 | Routine Clerk .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 5 | Daftri-*cum*-Bundle-Lifter | 32—1—37 | .. | 60—80 | |
| 6 | Office peon .. | 22—½—27 | 5 p. m. under F.R. 9(25) at District Head-quarters. | 55—75 | No special pay. |
| 7 | Chaukidar .. | 27—½—32 | .. | 55—75 | |
| 8 | Oderly Peon .. | 27—½—32 | .. | 55—75 | |
| | | **National Savings Organisation** | | | |
| 1 | Deputy Director .. | 500—50—1,000— E.B.—50—1,200. | 200 p.m. under F. R. 9(25). | 600—1,250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarl |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 2 | Office-in-charge .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 300—400 | No special p |
| 3 | Upper Division Assistant. | 160—15—280—E.B.—20—400. | .. | 120—250 | |
| 4 | Noters and Drafters .. | 80—6—110—E.B.—6—140—E.B.—10—200—E. B.—20—240. | .. | 120—250 | |
| 5 | Reference Clerk .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 6 | Routine Clerks .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 7 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 8 | Inspectors .. | 200—15—350 | .. | 200—400 | |
| 9 | Driver .. | 45—2—65 | .. | 75—115 | |
| 10 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 11 | Office Peon | 27—½—32 | .. | 55—75 | |
| 12 | Orderly Peon | | | | |
| | **Administrator, State Insurance Fund** | | | | |
| 1 | Assistant Superintendent. | 300—25—500 | .. | 350—550 | |
| 2 | Junior Drafters .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 3 | Junior Grade Clerk .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | CULTURAL AFFAIRS AND SCIENTIFIC RESEARCH DEPARTMENT | | | | |
| | **Government College of Arts and Crafts** | | | | |
| 1 | Principal .. | 500—50—1,000—E.B.—50—1,200. | 200 p.m. under F.R. 9(25) (100 as Principal and 100 for directing the work of Design Research Section.) | 750—1,400 | No special pay |
| 2 | Professor of fine Arts | Ditto | .. | 600—1,250 | |
| 3 | Professor of Architecture. | Ditto | .. | 600—1,250 | |
| 4 | Assistant Professor of Crafts and Applied Arts. | 250—25—400—E.B.—30—700—E.B.—50—850. | 75 p.m. under F. R. 9(25) for directing the work of the Design Research Section. | 300—900 | |
| 5 | Assistant Professor of Fine Arts. | Ditto | .. | 300—900 | |
| 6 | Assistant Professor of Architecture. | Ditto | .. | 300—900 | |
| 7 | Assistant Professor of modelling and sculpture. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 8 | Assistant Professor of Art Master's Training. | Ditto | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 9 | Assistant Professor of Commercial Art. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 10 | Registrar .. | 200—10—250—E.B.—15—400. | .. | 200—450 | |
| 11 | Lecturer in Fine Arts | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 12 | Lecturer in Commercial Arts. | Ditto | .. | 225—500 | |
| 13 | Lecturer in Litho Process Photo Mechanical. | Ditto | .. | 225—500 | |
| 14 | Lecturer in Art Master's Training. | Ditto | .. | 225—500 | |
| 15 | Lecturer in Architecture | Ditto | .. | 225—500 | |
| 16 | Lecturer in Pottery | Ditto | .. | 225—500 | |
| 17 | Lecturer in Sculpture | Ditto | .. | 225—500 | |
| 18 | Lecturer in Etching and Woodcut. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 19 | Lecturer (Lady) Home Arts and Crafts. | Ditto | .. | 225—500 | |
| 20 | Assistant for Studio work. | Ditto | .. | 225—500 | |
| 21 | Sculptor Designer | Ditto | .. | 225—500 | |
| 22 | Artist Designer (Ptg.) | Ditto | .. | 225—500 | |
| 23 | Artist Designer (Pottery). | Ditto | .. | 225—500 | |
| 24 | Artist Designer (Glassware). | Ditto | .. | 225—500 | |

| Sl. no. | Designation of Service or post | xisting ale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 25 | Artist Designer (Textile Weaving). | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 26 | Foreman .. | 200—15—350 | .. | 200—400 | |
| 27 | Drawing Master for metal work. | 120—8—200—E.B.—10—300. | .. | 175—300 | |
| 28 | Drawing Master for cabinet work. | Ditto | .. | 175—300 | |
| 29 | Drawing Master, Geometrical work. | Ditto | .. | 175—300 | |
| 30 | Litho Printing Instructor. | Ditto | .. | 180—380 | |
| 31 | Ceramic Instructor .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 32 | Commercial Art Instrutor. | Ditto | .. | 180—380 | |
| 33 | Cabinet Making Instructor. | Ditto | .. | 160—320 | |
| 34 | Iron Work Instructor | Ditto | .. | 160—320 | |
| 35 | Wood Carving Instructor. | Ditto | .. | 160—320 | |
| 36 | Clay Modelling Instructor. | Ditto | .. | 160—320 | |
| 37 | Metal Casting Instructor. | Ditto | .. | 160—320 | |
| 38 | Shape Making Instructor. | Ditto | .. | 160—320 | |
| 39 | Repouse Instructor | Ditto | .. | 160—320 | |
| 40 | Polish Instructor | Ditto | .. | 160—320 | |
| 41 | Clay Figure Modeller. | Ditto | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 42 | Lady Teacher in Handicrafts. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 43 | Engraving and Enamelling Instructor. | Ditto | .. | 160—320 | |
| 44 | Shape Maker and Caster. | Ditto | .. | 160—320 | |
| 45 | Librarian .. | Ditto | .. | 150—350 | |
| 46 | Museum Curator . | Ditto | .. | 150—350 | |
| 47 | Goldsmithy Instructor | Ditto | .. | 160—320 | |
| 48 | Pottery Mistry .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 49 | Workship Mistry-*cum*-Electrician. | Ditto | .. | 120—220 | |
| 50 | Craftsman for Design Research Section. | Ditto | .. | 120—220 | |
| 51 | Technical Assistants (Weaving). | Ditto | .. | 120—220 | |
| 52 | Technical Assistants (Printing). | Ditto | .. | 120—220 | |
| 53 | Head Clerk | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 54 | Accountant | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 55 | Establishment Clerk | Ditto | .. | 120—220 | |
| 56 | Stenographer | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 57 | All other clerks | 60—3—90—4—110 | .. | 100—180 | |
| 58 | Store Keeper | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 59 | Driver .. | 45—2—65 | .. | 75—115 | |
| 60 | Compositor .. | 40—3—55—E.B.—4—75. | .. | 75—115 | |
| 61 | Book-binder .. | 30—4—50 | .. | 60—80 | |
| 62 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 63 | Peon/Inkman/Attendant/Chaukidar/Mali/Cleaner/Sweeper. | 22—½—32 | .. | 55—75 | |
| | | **State Museum, Lucknow** | | | |
| 1 | Director .. | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |
| 2 | Administrative Officer | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 p.m. under F.R. 9(25). | 300—900 | No special pay. |
| 3 | Numismatic Officer .. | 600 (fixed) | .. | 300—900 | |
| 4 | Assistant Curator .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 5 | Numismatics .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 6 | Technical Assistant .. | 200—10—250—E.B.—10—310—E.B.—14—450. | | 225—500 | |
| 7 | Chemist .. | Ditto | .. | 225—500 | |
| 8 | Modeller .. | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 9 | Chemical Assistant .. | Ditto | .. | 150—350 | |
| 10 | Guide Lecturer .. | Ditto | .. | 150—350 | |
| 11 | Photographer-*cum*-Artist. | Ditto | .. | 180—380 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 12 | Taxidermist .. | 120—8—200—10—250. | .. | 150—260 | |
| 13 | Librarian .. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 14 | Numismatic Assistant | 100—5—170—E.B.—6—200. | .. | 120—250 | |
| 15 | Gallery Assistant .. | 75—5—120—E.B.—8—200 and 75—5—120. | .. | 120—250 | |
| 16 | Museum Assistant | 75—5—120 | .. | 100—180 | |
| 17 | Cabinet-*cum*-Padestal maker. | 80—4—100—E.B.—5—120. | .. | 80—140 | |
| 18 | Model-*cum*-Diaroma maker. | Ditto | .. | 80—140 | |
| 19 | Taxidermist .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 20 | Laboratory Assistant | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 100—180 | |
| 21 | Custodian .. | 100—5—170—E.B.—6—200. | .. | 120—250 | |
| 22 | Head Clerks .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 23 | Accountant | Ditto | .. | 120—220 | |
| 24 | Store Keeper .. | 75—5—120—E.B.—8—200. | .. | 120—220 | |
| 25 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 26 | Sub-Curator .. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 27 | Clerks .. | 60—3—90—4—110 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 28 | Lift-man-*cum*-Electrician. | 45—2—65—E.B.—3—80. | .. | 65—90 | |
| 29 | Marksman .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 30 | Book-binder .. | 30—4—50 | .. | 60—80 | |
| 31 | Daftry, Carpenter, Jamadar. | 32—1—37 | .. | 65—90 for Carpenter. 60—80 for Daftri and Jamadar. | |
| 32 | Peon, Farrash, Chaukidar, Mali, Bhisti, Sweeper. | 27—½—32 | .. | 55—75 | |
| | | **Mathura Museum** | | | |
| 1 | Curator .. | 250—25—400—E.B.—30—700—E.B.—50—850. | ... | 300—900 | |
| 2 | Assistant Curator .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 3 | Chemist .. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 4 | Guide Lecturer .. | Ditto | .. | 150—350 | |
| 5 | Modeller .. | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 6 | Librarian .. | Ditto | .. | 150—350 | |
| 7 | Photographer .. | 120—6—180—E.B.—10—200. | .. | 120—220 | |
| 8 | Cabinet-*cum*-Padestal maker. | 80—4—100—E.B.—5—120. | .. | 80—140 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 9 | Workshop-*cum*-Laboratory Assistant. | 45—2—65—E.B. 3—80—E.B.—4—100. | .. | 80—140 | |
| 10 | Head Clerk-*cum*-Accountant. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 11 | Steno-*cum*-typist .. | 75—4—95—E.B. —5—150. | .. | 120—250 | |
| 12 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 13 | Marksman .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 14 | Jamadar/Daftry .. | 32—1—37 | .. | 60—80 | |
| 15 | Peon Mali/Farrash/Site Coolie/Bhisti/Sweeper/Night Chaukidar/Gardener-*cum*-Day chaukidar. | 27—½—32 | .. | 55—75 | |
| | | **State Observatory, Naini Tal** | | | |
| 1 | Director .. | 500—50—1,000—E.B.—50—1,200. | .. | 750—1,400 | |
| 2 | Assistant Astronomer | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 3 | Scientific Officer .. | 250—25—375—E.B.—25—500. | .. | 250—750 | |
| 4 | Scientific Assistant .. | 150—8—230—E.B.—12—350. | .. | 250—550 | |
| 5 | Research Fellow .. | 200 (fixed) | .. | 250 (fixed). | No dearness allowance. |
| 6 | Senior Technician (Workshop). | 120—8—200—E.B. —10—300. | .. | 180—380 | |
| 7 | Senior Technician (Lab.) | Ditto | .. | 180—380 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 8 | Librarian .. | 120—6—210—E.B.—10—250. | .. | 140—280 | |
| 9 | Draftsman .. | Ditto | .. | As in the P.W.D. | |
| 10 | Night Assistant .. | 100—5—160—E.B.—8—200. | .. | 120—220 | |
| 11 | Technician Grade I (Computor). | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 12 | Technician Grade I (Photo). | Ditto | .. | 120—220 | |
| 13 | Technician Grade I (Workshop). | Ditto | .. | 120—220 | |
| 14 | Technician Grade I (Laboratory). | Ditto | .. | 120—220 | |
| 15 | Technician Grade II (Lab.) | 65—5—90—E.B.—5—120. | .. | 100—160 | |
| 16 | Registrar .. | 200—10—250—E.B.—15—400. | .. | 200—450 | |
| 17 | Steno-typist .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 18 | Assistant Grade I | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 19 | Assistant Grade II .. | 60—3—90—4—110 | .. | 100—180 | |
| 20 | Technician Grade III, Telescope Assistant, Driver, Blacksmith, Carpenter, Fitter. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 75—115 (Fitter and Driver). 65—90 (Rest). | |
| 21 | Book-binder .. | 30—4—50 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 22 | Workshop Assistant, Daftry, Lab. Bearer. | 32—1—37 | .. | 60—80 for Daftry. 55—75 for rest. | |
| 23 | Peons/Orderly/Chaukidar/Mali/Sweeper/Dak runner. | 27—½—32 | .. | 55—75 | |
| | | **Archaeological Department** | | | |
| 1 | Archaeological Officer | 500—50—1,000—E.B.—50—1,200. | .. | 500—1,250 | |
| 2 | Archaeological Engineer. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 with a start of 350. | |
| 3 | Archaeological Assistant. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 4 | Overseer (Technical).. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | As in the P.W.D. | |
| 5 | Photographer .. | 120—6—180—E.B.—10—200. | .. | 120—220 | |
| 6 | Head Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 7 | Accounts Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 8 | Steno-*cum*-clerk .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 9 | Peon .. | 27—½—32 | .. | 55—75 | |
| | | **State Archives, Allahabad** | | | |
| 1 | Keeper of Archives .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 400—1,000 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 2 | Assistant Keeper-*cum*-Administrative Officer. | 200—20—400—E.B.—25—500. | .. | 250—550 | |
| 3 | Technical Assistant .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 4 | Junior Technical Assistant. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 5 | Field Assistant | Ditto | .. | 150—350 | |
| 6 | Librarian .. | Ditto | .. | 150—350 | |
| 7 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 8 | Senior Clerk .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 9 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 10 | Requisition Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 11 | Typist .. | 60—4—80—E.B—4—100. | .. | 100—180 | |
| 12 | Typist .. | 60—3—90—4—110 | .. | 100—180 | |
| 13 | Junior Clerk .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 14 | Microfilm Operator .. | 45—3—65—E.B.—3—80. | .. | 100—160 | |
| 15 | Lab. Attendant/Mender/Bundle Lifter. | 32—1—37 | .. | 60—80 for Bundle Lifter and Mender, 55—75 for Lab. Attendant. | |
| 16 | Peons/Farrash/Chaukidar/Sweeper. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Divisional Office of Archives, Allahabad** | | | | |
| 1 | Divisional Archivist .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 250—550 | |
| 2 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 3 | Typist .. | 60—3—90—4—110 | .. | 100—180 | |
| 4 | Mender .. | 32—1—37 | .. | 60—80 | |
| 5 | Farrash/Peon/Chaukidar/Sweeper. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | LABOUR DEPARTMENT | | | |
| | | **Organisation bour** | **Commissioner** | | |
| 1 | Labour Commissioner | | .. | .. | The post is held by an I. A. S. Officer. |
| 2 | Joint Labour Commissioner. | .. | .. | .. | Ditto. |
| 3 | Engineer (Electrical and Mechanical). | 1,000—60—1,300 | | 750—1,400 | |
| 4 | Deputy Labour Commissioner. | 500—50—1,000—E.B.—50—1,200. | 100 for one post under F.R. 9(25). | 600—1,250 | No special pay. |
| 5 | Chief Inspector, Boilers. | Ditto | .. | 750—1,400 | |
| 6 | Chief Inspector, Factories. | Ditto | .. | Ditto. | |
| 7 | Executive Engineer .. | Ditto | .. | As in the P.W.D. | |
| 8 | Senior Accounts Officer. | Ditto | .. | As for Senior Accounts Officer of the U.P. Finance and Accounts Service. | |
| 9 | Industrial Psychologist | Ditto | .. | 600—1,250 | |
| 10 | Inspector of Factories (Medical). | Ditto | .. | 600—1,250 | |
| 11 | Senior Expert (Sugar) | 600—25—800—E.B.—40—1,000. | .. | 600—1,250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 12 | Senior Expert (Textile) | 600—25—800—E.B.—40—1,000. | .. | 600—1,250 | |
| 13 | Assistant Labour Commissioner. | 250—25—400—E.B.—30—700—E.B.—50—850. | 150 p.m. to old recruits and 100 p.m. for new. | 400—1,000 | No special pay. |
| 14 | Labour Officer .. | Ditto | .. | 300—900 | |
| 15 | Conciliation Officer .. | Ditto | .. | 300—900 | |
| 16 | Standing Order Officer | Ditto | .. | 300—900 | |
| 17 | Lecturer .. | Ditto | .. | 300—900 | |
| 18 | Cost Accounts Officer | Ditto | .. | 300—900 | |
| 19 | Deputy Chief Inspector of Factories. | Ditto | 100 p.m. under F.R. 9(25). | 400—1,000 | No special pay. |
| 20 | Deputy Chief Inspector of Factories (Engineering). | Ditto | 100 under F.R. 9(25). | 400—1,000 | No special pay. |
| 21 | Inspector of Boilers .. | Ditto | .. | 300—900 | |
| 22 | Inspector of Factories | Ditto | .. | 300—900 | |
| 23 | Trade Union Inspector. | Ditto | .. | 300—900 | |
| 24 | Labour Intelligence Officer. | Ditto | .. | 300—900 | |
| 25 | Deputy Chief Inspector of Shops. | 250—25—700—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 26 | Textile Operation Expert and Time Study Officer. | Ditto | .. | 300—900 | |
| 27 | Accounts Officer .. | Ditto | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 28 | Assistant Engineer .. | 250—25—400—E.B. —30—700—E.B. —50—850. | .. | As in the P. W. D. | The post should be merged in the cadre of Assistant Engineers in the P. W. D. |
| 29 | Deputy Registrar of Trade Union. | Ditto | 50 p.m. under F.R. 9(25). | 300—900 | No special pay. |
| 30 | Senior Research Officer. | Ditto | .. | 300—900 | |
| 31 | Junior Expert (Leather) | Ditto | .. | 300—900 | |
| 32 | Junior Expert (Glass) | Ditto | .. | 300—900 | |
| 33 | Personnel Adviser .. | Ditto | .. | 300—900 | |
| 34 | Motion Study Officer | Ditto | .. | 300—900 | |
| 35 | Labour Officer (Statistics). | Ditto | .. | 300—900 | |
| 36 | Research Officer | Ditto | .. | 300—900 | |
| 37 | Efficiency Adviser | Ditto | 150 under F.R. 9(25). | 300—900 | No special pay. |
| 38 | Field Publicity Officer | 250—25—500—E.B.—40—700. | .. | 250—550 | |
| 39 | Doctor (P.M.S. I) .. | 250—25—400—E.B.—25—700. | .. | As in the Medical Department. | The incumbent is deputed by the Medical Department. |
| 40 | Pathologist | Ditto | .. | Ditto. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 41 | Assistant Welfare Officer. | 300—25—600 | .. | 225—500 | |
| 42 | Assistant Lady Welfare Officer. | Ditto | .. | 225—500 | |
| 43 | Assistant Registrar of Trade Unions. | Ditto | .. | 225—500 | |
| 44 | P.M.S. (II) Doctor .. | 235—15—295—E.B.—15—310—20—390—E.B.—20—450—25—500—E.B.—25—600. | .. | As in the Medical Department. | The incumbents are deputed by the Medical Department. |
| 45 | Medical Officer (Allopathic). | Ditto | .. | As in the Medical Department. | The posts should be merged in the cadre of P. M. S. |
| 46 | Assistant Accounts Officer. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 47 | Statistician .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 48 | Field Publicity Assistants. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 200—450 | |
| 49 | Senior Investigator .. | 200—15—350 | .. | 200—400 | |
| 50 | Assistant Trade Union Inspector. | Ditto | .. | 200—400 | |
| 51 | Posts in the cadre of Labour Inspector. | Ditto | .. | 200—400 | |
| 52 | Lady Welfare Inspectress. | Ditto | .. | 200—400 | |
| 53 | Research Assistant (Statistics) Motion. | Ditto | .. | 200—400 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 54 | Research Assistant (Study). | 200—15—350 | .. | 200—400 | |
| 55 | Assistant Time and Motion Study Officer. | Ditto | .. | 200—400 | |
| 56 | Senior Research Assistant. | Ditto | .. | 200—400 | |
| 57 | Senior Research Assistant (Planning). | Ditto | .. | 200—400 | |
| 58 | Chief Investigator .. | Ditto | .. | 200—400 | |
| 59 | Senior Journalist .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 200—450 | |
| 60 | Journalist .. | 200—10—300 | .. | 150—350 | |
| 61 | Research Assistant .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 62 | Photographer-*cum*-Field Publicity Assistant. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 120—220 | |
| 63 | Electrical Overseer .. | Ditto | .. | 175—300 | |
| 64 | Overseer (Civil) .. | Ditto | .. | 175—300 | |
| 65 | Draftsman (Civil) .. | Ditto | .. | As in the P.W.D. | |
| 66 | Draftsman (Mech.) .. | Ditto | .. | Ditto. | |
| 67 | Surveyor .. | 120—8—200—E.B.—10—300. | .. | Ditto. | |
| 68 | Training Instructor (Fruit Preservation). | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 150—260 | |
| 69 | Assistant Welfare Superintendent. | 75—5—120—E.B.—8—200. | .. | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 70 | Assistant Housing Inspector. .. | 75—5—120—E.B. —8—200. | .. | 120—250 | |
| 71 | Labour Assistant .. | Ditto | .. | 120—250 | |
| 72 | Labour Investigator | Ditto | .. | 120—250 | |
| 73 | Junior Time Study Hand. | Ditto | .. | 120—250 | |
| 74 | Scout Instructor .. | Ditto | .. | 120—220 | |
| 75 | Scout Organizer .. | Ditto | .. | 120—220 | |
| 76 | Statistical Assistant .. | Ditto | .. | 120—250 | |
| 77 | Assistant Welfare Superintendent. | Ditto | .. | 120—220 | |
| 78 | Sewing Instructress-*cum*-Grih Sahayika. | Ditto | .. | 120—220 | |
| 79 | Fitter .. | 85—5—120—E.B. —5—150. | .. | 120—220 | |
| 80 | Medical Officer (Allopathic). | 120—4—160—E.B.—8—200. | | As for L. S. M. S. doctors in the Medical Department. | In future the posts should be filled in by taking men from the Medical Department. |
| 81 | Doctor (Homeopathic) | 75—5—120—E.B.—8—200. | | As for Homeopathic doctors in the Medical Department. | The posts should be merged in the cadre of Homeopathic doctors under the Medical Department. |
| 82 | Medical Officer (Homoeopathic). | 120—6—210—E. B.—10—250. | .. | Ditto | Ditto. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 83 | Vaidyas and Hakims | 120—6—210—E.B.—10—250. | .. | As in the Directorate of Ayurveda for non-gazetted Vaidyas and Hakims. | The posts should be merged in the respective cadres of Vaidys and Hakims in that Department. |
| 84 | Draftsman .. | 85—5—120—E.B.—8—200. | .. | As in the P.W.D. | |
| 85 | Mechanic-*cum*-Cyclostyle | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 86 | Dallia Instructress .. | Ditto | .. | 80—140 | |
| 87 | Compounder (trained) Allopathic. | 75—5—100—E.B.—5—120. | .. | As in the Medical Department. | |
| 88 | Compounder Allopathic | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | Ditto. | |
| 89 | Compounder, Unani-Allopathic-Ayurvedic. | Ditto | .. | Allopathic—As above. Unani and Ayurveda as in the Directorate of Ayurveda. | |
| 90 | Health Visitor .. | 75—5—120—E.B.—8—200. | .. | 120—250 | Rent-free residence should also be allowed. |
| 91 | Nurse .. .. | 60—4—80—E.B.—4—100(for 5 posts) 45—2—65—E.B.—3—80—E.B.—4—100 (for one post). | .. | 150—260 for a fully qualified nurse, otherwise 80—140. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 92 | Instructor .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 93 | X-ray Technician .. | 45—2—65—E.B.—3—80—E B—4—100. | .. | 120—220 | |
| 94 | Laboratory Assistant | Ditto | .. | 120—220 | |
| 95 | Mid-wife .. | Ditto | | 80—140 | |
| 96 | Regional Accountant | 150—10—250—E.B.—10—350. | .. | 200—400 | |
| 97 | Job Analyst and Accountant. | 200—15—350 | .. | 200—400 | |
| 98 | Senior Time-Study hand | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 99 | Senior Investigator .. | Ditto | .. | 140—280 | |
| 100 | Return Assistant .. | Ditto | .. | 140—280 | |
| 101 | Senior Statistical Assistant. | Ditto | .. | 140—280 | |
| 102 | Statistical Superintendent. | Ditto | .. | 140—280 | |
| 103 | Librarian .. | Ditto | .. | 140—280 | |
| 104 | Chief Statistical Assistant. | Ditto | 30 under F. R. 9(25). | 150—350 | No special pay. |
| 105 | Translator-*cum*-Proof Reader. | Ditto | .. | 140—280 | |
| 106 | Instructor, Hobby Centre. | Ditto | .. | 140—280 | |
| 107 | Housing Inspector .. | Ditto | .. | 160—280 | |
| 108 | Welfare Superintendent. | Ditto | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 109 | Hindi Translator .. | 120—8—200—E.B. —10—300. | .. | 140—280 | |
| 110 | Telephone Operator .. | 60—4—80—E.B. —4—100. | .. | 100—160 | |
| 111 | Organizer, Cultural Organizer, Musician-*cum*-Cultural Organizer. | Ditto | .. | 100—160 | |
| 112 | Game Supervisor .. | 60—3—90—4—110 | .. | 120—220 | |
| 113 | Part-time Adult Teachers. | 30 (fixed) | .. | .. | No time-scale is necessary. |
| 114 | P. A. to the Labour Commissioner. | 350—25—500 | .. | 400—550 | |
| 115 | Chief Inspector of Accounts. | 200—15—350 | .. | 200—400 | |
| 116 | Inspector of Accounts | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 117 | Assistant Statistical Superintendent-*cum*-Head Assistant. | 75—5—120—E.B.—8—200. | 20 under F.R. 9(25). | 140—280 | No special pay. |
| 118 | Inspector of Accounts | Ditto | .. | 120—250 | |
| 119 | Office Superintendent | 300—20—400 | .. | 350—450 | |
| 120 | Additional Office Superintendent. | Ditto | .. | 350—450 | |
| 121 | Assistant Office Superintendent. | 215—15—275 | .. | 250—325 | |
| 122 | Head Clerk .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | 30 under F.R. 9(21). | 160—320 | No special pay. |
| 123 | Head Clerk .. | Ditto | 20 under F.R. 9(25). | 160—320 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 124 | Noter and Drafter .. | 80—6—110—E.B. —6—140—E. B. —10—200—E.B. —20—240. | | 140—280 | |
| 125 | Specialist Clerk .. | Ditto | .. | 140—280 | |
| 126 | Publicity Assistant .. | Ditto | .. | 140—280 | |
| 127 | Stenographer .. | 100—5—150— E.B.—10—200— E.B.—20—240. | .. | 160—320 | |
| 128 | Care-taker .. | 75—5—100 | .. | 100—180 | |
| 129 | Librarian .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 140—280 | |
| 130 | Specialist Clerk .. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 131 | Accounts Clerk .. | Ditto | | 120—220 | |
| 132 | Publicity Assistant .. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 133 | Assistant Budget Clerk | 80—6—110—.EB. —6—140. | .. | 120—220 | |
| 134 | Accountant .. | Ditto | .. | 120—220 | |
| 135 | Registration Clerk .. | Ditto | .. | 120—220 | |
| 136 | Record-keeper .. | Ditto | .. | 120—220 | |
| 137 | Reference Clerk .. | Ditto | .. | 120—220 | |
| 138 | Clerk .. | Ditto | .. | 120—220 | |
| 139 | Translator .. | Ditto | .. | 120—220 | |
| 140 | Regional Clerk .. | Ditto | .. | 120—220 | |
| 141 | Accounts Clerk .. | Ditto | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 142 | Cashier .. | 80—6—110—E.B.—6—140. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 143 | Junior Clerk .. | Ditto | .. | 120—220 | |
| 144 | Compilation Assistant | Ditto | .. | 120—220 | |
| 145 | Senior Clerk .. | Ditto | .. | 120—220 | |
| 146 | Office Assistant .. | Ditto | .. | 120—220 | |
| 147 | Inspection and Certificate Clerk. | Ditto | .. | 120—220 | |
| 148 | Store-keeper .. | Ditto | .. | 120—220 | |
| 149 | Junior Noter and Drafter. | Ditto | .. | 120—220 | |
| 150 | Clerk .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 151 | Typist ... | Ditto | .. | 100—180 | |
| 152 | Assistant Record-keeper. | Ditto | .. | 100—180 | |
| 153 | Assistant Store-keeper | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 154 | Junior Clerk .. | Ditto | .. | 100—180 | |
| 155 | Despatcher-*cum*-Typist | Ditto | .. | 100—180 | |
| 156 | Compilation Clerk .. | Ditto | .. | 100—180 | |
| 157 | Assistant Nazir .. | Ditto | .. | 100—180 | |
| 158 | Routine Clerk .. | Ditto | .. | 100—180 | |
| 159 | Clerk .. | Ditto | .. | 100—180 | |
| 160 | Typist, etc. .. | Ditto | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 161 | Information Assistant | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 162 | Calculating Machine Operator. | Ditto | .. | 100—180 | |
| 163 | Library Assistant .. | Ditto | .. | 100—180 | |
| 164 | Exhibition Assistant | Ditto | .. | 100—180 | |
| 165 | Plantation Clerk .. | Ditto | .. | 100—180 | |
| | | SUBORDINATE OFFICES (REGIONAL) | | | |
| 166 | Stenographers .. | 75—4—95—E.B. —5—150. | .. | 120—250 | |
| 167 | Clerks to Housing Inspectors. | 60—3—90—4—110 | .. | 100—180 | |
| 168 | Proof Reader .. | Ditto | .. | 100—180 | |
| 169 | Head Clerk-*cum*-Accountant. | 100—8—140—E.B. —10—170. | .. | 150—260 | |
| 170 | Senior Clerks, Accountants and Assistants. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 171 | Stock Verifier .. | Ditto | .. | 120—220 | |
| 172 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 173 | Welfare Assistant .. | Ditto | .. | 100—180 | |
| 174 | Organiser .. | Ditto | .. | 100—180 | |
| 175 | Store-keeper .. | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 176 | Grih Sahayika .. | 45—90 | .. | 75—115 | |
| 177 | Work Supervisor .. | 45—2—65—E. B —3—80. | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 178 | Plumber .. | 30—1½—45—E.B.—1½—60—E.B.—2½—65. | .. | 65—90 | |
| 179 | Electrician .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 65—90 | |
| 180 | Wireman .. | 30—1½—45—E.B.—1½—60—E.B.—2½—65. | .. | 65—90 | |
| 181 | Pipe-line Mistry .. | 50—2/bi—60—E.B.—3/bi—75. | .. | 75—115 | |
| 182 | Cinema Operator .. | 45—2—65—E.B.—2½—90. | .. | 80—140 | |
| 183 | Assistant Cinema Operator. | 30—1½—45—E.B.—2—65. | .. | 75—115 | |
| 184 | Packer-*cum*-Carpenter | 45—2—65—E.B.—2½—90. | .. | 75—115 | |
| 185 | Driver .. | 50—2/bi—70 | .. | 75—115<br>80—140 | For light and medium vehicles.<br>For heavy vehicles. |
| 186 | Tracer .. | 45—2—65 | .. | As in the P. W. D. | |
| 187 | Sewing Instructress .. | 30—1½—45—E.B.—2—65. | .. | 65—90 | |
| 188 | Assistant Organizer .. | Ditto | .. | 65—90 | |
| 189 | Compounder (Homoeopathic). | 45—2—65 | .. | 65—90 | |
| 190 | Musician .. | 40—2—50—E.B.—3—67—3—70. | .. | 100—160 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 191 | Nurse .. | 45—2—65 | .. | 150—260 for a fully qualified nurse, otherwise 80—140. | |
| 192 | Supervisor Fitter .. | 45—2—65—E.B.—2½—90. | .. | 80—140 | |
| 193 | Lady Supervisor | Ditto | .. | 65—90 | |
| 194 | Part-time Musicians .. | 25 (fixed) | .. | | No time-scale is necessary. |
| 195 | Form Attendant .. | illegible | .. | 55—75 | |
| 196 | Treasury messenger, Store-attendant, Daftri, Jamadar. | Ditto | .. | 55—75 for all except Jamadar and Daftari who would be in the scale of 60—80. | |
| 197 | Dark-room Attendant | Ditto | .. | 55—75 | |
| 198 | Ward boy-*cum*-Dresser, Treasury Messenger, Cyclostyle Operator. | Ditto | | 55—75 for all except Cyclostyle Operator who would be in the scale of 60—80. | |
| 199 | Maid-servant, peon, Orderlies, Mali, Sweeper, Dais, Cleaner, Servants, Waterman-*cum*-Farrash, Chaukidar, Ward boy, etc. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Directorate of Training and Employment** | | | | |
| 1 | Director .. | 1,000—50—1,400 (For non-I.A.S.). | | 750—1,400 | For non-I.A.S. |
| 2 | Joint Director .. | 1,000—50—1,400 | .. | 600—1,250 | |
| 3 | Deputy Director (Employment). | 500—50—1,000—E.B.—50—1,200. | .. | 400—1,000 | |
| 4 | Deputy Director (Training). | | | | |
| 5 | Deputy Apprenticeship Adviser. | | | | |
| 6 | Technical Officers | Ditto | .. | 600—1,250 | This scale has been suggested for the qualifications reported to be prescribed, *viz.* Degree in Electrical/Mechanical Engineering. |
| 7 | Principals of I.T.Is. | | | | |
| 8 | Members of the State Employment Service. | 250—25—400—E.B.—30—700—E.B.—50—850. | 50 p.m. on three posts of Assistant Director of Employment Exchanges and Regional Employment Officer, Kanpur, under F. R. 9(25). | 300—900 | No special pay on any post. |
| 9 | Members of the Subordinate Employment (Gazetted) Service. | 200—15—350 | | 225—500 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | Members of the State Training Service. | 250—25—400—E.B.—30—700—E.B.—50—850. | 50 p.m. for one A. D.T. under F.R. 9(25). | 300—900 | Higher start of 350 may be allowed to degree holders only. No special pay on any post. |
| 11 | Accounts Officer .. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 12 | Medical Officer .. | 235—15—295—E.B.—15—310—20—390—E.B.—20—450—25—500—E.B.—25—600. | .. | As in the Medical Department. | The post should be merged in the cadre of P. M. S. |
| 13 | Medical Officer (part-time). | 50 (fixed) | .. | .. | No time-scale is necessary. |
| 14 | Workshop Superintendent. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 15 | Investigator .. | 75—5—120—E.B.—8—200. | .. | 120—250 | |
| 16 | Technical Assistant .. | 120—6—210—E.B.—10—250. | .. | 175—300 | |
| | | HEADQUARTERS | | | |
| 17 | Office Superintendent | 300—20—400 | .. | 250—325 | |
| 18 | Additional Superintendent. | 215—15—275 | .. | | |
| 19 | Assistant Superintendent. | 215—15—275 | .. | 150—260 | |
| 20 | Head Clerk .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 150—260 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 21 | Accountant .. | 150—10—250—E.B.—10—350. | .. | 200—400 | |
| 22 | Senior Assistant | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 120—250 | |
| 23 | Noter and Drafter | | | | |
| 24 | Upper Division Clerk | | | | |
| 25 | Accountant | | | | |
| 26 | Inspector of Accounts | | | | |
| 27 | Stock Verifier | | | | |
| 28 | Assistant | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 29 | Junior Noter and Drafter. | | | | |
| 30 | Accounts Clerk | | | | |
| 31 | Compilation Assistant | | | | |
| 32 | Record-keeper | | | | |
| 33 | Junior Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 34 | Lower Division Clerk | | | | |
| 35 | Typist | | | | |
| 36 | Lower Division Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 37 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 38 | Cinema Project Officer | 40—2—60—E.B.—2—80. | .. | 80—140 | |
| 39 | Staff Car Driver .. | 45—2—65 | .. | 75—115 | |
| 40 | Daftri | 32—1—37 | .. | 60—80 | |
| 41 | Jamadar | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 42 | Peon | 27—½—32 | .. | 55—75 | |
| 43 | Orderly Peon | | | | |
| 44 | Farrash | 27—½—32 | .. | 55—75 | |
| 45 | Chaukidar | | | | |
| 46 | Mali | | | | |
| 47 | Attendant | | | | |
| 48 | Sweeper | | | | |
| | EMPLOYMENT EXCHANGES | | | | |
| 49 | Junior Employment Officers. | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 50 | Office Superintendent, Regional Exchange, Kanpur. | 200—10—250 | .. | 150—260 | |
| 51 | Accountant-*cum*-Cashier-Regional Employment Exchange, Kanpur. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 52 | Steno-typist, Regional Employment Exchange, Kanpur. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 53 | Accountants, Sub-regional Employment Exchanges. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 54 | Statistical Assistant .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 55 | Statistical Assistant.. | 75—5—120—E.B.—8—200. | .. | 120—250 | |
| 56 | Head Clerk, Sub-Regional Employment Exchanges. | 100—8—140—E.B.—10—170. | .. | 150—260 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 57 | Head Clerk/Upper Division Clerk, Employment Exchanges. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 58 | Store keeper, Regional Employment Exchange, Kanpur. | Ditto | .. | | |
| 59 | Junior Clerk/Lower Division Clerks. | 60—3—90—4—110 | .. | 100—180 | |
| 60 | Guides .. | Ditto | .. | 100—160 | |
| 61 | Driver .. | 50—2/bi—70 and 45—2—65. | .. | 75—115 | |
| 62 | Daftri | 32—1—37 | .. | 60—80 | |
| 63 | Telephone Operator | | | | |
| 64 | Peon | 22—½—27 or 27—½—32 as admissible). | .. | 55—75 | |
| 65 | Orderlies | | | | |
| 66 | Mali | | | | |
| 67 | Chaukidar | | | | |
| 68 | Chaukidar-*cum*-Sweeper. | | | | |
| 69 | Sweeper | | | | |
| | INDUSTRIAL TRAINING INSTITUTES | | | | |
| 70 | Foreman .. | 200—15—350 | .. | 200—450 | |
| 71 | Supervisor .. | 120—8—200—E.B.—10—300. | .. | 175—300 | |
| 72 | Lady Supervisor .. | 150—200 | .. | 120—220 | |
| 73 | Supervisor .. | 120—200 | .. | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 74 | Instructor Craft (including allied). | 120—8—200—E.B.—10—300. | .. | 120—250 | |
| 75 | Instructor, Drawing .. | Ditto | .. | | |
| 76 | Instructor, Arithmetic | Ditto | .. | | |
| 77 | Office Superintendent | 160—250 | .. | 150—260 | |
| 78 | Office Superintendent | 100—8—140—E.B.—10—170. | .. | | |
| 79 | Head Clerk .. | Ditto | .. | | |
| 80 | Head Clerk-*cum*-Accountant. | Ditto | .. | | |
| 81 | Head Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 82 | Accountant .. | 100—8—140—E.B.—10—170. | .. | 120—250 | |
| 83 | Accountant .. | 80—5—100 E.B.—6—130. | .. | 120—220 | |
| 84 | Upper Division Clerk | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 85 | Store-keeper .. | Ditto | .. | | |
| 86 | Store keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R.9 (25). |
| 87 | Lower Division Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 88 | Assistant Hostel Superintendent. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 89 | Driver . | 45—2—65 | .. | 80—140<br>75—115 | Heavy vehicles.<br>Light and Medium vehicles. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 90 | Compounder .. | 75—5—120 and 45—2—65. | .. | As in the Medical Department. | |
| 91 | Dressers .. | 45—2—65 | .. | 75—115 | |
| 92 | Dai .. .. | 45—2—65 | .. | 55—75 | |
| 93 | Workshop Attendant | 45—2—65 | .. | | |
| 94 | Inferior servants in Institutes and Hostel. | 22—½—27 or 27—½—32 as admissible. | .. | | |
| | | GROUP EMPLOYMENT SCHEME | | | |
| 95 | Senior Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 96 | Lower Division Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 97 | Inferior .. | 27—½—32 | .. | 55—75 | |
| | | **Industrial Tribunals** | | | |
| 1 | Presiding Officer (High Court Judge). | 3,500 | | | The post is at present held by a retired High Court Judge. |
| | Senior Administrative Officers. | 3,000 or 2,250 | .. | | At present one post is held by a retired High Court Judge and one by another retired Government servant. |
| | Registrar .. | 250—25—400—E.B.—30—700—E.B.—50—850. | 50 p. m. under F.R. 9(25) for a Conciliation Officer. | 300—900 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 4 | Head Clerk .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 150—260 | No special pay. |
| 5 | Peshkar .. | 75—5—120—E.B.—8—200. | .. | | |
| 6 | Miscellaneous Clerk | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 120—220 | |
| 7 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 8 | Additional Stenographer. | Ditto | | | |
| 9 | Typist | 60—4—100—E.B.—5—140. | .. | 100—180 | |
| 10 | Despatcher | | | | |
| 11 | Librarian-*cum*-Record Keeper. | 80—6—110—E. B.—6—140. | .. | 120—220 | |
| 12 | Jamadar/Daftri .. | 32—1—37 | .. | 60—80 | |
| 13 | Cyclostyle machine operator. | 27—½—32 | | | |
| 14 | Orderly peon | 27—½—32 | .. | 55—75 | |
| 15 | Office peon | | | | |
| 16 | Chaukidar | | | | |
| 17 | Mali | | | | |
| 18 | Sweeper | | | | |
| 19 | Farrash-*cum*-Waterman. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | LABOUR COURTS | | | |
| 20 | (*a*) Presiding Officers—Members of the H. J. S. *or* I. A. S. *or* retired District Judge. | 800—50—1,000—E.B.—75—1,750—E.B.—50—1,800 or Senior I.A.S. scale. | | Pay in the Senior time-scale of pay of the H.J.S. *or* the I.A.S. as the case may be. | |
| | (*b*) Senior Officer of the Labour Department. | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |
| 21 | Peshkar .. | 75—5—120—E.B.—8—200. | .. | 120—220 | |
| 22 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 23 | Miscellaneous Clerk. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 120—220 | |
| 24 | Typist .. | 60—4—100—E.B.—5—140. | .. | 100—180 | |
| 25 | Daftri .. | 32—1—37 | | 60—80 | |
| 26 | Orderly peon | 27—½—32 | .. | 55—75 | |
| 27 | Office peon | | | | |
| 28 | Chaukidar | | | | |
| 29 | Mali | | | | |
| 30 | Sweeper | | | | |
| 31 | Farrash-*cum*-Waterman. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | IRRIGATION DEPARTMENT | | | |
| 1 | Chief Engineer .. | 1,800—50—2,000 | .. | 2,000—2,250 | |
| 2 | Additional Chief Engineer. | Ditto | .. | 1,800—2,000 | |
| 3 | Chief Project Engineer | Ditto | .. | 1,800—2,000 | |
| 4 | Superintending Engineer. | 1,250—50—1,500 | 150 on 6 posts under F.R. 9(25). | 1,300—1,600 | Special pay as at present allowed for those who are exclusively engaged in design work should continue. |
| 5 | Executive Engineer .. | 500—50—1,200 (E.B.s at 700 and 950.) | 150 p.m. on 13 posts of Executive Engineer ; 100 on 30 posts of E.E. under F.R. 9(25). | 600—1,250 | Special pay as at present allowed for those who are exclusively engaged in design work and to P. As.(Executive Engineers) to Chief Engineer at the Headquarters in the office of the Chief Engineer should continue. |
| 6 | Works Manager/Research Officer. | Ditto | .. | 600—1,250 | |
| 7 | Architect .. | Ditto | .. | 600—1,250 | |
| 8 | Geologist .. | Ditto | .. | 600—1,250 | |
| 9 | Senior Accounts Officer. | 500—50—1,000—E.B.—50—1,200. | .. | As for Senior Accounts Officer of the U.P. Finance and Accounts Service. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | Senior Accounts Officer | 590—30—830—E.B.—35—900. | .. | .. | Incumbent in his scale is deputed by the Accountant-General U. P. |
| 11 | Assistant Engineer .. | 250—25—400—E.B.—30—490—E.B.—30—640—E.B.—30—760—E.B.—50—850—(with a start of 300). | 125 on 6 posts of A.E. 200 on 2 posts of A.E. 100 per cent of pay on 2 posts of A.E. 33 1/3 per cent of pay on 1 post of A.E. 50 on 177 posts of A. E. [All under F.R. 9(25)]. | 300—900 with a start of 350. | Special pay as at present allowed for those who are exclusively engaged in design work should cont- inue. |
| 12 | Assistant Works Manager. | Ditto | .. | Ditto. | |
| 13 | Assistant Research Officer. | As above with no Higher start. | .. | 300—900 with a of start 350. | |
| 14 | Assistant Architect/ Landscape Architect. | 250—25—400—30—700—50—850—(E.B.s at 490 and 640). | .. | 300—900 with a of start 350. | |
| 15 | Assistant Geologist | Ditto | 50 p. m. on 2 posts [under F.R. 9(25)]. | 300—900 | No special pay. |
| 16 | Statistical Officer .. | 250—25—400—30—700—50—850 (E.B.s at 490 and 640). | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 17 | Labour Welfare Officer .. | 250—25—400—30—700—50—850 (E.B.s at 490 and 640). | .. | 300—900 | |
| 18 | Land Acquisition Officer. | Ditto | | U.P.C.S. (Ex.) scale for P.C.S. Officers; 300—900 for others. | |
| 19 | Accounts Officer .. | Ditto | .. | 300—900 | |
| 20 | Assistant Accounts Officer. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 21 | Medical Officer, P.M.S. I. | 250—25—400—E.B.—25—700. | .. | As in the Medical Department. | Incumbents are deputed by the Medical Department. |
| 22 | Medical Officer, P.M.S. II. | 235—15—295—E.B.—15—310—20—390—E.B.—20—450—E.B.—25—600. | .. | Ditto. | |
| 23 | Foreman .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 250—550 | |
| 24 | Power-House Superintendent. | Ditto | .. | 225—500 | |
| 25 | Foreman Driller .. | 200—15—350 | .. | 200—450 | |
| 26 | Head Driller .. | 200—10—300 | .. | 180—380 | |
| 27 | Public Relation Officer | 220—10—300—E.B.—20—400. | .. | 225—500 | |
| 28 | Head Architectural Draftsman. | 250—10—300 | .. | 180—380 | |
| 29 | Mechanical Draftsman | 200—15—350 | .. | 180—380 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 30 | Research Supervisor | 160—15—280—20—400. | .. | 200—450 | |
| 31 | Workshop Supervisor-*cum*-Store-keeper. | Ditto | .. | 200—450 | |
| 32 | Water Works Superintendent. | 150—7½—210—E.B.—10—300. | .. | 150—350 | |
| 33 | Observer-*cum*-Wireless Operator. | 120—6—210—E.B.—10—300. | .. | 150—350 | |
| 34 | Computor .. | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 35 | Graph Artist .. | Ditto | .. | 175—300 | |
| 36 | Statistical Assistant .. | Ditto | .. | 150—350 | |
| 37 | Architectural Draftsman. | 150—5—200—E.B.—10—250. | .. | 175—300 | |
| 38 | Overseer .. | 120—6—162—E.B.—6—210—E.B.—10—250. 25 as Compensatory allowance. | On seven posts Special pay at 100 per cent subject to a minimum of 50 and a maximum of 200. On 34 posts at 33 1/3 per cent of pay, subject to a minimum of 50 and a maximum of 150 p.m. On 172 posts at 20 per cent of pay. On 21 posts at 50 p.m. | 175—300 | Compensatory allowance of 25 mentioned in Col. 3 will not be admissible. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 39 | E. and M. Supervisor | 120—6—162—E.B.—6—210—E.B.—10—250 *Plus* 25 as compensatory allowance. | 20 per cent of pay on 6 posts [under F.R. 9(25)]. | 175—300 | Compensatory allowance of 25 mentioned in Col. 3 will not be admissible. |
| 40 | Lines Inspector .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 175—300 | |
| 41 | Assistant Foreman .. | Ditto | .. | 175—300 | |
| 42 | Head Mechanic .. | Ditto | .. | 175—300 | |
| 43 | Pattern Maker .. | Ditto | .. | 175—300 | |
| 44 | Senior Electrician .. | Ditto | .. | 175—300 | |
| 45 | Shift Driller .. | Ditto | .. | 175—300 | |
| 46 | Dev. In-charge .. | Ditto | .. | 175—300 | |
| 47 | Chargeman .. | Ditto | .. | 175—300 | |
| 48 | Tool-room Mechanic | Ditto | .. | 150—260 | |
| 49 | Photo-Artist/Photographer. | 80—5—100—E.B.—5—140—E.B.—6—200. | .. | 120—220 | |
| 50 | Draftsman .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 160—280<br>120—220<br>100—160 | Fully qualified.<br>I. T. I. Pass.<br>Unqualified. |
| 51 | Scientific Assistants .. | Ditto | .. | 140—280 | |
| 52 | Modeller .. | Ditto | .. | 150—260 | |
| 53 | Azo Operator .. | Ditto | .. | 120—220 | |
| 54 | Turner .. .. | 150—5—200 | .. | 120—220 | |
| 55 | Rig Mechanic .. | 125—5—175 | .. | 150—260 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 56 | Telephone Operator | 110—3—131—4—155—5—180. | .. | 100—160 | |
| 57 | Electrician .. | 75—5—120—E.B.—8—200. | .. | 120—220 | |
| 58 | Technician .. | 75—5—120 | .. | 100—160 | |
| 59 | Mechanical Fitter .. | Ditto | .. | 100—160 | |
| 60 | Compressor Driver .. | Ditto | .. | 80—140 | |
| 61 | Engine Driver .. | Ditto | .. | 80—140 | |
| 62 | Tin Smith .. | Ditto | .. | 75—115 | |
| 63 | Assistant Driller .. | Ditto | .. | 80—140 | |
| 64 | Work Supervisor .. | Ditto | .. | 80—140 | |
| 65 | Generator Drivers .. | 100—10—150 | .. | 80—140 | |
| 66 | Motor Mechanic .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 67 | Water Supply Pump Operator. | Ditto | .. | 80—140 | |
| 68 | Over Pumping Operator. | Ditto | .. | 80—140 | |
| 69 | Observer .. | 80—5—120 | .. | 80—140 | |
| 70 | Draftsman (Unqualified). | 85—5—120—E.B.—8—200. | .. | 120—220<br>100—160 | For I. T. I. pass.<br>For unqualified. |
| 71 | Lab. Technician .. | 100—8—140—E.B.—10—160. | .. | 120—220 | |
| 72 | Model Assistant .. | 60—3—90—4—110 | .. | 80—140 | |
| 73 | Receptionist for Hostel | 150 (fixed) | .. | 100—180 | |
| 74 | Guide .. | Ditto | .. | 100—180 | |
| 75 | Garden Supervisor .. | 75—5—120 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 76 | Surveyor .. | 75—5—120 | .. | 100—160 | |
| 77 | Assistant Observers .. | 60—3—90—4—110. | .. | 75—115 | |
| 78 | Lab. Assistant .. | Ditto | .. | 100—160 | |
| 79 | Mechanic .. | 50—4—90—E.B.—5—120. | .. | 80—140 | |
| 80 | Turner .. | Ditto | .. | 75—115 | |
| 81 | Blacksmith .. | Ditto | .. | 75—115 | |
| 82 | Carpenter-*cum*-Painter-*cum*-Fitter. | Ditto | .. | 75—115 | |
| 83 | Mistry .. | 60—2—80—E.B.—2—100. | .. | 100—160 | |
| 84 | Electrician .. | Ditto | .. | 100—160 | |
| 85 | Plumber-*cum*-Mason | Ditto | .. | 75—115 | |
| 86 | Water Works Attendant. | Ditto | .. | 65—90 | |
| 87 | Dredger Driver | Ditto | .. | 100—160 | |
| 88 | Electric Pump Driver | Ditto | .. | 65—90 | |
| 89 | Driver .. | Ditto | .. | 75—115 | |
| 90 | Compresser Bores and Driver. | Ditto | .. | 75—115 | |
| 91 | Blacksmith .. | Ditto | .. | 65—90 | |
| 92 | Carpenter .. | Ditto | .. | 65—90 | |
| 93 | Foundry Man | Ditto | .. | 75—115 | |
| 94 | Work Supervisor .. | 60—2½—70—3—100. | .. | 75—115 | |
| 95 | Mistry .. | 80—4—100 | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 96 | Welder .. | 75—5—100 | .. | 75—115 | |
| 97 | Time-keeper .. | Ditto | .. | 80—140 | |
| 98 | Mason .. .. | 60—2—90 | .. | 65—90 | |
| 99 | Carpenter .. | Ditto | .. | 65—90 | |
| 100 | Blacksmith .. | Ditto | .. | 65—90 | |
| 101 | Painter .. | 60—2—90 | .. | 65—90 | |
| 102 | Skin Man .. | 60—3—90 | .. | 65—90 | |
| 103 | Diesel Truck Driver | 60—2—80—2—100. | .. | 80—140 | |
| 104 | Grease Man .. | 60—3—75 | .. | 60—80 | |
| 105 | Leading Fireman .. | 60—2—100 | .. | 65—90 | |
| 106 | Mahavat .. | 60—2—90 | .. | 60—80 | |
| 107 | Librarian .. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 108 | Librarian .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 140—280 | |
| 109 | Assistant Store Supdt. | Ditto | .. | 120—220 | |
| 110 | Library Supervisor .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 111 | Head Munshi .. | 80—4—100 | .. | 80—140 | |
| 112 | Signaller .. | 50—2½—90—E.B.—2½—100—E.B.—3—115. | . | 100—160 | |
| 113 | Agricultural Inspector | 120—6—210—10—250. | .. | 120—220 | |
| 114 | Forester .. | 60—3—90—E.B.—4—110. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 115 | Sanitary Inspector .. | 120—5—150—E.B.—7½—210. | | 150—260 | |
| 116 | Compounder (Qualified). | 75—5—100—5—120. | .. | 120—220<br>80—140 | For qualified<br>For unqualifi |
| 117 | Female Nurse .. | 75—5—120—6—150.<br>65—5—90—E.B.—5—120. | .. | 150—260<br>80—140 | If fully qualifi<br>Otherwise. |
| 118 | Head Master (J.H.S.) | 120—6—168—E.B.—9—240—E.B.—10—300. | Special pay at 20 per cent of pay [under F.R.9(25)]. | 150—350 | |
| 119 | Science Teacher (J.H.S.) | Ditto | .. | 150—350 | |
| 120 | Assistant Teacher (J.H.S.). | 75—5—110—E.B.—6—140—7—168—8—200. | .. | 120—250 | |
| 121 | P. T. Instructor .. | Ditto | .. | 120—250 | |
| 122 | Head Master (Primary) | 60—4—80—E.B.—5—120<br>75—5—120—E.B.—8—200. | .. | 100—180<br>120—250 | |
| 123 | Personal Assistant .. | 350—25—500 | .. | 400—550 | |
| 124 | Head Assistant in Chief Engineer's Office. | 300—20—400 | .. | 350—450 | |
| 125 | Store Superintendent | 200—15—350 | .. | 180—380 | |
| 126 | Stenographer (in Chief Engineer's office). | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 127 | Senior Noter and Drafters (in Chief Engineer's Office). | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 128 | Compilers .. | Ditto | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 129 | Sub-Section-Incharge (in C.E's. Office). | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 25 p.m. [under F.R. 9(25)]. | 160—320 | No special pay. |
| 130 | Junior Noter and Drafter/Record-keeper in Chief Engineer's Office. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 131 | Cashier in Chief Engineer's office. | 80—5—100—E.B.—6—130. | .. | 100—180 | *Plus* special pay [under F. R. 9(25)]. |
| 132 | Calculator .. | 75—5—120—E.B—8—200. | .. | 100—180 | |
| 133 | Store-keeper .. | Ditto | .. | 100—180 | *Plus* special pay [under F. R. 9(25)]. |
| 134 | Assistant Store-keeper | 60—2—100 | .. | 100—180 | Ditto. |
| 135 | Routine Grade Clerks in Chief Engineer's office. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 136 | Head Assistant in Superintending Engineer's office. | 200—10—250 | .. | 250—325 | |
| 137 | Steno in S.E's. office | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 138 | Senior Noter and Drafter in S. E's. office. | 100—10—150 | .. | 120—250 | |
| 139 | Junior Noter and Drafter in S. E's. office. | 85—6—145 | .. | 120—220 | |
| 140 | Record-keeper in S.E's. office. | Ditto | .. | 120—220 | |
| 141 | Routine Grade Clerk in S.E's. office. | 60—4—80—E.B.—5—120. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 142 | Head Assistant in Workshop. | 200—15—275 | | 250—325 | |
| 143 | Head Clerk in Workshop. | 200—10—250 | | 150—260 | |
| 144 | Divisional Accountant | 180—10—290—15—380—20—440. | | | The incumbent is deputed by the Accountant General. |
| 145 | Cost Accountant | 150—10—250—E.B.—10—350. | | 180—380 | |
| 146 | Head Clerk in E. E's. office. | 100—8—140—E.B.—10—170. | 50 p.m. on 1 post [under F. R. 9(25)]. | 150—260 | |
| 147 | Assistant Accountant | Ditto | | 120—250 | |
| 148 | Noter and Drafters in E.E's. office. | 80—5—100—E.B.—6—130. | Special pay on two posts at 100 per cent of pay. Special pay on 30 posts at 20 per cent of pay and 50 p. m. on 7 posts. | 120—220 | |
| 149 | Routine Grade Clerks in E.E's. Office. | 60—3—90—4—110. | .. | 100—180 | |
| 150 | Tractor Driver .. | 80—5—120 | .. | 80—140 | |
| 151 | Tracers .. .. | 45—2—65 | .. | 80—140 | |
| 152 | Assistant Draftsman | 45—2—65—E.B.—3—80. | .. | 80—140 | |
| 153 | Meter Tester .. | 50—5—90 | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remar |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 154 | Switch Board Attendant. | 50—5—90 | .. | 65—90 | |
| 155 | Rewinder .. | Ditto | .. | 75—115 | |
| 156 | Lineman .. | Ditto | .. | 65—90 | |
| 157 | Turner .. .. | Ditto | .. | 75—115 | |
| 158 | Turbine Driver .. | Ditto | .. | 75—115 | |
| 159 | Truck Driver .. | Ditto | .. | 80—140 | |
| 160 | Filter House Operator | 45—2—65—E.B. —2½—90. | .. | 65—90 | |
| 161 | Fitter .. .. | 45—2—65—E.B. —3—80—E.B. —4—100. | .. | 75—115 | |
| 162 | Turner .. | Ditto | .. | 75—115 | |
| 163 | Welder .. .. | Ditto | .. | 75—115 | |
| 164 | Pump Driver .. | Ditto | .. | 65—90 | |
| 165 | Turbine Driver .. | Ditto | .. | 75—115 | |
| 166 | Pump Driver .. | 50—2—70 | .. | 65—90 | |
| 167 | Driller .. .. | 45—2—65—E.B. —3—80. | .. | 75—115 | |
| 168 | Wireman .. | Ditto | .. | 65—90 | |
| 169 | Barage Attendant .. | Ditto | .. | 60—80 | |
| 170 | Welder .. .. | Ditto | .. | 75—115 | |
| 171 | Head Mali .. | Ditto | .. | 60—80 | |
| 172 | Attendant .. | Ditto | .. | 55—75 | |
| 173 | Leading Fireman .. | 50—1—65 | .. | 65—90 | |
| 174 | Driver (Jeep) .. | 45—2—65 | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 175 | Asstt. Pump Driver .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 176 | Blacksmith-*cum*-painter | Ditto | .. | 65—90 | |
| 177 | Armature Winder .. | 30—1—65 | .. | 65—90 | |
| 178 | Fireman .. | 30—1—45 | .. | 60—80 | |
| 179 | Pump Operator .. | Ditto | .. | 65—90 | |
| 180 | Generator Operator .. | Ditto | .. | 65—90 | |
| 181 | Oilman .. | 30—1—40 | .. | 55—75 | |
| 182 | Munshi .. | 50—3/bi—65 | .. | 75—115 | |
| 183 | Telephone Munshi .. | 30—1—40 | .. | 65—90 | |
| 184 | Store Munshi | 45—2—65—E.B. 3—80. | .. | 75—115 | |
| 185 | Head Trolley man .. | 40—1—60 | .. | 60—80 | |
| 186 | Chara Cutter | 30—1—50<br>22—½—27. | .. | 55—75 | |
| | Constable .. | 30—1—45 | .. | As in the Police Department. | Incumbents are deputed by the Police Department. |
| | Compounder (Unqualified). | 45—2—65—3—80—5—110. | .. | 80—140 | |
| 189 | Male Nurse .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 80—140 | |
| 190 | Midwife .. | 45—3—65—E.B.—3—80—E.B.—4—100. | | 80—140 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 191 | Cook-*cum*-Bearer .. | 40—1—50 | .. | 55—75 | |
| 192 | Assistant Teacher Primary. | 35—2—45—E.B.—2—65. | .. | 80—125 | Trained. |
| | | 40—2—60. | | 75 (fixed) plus D. A. | Untrained. |
| 193 | Deputy Revenue Officer. | 350—25—450 | .. | 225—500 | |
| 194 | Ziledar .. | 120—5—180—E.B.—10—200. | On 1 post at 33⅓ per cent of pay subject to a minimum of 50 and a maximum of 150 p. m. On 2 posts 50 p.m. On 8 posts at the rate of 20 per cent of pay. | 120—250 | |
| 195 | Amin .. | 50—2—70—E.B. 2—90. | On 20 posts at 20 per cent of pay. On 9 posts at the rate of 50 p.m. | 80—140 | |
| 196 | Patrol .. | 25—1—40 | On 17 posts 25 p.m. On 45 posts 20 per cent of pay. | 60—80 | With a selection grade of 65—90 for 10 per cent posts. |
| 197 | Dak Navis .. | 25—1—40 | | 60—80 | |
| 198 | Tube-well Operator .. | 30—1—45 | | 60—80 | With a selection grade of 65—90 for 10 per cent posts. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 199 | Ferro Boy .. | 32—1—37 | .. | 55—75 | Compensatory allowance of 5 at present admissible on various posts mentioned against serial nos. 199 to 263 should be discontinued. |
| 200 | Fog Room Assistant | 32—1—37 | | 60—80 | |
| 201 | Store Server .. | 32—1—37 | | 55—75 | |
| 202 | Hammerman .. | | | 55—75 | |
| 203 | Gate-keeper .. | | | 55—75 | |
| 204 | Head Watchman .. | 32—1—37 | | 60—80 | |
| 205 | Patrol Man .. | 32—1—37 | | 55—75 | |
| 206 | Forest Guard .. | 32—1—37 | | 60—80 | |
| 207 | Head Mali .. | 33—1—37 | | 60—80 | |
| 208 | Daftry .. .. | 32—1—37 | | 60—80 | |
| 209 | Helper .. .. | 32—1—37 | | 55—75 | |
| 210 | Gauge Reader-*cum*-Chaukidar. | 32—1—37 | | 60—80 | |
| 211 | Bundle Lifter | 32—1—37 | | 60—80 | |
| 212 | Jamadar .. | 32—1—37 | | 60—80 | |
| 213 | Duplicate Machine Operator. | 32—1—37 | | 60—80 | |
| 214 | Discharge Khallasi | 32—1—37 | | 55—75 | |
| 215 | Plantation Beldar | 32—1—37 | | 55—75 | |
| 216 | Tindal .. | 32—1—37 | | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remar |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 217 | Boatman Jamadar .. | 32—1—37 | .. | 60—80 | |
| 218 | Butler-*cum*-Bearer | 32—1—37 | .. | 60—80 | |
| 219 | Dafedar .. | | .. | 60—80 | |
| 220 | Boatman .. | | .. | 55—75 | |
| 221 | Beldars .. .. | | .. | 55—75 | |
| 222 | Peons .. | | .. | 55—75 | |
| 223 | Barkandaz .. | | .. | 55—75 | |
| 224 | Runners .. | | .. | 55—75 | |
| 225 | Chaukidars .. | | .. | 55—75 | |
| 226 | Mates .. | | .. | 55—75 | |
| 227 | Malis .. .. | | .. | 55—75 | |
| 228 | Waterman . | | . | 55—75 | |
| 229 | Waterman-*cum*-Mali | 22—½—27. | .. | 55—75 | |
| 230 | Mali-*cum*-Sweeper: . | | .. | 55—75 | |
| 231 | Mali-*cum*-Chaukidar | | .. | 55—75 | |
| 232 | Waterman-*cum*-Chaukidar. | | .. | 55—75 | |
| 233 | Chaukidar-*cum*-Sweeper | | .. | 55—75 | |
| 234 | Chaukidar-*cum*-Kahar | | .. | 55—75 | |
| 235 | Sweeper .. | | .. | 55—75 | |
| 236 | Khallasi .. | | .. | 55—75 | |
| 237 | Gate-keeper .. | | .. | 55—75 | |
| 238 | Gauge Reader .. | | .. | 60—80 | |
| 239 | Barrier Chaukidar | | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 240 | Cleaners .. | | .. | 55—75 | |
| 241 | Watch and Ward .. | | .. | 55—75 | |
| 242 | Nursing Orderlies | | .. | 55—75 | |
| 243 | Helpers .. | | .. | 55—75 | |
| 244 | Hammerman .. | | .. | 55—75 | |
| 245 | Telephone Peon .. | | .. | 55—75 | |
| 246 | Watchman .. | | .. | 55—75 | |
| 247 | Azo Mate .. | | .. | 55—75 | |
| 248 | Rain Gauge Reader | | .. | 60—80 | |
| 249 | Bhisti | 22—½—27 | .. | 55—75 | |
| 250 | Sawar | | .. | 55—75 | |
| 251 | Manjhi | | .. | 55—75 | |
| 252 | Oilman | | .. | 55—75 | |
| 253 | Trolleyman | | .. | 55—75 | |
| 254 | Lab. Attendant | | .. | 55—75 | |
| 255 | Water Coolies | | .. | 55—75 | |
| 256 | Ward Boys | | .. | 55—75 | |
| 257 | Ward Women | | .. | 55—75 | |
| 258 | Cooks | | .. | 55—75 | |
| 259 | Sanitary Gangman, Anti-Malari Squad. | | .. | 55—75 | |
| 260 | D.D.T. Squad Flit Man. | | .. | 55—75 | |
| 261 | Waterman (P.T.) | 20 fixed | .. | .. | No time scale is necessary. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 262 | Sweeper (Part-time) .. | 25 fixed | | | No time scale is necessary. |
| 263 | Sweeper (Part-time) | 15 fixed | .. | | Ditto. |
| 264 | Head Constables .. | 50—1—65 | .. | As in the Police Department. | Incumbents are deputed by the Police Department. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | PUBLIC WORKS DEPARTMENT | | | |
| 1 | Chief Engineer .. | 1,800—50—2,000 | .. | 2,000—2,250 | |
| 2 | Additional Chief Engineer. | Ditto .. | .. | 1,800—2,000 | |
| 3 | Senior Architect .. | 1,250—50—1,800 | .. | 1,300—1,600 | |
| 4 | Deputy Chief Engineer | 1,500—50—1,700 | .. | 1,600—1,800 | |
| 5 | Superintending Engineer. | 1,250—50—1,500 | For one post of S. E. (Bridge) 150 [under F.R.9(25).] For three posts in the border area special pay at prescribed rate [under F. R. 9(25)]. | 1,300—1,600 | Special pay as at present allowed for those who are exclusively engaged in design work should continue. |
| 6 | Director Research .. | Ditto .. | .. | 1,300—1,600 | |
| 7 | Executive Engineer .. | 500—50—1,000—E.B.—50—1,200. | 100 on four posts in Design Division. For 11 posts in the border area at 33⅓ per cent of basic pay subject to a minimum of 200 and a maximum of 400. For 1 post in the border area at 200 or 33⅓ per cent of basic pay, whichever is higher subject to a maximum of 250, [under F. R.9(25)]. | 600—1250 | Special pay as at present allowed for those who are exclusively engaged in design work should continue. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 8 | Personal Assistants to Chief Engineer. | 500—50—1,000—E.B.—50—1,200. | 150 [under F.R. 9(25)]. | 600—1,250 | Special pay as at present may continue. |
| 9 | Executive Engineer (E. and M.). | Ditto | .. | 600—1,250 | Special pay as at present allowed for those who are exclusively engaged in design work should continue. |
| 10 | Research Officer .. | Ditto | .. | 600—1,250 | |
| 11 | Architect .. | Ditto | .. | 600—1,250 | |
| 12 | Junior Architect .. | Ditto | .. | 600—1,250 | |
| 13 | Senior Accounts Officer. | Included in the statement of the U. P. Finance Accounts Service. | .. | As for Senior Accounts Officer of the U. P. Finance and Accounts Service. | |
| 14 | Assistant Engineer (E. and M.). | 250—25—400—E.B.—30—700—E.B.—50—850 with a start of 300. | .. | 300—900 with a start of 350. | Special pay as at present allowed for those who are exclusively engaged in design work should continue. |
| 15 | Junior Architect .. | Ditto | | 300—900 with a start of 350. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 16 | Assistant Research Officer. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 17 | Assistant Engineers .. | 250—25—400—E.B.—30—700—E.B.—50—850 with a start of 300. | 50 p.m. for 19 posts in the Design Division [under F.R.9(25)]. For 46 posts in the border area at 33⅓ per cent of basic pay subject to a minimum of 125 and a maximum of 250 [under F.R. 9(25)]. For 6[illegible] posts in the border area at 200 or 33⅓ per cent of basic pay whichever is higher subject to a maximum of 250 [under F.R.9(25)]. | 300—900 with a start of 350. | Special pay at present lowed those who exclusively gaged in [illegible]gn w[illegible]ould c[illegible]nue. |
| 18 | Assistant Architect .. | Ditto | .. | 300—900 with a start of 350. | |
| 19 | Special Land Acquisition Officer. | 250—25—400—E.B.—30—700—E.B.—50—850 with a start of 300. | .. | U.P.C.S. (Executiv scale for P. C. S. officers. 300—900 for others | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 20 | Assistant Chemist .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 21 | Geologist .. | Ditto | .. | 300—900 | |
| 22 | Accounts Officer, Land Acquisition Officer, Deputy Land Acquisition Officer. | As in the parent Department. | .. | As in the parent Department. | |
| 23 | Superintendent (E. and M.). | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 175—300 | |
| 24 | Electrical Overseer .. | Ditto | . | 175—300 | |
| 25 | Overseer (Civil) .. | Ditto | . | 175—300 | |
| 26 | Overseer (Mechanical) | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 175—300 | |
| 27 | Surveyor .. | 120—8—200—E.B.—10—300. | .. | 175—300 | |
| 28 | Technical Assistant .. | 75—5—120 | .. | 100—180 | |
| 29 | Foreman .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 30 | Assistant Foreman .. | 75—5—100—E.B.—5—125. | .. | 120—220 | |
| 31 | Junior Assistant Chemist. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 32 | Assistant Chemist .. | 200—20—400—E.B.—25—500. | .. | 250—550 | |
| 33 | Laboratory Assistant | 75—5—120 | .. | 100—180 | |
| 34 | Computor | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 35 | Cameraman .. | 120—6—180—E.B.—10—200. | .. | 120—220 | |
| 36 | Architectural Assistant | 250—15—400—E.B.—20—500. | .. | 250—750 | |
| 37 | Architectural Head Draftsman. | 250—10—300 | .. | 180—380 | |
| 38 | Architectural Draftsman. | 150—5—200—E.B.—10—250. | .. | 175—300 | |
| 39 | Head Draftsman .. | 250—10—300 | .. | 180—380 | |
| 40 | Draftsman .. | 120—6—210—E.B.—10—250 for qualified and 85—5—120—E.B. 8—200 for unqualified. | .. | 160—280 for fully qualified, 120—220 for I.T.I. pass, 100—160 for unqualified. | |
| 41 | Roller Foreman .. | 70—3—100—E.B.—4—120. | .. | 100—180 | |
| 42 | Electrical Supervisor | 75—3—90—E.B.—4—110. | .. | 100—180 | |
| 43 | Personal Assistant .. | 350—25—500 | .. | 400—550 | |
| 44 | Head Assistant .. | 300—20—400 | .. | 350—450 | |
| 45 | Section Incharge .. | 80—6—110—E.B.—6—140—E.B.—10—200—20—240. | 30 p.m. [under F.R. 9(21)]. | 160—320 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 46 | Senior Noter and Drafter. | 80—6—110—E.B.—6—140—E.B.—10—200—20—240. | .. | 140—280 | |
| 47 | Junior Noter and Drafter. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 48 | Routine Clerks .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 49 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 50 | Ordinary Senior Accountant. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 51 | Senior Accounts Clerk | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 52 | Legal Assistant .. | 160—15—280—E.B.—20—400. | 40 p.m. [under F.R. 9(25)]. | 160—320 | No special pay. |
| 53 | Reader-*cum*-Stenographer. | 60—3—90—4—110. | .. | 120—220 | |
| 54 | Ahalmad-*cum*-typist | Ditto | .. | 100—180 | |
| 55 | Amin .. .. | 60—4—80—E.B.—5—120. | .. | 75—115 | |
| 56 | Daftari .. .. | 32—1—37 | .. | 60—80 | |
| 57 | Jamadar .. | Ditto | .. | 60—80 | |
| 58 | Blue Printer .. | Ditto | .. | 60—80 | |
| 59 | Peon .. .. | 22—½—27 | 5 p.m. [under F.R. 9(25)]. | 55—75 | No special pay. |
| 60 | Chaukidar .. | | | | |
| 61 | Dak Messenger .. | | | | |
| 62 | Sweeper .. | | | | |
| 63 | Mali/Waterman/Chainman. .. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | CIRCLE OFFICES | | | |
| 64 | Head Assistants .. | 200—10—250 | .. | 250—325 | |
| 65 | Senior Noter-Drafters | 100—10—150 | .. | 120—250 | |
| 66 | Junior Noter and Drafter. | 85—6—145 | .. | 120—220 | |
| 67 | Routine Clerks .. | 60—4—80—E.B. —5—120. | .. | 100—180 | |
| 68 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 69 | Daftaries .. | 32—1—37 | .. | 60—80 | |
| 70 | Chaukidars .. | 22—½—27 | 5 p.m. under F.R. 9(25). | 55—75 | No special pay. |
| 71 | Peons .. | | | | |
| 72 | Waterman .. | | | | |
| 73 | Sweeper .. | | | | |
| 74 | Chainman-*cum*-Process Server. | | | | |
| 75 | Chainman .. | | | | |
| 76 | Process Server .. | | | | |
| 77 | Barkandaz | | | | |
| 78 | Dafedar .. | Ditto | Ditto | 60—80 | No special pay. |
| | | DIVISIONAL OFFICES | | | |
| 79 | Head Clerks .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 80 | Upper Grade Clerks | 80—5—100—E.B. —6—130. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 81 | Lower Grade Clerks | 60—3—90—4—110. | .. | 100—180 | |
| 82 | Stenographers .. | 75—4—95—E.B.—5—150 and 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 83 | Ghat Daroga .. | 60—3—90—E.B. 4—110. | .. | 80—140 | |
| 84 | Store-keeper .. | 60—4—80—E.B. 4—100. | .. | 100—180 | *Plus* Special Pay under F.R. 9(25)]. |
| 85 | Telephone Attendants | Ditto | .. | 75—115 | |
| 86 | Electrician-*cum*-Mechanic. | 45—2—65—3—80 | .. | 80—140 | |
| 87 | Tracers .. | 45—2—65 | .. | 80—140 | |
| 88 | Roller Drivers .. | 40—2—65—E.B. —2—75. | .. | 75—115 | |
| 89 | Truck Drivers .. | 30—1½—45—E.B. —3—60. | .. | 80—140 | |
| 90 | Jeep Drivers .. | 50—2/bi—70 | .. | 75—115 | |
| 91 | Cement-Concrete mixing Driver. | 50—2—70 | .. | 75—115 | |
| 92 | Electrician .. | 45—2—65—E.B. —3—80. | .. | 65—90 | |
| 93 | Wireman .. | 50—2—70—E.B. —3—100. | .. | 80—140 | With a Wireman's certificate; otherwise 65—90. |
| 94 | Daftari .. | 32—1—37 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 95 | Peon .. | | | | |
| 96 | Chaukidars .. | | | | |
| 97 | Dak Messenger .. | 22—½—27 | 5 p.m. [under F.R. 9(25)] for 1449 posts at District Headquarters. | 55—75 | No special pay. |
| 98 | Waterman .. | | | | |
| 99 | Sweeper .. | | | | |
| 100 | Chainman .. | | | | |
| 101 | Guard .. .. | | | | |
| 102 | Process Server | | | | |
| 103 | Barkandaz .. | 22—½—27 | 5 p.m. [under F.R. 9(25)] at district head-quarters. | 55—75 | No special pay. |
| 104 | Store-Munshi .. | 25—1—35 | .. | 60—80 | |
| 105 | Liftman .. | 27—½—32 | 5 p.m. [under F.R. 9(25).] | 55—75 | No special pay. |
| 106 | Blue Printer .. | 32—1—37 | .. | 60—80 | |
| 107 | Truck Cleaner .. | 22—½—27 | 5 p.m. [under F.R. 9(25)] at District Head-quarters. | 55—75 | No special pay. |
| 108 | Diesel/Oil Roller Cleaner. | 22—½—27 | Ditto .. | 55—75 | No special pay. |
| 109 | Chaukidar, Inspection House. | 22—½—27 | 5 p.m. [under F.R. 9(25)] at District Head-quarters. | 55—75 | No special pay. |
| 110 | Chaukidar Godown | Ditto | Ditto | 55—75 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Technical Audit Cell and Account Cell** | | | | |
| | TECHNICAL AUDIT CELL | | | | |
| 1 | Chief Technical Examiner. | 1,500—50—1,700 | .. | 1,300—1,600 | |
| 2 | Technical Examiner .. | 500—50—1,000—E.B.—50—1,200. | 100 p.m. [under F.R. 9(25).] | 600—1250 | No special pay. |
| 3 | Assistant Technical Examiner. | 250—25—400—E.B.—30—700—E.B.—50—850—with a start of 300. | 75 p. m. [under F.R. 9(25).] | 300—900 with a start of 350. | No special pay. |
| 4 | Section Incharge .. | 200—10—250 | .. | 250—325 | |
| 5 | Upper Division Clerk | 100—10—150 | .. | 120—250 | |
| 6 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 7 | Peons .. | 27—½—32 | .. | 55—75 | |
| 8 | Jamadar .. | 32—1—37 | .. | 60—80 | |
| | ACCOUNTS CELL | | | | |
| 9 | Senior Accounts Officer | .. | .. | .. | The post at present held by an officer deputed by the Accountant General. |
| 10 | Stenographer .. | 100—5—125—E.B.—5—160—10—200. | .. | 120—250 | |
| 11 | Upper Division Clerk | 130—300 | .. | 120—250 | |
| 12 | Upper Division Assistant. | 160—15—280—E.B.—20—400. | .. | 120—250 | |
| 13 | Peon .. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | POWER DEPARTMENT | | | |
| | | **Electrical Inspectorate** | | | |
| 1 | Electrical Inspector to Government. | 1,250—50—1,500 | .. | 1,300—1,600 | |
| 2 | Deputy Electrical Inspector to Govt. | 500—50—700—E.B.—50—950—E. B.—50—1,200. | .. | 600—1250 | |
| 3 | Assistant Electrical Inspector to Govt. | 250—25—400—E.B.—30—490—E.B.—30—640—E.B.—30—700—50—850 (Start of 300). | .. | 300—900 | Higher start of 350 may be allowed to Engg. Graduates only. |
| 4 | Audit Officer .. | 250—25—400—E.B.—30—700-E.B.—50—850. | .. | As in the Local Fund Audit Department. | The incumbent is deputed by the Examiner, Local Fund Accounts. |
| 5 | Electrical Supervisor | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 6 | Electrical Overseer .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 175—300 | |
| 7 | Draftsman (unqualified) | 50—5—120—E.B.—8—200. | .. | 100—160 | |
| 8 | Senior Auditors .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | As in the Local Fund Audit Department. | Incumbents are deputed by Examiner, Local Fund Accounts. |
| 9 | Assistant Auditors .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | Ditto | Ditto. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 11 | Junior Noters and Drafters. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 12 | Typist .. | 60—3—90—4—110. | .. | 100—180 | |
| 13 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 14 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 15 | Daftari .. | 32—1—37 | .. | 60—80 | |
| 16 | Chaukidar .. | 27—½—32 | .. | 55—75 | |
| 17 | Sweeper (Part-time) | 14—½—19 with fixed D. A. of 4 p.m. | .. | .. | No time-scale is necessary. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | LOCAL SELF-GOVERNMENT DEPARTMENT | | | | |
| | **Chief Engineer, Local Self-Government Engineering Department** | | | | |
| 1 | Chief Engineer .. | 1,800—50—2,000 | .. | 1,800—2,000 | |
| 2 | Superintending Engineer (Civil). | 1,250—50—1,500 | .. | 1,300—1,600 | |
| 3 | Superintending Engineer (E. & M.). | Ditto | .. | 1,300—1,600 | |
| 4 | Executive Engineer, (Civil). | 500—50—1,000—E.B.—50—1,200. | 100 on two posts in Survey and Investigation Division. [F.R. 9(25)]. 100 on one post as P. A. to C.E. [F.R. 9(25)]. | 600—1,250 | Special pay as admissible at present. |
| 5 | Executive Engineer (E. & M.). | Ditto .. | 100 on three posts in Project Divisions. [F.R. 9(25)]. | 600—1250 | Special pay as admissible at present. |
| 6 | Assistant Engineers (Civil). | 250—25—400—E.B.—30—700—E.B.—50—850 (Start of 300). | 50 on eight posts as Sub-Divisional officers, 50 on 15 posts in Project Divisions [F.R. 9(25)]. | 300—900 | Higher start of 350 may be allowed to degree holders only. 2. No special pay should be allowed for holding charge of a Sub-Division (other special pay may continue as at present.) |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | Assistant Engineer (E. & M.). | 250—25—400—E.B.—30—700—E.B.—50—850 (Start of 300). | .. | 300—900 | Higher start of 350 may be allowed to degree holders only. |
| 8 | Accounts Officer .. | 25—25—400—E.. —30—700—E.B.—50—850. | 100 [under F. R. 9 (21)]. | As for the Accounts Officers of the U. P. Finance and Accounts Service. | |
| 9 | Overseers (Civil) .. | 120—6—162—E.B.—6—210—E.B.—10—250. | On 48 posts special pay at 20 per-cent of pay [under F.R. 9(25)], in Survey and Investigation Division. | 175—300 | |
| 10 | Overseers (E. & M.).. | Ditto | .. | 175—300 | |
| 11 | Computor .. | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 12 | Draftsman .. | 120—6—162—E.B.—6—210—E.B.—10—250 for qualified and 85—5—120—E.B.—8—200 for unqualified. | .. | 160—280<br>120—220<br>100—160 | Fully qualified<br>I.T.I. Pass.<br>Unqualified. |
| 13 | Foreman .. | 150—5—200 | .. | 160—280 | |
| 14 | Divisional Accountant | 180—10—290—E.B.—15—380—E.B.—15—440. | .. | .. | The incumbent is deputed by the A.G. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 15 | Senior Auditor .. | 80—6—110—E.B. —6—140—E.B. —10—200. | | 120—250 | |
| 16 | Junior Auditor .. | 80—6—110—E.B. —6—140. | | 120—220 | |
| 17 | Head Assistant .. | 300—20—400 | | 350—450 | |
| 18 | Head Clerk .. | 80—6—110—E.b. —6—140—E.B. —10—200—E.B. —20—240. | 50 [under F.R. 9(21).] | 160—320 | No special p |
| 19 | Senior Noter and Drafter. | Ditto | .. | 140—280 | |
| 20 | Junior Noter and Drafter. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 21 | Record-keeper .. | Ditto | .. | 120—220 | |
| 22 | Routine Clerk .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 23 | Stenographer .. | 100—5—150— E.B.—10—200— E.B.—20—240. | .. | 160—320 | |
| 24 | Head Assistant .. | 200—10—250 | .. | 250—325 | |
| 25 | Senior Noter and Drafter. | 100—10—150 | .. | 120—250 | |
| 26 | Junior Noter and Drafter. | 85—6—145 | .. | 120—220 | |
| 27 | Routine Clerk .. | 60—4—80—E.B. —5—120. | .. | 100—180 | |
| 28 | Stenographer .. | 100—5—125— E.B.—5—160— E.B.—10—200. | .. | 120—250 | |
| 29 | Head Clerk .. | 100—8—140— E.B.—10—170. | .. | 150—260 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 30 | Noter and Drafter .. | 80—5—100—E.B —6—130. | .. | 120—220 | |
| 31 | Routine Clerk | 60—3—90—4— 110. | .. | 100—180 | |
| 32 | Stenographer .. | 75—4—95—EB —5—150. | .. | 120—250 | |
| 33 | Store-keeper .. | 50—4—90—E —5—120. | .. | 100—180 *Plus* Special pay [under F.R.9(25)]. | |
| 34 | Additional Store-keeper. | Ditto | .. | 100—180 | Ditto. |
| 35 | Daftary/Jamadar .. | 32—1—37 | .. | 60—80 | |
| 36 | Peon, Orderly Peon, Chaukidar, Farrash, Waterboy and Ferro boy. | 27—½—32 | .. | 55—75 | |
| 37 | Ferro Printer .. | Ditto | .. | 60—80 | |
| 38 | Mali, Beldar, Garden Coolie, Sweeper, Sweeper-*cum*-Chaukidar, Farrash-*cum*-Waterboy. | Ditto | .. | 55—75 | |
| 39 | Farrash-*cum*-Sweeper | Ditto | .. | 55—75 | |
| 40 | Farrash-*cum*-Chaukidar. | Ditto | .. | 55—75 | |
| | | **Town and Village Planning** | | | |
| 1 | Chie Town and Village Planner. | 1,800—50—2,000 and 750—50—1,000—E.B.—50 1,500. | | 1,300—1,600 | |
| 2 | Senior Architect | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |
| 3 | Architect Planner .. | Ditto | .. | 600—1,250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, it any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 4 | Town Planner .. | 500—50—1,000—E.B.—50—1,200. | | 600—1,250 | |
| 5 | Executive Engineer (Technical). | Ditto. | | 600—1,250 | |
| 6 | Regional Planner .. | Ditto | | 400—1,000 | |
| 7 | Associate Regional Planner. | Ditto | | 400—1,000 | |
| 8 | Assistant Town Planner. | 250—25—400—E.B.—30—700—E.B.—50—850. (Start of 300). | .. | 300—900 | |
| 9 | Assistant Architect .. | Ditto | .. | 300—900 | With a start of 350. |
| 10 | Assistant Engineer (Technical). | Ditto | .. | 300—900 | Higher start of 350 may be allowed to Engineering Graduates only. |
| 11 | Assistant Regional Planners. | Ditto | .. | 300—900 | |
| 12 | Assistant Planner .. | Ditto | .. | 300—900 | |
| 13 | Assistant Sociologist.. | 250—25—400—E.B.—30—700—E.B.—50—850. (Start of 300). | .. | 250—750 | |
| 14 | Personal Assistant (Technical) to Town and Village Planner. | Ditto | .. | 300—900 | |
| 15 | Assistant Village Planner. | Ditto | .. | 300—900 | |
| 16 | Statistical Assistant .. | 200—10—250 | .. | 200—300 | |
| 17 | Arch. and Planning Assistant. | Ditto | .. | 175—300 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 18 | Photographer .. | 200—10—300 | .. | 120—220 | |
| 19 | Survey Assistant .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 175—300 | |
| 20 | Overseer .. | Ditto | .. | 175—300 | |
| 21 | Computor .. | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 22 | Head Draftsman .. | 150—10—250 | .. | 180—380 | |
| 23 | Qualified Draftsman | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 160—280 | |
| 24 | Unqualified Draftsman | 80—120 | .. | 120—220<br>100—160 | I.T.I. Pass.<br>Unqualified. |
| 25 | Blue Printer (Technical). | 50—2—60—E.B.—2—80. | .. | 80—140. | |
| 26 | Dark-room Assistant.. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—140 | |
| 27 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 28 | Senior Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 29 | Junior Clerk/Typist .. | 60—3—90—4—110 | .. | 100—180 | |
| 30 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 31 | Tracer .. .. | 50—2—60—E.B.—2—80. | .. | 80—140 | |
| 32 | Driver .. .. | 45—2—65 | .. | 75—115 | |
| 33 | Daftry/Blue Printer .. | 32—1—37 | .. | 60—80 | |
| 34 | Peon/Chaukidar/Mali/Sweeper. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay-Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Prescribed Authorities, Regulated Areas at Naini Tal** | | | | |
| 1 | Overseer | .. 120—6—162—E.B.—6—210—E.B.—10—250. | | 175—300 | |
| 2 | Clerk | .. 60—4—80—5—120. | . | 100—180 | |
| 3 | Peon | .. 22—½—27 | .. .. | 55—75 | |
| | SAHARANPUR | | | | |
| 1 | Overseer | .. 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 175—300 | |
| 2 | Junior Clerk | .. 60—3—90—4—110. | .. | 100—180 | |
| 3 | Peon | .. 27—½—32 | .. .. | 55—75 | |
| | GORAKHPUR | | | | |
| 1 | Clerk | .. 60—4—80—E.B.—5—120. | .. | 100—180 | |
| | GHAZIABAD | | | | |
| 1 | Assistant Engineer | .. 250—25—400—E.B.—30—700—E.B.—50—850. | .. | As for Assistant Engineer in the Public Works Department. | |
| 2 | Surveyors-*cum*-Overseers. | 120—6—210—E.B.—10—250. | .. | 175—300 | |
| 3 | Senior Clerk | .. 80—5—100—6—130. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 4 | Steno-typist-*cum*-Clerk. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 5 | Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 6 | Mate-*cum*-Process Server. | 22—½—27 | .. | 55—75 | |
| 7 | Orderly Peon | | | | |
| 8 | Office Peon | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | SOCIAL WELFARE AND HARIJAN SAHAYAK DEPARTMENTS | | | | |
| | **Social Welfare Organization** | | | | |
| 1 | Joint Director .. | Selection Grade of the U. P. Civil Service (Executive Branch.) | .. | U.P.C.S. (Ex.) scale. | |
| 2 | Deputy Director (W) | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |
| 3 | Assistant Director (W) | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 4 | Asstt. Accounts Officer | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 5 | Youth Welfare Officer | 250—25—375—E.B.—25—500. | .. | 250—550 | |
| 6 | Technical Assistant (Physical Education). | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 7 | Chief Probation Officer | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 8 | Probation Officer .. | 200—10—250—E.B.—15—400. | .. | 225—500 | |
| 9 | Personal Asstt. (Gaz.) | 350—25—500 | .. | 400—550 | |
| 10 | Head Assistant .. | 300—20—400 | .. | 250—325 | |
| 11 | Section In-charge .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 [under F.R.9(21)]. | 150—260 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 12 | Noter and Drafter .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 120—250 | |
| 13 | Senior Accountant .. | Ditto | .. | 120—250 | |
| 14 | Accountant .. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 15 | Junior Noter and Drafter. | Ditto | .. | Ditto. | |
| 16 | Record-keeper .. | Ditto | .. | Ditto. | |
| 17 | Routine Clerk .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 18 | Register-keeper .. | Ditto | .. | Ditto. | |
| 19 | Typist .. .. | Ditto | .. | Ditto. | |
| 20 | Paid Apprentice .. | 40 (fixed) | .. | 75 (fixed) *Plus* D.A. | |
| 21 | Stenographer .. | 100—5—150— E.B.—10—200— E.B.—20—240. | .. | 160—320 | |
| 22 | Head Clerk .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 23 | Stenographer .. | 75—4—95—E.B. —5—150. | .. | 120—250 | |
| 24 | Clerk .. .. | 60—3—90—4— 110. | .. | 100—180 | |
| 25 | Driver .. .. | 45—2—65 | .. | 75—115 | |
| 26 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 27 | Cyclostyle Operator | | | | |
| 28 | Jamadar .. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 29 | Farrash/Waterman-*cum*-Mali/Chaukidar/ Sweeper/Office peon/ Orderly peon/Bundle-lifter. | 27—½—32 | .. | Bundle Lifter 60—80 Rest 55—75. | |
| 30 | Lady Doctor P.M.S.-II | 235—15—295—E.B.—15—310-20—390—E.B.-20—450—25—500—E.B.—25—600. | .. | As in the Medical Department. | |
| 31 | Supdt. After-care Home (W). | 250—25—375—E.B.—25—500. | .. | 250—550 | |
| 32 | Supdt. Protective Home | Ditto | .. | Ditto. | |
| 33 | Supdt. Children Home | Ditto | .. | Ditto. | |
| 34 | Supdt. Home for Orphans and Foundlings. | Ditto | .. | Ditto. | |
| 35 | Supdt. Approved School | Ditto | .. | Ditto. | |
| 36 | Principal, Deaf and Dumb School. | Ditto | .. | Ditto. | |
| 37 | Principal, Blind School | Ditto | .. | Ditto. | |
| 38 | Reformation Officer | 200—10—250—E.B.—15—400. | .. | 225—500 | |
| 39 | Regional Assistant Director (W). | 250—25—375—E.B.—25—500. | .. | 250—550 | |
| 40 | Addl. Block Development Officer. | 220—10—320—E.B.—20—400. | .. | 200—400 | If the post is included in the cadre of Block Development Officers, then the scale should be the same as is admissible to a B.D.O. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 41 | Probation Officers In-charge (Probation Scheme). | 200—10—250—E.B.—15—400. | 50 p.m. under F.R. 9(25). | 225—500 | Five post should be i the Selectio grade 350—650. |
| 42 | Probation Officer (Probation Scheme). | Ditto | .. | 225—500 | |
| 43 | Probation Officers (District Probation Office). | Ditto | .. | 225—500 | |
| 44 | Supdt. Work-house for beggars. | 250—25—375—E.B.—25—500. | .. | 225—500 | |
| 45 | Psychologist | 200—10—250—E.B.—15—400. | .. | 225—500 | |
| 46 | Rescue Officer | 200—10—300 | .. | 200—400 | |
| 47 | Asstt. Supdt. ACH (W). | 200—10—300 | .. | 150—350 | |
| 48 | Asstt. Supdt. Protective Home. | | | | |
| 49 | Asstt. Supdt. Observation Home. | | | | |
| 50 | Asstt. Supdt. Observation Home. | 120—6—144—E.B.—6—174—E.B.—6—180—10—200. | .. | 120—250 | |
| 51 | Lady Recreation Officer. | 120—8—152—E.B.—8—195—E.B.—8—200—E.B.—10—300. | .. | 160—320 | |
| 52 | Investigators | Ditto | .. | 160—320 | |
| 53 | Trained Graduate Teacher. | Ditto | .. | 150—350 | |
| 54 | Asstt. Supdt. District Shelter (W). | 120—6—144—E.B.—6—174—E.B.—6—180—E.B.—10—200. | .. | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 55 | Asstt. Teacher (Trained Under-Graduate). | 75—5—95—E.B. —5—120—E.B. —8—160—E.B. —8—200. | .. | 120—250 | |
| 56 | P. T. Teacher .. | Ditto | .. | Ditto. | |
| 57 | Craft Teacher (Music) | Ditto | .. | Ditto. | |
| 58 | Industrial Instructor | Ditto | .. | Ditto. | |
| 59 | Nursery Trained Teacher. | 75—5—110—E.B. —6—140—7—175. | .. | Ditto. | |
| 60 | Matron .. .. | 75—5—120—E.B. —6—150. | .. | 150—260 if qualified as a staff nurse; for unqualified 80—140. | |
| 61 | Nurse-*cum*-Compounder | Ditto | .. | Ditto. | |
| 62 | Nurse-*cum*-Compounder. | 65—5—90—E.B. —5—120. | .. | 150—260, if qualified as a staff nurse; for unqualified 80—140. | |
| 63 | Hostel Warden .. | 75—5—120—E.B. —6—150. | .. | Ditto. | |
| 64 | Craft Instructor .. | 85—5—105—E.B. —5—130—E.B. —5—150. | .. | 120—220 | |
| 65 | Ditto .. | 60—4—76—E.B. —4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 66 | Teachers .. | 65—5—85—E.B. —5—110—E.B. —5—120. | .. | 120—250 if Inter-mediate *plus* C.T. otherwise 100—180. | |
| 67 | Supervisor .. | 85—5—105—E.B. —5—130—E.B. —5—150. | .. | 120—220 | |
| 68 | Project Operator .. | 75—5—120 | .. | 100—160 | |
| 69 | Band Master .. | 80—4—100—E.B. —5—120. | .. | 100—160 | |
| 70 | Play Organizer .. | 45—2—65 | .. | 80—140 | |
| 71 | Driver .. .. | .. | .. | 75—115 | |
| 72 | Driver .. .. | 45—2—65 | .. | Ditto. | |
| 73 | Motor Driver .. | 45—2—65—E.B. —3—80. | .. | 80—140 | |
| 74 | Chief Instructress .. | 200—15—350 | .. | 200—400 | |
| 75 | Asstt. Instructress .. | 120—8—152— E.B.—8—192— E.B.—8—200— 10—240—E.B. —10—300. | .. | 160—320 | |
| 76 | Asstt. Instructress (Agriculture). | Ditto | .. | Ditto. | |
| 77 | Asstt. Dev. Officer .. | 120—6—162— E.B.—6—210— E.B.—10—250. | .. | 120—250 | |
| 78 | Driver-*cum*-Cleaner .. | 40—2—50—E.B. —3—65. | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay. | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 79 | Distt. Organizer (W) | 120—6—144—E.B.—6—174— | .. | A.D.O. (W) 160—280. | There is now no post of D.O.(W) |
| 80 | Asstt. Dev. Officer (W). | E.B.—6—204—6—210—10—250. | | | |
| 81 | Gram Sevikas .. | 75—5—120 for H.S., 45—2—65—E.B.—3—80—E.B.—4—100 for Jr. H.S. | .. | 120—220<br>80—140 | For H. S. passed.<br>For Jr. H.S. passed. |
| 82 | Head Clerk/Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 83 | Head Clerk/Accountant. | 75—5—100—E.B.—6—130. | .. | 120—220 | |
| 84 | Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 85 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay [under F. R. 9(25)]. |
| 86 | Senior Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 87 | Junior Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 88 | Store-keeper-*cum*-Accountant-*cum*-Clerk. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 89 | Clerk-*cum*-Typist-*cum*-Cashier. | 60—3—90—4—110. | .. | 100—180 | *Plus* special pay [under F. R. 9(25)]. |
| 90 | Clerk .. | Ditto | .. | 100—180 | |
| 91 | Clerk .. | Ditto | .. | Ditto. | |
| 92 | Peon-*cum*-Daftry .. | 27—½—32 | 5 p.m. under F.R. 9(25). | 60—80 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 7 | 2 | 3 | 4 | 5 | 6 |
| 93 | Peon .. | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 94 | Orderly peon .. | | | | |
| 95 | Cook .. | | | | |
| 96 | Chaukidar .. | | | | |
| 97 | Technical Attendant | | | | |
| 98 | Cleaner .. | | | | |
| 99 | Sweeper .. | | | | |
| 100 | Ayas .. | | | | |
| 101 | Kahars .. | | | | |
| 102 | Waterman .. | | | | |
| 103 | Orderly peon .. | 27—½—32 | .. | | |
| 104 | Office peon .. | | | | |
| 105 | Sweeper-*cum*-Chaukidar | | | | |
| 106 | Peon .. .. | 22—½—27 or 27—½—32. | .. | | |
| 107 | Peon-*cum*-Chaukidar | | | | |
| 108 | Sweeper .. | | | | |
| 109 | Peon-*cum*-Attendant | 22—½—27 | .. | 55—75 | |
| 110 | Mukhya Sahaika .. | | | | |
| 111 | Peon .. .. | | | | |
| 112 | Peon .. .. | 27—½—32 | .. | | |
| 113 | Chaukidar .. | | | | |
| 114 | Peon .. .. | | | | |
| 115 | Chaukidar/Chaukidar-*cum*-Sweeper. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Directorate of Harijan Welfare** | | | | |
| 1 | Director .. | | .. | .. | The post is at present held by an I.A.S. Officer. |
| 2 | Deputy Director .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | U. P. Educational Service Scale. | The post is held by an Officer of the U. P. Educational Service. |
| 3 | Assistant Director .. | Ditto | .. | 300—900 | |
| 4 | Accounts Officer .. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 5 | Chief Accountant .. | 150—10—250—E.B.—10—300. | .. | 200—400 | |
| 6 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 7 | Planning Assistant .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 120—250 | |
| 8 | Clerk .. | Ditto | .. | 120—250 | |
| 9 | Progress Clerk .. | 75—5—120—E.B.—8—200. | .. | 120—250 | |
| 10 | Senior Clerk/Clerk .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 11 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 12 | Senior Clerk/Clerk .. | Ditto | .. | 120—220 | |
| 13 | Junior Clerk .. | 60—3—90—4—110. | .. | 100—180 | |

| Sl no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 14 | Typist .. | 60—3—90—4—110. | .. | 100—180 | |
| 15 | Store-keeper .. | Ditto | .. | 100—180 | *Plus* special pay [under F. R. 9(25)]. |
| 16 | Stenographer .. | 75—4—91—E.B.—4—95—5—115—E.B.—5—140—E.B.—5—150. | .. | 120—250 | |
| 17 | Overseers .. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | As in the P.W.D. | |
| 18 | Statistician .. | 120—6—210—E.B.—10—250. | .. | 160—320 | |
| 19 | Driver .. | 45—2—65—E.B.—3—80. | .. | 80—140<br>75—115 | For heavy vehicles.<br>For light and medium vehicles. |
| 20 | Driver .. | 45—2/bi—50—E.B.—3/bi.—65. | .. | Ditto. | Ditto. |
| 21 | Operator .. | 40—2—50—E.B.—3—80. | .. | 80—140 | |
| 22 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 23 | Office peon .. | 27—½—32 | .. | 55—75 | |
| 24 | Orderly peon .. | Ditto .. | .. | 55—75 | |
| 25 | Waterman-*cum*-Mali | | | | |
| 26 | Chaukidar .. | | | | |
| 27 | Sweeper | | | | |
| 28 | Messenger .. | | | | |
| 29 | Cleaner .. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 30 | Principal .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 400—900 | |
| 31 | Foreman .. | 200—10—300 | .. | 200—400 | |
| 32 | Proctor-*cum*-Hostel Superintendent. | 250 (fixed) | .. | .. | No time-scale is necessary. |
| 33 | Senior Instructor .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 34 | Senior Power House Operator. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 35 | Junior Instructor .. | Ditto | .. | 120—220 | |
| 36 | Drawing-*cum*-Maths. Instructor. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 37 | P. T. Instructor-*cum*-Hostel Superintendent. | 75—5—120—E.B.—8—200. | .. | 120—250 | |
| 38 | Power House Instructor. | 65—5—90—E.B.—5—120. | .. | 100—160 | |
| 39 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 40 | Store-keeper and Clerk-*cum*-Store-keeper. | 60—4—80—E.B.—4—100. | . | 100—180 | *Plus* special pay [under F. R 9(25)]. |
| 41 | Clerk .. .. | 60—3—90—4—110. | . | 100—180 | |
| 42 | Cashier-*cum*-Routine Clerk. | 60—3—90—4—110 | . | 100—180 | *Plus* special pay [under F. R. 9(25)]. |
| 43 | Routine Clerk-*cum*-Typist. | Ditto | . | 100—180 | |
| 44 | Clerk-*cum*-Cashier .. | Ditto | . | 100—180 | *Plus* special pay [under F. R. 9(25)]. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 45 | Compounder .. | 45—2—65—E.B. —3—80—E.B.— 4—100 and 45—2—65. | .. | As in the Medical Department. | |
| 46 | Driver-*cum*-Cleaner | 45—2—65—E.B. —3—80. | .. | 80—140 | For heavy vehicles. |
| | | | | 75—115 | For light and medium vehicles. |
| 47 | Attendant | 22—½—27 or 27—½—32. | .. | 55—75 | |
| 48 | Farm Attendant | | | | |
| 49 | Power House Attendant. | | | | |
| 50 | Chaukidar | | | | |
| 51 | Workshop Attendant. | | | | |
| 52 | Peon | | | | |
| 53 | Sweeper | | | | |
| 54 | Orderly peon | | | | |
| 55 | Waterman | | | | |
| | **Government Polytechnic, Aryanagar Settlement, Lucknow** | | | | |
| 56 | Principal .. | 500—50—1,000— E.B.—50—1,200. | .. | 600—1,250 | |
| 57 | Lecturer in Building Material. | 250—25—400— E.B.—30—700— E.B.—50—850. | .. | 300—900 with a start of 350. | |
| 58 | Junior Lecturer (Physics, Chemistry, Maths. and Language English). | 200—15—350 and 120—8—200— E.B.—10—300. | .. | 200—450 | For Post-Graduates. |
| | | | | 160—320 | For Graduates. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 59 | Demonstrator .. | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 60 | Drawing Instructor .. | Ditto | .. | 120—250 | |
| 61 | Senior Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 62 | Typist .. .. | 60—3—90—4—110 | .. | 100—180 | |
| 63 | Laboratory Attendant. | 22—½—27 | .. | 55—75 | |
| 64 | Store Attendant | | | | |
| 65 | Orderly Peon | | | | |
| 66 | Waterman | | | | |
| 67 | Daftry .. .. | Ditto | .. | 60—80 | |
| 68 | Manager .. | 200—10—240—E.B.—10—250—15—310—E.B.—15—400. | .. | 225—500 | |
| 69 | Manager .. | 120—6—210—10—250. | .. | 120—250 | |
| 70 | Assistant Manager (F) | 75—5—120—E.B.—8—200. | .. | 120—220 | |
| 71 | Assistant Teacher .. | 35—1—40—E.B.—1—45—E.B.—1—50, 60—4—80—5—120 and 45—2—65—E.B.—3—80. | .. | As in the Education Department, for trained H.T.C., and trained J. T. C., 65—90 for untrained hands. | |
| 72 | Music Teacher .. | 45—2—65—E.B.—3—80. | .. | 80—140 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 73 | Work Inspector .. | 40—2/bi—50—E.B.—3/bi.—65. | | 65—90 | |
| 74 | Industry Supervisor | 30—100 | | 65—90 | |
| 75 | Head Teacher .. | 45—1—50—E.B.—1—55—E.B.—1—60/T.75—4—95—E.B.—5—130. | .. | 80—140<br>100—180 | For H.T.C./V.T.C.<br>For J.T.C. |
| 76 | Weaving Master .. | 45—2—65—E.B.—3—80. | .. | 65—90 | |
| 77 | Weaving Master .. | 72—200 | .. | 120—220 | |
| 78 | Electrician .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 79 | Carpenter .. | Ditto | .. | 65—90 | |
| 80 | Tailor .. .. | 30—3—45—E.B.—3—60—E.B.—4—100. | .. | 65—90 | |
| 81 | Assistant Tailor .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 82 | Mechanic .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—140 | |
| 83 | Midwife .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—140 | |
| 84 | Room Master .. | 25—3/bi—31—E.B.—3/bi—40—E.B.—2—50—E.B.—2—60—2½—65. | .. | 60—80 | |
| 85 | Room Mistress .. | Ditto | .. | 60—80 | |
| 86 | Button Mistress .. | Ditto | .. | 60—80 | |
| 87 | Passer .. .. | Ditto | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 88 | Driver .. | 40—2/bi.—50—E.B.—3/bi—65. | .. | 75—115 | For light and medium vehicles. |
| | | | | 80—140 | For heavy vehicles. |
| 89 | Vaid .. | 120—200 | .. | 175—300 | For Ayurved degree holders. |
| | | | | 120—220 | For others. |
| 90 | Female Compounder | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | As in the Medical Department or Ayurved Department, as the case may be. | |
| 91 | House Mother .. | 75—5—120—E.B.—8—200. | .. | 120—220 | |
| 92 | Superintendent .. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 93 | Asstt. Superintendent | 75—5—120—E.B.—8—200. | .. | 120—220 | |
| 94 | Head Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 95 | Senior Clerk-*cum*-Accountant. | Ditto | .. | 120—220 | |
| 96 | Junior Grade Clerk | 60—3—90—4—110. | .. | 100—180 | |
| 97 | Depot Clerk or Storekeeper. | (1) 25—65<br>(2) 60—4—80—E.B.—4—100.<br>(3) 60—3—90—4—110. | .. | 100—180 | *Plus* special pay [under F. R. 9(25),] for Matriculate. |
| | | | | 65—90 | For others. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 98 | Gardener .. | 27—½—32 | .. | 55—75 | |
| 99 | Coolie .. | | | | |
| 100 | Inner .. | | | | |
| 101 | Gateman .. | | | | |
| 102 | Packer .. | | | | |
| 103 | Night Watchman .. | 22—½—27 or 27—½—32. | .. | | |
| 104 | Waterman .. | | | | |
| 105 | Orderly .. | 22—½—27 | .. | | |
| 106 | Bhisti .. | | | | |
| 107 | Sweeper .. | | | | |
| 108 | Cook .. | | | | |
| 109 | Kitchen Servant .. | | | | |
| 110 | Office Peon .. | | | | |
| 111 | Mali .. | | | | |
| 112 | Field Labour .. | | | | |
| 113 | Chaukidar .. | | | | |
| 114 | Attendant .. | | | | |
| 115 | Senior Jamadar .. | 32—1—37 | .. | 60—80 | |
| 116 | Junior Jamadar .. | 22—½—27/ 27—½—32. | .. | 55—75 | |
| 117 | Scavenger .. | 27—½—32 | .. | 55—75 | |
| 118 | Compounder .. | 45—2—65—E.B. 3—80—E.B.—4] —100 for trained, 45—2—65 for untrained. | .. | As in the Ayurved Depart-ment. | |
| 119 | School Peon .. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | DISTRICT LEVEL OFFICES | | | |
| 120 | District Harijan and Social Welfare Officers. | 200—10—240—E.B.—10—250—15—310—E.B.—15—400. | .. | 225—500 | |
| 121 | Harijan Welfare Supervisor (Grade I). | 50—4—90—E.B.—5—100. | .. | 100—160 | |
| 122 | Harijan Welfare Supervisor (Grade II). | 30—3—45—E.B.—3—60. | .. | 75—115 | |
| 123 | Senior Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 124 | Junior Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 125 | Education Clerk .. | Ditto | .. | 100—180 | |
| 126 | Women Welfare Clerk (under Women Welfare Scheme). | Ditto | .. | 100—180 | |
| 127 | Orderly Peon .. | 27—½—32 | .. | 55—75½ | |
| 128 | Messenger .. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | EDUCATION DEPARTMENT | | | | |
| | **Directorate of Education** | | | | |
| 1 | Director of Education | 1,700—50—2,000 | .. | 2,000—2,250 | |
| 2 | Additional Director of Education. | .. .. | .. | 1,600—1,800 | For the departmental officer. |
| 3 | Deputy Director of Education. | 500—50—1,000—E.B.—50—1,200. | 100 p.m. for eleven posts [under F.R. 9(21).] | 750—1,400 | No special pay. |
| 4 | Deputy Director of Education. | In the Selection Grade of 1,250—50—1,500. | .. | 1,300—1,600 | Existing two posts of Deputy Director in the selection grade should be designated as Joint Director. |
| 5 | U.P.E.S. Senior Scale Posts. | 500—50—1,000—E.B.—50—1,200. | 100 p.m. on the posts of Secy. Int. Bd., Principal State Ins. of Elementary Education, Principal Government Degree College, [under F.R. 9(25)], 75 p.m. for the post of | 750—1,400 Principal Post-Graduate Degree Colleges.<br>750—1400 Secy., Inter. Board.<br>Rest. 600—1,250. | No special pay.<br>No special pay.<br>No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | | Vice-Principal S.I.E.E., [under F.R. 9(25)]. 50 on two posts of Professor-*cum*-Vice-Principal, Government Degree Colleges, [under F.R. 9(25)]. | | |
| 6 | U. P. E. S. Senior Scale (Women Branch). | 500—50—1,000—E.B.—50—1,200. | On one post 100 as Dy. Director of Education (Women), [under F.R. 9(21)]. | 750—1,400 on one post on which there is a special pay of 100 [under F.R. 9(21)]. Rest. 600—1,250 | |
| 7 | Principal | Ditto | .. | 600—1,250 | |
| 8 | Professors | 500—50—1,000—E.B.—50—1,200 and 350—20—550—E.B.—25—650—E.B.—30—800. | .. | 600—1,250 | |
| 9 | Nideshak and Senior Psychologist, Manovigyanshala, Allahabad. | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | Senior Accounts Officer (Headquarters). | 500—50—1,000—E.B.—50—1,200. | .. | As for Senior Accounts Officer of the U. P. Finance and Accounts Service. | |
| 11 | Principal .. | 650—40—850—E.B.—50—900. | .. | 400—1,000 | |
| 12 | District Inspector of Schools and Associate Inspector of Schools. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 with a start of 325 for members of the U.P. Educational Service. | |
| 13 | Principal of Government College of Physical Education, Rampur. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 14 | Principals and Vice-Principals of J. B. T. Cs. etc. | Ditto | .. | 300—900 | |
| 15 | Inspector, Muslim Schools and European Schools. | Ditto | .. | 300—900 | |
| 16 | Inspector Arabic Madarsas. | Ditto | .. | 300—900 | |
| 17 | Inspector Sanskrit Pathshalas. | Ditto | .. | 300—900 | |
| 18 | Psychologist, Manovigyanshala, Allahabad. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 19 | Director of Film Education E. E. O's., Allahabad. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 20 | Professor, Associate Professor, Research Professor and Junior Research Professor. | Ditto | .. | 300—900 | |
| 21 | Other Miscellaneous posts. | Ditto | 50 p. m. on two posts of Assistant Deputy Director (Headquarters).<br>50 on one post of Registrar Departmental Examinations.<br>50 on one post of P. A. to D. E.<br>50 on one post of Pathya Pustak Adhikari.<br>100 on one post of Accounts Officer, I. B. Office [under F.R. 9(25)]. | 300—900 Except for the post of Accounts Officer, for which the scale will be the same as in the U. P. Finance and Accounts Service. | Special pay as at present be allowed to P. A. to Director of Education and Registrar, Departmental Examinations. |
| 22 | U.P.E.S. Junior Provincial Scale (Women Branch). | Ditto | | | |
| 23 | Assistant Professor .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 250—600 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 24 | Head of Department | 300—20—500—E.B.—25—800.<br>300—20—500—E.B.—25—600. | .. | 350—650 | |
| 25 | Assistant Accounts Officer. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 26 | Deputy I.O.S. .. | 250—25—375—E.B.—25—500. | .. | 250—600 | |
| 27 | S.E.S. (C) Teaching Line, (Women Branch). | Ditto | .. | 250—600 | |
| 28 | Deputy Inspector of Schools. | Ditto | .. | 250—600 | |
| 29 | Lecturer .. .. | Ditto | .. | 250—600 | |
| 30 | Agricultural Supervisor | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 31 | Head Master Government Higher Secondary School. | 250—25—375—E.B.—25—500. | .. | 250—600 | |
| 32 | Head Master Government High School. | Ditto | . | 250—600 | |
| 33 | Professor, Government Central Pedagogical Institute, Allahabad. | 250—25—375—E.B.—25—500. | . | 250—600 | |
| 34 | District Psychologist | Ditto | .. | 250—600 | |
| 35 | Superintendent Agricultural Education. | Ditto | .. | 250—600 | |
| 36 | Assistant E.E. Officer | Ditto | .. | 250—600 | |
| 37 | Assistant Secretary Intermediate Board. | 250—25—375—E.B.—25—500. | .. | 250—600 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 38 | Deputy Registrar, Departmental Examinations. | 250—25—375—E.B.—25—500. | .. | 250—600 | |
| 39 | Vice-Principal, C. P. Rampur. | Ditto | .. | 250—600 | |
| 40 | Assistant Officer on Special Duty (Text Book). | Ditto | 50 p. m. [under F.R. 9(25)]. | 250—600 | No special pay. |
| 41 | Assistant Inspector of Sanskrit Pathshalas. | Ditto | .. | 250—600 | |
| 42 | Deputy Librarian .. | Ditto | .. | 150—350 | |
| 43 | Professor, GBTC, Varanasi. | Ditto | .. | 250—600 | |
| 44 | Superintendent Physical Education. | Ditto | .. | 250—550 | |
| 45 | Tester, Bureau of Psychology. | 250—25—375—E.B.—25—500. | .. | 250—600 | |
| 46 | Vocational Guidance Officer, Bureau of Psychology. | Ditto | .. | 250—600 | |
| 47 | Statistician, Bureau of Psychology. | Ditto | .. | 250—600 | |
| 48 | Counsellers of Bureau | Ditto | .. | 250—600 | |
| 49 | Sound Recording Engineer of E.E.O., Allahabad. | 250—25—300—E.B.—25—500. | .. | 200—400 | |
| 50 | Camera Man ( E.E.O. Office). | 250—25—375—E.B.—25—500. | .. | 120—250 | |
| 51 | In-charge, Film Section, E.E. Office. | Ditto | .. | 225—500 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 52 | Writer, E.E. Office .. | 250—25—375—E.B.—25—500. | .. | 250—550 | |
| 53 | Audio-Visual Investigation Officer. | Ditto | .. | 250—550 | |
| 54 | Lecturer in Audio-Visual Education, E.E. Office. | Ditto | .. | 250—550 | |
| 55 | Assistant Psychologist | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 56 | Junior Lecturer .. | 225—15—360—E.B.—15—450. | .. | 250—550 | |
| 57 | Vocational Guide, District Psychological Centre, U. P. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 58 | Assistant Master, Government Inter. Colleges, U. P. | Ditto | .. | 250—550 | |
| 59 | Lecturer, Engg. G.I.C. | Ditto | .. | 225—500 | |
| 60 | Lecturer Physical Education. | Ditto | .. | 225—500 | |
| 61 | Lecturer in Swimming and Massage. | Ditto | .. | 225—500 | |
| 62 | Lecturer, Play and Recreation. | Ditto | .. | 225—500 | |
| 63 | Lecturer of Physical Education, Rampur. | Ditto | .. | 225—500 | |
| 64 | Lecturer, Government Colleges. | Ditto | .. | 250—550 | |
| 65 | Superintendent of Physical Education, Government Training College, Rampur. | Ditto | .. | 225—500 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 66 | Laboratory In-charge, E. E. Office. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 150—260 | |
| 67 | Film Librarian, E. E. Office. | Ditto | .. | 225—500 | |
| 68 | Shiksha Prachar Adhikari. | Ditto | .. | 250—550 | |
| 69 | Assistant Master (Hindi). | Ditto | .. | 250—550 | |
| 70 | Assistant Master, (Sanskrit). | Ditto | .. | 250—550 | |
| 71 | Assistant Master (Urdu). | Ditto | .. | 250—550 | |
| 72 | Assistant Master (Persian). | Ditto | .. | 150—350 | |
| 73 | Lecturer, Arts | Ditto | .. | 150—350 | |
| 74 | Lecturer, Wood Craft. | Ditto | .. | 150—350 | |
| 75 | Lecturer, Book-Craft | Ditto | .. | 150—350 | |
| 76 | Lecturer, Metal Craft | Ditto | .. | 150—350 | |
| 77 | Lecturer, Assistant Mistress. | Ditto | .. | 250—550 | |
| 78 | Assistant Master (P.T.). | Ditto | .. | 225—500 | |
| 79 | Principal, Oriental College, Rampur. | Ditto | .. | 250—550 | |
| 80 | Lecturer | Ditto | .. | 225—500 | |
| 81 | Craft Technician | Ditto | .. | 150—350 | |
| 82 | Film Editor, E. E. Office. | 200—10—250—E.B.—15—400. | .. | 200—400 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 83 | Script and Commentary writer, E. E. Office. | 200—10—250—E.B.—15—400. | .. | 225—500 | |
| 84 | Journalist .. | 200—10—310—E.B.—20—400. | .. | 200—400 | |
| 85 | Farm Inspector, Group I. | 200—15—350 | .. | 200—450 | |
| 86 | Artist .. | 200—10—300 | .. | 180—380 | |
| 87 | Junior Cameraman, E.E. Office. | Ditto | .. | 120—220 | |
| 88 | Social Education Inspector, E.E. Office. | 200—10—250 | .. | 160—280 | |
| 89 | Librarian .. | 150—10—250 | .. | 140—280 | |
| 90 | Assistant School Psychologist. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 91 | Assistant Master Language. | Ditto | .. | 150—350 | |
| 92 | Assistant Master (General). | Ditto | .. | 150—350 | |
| 93 | Distribution Officer .. | Ditto | .. | 140—280 | |
| 94 | Assistant Cameraman .. | Ditto | .. | 100—180 | |
| 95 | Assistant Sound Engineer. | Ditto | .. | 120—250 | |
| 96 | Propaganda Officer .. | Ditto | .. | 160—320 | |
| 97 | Technical Assistant .. | Ditto | .. | 140—280 | |
| 98 | Assistant Mistress, Head Mistress, Matron. | Ditto | .. | 150—350<br>140—280 | For Assistant Mistress and Head Mistress.<br>For Matron. |
| 99 | Assistant Inspectress, Girls Schools. | Ditto | .. | 150—350 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 100 | Sub-Deputy Inspectors of Schools. | 120—8—200—E.B.—10—300. | 30 on one post [under F.R. 9(25)]. | 150—350 | No special pa |
| 101 | Head Master, Government Model School. | Ditto | .. | 150—350 | |
| 102 | Assistant Master, Music | Ditto | .. | 150—350 | |
| 103 | Assistant Master, Arabic. | Ditto | .. | 150—350 | |
| 104 | Assistant Master, Art | Ditto | .. | 150—350 | |
| 105 | Assistant Master, P.T. | Ditto | .. | 150—350 | |
| 106 | Assistant Master, Wood Craft. | Ditto | .. | 140—280 | |
| 107 | Assistant Master Spinning and Weaving. | Ditto | .. | 150—350 | |
| 108 | Assistant Master, Tailoring. | Ditto | .. | 140—280 | |
| 109 | Artist .. | Ditto | .. | 140—280 | |
| 110 | Chief Instructor .. | Ditto | .. | 150—350 | |
| 111 | Technical Assistant .. | Ditto | .. | 140—280 | |
| 112 | Extension Teacher and Regional Guide. | Ditto | .. | 160—280 | |
| 113 | Craft Teacher .. | Ditto | .. | 150—350 | |
| 114 | Lending Assistant .. | 120—6—210—E.B.—10—250. | .. | 140—280 | |
| 115 | Reference Assistant .. | Ditto | .. | 140—280 | |
| 116 | Senior Aditor .. | Ditto | 25 [under F.R. 9(25)]. | 140—280 | No special pay. |
| 117 | Junior Auditor .. | Ditto | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 118 | Laboratory Assistant | 100—5—150—E.B.—10—200. | .. | 120—220 | |
| 119 | Custodian .. | 100—5—170—E.B.—6—200. | .. | 120—220 | |
| 120 | Printer .. | 100—5—150 | .. | 120—220 | |
| 121 | Ceramics Technician | 85—5—120—E.B.—6—150. | .. | 120—220 | |
| 122 | Assistant Mistress/ Head Mistress. | 75—5—120—E.B.—8—200. | .. | 120—250 | |
| 123 | Matron (CT) .. | Ditto | .. | 120—220 | |
| 124 | Head Master, Government Model School. | Ditto | .. | 120—250 | |
| 125 | Assistant Master (General). | Ditto | .. | 120—250 | |
| 126 | Assistant Master (Music) | Ditto | .. | 120—250 | |
| 127 | Film Checker, E. E. Office. | Ditto | .. | 120—220 | |
| 128 | Proof Reader (E. E. Office). | Ditto | .. | 120—220 | |
| 129 | Assistant Master (Hindi, Sanskrit, Arabic, Urdu). | Ditto | .. | 120—250 | |
| 130 | Assistant Master, Arabic, Government Oriental College, Rampur. | Ditto | .. | 120—250 | |
| 131 | Assistant Master .. | Ditto | .. | 120—250 | |
| 132 | Assistant Master (P. T.) | Ditto | .. | 120—250 | |
| 133 | Assistant Master Wood-craft | Ditto | .. | 120—250 | |
| 134 | Assistant Master Bee-keeping. | Ditto | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 135 | Chief Instructor .. | 75—5—120—E.B. —8—200. | .. | 100—160 | |
| 136 | Librarian .. | Ditto | .. | 120—220 | |
| 137 | Cataloguer .. | Ditto | .. | 120—220 | |
| 138 | Assistant Librarian (Lady). | Ditto | .. | 120—220 | |
| 139 | Extension Teacher .. | Ditto | .. | 120—250 | |
| 140 | Craft Teacher .. | Ditto | .. | 120—220 | |
| 141 | Assistant Teacher .. | Ditto | .. | 120—250 | |
| 142 | Librarian .. | 75—4—95—E.B.—. 5—150. | .. | 120—220 | |
| 143 | Head Master, Government Model School. | 75—4—95—E.B.— 5—130. | .. | 120—250 for Schools having up to class V. 150—350 for schools having up to class VIII. | |
| 144 | Workshop Instructor | 75—5—120 | .. | 100—180 | |
| 145 | Electric Supervisor .. | Ditto | .. | 120—220 | |
| 146 | Assistant Mistress (JTC). | 60—4—80—E.B.— 5—120. | .. | 100—180 | |
| 147 | Assistant Master Government Model Schools. | Ditto | .. | 100—180 | |
| 148 | Instructor .. | Ditto | .. | 100—180 | |
| 149 | Craft Teacher .. | Ditto | .. | 100—180 | |
| 150 | Paper Making Instructor. | 60—4—80—E.B.— 4—100. | .. | 100—160 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remai |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 151 | Carpet Weaver .. | 60—4—80—E.B.—4—100. | .. | 100—160 | |
| 152 | Caretaker .. | Ditto | .. | 100—180 | |
| 153 | Assistant Master (Arabic). | 50—3—80—3—125 | .. | 80—125 | |
| 154 | Assistant Master (Arabic). | 50—2—60—E.B.—3—75. | .. | 80—125 | |
| 155 | Caretaker, I.B. Office | 50—3—65—E.B.—3—80. | .. | 80—140 | |
| 156 | Caretaker for Head-quarters. | Ditto | .. | 80—140 | |
| 157 | Assistant Mistress .. | 45—2—65—E.B.—3—80—E.B.—4—100. | .. | 80—125 | |
| 158 | Assistant Mistress .. | 45—2—65—E.B.—3—80. | .. | 80—125 | |
| 159 | Assistant Master (Government Model School). | Ditto | .. | 80—125 | |
| 160 | Craft Teacher .. | Ditto | .. | 80—125 | |
| 161 | Operators .. | 40—2—50—E.B.—3—80. | .. | 80—140 | |
| 162 | Drill Instructor .. | 40—2/bi—50—E.B.—3—65. | .. | 65—90 | |
| 163 | Band Master .. | Ditto | .. | 65—90 | |
| 164 | Swimming Master .. | Ditto | .. | 65—90 | |
| 165 | Wrestler .. | Ditto | .. | 65—90 | |
| 166 | Assistant Mistress .. | 35—2—45—E.B.—2—65. | .. | 80—125 if trained; 75 (fixed) *plus* D.A. if untrained. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 167 | Assistant Master (Arabic). | 25—1—30—E.B. —1—45. | .. | 65—90 | |
| 168 | Assistant Master (Arabic). | 35—2—45—E.B. —3—60. | .. | 65—90 | |
| 169 | Army Lashkar .. | 50 (fixed) | .. | 55—75 | |
| 170 | Assistant Secretary | 350—25—500 | .. | 350—450 | |
| 171 | Head Assistant .. | 300—20—400 | .. | 350—450 | |
| 172 | Head Clerk .. | 250—10—350 | .. | 160—320 | |
| 173 | Additional Head Clerk | Ditto | .. | 160—320 | |
| 174 | Head Clerk, Registrar, Departmental Examination. | 200—10—250 | .. | 250—325 | |
| 175 | Accountant .. | 100—10—150 | .. | 120—250 | |
| 176 | Senior Assistant for Inter. Board (Confidential Section). | 140—10—250—E.B.—15—325. | .. | 160—320 | No special pay. |
| 177 | Stenographer (for Inter. Board Office). | 100—5—150—E.B.—10—200—20—240. | .. | 160—320 | |
| 178 | Stenographer (DE's HQ.) | Ditto | .. | 160—320 | |
| 179 | Stenographer (Registrar, Departmental Office). | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 180 | Stenographer (for D.M.E.). | Ditto | .. | 120—250 | |
| 181 | Head Clerk (Offices of Regional Dy. Directors, District Ins. of Schools, RIGS etc.) | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 182 | Statistician .. | 120—300 | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 183 | Machine Operator | 120—300 | .. | 140—280 | |
| 184 | Statisticians | 100—200 | .. | 120—250 | |
| 185 | Senior Noter and Drafter (Office Regr. Deptl. Exmn.) | 100—5—150 | .. | 120—250 | |
| 186 | Head Clerk-*cum*-Accountant. | 100—10—150 | .. | 150—260 | |
| 187 | Junior Noter and Drafter (Office of Registrar, Departmental Examination.) | 85—6—145 | .. | 120—220 | |
| 188 | Senior Noter and Drafter (Inter. Board Office). | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 140—280 | |
| 189 | Verifiers Operator | Ditto | .. | 140—280 | |
| 190 | Section In-charge (Inter. Board Office). | Ditto | 30 p.m. under F.R. 9(25). | 160—320 | No special pay. |
| 191 | Junior Assistant, (Confidential Section of Intermediate Board Office). | Ditto | .. | 140—280 | |
| 192 | In-charge of the D.E.'s H.Q. Office. | Ditto | 30 under F.R. 9(25). | 160—320 | No special pay. |
| 193 | Assistant In-charge, D.E.'s, H.Q. | Ditto | 25 p.m. under F.R. 9(25). | 160—320 | No special pay. |
| 194 | Senior Noter and Drafter (Director, Education's Office). | 80—6—110—E.B. 6—140—E.B.— 10—200—E.B. —20—240. | | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 195 | Head clerk and Senior Assistant (Office of Registrar, Departmental Examination). | 80—6—110—E.B.—6—140—E.B.——10—200. | .. | 120—250 | |
| 196 | Junior Noter and Drafter (Inter. Board Office). | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 197 | Librarian and Fee Attendant Clerk. | Ditto | .. | 120—220 | |
| 198 | Junior Noter and Drafter (Director of Education's Headquarters Office). | Ditto | .. | 120—220 | |
| 199 | Head Clerk (Subordinate Offices like Higher Secondary Schools, Intermediate Colleges etc.). | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 200 | Noter and Drafter in offices of Regional Deputy Directors DIOs, RIGs. etc. | Ditto | .. | 120—220 | |
| 201 | Stenographer-*cum*-Camp Clerk in offices of Regional Deputy Directors, Inspectresses of Girls Schools and District Inspector of Schools, etc. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 202 | Routine Clerk in the office of Registrar, Departmental Examinations. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 203 | Routine clerk in the offices of Regional Deputy Directors, Inspectresses of Girl's Schools and District Inspector of Schools, etc. | 60—3—90—4—110 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 204 | Routine Clerk in the office of Intermediate Board. | 60—3—90—4—110. | ... | 100—180 | |
| 205 | Routine clerk in the Director of Education's Head Office. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 206 | Routine clerk in the Director of Education's Head Office. | Ditto | .. | 100—180 | |
| 207 | Punch Operator | Ditto | .. | 100—180 | |
| 208 | Mechanic | 40—2/bi—50—E.B.—3/bi—65. | .. | 65—90 | |
| 209 | Driver | Ditto | .. | 80—140<br>75—115 | For heavy vehicles.<br>For light and medium vehicles. |
| 210 | Ceramic Bearer | Ditto | .. | 60—80 | |
| 211 | Workshop Assistant | 40—1—50 | .. | 60—80 | |
| 212 | Cleaner | 30—65 | .. | 55—75 | |
| 213 | Book-binder | 30—4—50 | .. | 60—80 | |
| 214 | Bugler | 30—1—45 | .. | 60—80 | |
| 215 | Daftry/Jamadar/Bundle Lifter/Head Mali. | 32—1—37 | .. | 60—80 | |
| 216 | Lab.-bearer, Craft bearer, Tindal, Fireman. | Ditto | .. | 55—75 | |
| 217 | Orderly-peon, Peon, Farrash, Mali, Maid-servant, Waterman. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 218 | Sweepers, Chaukidar, Bhisti, Cleaner, Thela puller. | 22—½—27 | .. | 55—75 | |
| | (OFFICE OF DIRECTOR, SAINIK SHIKSHA EVAM SAMAJ SEVA) | | | | |
| 219 | Nirdeshak | 500—50—1,000—E.B.—50—1,200. | | 500—1250 | |
| 220 | Commandant, Pradeshiya Shiksha Dal. | 250—25—400—E.B.—30—700—E.B.—50—850. | 50 on one post under F.R. 9(25). | 300—900 | No special pay. |
| 221 | District Youth Welfare Officer. | Ditto | .. | 300—900 | |
| 222 | Quarter Master (Headquarters). | 250—25—500 | .. | 250—550 | |
| 223 | Superintendent, Physical Education. | Ditto | .. | 250—550 | |
| 224 | Sahayak Commandants, Pradeshiya Shiksha Dal. | 200—10—250—E.B.—10—310 E.B.—14—450. | .. | 225—500 | |
| 225 | Assistant Quarter Master. | 120—6—180—E.B.—10—200. | .. | 120—250 | |
| 226 | Staff Instructor | 75 (fixed) | .. | 75—115 | |
| 227 | Army Lashkar | 50 (fixed) | .. | 55—75 | |
| 228 | Head Clerk | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 229 | Stenographer | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 230 | Noter and Drafter | 80—5—100—E.B—6—130. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 231 | Junior Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 232 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | Plus special pa under F. I 9(25). |
| 233 | Driver .. | 40—2/bi.—50—E.B.—3/bi—65. | .. | 75—115 | For light ar medium veh cles. |
| | | | | 80—140 | For heavy v hicles. |
| 234 | Bugler .. | 30—1—45 | .. | 60—80 | |
| 235 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 236 | Lashkar .. | 27—½—32 | .. | 55—75 | |
| 237 | Chaukidar .. | Ditto | .. | 55—75 | |
| 238 | Orderlies, Orderly-peons. | Ditto | .. | 55—75 | |
| 239 | Peons .. | Ditto | .. | 55—75 | |
| 240 | Sweepers .. | Ditto | .. | 55—75 | |
| 241 | Farrash .. | Ditto | .. | 55—75 | |
| 242 | Cleaner .. | Ditto | .. | 55—75 | |
| | | **National Cadet Corps** | | | |
| 1 | Executive Officer .. | 250—25—375—E.B.—25—500. | .. | 250—550 | |
| 2 | Head Clerk .. | 100—8—140—10—170. | .. | 150—260 | |
| 3 | Accountant .. | 80—5—100—6—130. | .. | 120—220 | |
| 4 | Senior Division Clerk | Ditto | .. | 120—220 | |
| 5 | Junior Division Clerk | 60—3—90—4—110 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 6 | Driver .. | 45—2—65—E.B.—3—80 and | .. | 80—140 | For heavy vehicles. |
| | | 40—2/bi—50—E.B.—3/bi—65. | .. | 75—115 | For light and medium vehicles). |
| 7 | Laskar .. | 50 fixed | .. | 55—75 | |
| 8 | Peon .. | 22—½—27 or 27—½—32 | .. | 55—75 | |
| 9 | Chaukidar .. | Ditto | .. | 55—75 | |
| 10 | Sweeper .. | Ditto | .. | 55—75 | |
| | | **University Grants Committee** | | | |
| 1 | Secretary (Honorary) | 1 fixed | .. | | No time scale is necessary. |
| 2 | Head Clerk .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 150—260 | No special pay. |
| 3 | Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 4 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 5 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 6 | Peon .. | 27—½—32 | .. | 55—75 | |
| 7 | Orderly Peon .. | 27—½—32 | .. | 55—75 | |
| 8 | Peon .. | 27—½—32 | .. | 55—75 | |
| 9 | Peon .. | 27—½—32 | .. | 55—75 | |
| 10 | Chaukidar .. | 27—½—32 | .. | 55—75 | |
| 11 | Sweeper (part-time) .. | 20 fixed | .. | .. | No time scale is necessary. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | TECHNICAL EDUCATION DEPARTMENT | | | |
| | | **Directorate of Technical Education** | | | |
| 1 | Director of Technical Education. | .. | .. | | The post is at present held by an I.A.S. Officer. |
| 2 | Deputy Director of Technical Education. | 500—50—1,000—E.B.—50—1,200. | .. | 750—1,400 | |
| 3 | Assistant Director of Technical Education. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | With a start of Rs.350. |
| 4 | Assistant Accounts Officer. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 5 | Divisional Superintendent of Technical Education. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 6 | Senior Inspector of Accounts. | 120—8—200—E.B.—10—300. | | 160—320 | |
| 7 | Junior Inspector of Accounts. | 75—5—120—E.B—8—200. | | 120—250 | |
| 8 | Technical Assistant .. | 120—6—210—E.B.—10—250. | | 140—280 | |
| 9 | Head Assistant | 300—20—400 | | 250—325 | |
| 10 | Office Superintendent | 200—10—250 | | 250—325 | |
| 11 | Assistant Office Superintendent. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 under F.R. 9(21). | 150—260 | No special pay. |
| 12 | Assistant Office Superintendent. | 100—250 | | 150—260 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 13 | Noter and Drafter .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | | 120—250 | |
| 14 | Noter and Drafter. .. | 85—6—145 | | 120—220 | |
| 15 | Stenographer .. | 100—5—150— E.B.—10—200— E.B.—20—240. | | 160—320 | |
| 16 | R. K.-*cum*-Accountant | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 17 | Routine Clerk .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 18 | Typists .. | Ditto | .. | 100—180 | |
| 19 | Driver .. .. | 45—2—65 | .. | 75—115 | |
| 20 | Treasury Messenger/ Daftry. | 32—1—37 | .. | 60—80<br>55—75 | For Daftry.<br>For Treasury Messenger. |
| 21 | Peons .. .. | 27—½—32 | .. | 55—75 | |
| 22 | Principal .. | 1,300—1,800 | .. | 1,200—1,700 | |
| 23 | Professor .. | 1,000—1,500 | .. | 1,000—1,500 | |
| 24 | Principal/Training Officer. | 1,000—1,500 | .. | 1,000—1,500 | |
| 25 | Principal, Engineering Diploma Institutions. | 500—50—1,000— E.B.—50—1,200. With start of 800. | .. | 750—1,400 | |
| 26 | Principal, Government Girls Polytechnic. | Ditto | .. | 400—1,000 | Higher start may be given as recommended by the U. P., P.S.C |
| 27 | Principal, Bareilly wood working Institute. | 500—50—1,000— E.B.—50—1,200. | .. | 400—1000 | Ditto. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 28 | Principal (Printing Technology) .. | 500—50—1,000—E.B.—50—1,200 Start of Rs. 800 p. m. | .. | 600—1,250 | Higher start may be given as recommended by the U. P., P. S. C. |
| 29 | Principal .. | Ditto | Principal, Government Leather Institute, Kanpur 20 p. m. for taking up night classes. Principal Government Polytechnic, Gorakhpur 30 p.m. for taking up night classes. | 400—1,000 | Ditto. |
| 30 | Assistant Professor .. | 600—1,150 .. | Assistant Professor of Textile Technology, GCTI, Kanpur gets an allowance of Rs. 50 p.m. (nature not mentioned). | 600—1,250 | |
| 31 | Workshop Superintendent. | Ditto .. | .. | .. | It has been reported that the post is not to be filled up. |
| 32 | Heads of Engineering Section. | 500—900 with a start of Rs. 600. | .. | 400—1,000 | Higher start may be given as recommended by the U. P., P. S. C. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 33 | Lecturer in Engineering. | 350—850 with a start of Rs. 410. | .. | 400—900 | |
| 34 | Lecturer .. .. | Ditto .. | .. | 400—900 | |
| 35 | Lecturer in Engineering. | 250—25—400—E.B.—30—700—E.B.—50—850 with a start of Rs. 400. | .. | 400—900 | |
| 36 | Workshop Superintendent. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 37 | Principal/Head of GSTE. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | With a higher start of 350 for Engineering Degree holders only. |
| 38 | Lecturer (Leather Technology.) | Ditto | .. | 300—900 | |
| 39 | Principal (Wood Working Institute, Allahabad). | Ditto | .. | 300—900 | Ditto. |
| 40 | Vice-Principal (Central Textile Institute, Kanpur and Engineering Diploma Institution). | Ditto | .. | 400—900 | |
| 41 | Vice-Principal (Leather Institute, Kanpur). | Ditto | .. | 300—900 | |
| 42 | Principal .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 43 | Lecturer .. | Ditto | .. | 250—550 | |
| 44 | Head of Tanning Section. | Ditto | .. | 300—900 | |
| 45 | Head of Leather Working Section. | Ditto | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 46 | Workshop Superintendent. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 47 | Superintendent, Leather Institute. | Ditto | .. | 225—500 | |
| 48 | Principal .. | Ditto | .. | 225—500 | |
| 49 | Principal/Superintendent. | Ditto | .. | 225—500 | |
| 50 | Vice-Principal/Cabinet Instructor. | Ditto | .. | 225—500 | |
| 51 | Lecturer in Theoretical Mechanics/1st Instructor (Electrical/Mechanical Engineering). | Ditto | .. | 225—500 | |
| 52 | Lecturer in Survey .. | Ditto | .. | 225—500 | |
| 53 | Senior Drawing Instructor (Mechanical/Civil Engineering.) | Ditto | .. | 225—500 | |
| 54 | Senior Drawing Instrutor/Drawing Master, Mechanical Engineering. | 200—15—350 | .. | 200—400 | |
| 55 | Foreman, Engineering Workshop. | 200—10—250—E.B.—15—400. | .. | 225—500 | |
| 56 | Senior Instructor/Second Instructor/Foreman/Assistant Workshop Superintendent /Drawing Master Technical Master, etc. (Mechl. or Electrical or Civil Engineering). | 200—15—350 | .. | 200—400 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 57 | Instructor in Educational subjects (Engg.) / Foreman (Engineering). | 200—10—300 | .. | 200—400 | |
| 58 | Demonstrator in Machine Drawing- Mechl. Engineer ing. | 160—10—250—E.B.—10—300. | .. | 180—380 | |
| 59 | Demonstrator/Instructor (Mech. Electl./ Civil Engineering). | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 60 | Instructor in Machine Engineering. | 80—5—100—E.B.—6—130. | .. | 180—380 | |
| 61 | Drawing Instructor or Master/Draftsman (Mech., Electl. and Civil Engineering). | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 62 | Junior Drawing Instructor/Draftsman. | 120—6—162—E.B.—6—210—E.B.—10—250. | .. | 180—380 | |
| 63 | Drawing Instructor/ Junior Drawing Instructor and Design Instructor. | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 64 | Drawing Teacher (Lady) | Ditto | .. | 180—380 | |
| 65 | Junior Instructor, Fitting, Welding, Turning, Moulding or Blacksmithy. | 160—10—250—E.B.—10—300. | .. | 180—380 | |
| 66 | Workshop Instructor/ General Mech. (various Engineering Trades). | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 67 | Assistant Instructor (various engineering trades), Foreman, Mistry, etc. | 85—5—120—E.B.—5—150. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 68 | Skilled Workman/ Mechanics (in various Engineering trades) Engine driver-*cum*-Mechanic. | Ditto | .. | 120—220 | |
| 69 | Assistant Instructor . (in various Engineering trades). | 65—5—90—E.B. —5—120. | .. | 100—180 | |
| 70 | Assistant Mechanic and Lathe Mechanic. | Ditto | .. | 100—180 | |
| 71 | Instructor (various trades in Engineering). | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 72 | Skilled Workman (various trades in engineering). | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 73 | First Instructor, Light Machine Mechanic's Class/ Instructor in instrument repair-*cum*-Mechanic. | 120—8—200— E.B.—10—300. | .. | 150—260 | |
| 74 | Second Instructor, Light Machine, Mechanics Class. | 85—5—120—E.B. —5—150. | .. | 120—220 | |
| 75 | Power House Instructor. | 120—8—200— E.B.—10—300. | .. | 180—380 | |
| 76 | Junior Instructor (Electrical). | 160—10—250— E.B.—10—300. | .. | 180—380 | |
| 77 | First Electrician Instructor/ Assistant Foreman (Electrical). | 120—8—200— E.B.—10—300. | .. | 180—380 | |
| 78 | First Electrician Instructor. | 120—6—162— E.B.—6—210— E.B.—10—250. | | 180—380 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 79 | Second Electrician Instructor. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 80 | Wireman Training Instructor. | 65—5—90—E.B.—5—120. | .. | 100—180 | |
| 81 | Electrician .. | 60—4—80—E.B.—4—100. | .. | 75—115 | |
| 82 | Lecturer in Motor-Mechanic. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 250—550 | |
| 83 | Foreman (Auto.) .. | 200—15—350 | .. | 200—450 | |
| 84 | Motor Mechanic Instructor and Workshop Chargeman (Auto.) | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 85 | Second Motor Mechanic Instructor/Foreman Mistry (Auto.) | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 86 | First Tractor Mechanic Instructor. | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 87 | Second Tractor Mechanic Instructor. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 88 | First Oil Engine Mechanic Instructor. | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 89 | Second Oil Engine Mechanic Instructor. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 90 | Instructor in Air Condition and Refrigeration. | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 91 | Senior Instructor, Radio Mechanic. | 120—8—200—E.B.—10—300. | .. | 150—260 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarl |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 92 | Junior Instructor, Radio Mechanic. | 85—5—120—E.B. —5—150. | .. | 120—220 | |
| 93 | Junior Instructor (Boiler and Operation). | 160—10—300 | .. | 180—380 | |
| 94 | Lecturer in Spinning/ Weaving/Dyeing and Printing. | 200—10—250— E.B.—10—310— E.B.—14—450. | .. | 225—500 | |
| 95 | First and Textile Asstt. Technical Assistant (Textile). | 200—15—350 | .. | 200—450 | |
| 96 | Assistant Chemist (Textile). | Ditto | .. | 200—450 | |
| 97 | Foreman in Spinning/ Weaving. | 200—10—250— E.B.—15—400. | .. | 200—450 | |
| 98 | Instructors/Assistant (Weaving/Spinning/ Dyeing). | 200—15—350 | .. | 200—450 | |
| 99 | Demonstrator, (Spinning/Weaving). | 200—15—350 | .. | 200—450 | |
| 100 | Foreman (Weaving) .. | 200—10—300 | .. | 180—380 | |
| 101 | Senior Inspector/ Drawing Master (Weaving) Damonstrator in Handloom. | 120—8—200— E.B.—10—300. | .. | 180—380 | |
| 102 | Instructor/Foreman (Weaving/Spinning). | 85—5—120—E.B. —5—150. | .. | 120—22( | |
| 103 | Instructor/Foreman (Weaving/Spinning). | 65—5—90—E.B. —5—120. | .. | 100—180 | |
| 104 | Instructor Weaving/ Spinning. | 60—4—80—E.B. —4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 105 | Foreman in Dye House | 200—10—250—E.B.—15—400. | .. | 200—450 | |
| 106 | Junior Instructor Carving/Printing/Mercerising and Bleaching. | 160—10—300 | .. | 180—380 | |
| 107 | Demonstrator in Dyeing/Printing Assistant. | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 108 | Dyeing Instructor/Foreman (Dyeing). | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 109 | Dyeing and Printing Instructor. | 65—5—90—E.B.——5—120. | .. | 100—180 | |
| 110 | Dyeing Instructor .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 111 | Lecturer in Printing Technology— (i) Graphic Reproduction. (ii) Letter Press Printing. (iii) Mechanical Typesetting. (iv) Photo Engraving Camera Operation. (v) Gravure Printing (vi) Litho Printing .. | 250—25—500 | .. | 250—550 | |
| 112 | Lecturer in Printing Technology— (i) Hand Composing. (ii) Binding and Packing. (iii) Graphic Design. (iv) Duplicating Process. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee. | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 113 | Demonstrators (Printing and Technology)— (i) Hand Composing. (ii) Letter Press Printing. (iii) Plate Making (iv) Duplicating Process. (v) Packaging (vi) Art work (vii) Photo Engraving. (viii) Binding (ix) Litho Printing (x) Lino Type (xi) Mono Type | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 114 | Senior Instructors in— (i) Shape Making (ii) Repouse and Chasing. (iii) Engraving and Enamelling. (iv) Casting and Clay Modelling. (v) Goldsmithy | 200—10—300 | .. | 150—260 | |
| 115 | Junior Instructors in— (i) Goldsmithy (ii) Casting and Clay Modelling. | 120—8—200—E.B.—10—300. | .. | 120—220 | |
| 116 | Drawing Master (Metal). | 200—15—350 | .. | 180—380 | |
| 117 | Senior Instructor in Electroplating. | 200—10—300 | .. | 180—380 | |
| 118 | Junior Instructor in Electroplating. | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 119 | Instructor Electroplating. | 85—5—120—E.B.—5—150. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 120 | Polish Instructor (Metal) | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 121 | First Instructor (Leather)/Drawing Master (Leather). | 200—15—350 | .. | 200—400 | |
| 122 | Drawing Master (Leather). | 200—15—350 | .. | 200—400 | |
| 123 | Leather Instructor/ Drawing Master (Leather). | 120—8—200— E.B.—10—300. | .. | 150—260 | |
| 124 | Foreman in Tanning (Bark-Chrome). | 200—10—250— E.B.—10—310— E.B.—14—450. | .. | 225—500 | |
| 125 | Tanning Foreman .. | 200—15—350 | .. | 200—400 | |
| 126 | Senior Instructor in Leather Goods manufacture. | 200—10—250— E.B.—10—310— E.B—14—450. | .. | 200—450 | |
| 127 | Assistant Chemist (Tanning). | 200—15—350 | .. | 150—260 | |
| 128 | Senior Instructor (Tanning). | 120—8—200— E.B.—10—300. | .. | 150—260 | |
| 129 | Instructor for Tanning | 65—5—90—E.B. —5—120. | .. | 100—180 | |
| 130 | Technical Assistant (Tanning). | Ditto | .. | 100—180 | |
| 131 | Instructor (Tanning) | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 132 | Mistry (Tanning) .. | Ditto | .. | 80—140 | |
| 133 | Supervisor Show-room (Leather). | 80—5—100—E.B. —6—130. | .. | 100—180 | |
| 134 | Machine Operator (Leather). | 150—220 | .. | 150—260 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 135 | Store-keeper (Leather Store). | 120—8—200—E.B.—10—300. | .. | 120—220 | |
| 136 | Store-keeper (Leather Store). | 75—5—150 | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 137 | Instructor for Leather Working. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 138 | Instructor for Leather Working. | 65—5—90—E.B.—5—120. | .. | 100—180 | |
| 139 | Instructor for Leather Working. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 140 | Machine fitter (Leather). | Ditto | .. | 100—160 | |
| 141 | Workshop Mistry (Leather). | Ditto | .. | 100—160 | |
| 142 | Senior Tailoring Instructor. | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 143 | Tailoring Instructor .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 144 | Assistant Tailoring Instructor. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 145 | Tailoring-*cum*-Machine Embroidery Instructor (Lady). | 65—5—90—E.B.—5—120. | .. | 100—180 | |
| 146 | Embroidery and Knitting Teacher (Lady). | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 147 | Tailoring Teacher (Lady). | Ditto | .. | 100—180 | |
| 148 | Calico Printing Teacher | Ditto | .. | | The post is reported to be in abeyance. |
| 149 | Hosiery Instructor | 85—5—120—E.B.—5—150. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 150 | Hosiery Instructor .. | 65—5—90—E.B.—5—120. | .. | 100—180 | |
| 151 | Hosiery Instructor .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 152 | Wood-working Instructor/Cabinet Instructor. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 153 | Cabinet Instructor/ Drawing Master etc. (Carpentry). | 200—15—350 | .. | 180—380 | |
| 154 | Foreman Carpentry .. | 200—10—300 | .. | 180—380 | |
| 155 | Junior Instructor (Carpentry). | 160—10—300 | .. | 150—260 | |
| 156 | Workshop Instructor/ Drawing Master/ Assistant Cabinet Instructor (Carpentry). | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 157 | Foreman, Assistant Drawing Instructor, Skilled Workman (Carpentry). | 85—5—120—EB.—5—150. | .. | 120—220 | |
| 158 | Wood working Instructor/Assistant Drawing Master (Carpentry). | 65—5—90—E.B.—5—120. | .. | 100—180 | |
| 159 | Wood Working Instructor. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 160 | Polishing and Painting Instructor. | Ditto | .. | 100—180 | |
| 161 | Kiln Operator .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 162 | Photographer and Painter. | 60—4—80—E.B.—4—100. | .. | 80—140 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 163 | Junior Lecturer in Science/Physics/Chemistry. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 250—550 | |
| 164 | Junior Lecturer in Science. | 200—15—350 | .. | 250—550 | |
| 165 | Junior Lecturer in Mathematics. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 250—550 | |
| 166 | Junior Lecturer in Mathematics. | 200—15—350 | .. | 250—550 | |
| 167 | Demonstrator in Chemistry. | 160—10—250—E.B.—10—300. | .. | 150—350 | |
| 168 | Science Teacher (Physics, Chemistry and Mathematics). | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 169 | Science Teachers (Biology). | Ditto | .. | 150—350 | |
| 170 | Demonstrator/Instructor/Lecturers in Science and Mathematics. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 171 | Lab. Assistant-*cum*-Demonstrator. | 65—5—90—E.B.—5—120. | .. | 100—180 | |
| 172 | Lecturer in Humanity | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 250—550 | |
| 173 | Junior Lecturer in English. | Ditto | .. | 250—550 | |
| 174 | Junior Lecturer, Hindi | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 250—550 | |
| 175 | Junior Lecturer in Engineering and Industrial Economics. | 200—15—350 | .. | 250—550 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 176 | Lecturer in Education subjects (Commerce). | 200—10—300 | .. | 150—350 | |
| 177 | Instructor in Humanities and Language. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 178 | Language Teacher .. | 200—15—350 | .. | 250—550 | For posts for which Post-graduation is the minimum qualification. |
| 179 | Language Teacher .. | Ditto | .. | 150—350 | For trained Graduates. |
| 180 | Cane Making Instructor. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 181 | Compounder .. | 60—3—90—4—110. | .. | 120—220<br>80—140 | For qualified.<br>For unqualified. |
| 182 | Compounder .. | 75—5—120 | .. | Ditto | |
| 183 | Store-keeper-*cum*-Draftsman. | 50—125 | .. | 100—180 | *Plus* special pay under F.R.9(25) |
| 184 | Librarian .. | 75—5—120—E.B.—8—200. | .. | 120—250 | |
| 185 | Head Mistress .. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 186 | Part-time Lecturer .. (Printing Technology). | 100 fixed | .. | | No time-scale is necessary. |
| 187 | Part-time Lecturer in Economics (for Degree Classes). | 150 fixed | | | Ditto. |
| 188 | Part-time Lecturer in English (for Degree Classes). | 50 fixed | | | Ditto. |
| 189 | Part-time Lecturer in Economics. | 50 fixed | | | Ditto. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 190 | Engine Driver .. | 45—2—65—E.B. —3—80. | .. | 65—90 | |
| 191 | Electrician .. | Ditto | .. | 65—90 | |
| 192 | Dynamo Attendant | 30—65 | .. | 65—90 | |
| 193 | Engine Attendant .. | 45—2—65—E.B. —3—80. | .. | 65—90 | |
| 194 | Warper/Assistant Instructor (Weaving). | Ditto | .. | 75—115 | |
| 195 | Mistry .. .. | Ditto | .. | 65—90 | |
| 196 | Assistant Instructor (Tanning). | 40—2/bi—50—E.B.—3/bi—65. | .. | 65—90 | |
| 197 | Mistry (Leather) .. | 45—2—65—E.B. —3—80. | .. | 75—115 | |
| 198 | Assistant Tailoring Instructor. | 45—2—65—E.B. 3—80. | .. | 75—115 | |
| 199 | Carpenter/Assistant Carpentry Instructor. | Ditto | .. | 65—90 Carpenter. 75—115 Assistant Carpentry Instructor. | |
| 200 | Polisher .. | 30—1½—39—1½—45—E.B.—2—65. | .. | 65—90 | |
| 201 | Kiln Attendant/Gasman. | 40—2/bi—50—E.B.—3/bi—65. | .. | 60—80 | |
| 202 | Bus Driver .. | 45—2—65—E.B. —3—80.¼ | .. | 80—140 | |
| 203 | Routine Clerk, Accounts Clerk, Reference Clerk, Typist and Librarians etc. | 60—3—90—4—110 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 204 | Store-keeper etc. .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25) for Store-keeper. |
| 205 | Accountants, Head Store-keeper, Librarian, Noter and Drafter, Senior Clerk, Head Clerk-*cum*-Accountant etc. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 206 | Head Clerk | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 207 | Steno-typist/Stenographer. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 208 | Daftry, Laboratory-bearer, Weaving and other Trade Attendants etc. | 32—1—37 | .. | 60—80 Daftry, 55—75 others. | |
| 209 | Machineman (Leather and Tanning). | Ditto | .. | 60—80 | |
| 210 | Dresser .. | Ditto | .. | 55—75 | |
| 211 | Kundigar, Miller .. | Ditto | .. | 60—80 | |
| 212 | Kundigar .. | 27—½—32 | .. | 55—75 | |
| 213 | Peon/Orderly/Chaukidar/Sweeper/Workshop Attendant etc. | Dtito | .. | 55—75 | No special pay. |
| 214 | Peon/Orderly/Chaukidar/Sweeper/Workshop Attendant etc. | Ditto | .. | 55—75 | Ditto. |
| 215 | Sweeper .. | 10 p.m fixed | .. | .. | No time-scale is necessary. |
| | | **Board of Technical Education** | | | |
| 1 | Secretary .. | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 2 | Deputy Secretary .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | With a start of 350. |
| 3 | Asstt. Accounts Officer | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 4 | Superintendent of Examinations. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 5 | Office Superintendent | 200—15—350 | .. | 250—325 | |
| 6 | Senior Asstt. Confdl. | 140—10—250—E.B.—15—325. | .. | 160—320 | |
| 7 | Senior Assistants .. | 80—6—110—E.B.—6—140—E.B.—10—200—E. B.—20—240. | .. | 120—250 | |
| 8 | Junior Assistants .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 9 | Accountant .. | Ditto | .. | 120—220 | |
| 10 | Noter and Drafter .. | Ditto | .. | 120—220 | |
| 11 | Stenographer | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 12 | Accounts Clerk .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 13 | Routine Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 14 | Typists .. | | | | |
| 15 | Store-keeper-*cum*-Librarian. | Ditto | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 16 | Daftry .. .. | 32—1—37 | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 17 | Office Peon | 27—$\frac{1}{2}$—32 | .. | 55—75 | |
| 18 | Farrash .. | | | | |
| 19 | Gate Man | | | | |
| 20 | Orderly Peons | | | | |
| 21 | Chaukidar | | | | |
| 22 | Sweeper | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | INFORMATION DEPARTMENT | | | | |
| | **Headquarters Information Directorate** | | | | |
| 1 | Radio Engineer .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | Higher start of 350 may be allowed to an engineering degree holder. |
| 2 | Film Officer .. | 300—25—500 | .. | 250—550 | |
| 3 | Asstt. Director of Information. | 250—25—500—E.B.—25—700. | .. | 250—750 | |
| 4 | O. I. C. State Annual Report. .. | 475—40—675 | .. | 250—550 | |
| 5 | News Editor .. | 300—25—425—E.B.—25—550—E.B.—25—650. | .. | 250—550 | |
| 6 | Editor Tripathiga .. | 300—25—500 | .. | 250—550 | |
| 7 | News Officer .. | Ditto | .. | Ditto. | |
| 8 | Editor 'Who is Who' | 500 (fixed) | .. | Ditto. | |
| 9 | O. I. C. Photography and Films. | 300—20—400 | .. | 200—450 | |
| 10 | Photo-Sound Engineer | 200—10—250—E.B.—15—325—E.B.—15—400. | .. | Ditto. | |
| 11 | Addl. Radio Engineer | Ditto | .. | 225—500 | |
| 12 | News-reel Cameraman | Ditto | .. | 200—450 | |
| 13 | Asstt. Photographer | 200—10—300 | .. | 160—320 | |
| 14 | Camera Assistant .. | Ditto | .. | Ditto | |
| | Artist .. .. | Ditto | .. | Ditto. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 16 | Film Librarian .. | 120—8—200—E.B.—10—300. | .. | 150—350 | |
| 17 | Librarian, State Information Centre. | Ditto | .. | Ditto. | |
| 18 | Bromide Printer .. | Ditto | .. | 120—220 | |
| 19 | Mechanical Engineer | 150—200 | .. | 175—300 | |
| 20 | Assistant Radio Engineer. | 120—8—200 | .. | 150—260 | |
| 21 | Photo Artist .. | 80—5—100—E.B.—5—140—E.B.—6—200. | .. | 120—220 | |
| 22 | Technical Supervisor | 75—5—120—E.B.—8—200. | .. | 150—260 | |
| 23 | Sound Mechanic .. | 75—5—120—E.B.—6—150. | .. | 120—220 | |
| 24 | Laboratory Assistant | 75—5—100—E.B.—5—120. | .. | 80—140 | |
| 25 | Camera Operator .. | Ditto | .. | Ditto. | |
| 26 | Technician .. | 60—4—80—E.B.—4—100. | .. | Ditto. | |
| 27 | Publicity Officer .. | 300—25—500 | .. | 250—550 | |
| 28 | Song and Drama Officer. | 300—25—500 | .. | 250—550 | |
| 29 | Information Officer, State Information Centre. | Ditto | .. | 250—550 | |
| 30 | Journalist .. | 220—15—340—E.B.—20—420—E.B.—20—500. | 40 p.m. for 3 posts under F.R. 9(25). | 250—550 | No special pay. |
| 31 | Scrutinizer/Translator | 160—15—280—E.B.—20—400. | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 32 | Supervisor, Rural Broadcasting. | 200—450 | .. | 200—450 | |
| 33 | Sub-editor .. | 200—15—350 | .. | 200—400 | |
| 34 | Assistant Supervisor Rural Broadcasting. | 120—8—200 for permanent post. 120—8—200—E.B.—10—300 for temporary. | .. | 160—280 for both the posts. | |
| 35 | Receptionist .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 36 | Reference Assistant .. | Ditto | .. | 140—280 | |
| 37 | Lady I/c., Women and Children Section. | Ditto | .. | 140—280 | |
| 38 | Assistant Exhibition Officer. | Ditto | .. | 160—280 | |
| 39 | Superintendent .. | 475—40—675 | .. | 350—450 | |
| 40 | Upper Division Assistants. | 160—400 | 40 for 5 posts and 30 for one post and 10 for 1 post of U.D. Assistants F.R. 9(25). | 160—320 for Asstt. Supdt; 140—280 for U.D.A.; 100—180 for Cashier. | No special pay. *Plus* special pay under F. R. 9(25). |
| 41 | Accountant .. | Ditto | | 140—280 | |
| 42 | Accountant-*cum*-Assistant Treasurer. | Ditto | 25 under F.R. 9(25). | 140—280 | No special pay. |
| 43 | Treasurer .. | Ditto | Ditto | 100—180 | *Plus* special pay under F. R. 9(25). |
| 44 | Reference Clerk .. | Ditto | .. | 140—280 | |
| 45 | Stenographers | Ditto | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Exisiting scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 46 | Lower Division Assistant. | 80—6—110—E.B.—6—140—E.B.—10—200. | . | 100—180 | |
| 47 | Copy Writer | 60—3—90—4—110 | .. | 100—180 | |
| 48 | Radio Clerk | | | | |
| 49 | Clerk | | | | |
| 50 | Newspaper Assistant | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R. 9(25) to Radio store clerk and Clerk-*cum*-Store-keeper. |
| 51 | Radio Store Clerk | | | | |
| 52 | Clerk-*cum*-Store-keeper. | | | | |
| 53 | Bundle Lifter .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 54 | Tele-Printer Attendant | Ditto | .. | 100—180 | |
| 55 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 56 | Film Librarian-*cum*-Store-keeper. | Ditto | .. | Ditto | Ditto. |
| 57 | Clerk (Who is Who) | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 58 | Sales Assistant .. | 75—5—120—E.B.—6—150. | .. | 120—220 | |
| 59 | Radio (Store) Assistant | Ditto | .. | Ditto. | |
| 60 | Steno. (Information Centres). | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 61 | Noter and Drafter .. | 80—6—110—E.B.—6—140—10—200—E.B.—20—240. | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 62 | Copy-holder .. | 45—2—55—E.B.—2—75. | .. | 80—140 | |
| 63 | Drivers .. .. | 45—2—65—E.B.—3—80. | .. | 75—115<br>80—140 | For light and medium vehicles.<br>For heavy vehicles. |
| 64 | Cinema operator .. | 40—2—50—E.B.—2—80. | .. | 80—140 | |
| 65 | Carpenter .. | 30—2—40—E.B.—2—50. | .. | 65—90 | |
| 66 | Radio Mistry .. | 30—65 | .. | 80—140 | |
| 67 | Carpenter-*cum*-painter | 45—2—65—E.B.—3—80. | .. | 75—115 | |
| 68 | Addressographer Machine Operator. | 40—2/bi.—50—E.B.—3/bi—65. | .. | 65—90 | |
| 69 | Projector Operator | 40—2—50—E.B.—2—80. | .. | 80—140 | |
| 70 | Electrician .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 65—90 | |
| 71 | Daftari, Jamadar, Cyclostyle-machine operator, Lift-operator. | 32—1—37 | .. | 60—80 Daftari, Jamadar. Cyclostlye Operator, 55—75 Lift-Operator. | |
| 72 | Peon, Mali, Packer, Beldar, Chaukidar, Farrash, Cleaner, Camera-cooli, Sweeper-*cum*-Farrash, Sweeper, Laboratory Attendant, Van-attendant, Laboratory boy, Battery-bearer, Waterman. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 73 | Dy. Director of Information. | 250—850 | .. | | The post is reported to be in abeyance. |
| 74 | Asstt. Director .. | 250—700 | .. | 250—750 | |
| 75 | Publication's Officer | 300—500 | .. | | The post is reported to be in abeyance. |
| 76 | Regional Information Officers. | 250—500 | .. | | Posts have since been terminated. |
| 77 | District Information Officer. | 200—400 | .. | 225—500 | With a selection grade of 250—750 for 10 per cent posts. |
| 78 | Addl. Distt. Information Officer. | 120—200 | .. | 160—280 | |
| 79 | Asstt. Radio Engineer | 120—200 | .. | 150—260 | |
| | | **Hindi Samiti** | | | |
| 80 | Sales Manager .. | 220—500 | .. | 225—500 | |
| 81 | Editor .. .. | Ditto | .. | 250—550 | |
| 82 | Asstt. Editor .. | 120—300 | .. | 160—320 | |
| 83 | U. D. Assistant .. | 160—400 | .. | 140—280 | |
| 84 | Accountant .. | Ditto | .. | Ditto. | |
| 85 | Reference Clerk .. | Ditto | .. | Ditto. | |
| 86 | Stenographer .. | Ditto | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 87 | L. D. Assistant .. | 80—200 | .. | 100—180 | |
| 88 | Sales Convassor ... | Ditto | .. | Ditto. | |
| 89 | Store-keeper .. | 60—100 | .. | Ditto. | *Plus* special pay under F. R. 9(25). |
| 90 | Tech. Assistant .. | 160—400 | .. | 140—280 | |
| 91 | Clerks .. .. | 69 posts in the scale of 60—110, and 1 post in the scale of 60—100. | .. | 100—180 | |
| 92 | Radio Inspector .. | 60—100 | .. | 120—220 | |
| 93 | Caretaker (Tehsil Information Centres). .. | 45—65 | .. | 75—115 | |
| 94 | Cultural Dev. Organizer. | 75—120 | .. | 100—180 | |
| 95 | Motor Driver-*cum*-Operator. | 45—80 | .. | 80—140 | |
| 96 | Radio Mistry .. | 30—65 | .. | Ditto. | |
| 97 | Daftari .. .. | 32—37 | .. | 60—80 | |
| 98 | Carpenter .. | 30—50 | .. | 65—90 | |
| 99 | Peon .. | 27—32 | .. | 55—75 | |
| 100 | Chaukidar .. | Ditto | .. | 55—75 | |
| | | **Field Publicity** | | | |
| 101 | District Information Officer. | 200—10—250—E.B.—15—325—E.B.—15—400. | .. | 225—500 | With a selection grade of 250—750 for 10 per cent posts. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 102 | P.A.P.Os. .. | 75—5—120<br>40—80 (for non-H.S.) | .. | 80—140 | |
| 103 | Cinema Operator .. | 60—4—76—<br>E.B.—4—100. | .. | 80—140 | |
| 104 | Additional District Information Officer. | 120—8—200—<br>E.B.—10—300. | .. | 160—280 | |
| 105 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 106 | Librarian .. | 45—2—55—E.B.—<br>2—75. | .. | 100—180 | |
| 107 | Motor Driver .. | 45—2—65—<br>E.B.—3—80. | .. | 75—115 | For light and medium vehicles. |
| | | | | 80—140 | For heavy vehicles. |
| 108 | Peons | | | | |
| 109 | Cleaners .. | 27—½—32 | .. | 55—75 | |
| 110 | Chaukidars | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | INDUSTRIES DEPARTMENT | | | | |
| | **Directorate of Industries** | | | | |
| 1 | Director | Senior I.A.S. scale. | .. | .. | (The posts are borne on the cadre of I.A.S.) |
| 2 | Additional Director | | | | |
| 3 | Joint Director (V.I.) | | | | |
| 4 | Joint Director (Stores) *cum*-Managing Director, U.P., I.S.C. | 1,250—50—1,500 | .. | 750—1,400 | |
| 5 | Glass Technologist .. | 1,000—50—1,500 | .. | 1,000—1,500 | |
| 6 | Industrial Adviser (Chemical Engg.). | 1,000—50—1,500—E.B.—100—2,000. | .. | 1,500—2,000 | |
| 7 | Industrial Adviser (Electrical and Mechanical Engg.). | Ditto | .. | 1,500—2,000 | |
| 8 | Industrial Adviser (Economics). | 1,000—50—1,500—E.B.—100—2,000. | .. | 1,000—1,500 | |
| 9 | Industrial Adviser (Ceramics). | Ditto | .. | | |
| 10 | Sericulture Adviser to Government. | (1,350 fixed) | .. | 1,000—1,500 | The post is at present held by a retired officer of Central Silk Board who may continue on fixed pay. This scale is being suggested by the Committee so that it might be possible to appoint a suitably qualified hand in case a retired employee is not appointed to the post. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 11 | Deputy Director (Project). | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |
| 12 | Deputy Registrar, Industrial Co-operative Societies. | | | | |
| 13 | Development Officer (Technical). | | | | |
| 14 | Development Officer (Leather). | Ditto | .. | 400—1,000 | |
| 15 | Development Officer (S.E.I.). | Ditto | .. | 400—1,000 | |
| 16 | Deputy Director (V.I.). | Ditto | .. | 600—1,250 | |
| 17 | Deputy Director (C.I.) | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |
| 18 | Deputy Director (C) | | | | |
| 19 | Deputy Director (Sericulture). | Ditto | .. | .. | The post is reported to be in abeyance. |
| 20 | Joint Director (S.S.I.) | Ditto | 100 p. m. under F.R. 9(25). | 750—1,400 | No special pay. |
| 21 | Deputy Director (H.L.) | Ditto | .. | 600—1,250 | |
| 22 | Deputy Director Stores) | | | | |
| 23 | Liaison Officer (Works) | Ditto | .. | As for Executive Engineers. | The post should be filled by taking an officer from the P. W. D. |
| 24 | Development Officer (Glass). | Ditto | | 400—1,000 | |
| 25 | Central Controller (Q.M.S.). | Ditto | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 26 | Manager (Industrial Estate) Agra/Kanpur. | 500—50—1,000—E.B.—50—1,200. | .. | As for Assistant Engineer in the P.W.D. | |
| 27 | Director (C.D.C. Lucknow). | Ditto | | 600—1,250 | |
| 28 | Development Officer (Carpet). | Ditto | | 400—1,000 | |
| 29 | Development Officer (Silk). | Ditto | | | |
| 30 | Pottery Development Officer. | 500—50—1,000—E.B.—50—1,200. | .. | 400—1,000 | |
| 31 | Development Officer (Electrical). | | | | |
| 32 | Technical Manager (W.N.). | | | | |
| 33 | Joint Director (Stores) | Ditto | 125 p.m. under F.R. 9(25). | .. | The post is reported to be in abeyance. |
| 34 | Joint Director (T.C.) | 250—25—400—E.B.—30—700—E.B.—50—850. | | U.P.C.S. (Executive) scale. | |
| 35 | Deputy Director (Extension). | Ditto | | | |
| 36 | Deputy Director (Aids) | Ditto | 100 p. m. under F.R. 9(25). | Ditto. | |
| 37 | Joint Director (N.Z.) | Ditto | 150 p. m. under F.R. 9(25). | Ditto. | |
| 38 | Joint Director (C.Z.) | Ditto | Ditto | Ditto. | |
| 39 | Joint Director (W.Z.) | Ditto | Ditto | Ditto. | |

| Sl. no. | Designation of Service or post | Existing cale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 40 | Joint Director (E.Z.) | 250—25—400—E.B.—30—700 E.B.—50—850. | 150 p. m. under F.R. 9(25). | U.P.C.S. (Exceutive) scale. | |
| 41 | Joint Director (S.Z.) | Ditto | Ditto | Ditto. | |
| 42 | Financial Controller of Industries. | Borne on the cadre of the U. P. Finance Accounts Service. | | As for Senior Accounts Officers of the U.P. Finance and Accounts Service. | |
| 43 | Assistant Director (Engineering). | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 with a start of 350. | |
| 44 | Assistant Director Engineering (INSP). | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 250—750 | |
| 45 | Assistant Director (Stores). | | | | |
| 46 | Assistant Director (Textile Inspection). | | | | |
| 47 | Assistant Director (Extension). | | | | |
| 48 | Assistant Director (M). | | | | |
| 49 | Assistant Director (CI). | | | | |
| 50 | Assistant Director (P. & S.). | | | | |
| 51 | Assistant Director (Khadi). | | | | |
| 52 | Assistant Director (Blanket). | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 53 | Assistant Director (Handicrafts). | 250—25—400 E.B.—30—700—E.B.—50—850. | | 250—750 | |
| 54 | Assistant Director (L. & T.). | | | | |
| 55 | Assistant Director (Survey). | | | | |
| 56 | Assistant Director (L. & G.). | | | | |
| 57 | Assistant Director (P. & L.). | Ditto | .. | 300—900 | |
| 58 | Assistant Director (Establishment). | Ditto | .. | 250—750 | |
| 59 | Assistant Director (U. & R.). | | | | |
| 60 | Assistant Director (Technical). | | | | |
| 61 | Assistant Director (Silk) | | | | |
| 62 | Assistant Director (Sericulture). | | | | |
| 63 | Assistant Director (Hills) | | | | |
| 64 | Assistant Director (Cottage). | Ditto | .. | 250—750 | |
| 65 | Assistant Director (T.C.). | | | | |
| 66 | Assistant Director (Handmade Paper). | | | | |
| 67 | Assistant Director (Engg./Q.M.S.). | | | | |
| 68 | Engineer Pilot Workshop. | Ditto | .. | 300—900 with a start of 350. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 69 | Researh Chemist (L) | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 70 | Industrial Survey Officer. | Ditto | .. | 250—750 | |
| 71 | Mechanical Engineer (under Extension/ Pottery). | Ditto | .. | 250—750 | For those who hold a degree in Engineering, the scale of 300—900 with a start of 350 should be allowed. |
| 72 | Assistant Director (H.L.). | Ditto | .. | 250—750 | |
| 73 | Assistant Engineer (I/E) | Ditto | .. | 250—750 | For those who hold a degree in Engineering the scale of 300—900 with a start of 350 should be allowed. |
| 74 | Engineer Manager (Industrial Estate). | Ditto | .. | 250—750 | |
| 75 | Assistant Financial Controller of Industries. | Ditto | .. | 300—900 | |
| 76 | Assistant Registrar Handloom/Non-Textile Co-operative. | | | | |
| 77 | Gur Development Officer | Ditto | .. | 250—750 | |
| 78 | Palm Products Development Officer. | Ditto | .. | 250—750 | |
| 79 | Assistant Development Officer (S.E. I). | Ditto | .. | 300—900 with a start of 350. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 80 | Project Executive Officer (H.L.). | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 250—750 | |
| 81 | District Industries Officer (Gr. I). | | | | |
| 82 | Workshop Superintendent (Electroplating). | Ditto | .. | 300—900 with a start of 350. | |
| 83 | Superintendent, Sports goods. | Ditto | .. | 250—750 | |
| 84 | Craft Designer | | | | |
| 85 | Survey Officer (Design). | | | | |
| 86 | Kiln Engineer .. | Ditto | .. | 300—900 | |
| 87 | Special Manager, Government U. P. Handicrafts. | Ditto | .. | 300—900 | |
| 88 | Superintendent, Non-ferrous. | Ditto | .. | 300—900 with a start of 350. | |
| 89 | Designer, Non-ferrous | | | | |
| 90 | Agricultural Officer (Plantation). | Ditto | .. | 250—750 | |
| 91 | Manager, Dyeing, Bleaching and Finishing. | | | | |
| 92 | O.I.C., Lab. Wool | | | | |
| 93 | Workshop Superintendent, (Testing Lab. Ghaziabad). | | | | |
| 94 | Export Trade Development Officer. | Ditto | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 95 | Planning-*cum*-Survey Officer. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 250—750 | |
| 96 | Ceramist | Ditto | .. | 300—900 | |
| 97 | Workshop Superintendent (Brass Ware), Mirzapur. | Ditto | .. | 250—750 | |
| 98 | Research Chemist (Porcelain Lab). | Ditto | .. | 300—900 | |
| 99 | Metallurgical Engineer | Ditto | .. | 300—900 | With a start of 350. |
| 100 | Chief Metallurgist .. | Ditto | .. | 400—1,00( | |
| 101 | Designer, Wool and Textile. | Ditto | .. | 250—750 | |
| 102 | Manager, Pilot Project, Foot Wear. | Ditto | .. | 250—550 | |
| 103 | Engineer (SEI) under I/E. | Ditto | .. | 250—750 | For those who have a degree in engineering the scale of 300—900 with a start of 350 should be allowed. |
| 104 | Project Officer .. | Ditto | 100 p.m. under F.R. 9(25). | 250—750 | No special pay. |
| 105 | Deputy Financial Controller of Industries. | Ditto | 100 p.m. under F.R. 9(21). | As for Accounts Officer of the U. P. Finance and Accounts Service. | The post should be filled by taking an officer of the U. P. Finance and Accounts Service. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 106 | Engineer Superintendent for testing laboratory. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | With a start of 350. |
| 107 | Assistant Controller (QMS). | Ditto | .. | 250—750 | |
| 108 | Assistant Glass Technologist. | Ditto | .. | 300—900 | |
| 109 | Controller, I. T. M. | 250—500 | .. | 250—550 | |
| 110 | Personal Assistant to Director of Industries. | 350—25—500 | .. | 400—550 | |
| 111 | District Industries Officer (Grade II). | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 112 | Divisional Superintendent (Border). | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 113 | Divisional Superintendent (L & G). | | | | |
| 114 | Divisional Superintendent (C.P.). | | | | |
| 115 | Divisional Superintendent (L. & T.). | | | | |
| 116 | Divisional Superintendent (E.C.). | | | | |
| 117 | Divisional Superintendent (I & D). | | | | |
| 118 | Divisional Superintendent (H.L.). | | | | |
| 119 | Divisional Superintendent (Q.M.). | | | | |
| 120 | Divisional Superintendent (Q.M.). | | | | |
| 121 | Manager, Gas Plant | | | | |
| 122 | Superintendent (I.T.M.) | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 123 | Exhibition-*cum*-Publicity Officer. | 200—10—250—E.B.—10—310—EB.—14—450. | .. | | |
| 124 | Superintendent, Plastic Goods. | Ditto | .. | | |
| 125 | Superintendent (H.M.P.) | Ditto | .. | | |
| 126 | Technical Officer (Ambar). | Ditto | .. | | |
| 127 | Divisional Superintendent (Chikan). | Ditto | .. | | |
| 128 | Manager, Blanket Factory. | Ditto | .. | | |
| 129 | Manager, Pilot Project, Foot-wear. | Ditto | .. | 225—500 | |
| 130 | Divisional Superintendent (Gur). | Ditto | .. | | |
| 131 | Business Manager, Wool | Ditto | .. | | |
| 132 | Statistical Officer | Ditto | .. | | |
| 133 | Manager Technical (I/E.) | Ditto | .. | | |
| 134 | Superintendent Technical (H.I.). | Ditto | .. | | |
| 135 | Publicity Officer (Carpet/Handloom). | Ditto | .. | | |
| 136 | Planning Officer (Store) | Ditto | .. | | |
| 137 | Manager, Sand Washing Plant. | Ditto | .. | 225—500 | |
| 138 | Assistant Export Trade Development Officer. | | | | |
| 139 | Officer-in-Charge, Training and Account Ambar. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 140 | Superintendent, Development, Non-ferrous. | | | | |
| 141 | Workshop Superintendent, Wire-netting. | | | | |
| 142 | Metallurgist | | | | |
| 143 | Design Extension Officer. | | | | |
| 144 | Mechanical Engineer, Cutlery. | | | | |
| 145 | Pilot Project Officer (Handicrafts). | | | | |
| 146 | Assistant Survey Officer-*cum*-Auditor. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 147 | Manager, Shawl and Galicha. | | | | |
| 148 | Divisional Superintendent (Hills). | | | | |
| 149 | Technical Assistants | | | | |
| 150 | Technical Manager, Pottery. | | | | |
| 151 | Divisional Superintendent (B) Accounts. | | | | |
| 152 | Divisional Superintendent (Khadi Accounts). | | | | |
| 153 | Divisional Superintendent (Seri) Accounts. | | | | |
| 154 | Superintendent, Industries (Technical) under Harijan Industrial Estate. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 155 | Investigator .. | 75—5—120—E.B. —8—200. | .. | 120—250 | |
| 156 | Stock Verifier .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 140—280 | |
| 157 | Chief Auditor .. | 200—15—350 | . | 200—450 | |
| 158 | Industrial Inspector, Co-operative. | 120—8—200— E.B.—10—300. | .. | 160—280 | |
| 159 | Senior Auditor .. | 120—6—210— E.B.—10—250. | .. | 160—280 | |
| 160 | Junior Auditor .. | 75—5—120 | .. | 120—220 | |
| 161 | Auditor-*cum*-Inspector of Accounts. | 75—4—95—E.B. —5—150. | .. | | |
| 162 | Junior Inspecting Officer. | 200—15—350 | .. | 200—400 | |
| 163 | Examiner .. | 200—10—300 | .. | 150—350 | |
| 164 | Examiner (Licensing) | 200—10—300 | .. | | |
| 165 | Investigator-*cum*-Superintendent. | 200—10—300 | .. | | |
| 166 | Statistical Superintendent. | 200—10—300 | .. | | |
| 167 | Senior Investigator .. | 200—15—350 | .. | 200—400 | |
| 168 | Chief Investigator .. | 120—8—200— E.B.—10—300. | .. | 160—320 | |
| 169 | Junior Investigator/ Special Attendant. | 120—8—200— E.B.—10—300. | .. | 160—280 | |
| 170 | Technical Assistant .. | Ditto | .. | 160—280 | |
| 171 | Com. Artist .. | Ditto | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 172 | Draftsman .. | 120—6—210—E.B.—10—250. | .. | As in the P.W.D. | |
| 173 | Draftsman .. | Ditto | .. | | |
| 174 | Overseer .. | 120—6—210—E.B.—10—250. | .. | As in the P.W.D. | |
| 175 | Overseer .. | 85—5—120—E.B.—5—150. | .. | | |
| 176 | Research Assistant .. | 200—10—300 | .. | 175—300 | |
| 177 | Area Superintendent | Ditto | .. | 150—350 | |
| 178 | Superintendent Production. | Ditto | .. | | |
| 179 | Superintendent Industries. | Ditto | .. | | |
| 180 | Superintendent (U & R) | 200—15—350 | .. | 200—400 | |
| 181 | Industries Inspector .. | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 182 | Inspector (Loan and Grant). | Ditto | .. | | |
| 183 | Supdt., Utilization .. | Ditto | .. | 160—320 | |
| 184 | Publicity Assistant .. | Ditto | .. | 160—280 | |
| 185 | Trade Tester .. | Ditto | .. | 150—260 | |
| 186 | Librarian .. | Ditto | .. | 140—280 | |
| 187 | Statistician .. | 100—200 | .. | 120—250 | |
| 188 | Assistant Librarian .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 189 | Electrician .. | 60—4—80—E.B.—4—100. | .. | 75—115 | |
| 190 | Assistant Nazir .. | Ditto | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 191 | Assistant Development Officer (Grade I). | 200—15—350 | .. | 200—400 | |
| 192 | A.D.O. (Grade II) .. | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 193 | Mechanic-*cum*-Cyclostyler. | 60—3—90—4—110. | .. | 80—140 | |
| 194 | Electrician .. | 60—4—80—E.B.—4—100. | .. | 75—115 | |
| 195 | Office Superintendent. | 300—20—400 | .. | 350—450 | |
| 196 | Additional Office Superintendent. | | | | |
| 197 | Assistant Office Superintendent. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 198 | Chief Inspector of Accounts. | 200—15—350 | .. | 200—400 | |
| 199 | Senior Inspector of Accounts. | 120—8—200—E.B.—10—300. | .. | 160—320 .. | |
| 200 | Junior Inspector of Accounts. | 75—5—120—E.B.—8—200. | .. | 120—250 | |
| 201 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 202 | Specialist Assistant .. | Ditto | | | |
| 203 | Cashier .. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 204 | Record Assistant .. | Ditto | .. | 140—280 | |
| 205 | Planning Assistant .. | Ditto | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 206 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 207 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 208 | Steno-*cum*-Head Clerk | Ditto | | | |
| 209 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 210 | Record-Keeper-*cum*-Accountant. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 211 | Junior Noter and Drafter. | | | | |
| 212 | Accountants .. | | | | |
| 213 | Cashier .. | Ditto | | 100—180 | *Plus* special pay under F. R. 9(25). |
| 214 | Statistical Assistant .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 215 | Assistant Clerk .. | Ditto | | | |
| 216 | Assistant .. | Ditto | | | |
| 217 | Compiler .. | Ditto | | | |
| 218 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—E.B.—6—130. | | | |
| 219 | Accountant .. | Ditto | | | |
| 220 | Senior Clerk .. | Ditto | | | |
| 221 | Statistical Assistant .. | Ditto | | | |
| 222 | Routine Clerk .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 223 | Junior Clerk .. | Ditto | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 224 | Routine Clerk-*cum*-Typist. | 60—4—80—E.B.—4—100. | | | |
| 225 | Typist .. | Ditto | .. | 100—180 | |
| 226 | Record-keeper .. | Ditto | | | |
| 227 | Despatcher .. | Ditto | | | |
| 228 | Store-keeper .. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 229 | Cashier .. | 60—3—90—4—110 | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 230 | Routine Clerk .. | Ditto | | | |
| 231 | Routine Clerk-*cum*-Typis. | Ditto | .. | 100—180 | |
| 232 | Typist .. | Ditto | | | |
| 233 | Supervisor-*cum*-Accountant. | 45—2—65—E.B.—3—80. | | 75—115 | |
| 234 | Driver .. | 40—2/bi—50—E.B.—3/bi—65. | | | |
| 235 | Record Attendant .. | 32—1—37 | .. | 60—80 | |
| 236 | Daftri .. | 32—1—37 | | | |
| 237 | Peon | 22—½—27— or 27—½—32 (as admissible). | .. | 55—75 | |
| 238 | Chaukidar | | | | |
| 239 | Mali | | | | |
| 240 | Sweeper | | | | |
| 241 | Orderly | | | | |
| 242 | Office Attendants | | | | |
| 243 | Cleaners | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 244 | Treasury Messenger | 22—½—27 or 27—½—32 (as admissible). | .. | 55—75 | |
| 245 | Treasury Runner .. | | | | |
| 246 | Store-Attendant .. | | | | |
| 247 | Beldar .. .. | | | | |
| | G. T. SECTION | | | | |
| 248 | Technical Assistant .. | 200—15—350 | .. | 200—400 | |
| 249 | Analyst .. | 200—10—300 | .. | 150—350 | |
| 250 | Furnace Assistant | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 251 | Laboratory Assistant | | | | |
| 252 | Senior Draftsman .. | 120—6—210—E.B.—10—250. | .. | As for Draftsman in the P.W.D. | |
| 253 | Draftsman .. | 50—4—90—E.B.—5—120. | .. | .. | The post is reported to be in abeyance. |
| 254 | Mechanic .. | 65—100 | .. | 80—140 | |
| 255 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 256 | Accountant/Assistant | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 257 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 258 | Clerk .. .. | 60—3—90—4—110. | .. | 100—180 | |
| 259 | Typist .. .. | 60—4—80—E.B.—4—100. | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 260 | Laboratory Attendant | 27—½—32 | | 55—75 | |
| 261 | Orderly peon .. | | | | |
| 262 | Office Peon .. | | | | |
| 263 | Attendant for melting and Physical Laboratory. | | | | |
| 264 | Store Attendants .. | | | | |
| 265 | Chaukidar .. | | | | |
| 266 | Sweeper .. | | | | |
| | MARKETING U. P. HANDICRAFTS | | | | |
| 267 | Supdt. General Sales and Stores. | 200—10—300 | .. | 180—380 | |
| 268 | Assistant Manager | 120—8—200—E.B. —10—300. | .. | 160—320 | |
| 269 | Inspector (Stock Examiner). | | | | |
| 270 | Supdt. (Show-room) | 200—10—300 | .. | 150—350 | |
| 271 | Display Artist .. | 120—8—200— E.B.—10—300. | .. | 160—320 | |
| 272 | Inspector (Publicity) | Ditto | .. | 160—280 | |
| 273 | Designer .. | 85—5—120—E.B. —5—150. | .. | .. | This post is reported to be in abeyance. |
| 274 | Stenographer .. | 100—5—125— E.B.—5—160— E.B—10—200. | .. | 120—250 | |
| 275 | Commerial Traveller | 65—5—90—E.B. —5—120. | .. | 100—180 | |
| 276 | Trolley In-charge and Salesman. | Ditto | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 277 | Divisional Accountant | 180—440 | .. | .. | The incumbent is deputed by the Accountant General. |
| 278 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 279 | P.W.D. Accountant .. | 80—200 | .. | 120—250 | |
| 280 | Noter and Drafter .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 281 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 282 | Routine Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 283 | Ledger Clerk | | | | |
| 284 | Exhibition Clerk | | | | |
| 285 | Assistant Store-keeper | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 286 | Store-keeper | | | | |
| 287 | Salesman | 65—5—90—E.B.—5—120. | | | |
| 288 | Salesman | 80—5—100—E.B.—6—130. | | 100—180 | |
| 289 | Accountant-*cum*-Ledger Clerk, and Assistant Store-Incharge. | 80—5—100—E.B—6—130. | .. | 120—220 | |
| 290 | Ledger Clerk | | | | |
| 291 | Ledger Clerk | | | | |
| 292 | Routine Clerk-*cum*-Typist. .. | 60—3—90—4—110 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 293 | Senior Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 294 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 295 | Driver .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 75—115 | |
| 296 | Carpenter .. | Ditto | .. | 65—90 | |
| 297 | Sales Attendant .. | Ditto | .. | 60—80 | |
| 298 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 299 | Stock-Arranger | 32—1—37 | .. | 55—75 | |
| 300 | Sales Attendant | | | | |
| 301 | Packer | | | | |
| 302 | Dafedar .. | 27—½—32 | .. | 60—80 | |
| 303 | Cleaner .. | 27—½—32 | .. | 55—75 | |
| 304 | Peon .. | | | | |
| 305 | Orderly .. | | | | |
| 306 | Farrash .. | | | | |
| 307 | Chaukidar .. | | | | |
| 308 | Sweeper .. | | | | |
| | POTTERY INDUSTRIES, KHURJA, CHUNAR AND BHIMTAL | | | | |
| 309 | Technical Assistant .. | 200—10—250—EB—10—310—E.B.—14—450. | .. | 225—500 | |
| 310 | Technical Assistant .. | 200—15—350 | .. | 200—400 | |
| 311 | Senior Mechanical Foreman. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 312 | Mechanical Foreman | 200—15—350 | .. | 200—400 | |
| 313 | Modeller and Designer | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 314 | Decorator and Artist | Ditto | .. | 140—280 | |
| 315 | Technical Inspector | Ditto | .. | 160—280 | |
| 316 | Laboratory Assistant | Ditto | | | |
| 317 | Instructor for mould making. | 65—5—90—E.B.—5—120. | .. | 100—160 | |
| 318 | Instructor | | | | |
| 319 | Instructor for Shaping | Ditto | | | |
| 320 | Instructor for Firing | 60—3—90—4—110. | | | |
| 321 | Master Quarter .. | 60—4—80—E.B.—4—100. | | | |
| 322 | Foreman .. | Ditto | | | |
| 323 | Moulder .. | 60—4—80—E.B.—5—120. | | | |
| 324 | Instructor .. | 85—5—120—E.B.—5—150. | .. | 100—180 | |
| 325 | Tiem-keeper .. | 60—3—90 | .. | 80—140 | |
| 326 | Store Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 327 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 328 | Clerk .. | Ditto | .. | 100—180 | |
| 329 | Accountant | 60—3—90—4—110. | .. | 100—180 | |
| 330 | Clerk | | | | |
| 331 | Typist | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 332 | Head Clerk-*cum*-Accountant. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 333 | Accountant | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 334 | Senior Clerk | | | | |
| 335 | Accountant | | | | |
| 336 | Senior Clerk | | | | |
| 337 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 338 | Kiln Mason | 50—75 | .. | 65—90 | |
| 339 | Driver .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 75—115 | |
| 340 | Peon | 22—½—27 or 27—½—32 (as admissible). | .. | 55—75 | |
| 341 | Attendant | | | | |
| 342 | Chaukidar | | | | |
| 343 | Waterman | | | | |
| 344 | Orderly | | | | |
| 345 | Sweeper | | | | |
| 346 | Fireman | | | | |
| 347 | Laboratory Attendant | | | | |
| 348 | Store Attendant | | | | |
| 349 | Fireman | | | | |
| | | INSPECTION DEPOT | | | |
| 350 | Superintendent .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 351 | Superintendent .. | 200—10—300 | .. | 180—380 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 352 | Superintendent .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 353 | Publicity Inspector .. | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 354 | Clerical .. | 200—10—300 | .. | 150—350 | |
| 355 | Examiner .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 356 | Artist-*cum*-Designer .. | Ditto | .. | 140—280 | |
| 357 | Viewer .. | 85—5—120—E.B.—5—150. | .. | 100—180 | |
| 358 | Mechanical Draftsman | 120—350 | .. | 180—380 | |
| 359 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 360 | Junior Noter-Drafter/Clerk/Accountant. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 361 | Clerk/Typist .. | 60—3—90—4—110 | .. | 100—180 | |
| 362 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 363 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 364 | Accountant-*cum*-Store-keeper. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 365 | Typist/Clerk/Despatcher. | Ditto | .. | 100—180 | |
| 366 | Driver .. .. | 45—2—65—E.B.—3—80. | .. | 80—140<br>75—115 | Heavy vehicles.<br>Light and medi m vehicles. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 367 | Peon .. .. | 27—½—32 | .. | 55—75 | |
| 368 | Orderly .. | | | | |
| 369 | Chaukidar .. | | | | |
| 370 | Cleaner .. | | | | |
| 371 | Gardener .. | | | | |
| 372 | Sweeper .. | | | | |
| 373 | Attendant | | | | |
| | SCHEME FOR DEVELOPMENT OF TUTIONAL CLASSES | | | | |
| 374 | Superintendent, (Production). | 200—10—300 | .. | 180—380 | |
| 375 | Superintendent, Crafts. | | | | |
| 376 | Asstt. Superintendent (Production). | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 377 | Asstt. Office Superintendent. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9 (21). | 160—320 | No special pay. |
| 378 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 379 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 380 | Cashier .. | 80—6—110—E.B.—6—140. | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 381 | Accountant/Clerk/Accounts Clerk/Store In-charge. | Ditto | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 382 | Store Clerk/Typist/ Routine Clerk. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 383 | Accountant-*cum*-Head Clerk. | 80—5—100—E.B.— 6—130. | .. | 120—220 | |
| 384 | Clerk/Typist/Routine Clerk. | 60—3—90—4—110 | .. | 100—180 | |
| 385 | Driver .. | 40—2/bi—50— E.B.—3/bi—65. | .. | 75—115 | |
| 386 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 387 | Peon | 27—½—32 | .. | 55—75 | |
| 388 | Orderly | | | | |
| 389 | Attendant | | | | |
| 390 | Chaukidar | | | | |
| 391 | Mali | | | | |
| 392 | Cleaner | | | | |

SCHEME FOR DEVELOPMENT OF CHIKAN EMBROIDERY

| | | | | | |
|---|---|---|---|---|---|
| 393 | Superintendent (Production). | 200—10—300 | .. | 180—380 | |
| 394 | Technical Assistant .. | 120—8—200—E.B. —10—300. | .. | 120—220 | |
| 395 | Lady Supervisor .. | 65—5—90—E.B. —5—120. | .. | 100—180 | |
| 396 | Head Clerk .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 397 | Store-keeper .. | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 398 | Routine Clerk .. | Ditto | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 399 | Ledger Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 400 | Accountant-*cum*-Cashier. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 401 | Motor Rickshaw Driver. | 32—1—37 | .. | 60—80 | |
| 402 | Rickshaw Driver | 27—½—32 | .. | 55—75 | |
| 403 | Attendant | | | | |
| 404 | Peon | | | | |
| 405 | Chaukidar | | | | |
| 406 | Marker | | | | |
| | | SERICULTURE INDUSTRIES | | | |
| 407 | Inspector .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 408 | Research Assistant .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 409 | Superintendent Breeding. | Ditto | | | |
| 410 | Soil Analyser | 200—10—300 | .. | 180—380 | |
| 411 | Supdt. Production | | | | |
| 412 | Superintendent | | | | |
| 413 | Technical Assistant | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 414 | Inspector for Seed Farm and silk rearing. | Ditto | .. | 160—320 | |
| 415 | Sericulture Assistant | Ditto | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 416 | Rearing-*cum*-mulberry overseer. | 75—5—120 | .. | 100—180 | |
| 417 | Rearing Overseer | | | | |
| 418 | Overseer | | | | |
| 419 | Overseer Plantation | | | | |
| 420 | Co-op. Supervisor | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 421 | Field Assistant | | | | |
| 422 | Electric Mistry .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 423 | Laboratory Assistant | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 424 | Statistician .. | 100—240 | .. | 140—280 | |
| 425 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 426 | Accountant-*cum*-Head Clerk. | 80—5—100—E.B.—6—130. | .. | 120—200 | |
| 427 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R. 9 (25). |
| 428 | Typist .. .. | Ditto | .. | 100—180 | |
| 429 | Clerk .. .. | | | | |
| 430 | Clerk/Typist .. | 60—3—90—4—110. | .. | 100—180 | |
| 431 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 432 | Record-keeper-*cum*-Accountant.. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 433 | Junior Noter and Drafter. | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 434 | Demonstrator .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 435 | Noter and Drafter .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 436 | Stenographer .. | 100—5—150—E.B.—10—200-E.B.—20—240. | .. | 160—320 | |
| 437 | Motor Driver .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 75—115 | |
| 438 | Head Gardener | 45—60 | .. | 65—90 | |
| 439 | Pumping-set Driver | | | | |
| 440 | Keet Palak | 32—1—37 | .. | 60—80 | |
| 441 | Seed Examiner | | | | |
| 442 | Gardener | | | | |
| 443 | Daftri | | | | |
| 444 | Diesel Engine Driver | 32—1—37 | .. | 65—90 | |
| 445 | Gardener Operator | 30—1—35 | .. | 60—80 | |
| 446 | Rearing Operator | | | | |
| 447 | Head Gardener | | | | |
| 448 | Rearing Attendant | 32—1—37 | .. | 60—80 | |
| 449 | Attendant | 22—½—37 or 27—½—32 (as admissible). | .. | 55—75 | |
| 450 | Chaukidar | | | | |
| 451 | Peon | | | | |
| 452 | Cleaner | | | | |
| 453 | Rearing Attendant | | | | |
| 454 | Rearing Operator | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 455 | Mali | 22—½—37 or 27—½—32 (as admissible). | .. | 55—75 | |
| 456 | Waterman | | | | |
| 457 | Chaukidar | | | | |
| 458 | Attendant | | | | |
| 459 | Watchman | | | | |
| 460 | Garden Attendant | | | | |
| 461 | Watchaman | | | | |
| | PILOT PROJECT SCHEME FOR SMALL SCALE INDUSTRIES—LEATHER AND TANNING | | | | |
| 462 | Assistant Manager-*cum*-Sales In-charge. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 463 | Examiner (Technical) | | | | |
| 464 | Artist-*cum*-Designer .. | Ditto | .. | 140—280 | |
| 465 | Machine Engineer .. | Ditto | .. | 150—260 | |
| 466 | Machine Operator (Technical). | 60—4—80—E.B.—4—100. | .. | 100—160 | |
| 467 | Assistant Designer .. | Ditto | .. | 80—140 | |
| 468 | Store In-charge | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 469 | Routine Clerk .. | Ditto | .. | 100—180 | |
| 470 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 471 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 472 | Routine Clerk-*cum*-Typist. | 60—4—80—E.B.—4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 473 | Clicker .. | 30—65 | .. | 65—90 | |
| 474 | Machine Cleaner .. | 32—1—37 | .. | 55—75 | |
| 475 | Peon | 27—½—32 | .. | 55—75 | |
| 476 | Chaukidar | | | | |
| | | GUR DEVELOPMENT SCHEME | | | |
| 477 | Senior Gur Development Inspector. | 200—15—350 | .. | 200—400 | |
| 478 | Gur Development Inspector. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 479 | District Gur Demonstrator. | 75—5—120—E.B.—8—200. | .. | 120—220 | |
| 480 | Gur Demonstrator .. | 45—2—65—E.B.—3—80. | .. | 80—140 | |
| 481 | Juice Boiler .. | 60 (fixed) | .. | 60—80 | |
| 482 | Mechanic .. | 60 (fixed) | .. | 65—90 | |
| 483 | Pub. Supervisor-*cum*-Film Operator-*cum*-Driver. | 75—5—120—E.B.—8—200. | .. | 100—180 | |
| 484 | Assistant Office Superintendent. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 485 | Noter and Drafter .. | Ditto | .. | 140—280 | |
| 486 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 487 | Diarist-*cum*-Despatcher | 60—4—80—E.B.—40—100. | .. | 100—180 | |
| 488 | Typist | | | | |
| 489 | Routine Clerk | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 490 | Record-keeper-*cum*-Accountant. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 491 | Cashier .. | Ditto | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 492 | Clerks .. | 60—3—90—4—110 | .. | 100—180 | |
| 493 | Film Operator-*cum*-Truck Driver. | 40—2/bi—50—EB.—3/bi.—65. | .. | 80—140 | |
| 494 | Senior Gur Guide .. | 32—1—37 | .. | 60—80 | |
| 495 | Gur Guide .. | Ditto | .. | 55—75 | |
| 496 | Guide-*cum*-Store Attendant/ Peon/Cleaner. | 27—½—32 | .. | 55—75 | |
| | | NON-FERROUS METAL SCHEME | | | |
| 497 | Asstt. Foreman .. | 120—8—200—E.B.—10—300 | | 160—320 | |
| 498 | Chemist .. | Ditto | | | |
| 499 | Electroplater .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 500 | Engraving Mistry .. | | | | |
| 501 | Casting Shape Making Mistry. | | | | |
| 502 | Scarping Mistry-*cum*-Instructor. | | | | |
| 503 | Pucca Qalai Mistry-*cum*-Instructor. | | | | |
| 504 | Instructor .. | | | | |
| 505 | Polisher .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 506 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 507 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 508 | Clerk/Production Clerk. | 60—3—90—4—110. | .. | 100—180 | |
| 509 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 509-A | Asstt. Mistry .. | 40—2—60—E.B.—2—80. | .. | 80—140 | |
| 510 | Attendant/Peons/Orderlies/Chaukidars/Sweepers. | 27—½—32 | .. | 55—75 | |
| | MISCELLANEOUS SCHEME ESSENTIAL OIL | | | | |
| 511 | Research Assistant .. | 200—15—350 | .. | 200—400 | |
| 512 | Technical Assistant .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 513 | Mistry .. .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 514 | Accountant-*cum*-Clerk | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 515 | Distiller .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 516 | Driver .. | 45—2—65 | .. | 75—115 | |
| 517 | Laboratory Bearer .. | 32—1—37 | .. | 55—75 | |
| 518 | Mali .. | 32—1—37 | | | |
| 519 | Laboratory Coolies .. | 27—½—32 | | | |
| 520 | Cleaner/Attendant/Garden Coolies. | 22—½—27 or 27—½—32 (as admissible). | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | ESTABLISHMENT OF PILOT WORKSHOP IN RURAL AREAS | | | | |
| 521 | Workshop Foreman | 200—15—350 | .. | 200—400 | |
| 522 | Store-keeper | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 523 | Draftsman | 85—5—120—E.B.— 5—150. | .. | 120—220 for I. T. I. pass. 100—160 for unqualified. | |
| 524 | Instructor (Carpentry, Metal, Oil-Engine Driving, Moulding and Turning.) | 85—5—120—E.B. —5—150. | .. | 100—180 | |
| 525 | Assistant Instructor | | | | |
| 526 | Accountant | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 527 | Typist .. | 60—4—80—E.B. —4—100. | | 100—180 | |
| 528 | Accounts Clerk | 60—3—90—4—110 | | | |
| 529 | Peon/Chaukidar-*cum*-Gate-keeper/Waterman/Attendant/Sweeper. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | ESTABLISHMENT OF FACTORY OF HIGH CLASS CUTLERY | | | | |
| 530 | Estimator | 120—8—200— E.B.—10—300. | .. | 160—320 | |
| 531 | Store-keeper | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 532 | Supervisor .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 533 | Mistry .. | 65—5—90—E.B.—5—120. | | | |
| 534 | Assistant Mistry .. | 45—2—65—E.B.—3—80. | .. | 80—140 | |
| 535 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 536 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 537 | Head Clerk/Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 538 | Receipt and Despatch Clerk/Clerk/Typist. | 60—3—90—4—11( | .. | 100—180 | |
| 539 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 540 | Peon/Gate-keeper/Workshop Attendant/Sweeper/Chaukidar. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | | TRAINING-*cum*-PRODUCTION CENTRE OF SPORTS GOODS | | | |
| 541 | Superintendent .. | 200—10—300 .. | .. | 180—380 | |
| 542 | Senior Instructor .. | Ditto .. | .. | 150—350 | |
| 543 | Instructor .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 544 | Sewing Machine man | Ditto | .. | 150—260 | |
| 545 | Chargeman | Ditto | | | |
| 546 | Machine Tool Instructor. | Ditto | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 547 | Operator Saw-mill .. | 120—3—200—E.B.—10—300. | | | |
| 548 | Marketing Assistant | Ditto | | 150—260 | |
| 549 | Mechanic Tools Instructor. | Ditto | | | |
| 550 | Instructor/Machinist.. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 551 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 552 | Store-keeper-*cum*-Clerk/Timber Store-keeper (Technical). | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R 9(25). |
| 553 | Estimator | 60—3—90—4—110 | .. | 100—180 | |
| 554 | Routine Clerk | | | | |
| 555 | Attendant/Peon/Orderly/Chaukidar/Sweeper. | 27—½—32 | .. | 55—75 | |
| | SCHEME FOR DEVELOPMENT OF LEATHER AND TANNING INDUSTRY | | | | |
| 556 | Senior Technical Asstt. | 200—10—300 | .. | 150—350 | |
| 557 | Co-op. Instructor .. | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 558 | Technical Assistant .. | 200—10—300 | | 140—280 | |
| 559 | Technical Assistant .. | 120—8—200—E.B.—10—300. | | | |
| 560 | Junior Inspector of Accounts. | 75—5—120—E.B.—8—200. | | 120—250 | |
| 561 | Technical Assistant Tanning. | 85—5—120—E.B.—5—150. | | 120—220 | |
| 562 | Instructor .. | Ditto | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 563 | Asstt. Instructor | 65—5—90—E.B. —5—120. | .. | 100—180 | |
| 564 | Laboratory Assistant | | | | |
| 565 | Research Assistant .. | 200—10—300 | .. | 200—400 | |
| 566 | Civil Overseer .. | 120—8—200—E.B.—10—300. | .. | As in the P.W.D. | |
| 567 | Mistry .. | 60—4—80—E.B. —4—100. | .. | 80—140 | |
| 568 | Assistant Office Superintendent. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | 50 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 569 | Noter and Drafter .. | Ditto | .. | 140—280 | |
| 570 | Accounts Clerk/ Routine Clerk. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 571 | Head Clerk-*cum*-Accountant/Accountant-*cum*-Clerk. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 572 | Clerk-*cum*-Storekeeper/Cashier. | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 573 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 574 | Store In-charge .. | 60—3—90—4 110. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 575 | Routine Clerk/Typist | Ditto | .. | 100—180 | |
| 575-A | Ditto .. | Ditto | .. | Ditto. | |
| 576 | Clerk of Development Officer, Leather. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 577 | Driver .. .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 578 | Chaukidar/Peon/ Orderly. | 22—½—27 or 27—½—32 (as admissible. | .. | 55—75 | |
| 579 | Laboratory Bearer .. | 22—½—27 | | | |
| 580 | Cleaner .. .. | 22—½—27 | | | |
| 581 | Daftri .. .. | 32—1—37 | .. | 60—80 | |
| 582 | Semi-skilled Attendant | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 60—80 | |
| | SCHEME OF CHECKING INFRINGEMENT OF TRADE MARKS AND SALE OF SPURIOUS GOODS | | | | |
| 583 | Superintendent .. | 150—10—350 | .. | 180—380 | |
| 584 | Inspector .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 585 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 586 | Asstt. Office Superintendent. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay |
| 587 | Noter and Drafter .. | Ditto | .. | 140—280 | |
| 588 | Accountant-*cum*-Cashier/Reference Clerk. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 589 | Rutine Clerk/Typist .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 590 | Clerk for Inspector .. | 60—3—90—4—100 | .. | 100—180 | |
| 591 | Peons/Orderlies .. | 27—½—32 | .. | 55—75 | |
| | SCHEME FOR THE DEVELOPMENT OF SERICULTURE | | | | |
| 592 | Agricultural Inspector | 120—8—200—E.B.—10—300. | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 593 | Demonstrator .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 594 | Field Assistant .. | Ditto | .. | 100—160 | |
| 595 | Accountant/Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 596 | Spinning Supervisor | 30—65 | .. | 80—140 | |
| 597 | Seed Examiner .. | 32—1—37 | .. | 60—80 | |
| 598 | Keet Palak .. | 32—1—37 | .. | 60—80 | |
| 599 | Gardener .. | 32—1—37 | .. | 55—75 | |
| 600 | Cleaner/Attendant/Watchman. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | | PALM PRODUCT DEVELOPMENT SCHEME | | | |
| 601 | Palm Product-*cum*-Marketing Inspector. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 602 | Palm Product Development Inspector. | Ditto | .. | 160—280 | |
| 603 | Palm Contractioner.. | 100 (fixed) | .. | 75—115 | |
| 604 | Palm Fibre Expert .. | 125 (fixed) | .. | 80—140 | |
| 605 | Palm Leaf Expert .. | 125 (fixed) | .. | 80—140 | |
| 606 | Master Tapper .. | 60—3—90—4—110 | .. | 75—115 | |
| 607 | Process Assistant | 60—3—90—4—110 | .. | 100—160 | |
| 608 | Research Chemist .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 609 | Assistant Botanist .. | 200—10—300 | .. | 200—400 | |
| 610 | Technical Assistant .. | 85—5—120—E.B.—5—150. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 611 | Assistant Office Superintendent. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay |
| 612 | Noter and Drafter .. | Ditto .. | .. | 140—280 | |
| 613 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 614 | Store-keeper/Clerk-*cum*-Typist. | 60—4—80—E.B. 4—100. | .. | 100—180 | *Plus* special pa to store-keepe under F.R.9(2 |
| 615 | Accountant .. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 616 | Routine Clerk .. | 60—4—80—E.B.— 4—100. | .. | 100—180 | |
| 617 | Palm Production Demonstrator. | 45—2—65—E.B. —3—80. | .. | 75—115 | |
| 618 | Laboratory Attendant | 32—1—37 .. | .. | 55—75 | |
| 619 | Peon/Orderlies/Watchman. | 27—½—32 .. | .. | 55—75 | |
| 620 | Palm Product Guide .. | 27—½—32 .. | .. | 55—75 | |
| | | ESTABLISHMENT OF INDUSTRIAL ESTATE | | | |
| 621 | Assistant Manager .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 622 | Technical Assistants .. | Ditto .. | .. | 140—280 | |
| 623 | Draftsman .. | 120—6—210—E.B.—10—250. | .. | As in the P.W.D. | |
| 624 | Specialist Assistant .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 625 | Supervisor .. | 85—5—120—E.B. —5—150. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 626 | Tube-well Operator | .. | .. | 60—80 | |
| 627 | Supervisor Store .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 628 | Duplicating Operator | 60—4—80—E.B.—4—100. | .. | 60—80 | |
| 629 | Assistant Office Superintendent. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 630 | Record-keeper-*cum*-Accountant. | 80—6—110.—E.B.—6—140. | .. | 120—220 | |
| 631 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | ... | 140—280 | |
| 632 | Noter and Drafter .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 633 | Accountant-*cum*-Clerk | Ditto | .. | 120—220 | |
| 634 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 635 | Routine Clerk/Typist | 60—3—90—4—110 | .. | 100—180 | |
| 636 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 637 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 638 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 639 | Clerk-*cum*-Typist .. | Ditto | .. | 100—180 | |
| 640 | Daftri .. | 32—1—37 | .. | 60—80 | |
| 641 | Treasury Messenger | 32—1—37 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 642 | Orderly/Peon/Chaukidar/Sweeper. | 22—½—27 or 27—½—32 as admissible. | | 55—75 | |
| 643 | Mali | 27—½—32 | .. | | |
| | | ELECTROPLATING PLANT, KANPUR | | | |
| 644 | Foreman (Electroplating). | 120—8—200—E.B.—10—300. | | | |
| 645 | Chemist | Ditto | .. | 160—320 | |
| 646 | Foreman (Polishing) | Ditto | | | |
| 647 | Laboratory Assistant | Ditto | .. | 120—220 | |
| 648 | Electroplater .. | 85—5—120—E.B.—5—150. | | | |
| 649 | Analyst .. | Ditto | .. | 100—180 | |
| 650 | Lacquering Mistry .. | Ditto | | | |
| 651 | Polisher .. .. | 65—5—90—E.B.—5—120. | .. | 80—140 | |
| 652 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 653 | Routine Clerk-*cum*-Typist. | 60—3—90—4—110. | .. | 100—180 | |
| 654 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R.9 (25). |
| 655 | Attendant/Chaukidar/Orderly/Sweeper. | 27—½—32 | | 55—75 | |
| | | GENERAL DESIGN CENTRE UNDER HANDICRAFTS SCHEME | | | |
| 656 | Photographer .. | 120—6—210—E.B.—10—250. | | 120—250 | |
| 657 | Block Maker | 120—8—200—E.B.—10—300. | | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 658 | Senior Draftsman .. | 150—10—250 | .. | As in the P.W.D. | |
| 659 | Draftsman .. | 120—8—200—E.B.—10—300 for qualified and 85—200 for unqualified. | .. | As in the P.W.D. | |
| 660 | Senior Craftsman .. | 200—10—300 | .. | 150—260 | |
| 661 | Junior Craftsman .. | 120—8—200—E.B.—10—300. | .. | 120—220 | |
| 662 | Photographic and Photostatic Assistant. | 85—5—120—E.B.—5—150 with a start of 100 p.m. | .. | 100—180 | |
| 663 | Librarian .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 664 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 665 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 666 | Store-keeper | 60—4—80—E.B.4—100. | .. | 100—180 | *Plus* special pay under F.R.9 (25). |
| 667 | Routine Clerk/Typist | 60—3—90—4—110 | .. | 100—180 | |
| | SETTING UP OF TWO CRAFT MUSEUMS AT KANPUR AND LUCKNOW | | | | |
| 668 | Artist .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 669 | Officer-in-charge .. | 200—10—300 | .. | 160—320 | |
| 670 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 671 | Routine Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 672 | Peon/Attendant/Chaukidar. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | WOOD SEASONING SCHEME | | | |
| 673 | Boilerman .. | 120—8—200—E.B.—10—300. | | 100—160 | |
| 674 | Kiln Operator .. | Ditto | | 100—160 | |
| 675 | Kiln Supervisor .. | 85—5—120—E.B.—5—150. | | 80—140 | |
| 676 | Machinist .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 677 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 678 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 679 | Typist | 60—3—90—4—110 | .. | 100—180 | |
| 680 | Kiln Operator .. | 40—2/bi.—50—E.B.—3/bi.—65. | | 65—90 | |
| 681 | Khalasi .. | 32—1—37 | | 55—75 | |
| 682 | Un-skilled Khalasi | 27—½—32 | | 55—75 | |
| 683 | Fireman/Orderly/Peon/Chaukidar/Gate-keeper. | 27—½—32 | | 55—75 | |
| | | GAS PLANT AT FIROZABAD | | | |
| 684 | Glass Blowing Expert | 200—400 | | 200—450 | |
| 685 | Gas Foreman | .. | .. | .. | Posts have since been retrenched. |
| 686 | Inspector Grinding | | | | |
| 687 | Glass Blowing Instructor. | | | | |
| 688 | Store-keeper | | | | |
| 689 | Clerk | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 690 | Instructor in Graduation. | 120—8—200—E.B.—10—300. | .. | .. | The post is in abeyance. |
| 691 | Fitter .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 692 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 693 | Clerks .. .. | 60—3—90—4—110. | .. | 100—180 | |
| 694 | Attendant/Sweeper/Chaukidar/Peon/Orderly. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | MOBILE BLACKSMITHY SHOP FOR RURAL AREA | | | | |
| 695 | Demonstrator-*cum*-Instructor. | 200—10—300 | | 150—260 | |
| 696 | Skilled Senior Blacksmith. | 85—5—120—E.B.—5—150. | .. | 80—140 | |
| 697 | Striker .. .. | 85—5—120 | .. | 75—115 | |
| 698 | Motor Mechanic .. | 85—5—120—E.B.—5—150. | .. | 100—160 | |
| 699 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 700 | Cleaner-*cum*-Helper/Chaukidar. | 27—½—32 | .. | 55—75 | |
| 701 | Electrician/Welder .. | 45—2—65—E.B.—3—80. | .. | 75—115 | |
| 702 | Driver .. | 45—2—65—E.B.—3—80. | .. | 75—115 | For light and medium vehicles. |
| | | | | 80—140 | For heavy vehicles. |

| Sl. no. | Designation of Serv ce or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by he Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | MOBILE CARPENTERY SHOP FOR RURAL AREAS | | | | |
| 703 | Wood Working Demonstrator. | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 704 | Skilled Craftsman .. | 65—5—90—E.B.—5—120. | .. | 80—140 | |
| 705 | Un-skilled Craftsman | 60—4—80—E.B.—4—100. | .. | 65—90 | |
| 706 | Drivers .. .. | 45—2—65 | .. | 75—115 | |
| 707 | Cleaner/Chaukidars .. | 27—½—32 | .. | 55—75 | |
| | SAND WASHING PLANT | | | | |
| 708 | Senior Foreman .. | 200—15—350 | .. | 200—400 | |
| 709 | Analyst .. .. | 200—10—300 | .. | 150—350 | |
| 710 | Junior Analyst .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 711 | Foreman .. | Ditto | .. | 175—300 | |
| 712 | Fitters .. .. | 65—5—90—E.B.—5—120. | .. | 80—140 | |
| 713 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 714 | Clerk/Time-keeper .. | 60—3—90—4—110. | .. | 100—180<br>80—140 | For Clerk.<br>For Time-keeper. |
| 715 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R.9 (25). |
| 716 | Electrician .. | 45—2—65—E.B.—3—80. | .. | 65—90 | |
| 717 | Orderly/Peon/Store-Attendant/Sweeper. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | ESTABLISHMENT OF HAND MADE PAPER PRODUCTION-*cum*-RESEARCH CENTRE, KALPI | | | | |
| 718 | Junior Lecturer .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 180—380 | |
| 719 | Research Assistant .. | 200—15—350 | .. | 160—320 | |
| 720 | Mechanical Overseer.. | 200—15—350 | . | As in the P.W.D. | |
| 721 | Craft Instructor .. | 120—8—200—E.B.—10—300. | . | 120—220 | |
| 722 | Technical Assistant .. | 85—5—120—E.B.—5—150. | . | 120—220 | |
| 723 | Mechanic .. | 60—4—80—E.B.—4—100. | | 100—160 | |
| 724 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | | 160—320 | |
| 725 | Head Clerk-*cum*-Accountant/Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 726 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R. 9 (25). |
| 727 | Typist .. | Ditto | .. | 100—180 | |
| 728 | Routine Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 729 | Attendant/Peon Orderly/Chaukidar/Laboratory Attendant/Gateman. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | DEVELOPMENT OF LACQUERING INDUSTRY | | | | |
| 730 | Superintendent Crafts | 200—10—300 | .. | 180—380 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 731 | Store-keeper .. | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 732 | Attendant/Chaukidar | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | INTRODUCTION OF TRAINING IN MANUFACTURE OF PLASTIC GOODS | | | | |
| 733 | Instructor .. | 200—10—300 | .. | 150—350 | |
| 734 | Mechanic .. | 85—5—120—E.B. —5—150. | .. | 100—160 | |
| 735 | Typist .. | 60—3—90—4—110 | .. | 100—180 | |
| 736 | Store-keeper .. | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F. R. 9 (25). |
| 737 | Peon/Attendant/ Chaukidar. | 27—½—32 | .. | 55—75 | |
| | PILOT PROJECT AT DEOBAND | | | | |
| 738 | Block Level Extension Officer. | 200—10—300 | .. | 150—350 | |
| 739 | Instructor .. | 200—10—300 start of 230 p.m. | .. | 150—350 | |
| 740 | Supdt. Production .. | 200—10—300 | .. | 180—380 | |
| 741 | Mechanical Operator | 120—8—200— E.B.—10—300. | .. | 175—300 | |
| 742 | Investigator .. | Ditto | .. | 160—280 | |
| 743 | Instructor .. | Ditto | .. | 160—280 | |
| 744 | Lathe and Drill Operator. | 85—5—120—E.B. —5—150. | .. | 120—220 | |
| 745 | Blacksmithy-*cum*-Welding in-charge. | Ditto | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 746 | Craftsman .. | 85—5—120—E.B.—5—150. | | 80—140 | |
| 747 | Accountant .. | 80—5—100—E.B.—6—130. | | 120—220 | |
| 748 | Stenographer .. | 75—4—95—E.B.—5—150. | | 120—250 | |
| 749 | Senior Clerk/Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | | 120—220 | |
| 750 | Routine Clerk/Clerk/Typist. | 60—3—90—4—110. | | 100—180 | |
| 751 | Driver .. .. | 40—2/bi.—50—E.B.—3/bi.—65. | | 75—115<br>90—140 | For light and medium vehicles.<br>For heavy vehicles. |
| 752 | Cleaner/Peon/Orderly/Store-Attendant/Chaukidar. | 22—½—27 or 27—½—32 as admissible. | | 55—75 | |
| 753 | Attendant .. | 22—½—27 | 5 p.m. under F.R. 9 (25). | 55—75 | |
| 754 | Store-keepers .. | 60—4—80—E.B.—4—100. | | 100—180 | *Plus* special pay under F. R. 9 (25). |
| | ESTABLISHMENT OF HIGH AND LOW TENSION INSULATOR AT KHURJA | | | | |
| 755 | Assistant Electrical Engineer. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | In case of a person holding a degree in Electrical Engineering the scale of 300—900 with a start of 350 may be allowed. |
| 756 | Mechanical Attendant | 120—6—210—E.B.—10—250. | .. | 150—260 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 757 | Electrical Technician] | 60—4—80—E.B.—4—100. | .. | 100—160 | |
| 758 | Fitter .. | 60—3—90—4—110 | .. | 100—160 | |
| 759 | Clerk-*cum*-Accountant | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 760 | Store-keeper | Ditto | .. | 100—180 | *Plus* special pa under F. I 9 (25). |
| 761 | Laboratory Attendant | 32—1—37 | .. | 55—75 | |
| 762 | Peon/Chaukidar .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | | SHOW ROOM AT TAJ MAHAL, AGRA | | | |
| 763 | Superintendent Show Room. | 200—10—300 | .. | 150—350 | |
| 764 | Salesman .. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 765 | Accountant/Clerk-*cum*-Typist. | 60—3—90—4—110 | .. | 100—180 | |
| 766 | Sales Attendant/Record-Packer. | 32—1—37 | .. | 55—75 | |
| 767 | Peon/Chaukidar .. | 27—½—32 | .. | 55—75 | |
| | | HANDICRAFTS SCHEME AT PILOT PROJECT, DEOBAND | | | |
| 768 | Instructor .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 769 | Artist-*cum*-Designer | Ditto | .. | 140—280 | |
| 770 | Block Engraver .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 771 | Senior Accountant .. | 100—8—140—E.B.—10—170. | .. | 120—250 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 772 | Store-keeper .. | 60—4—80—E.B. —4—100 | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 773 | Attendant .. | 22—½—27 | .. | 55—75 | |
| | QUALITY MARKING SCHEME FOR HANDICRAFTS GOODS | | | | |
| | (*a*) *Development of Silk goods and Brocade Industry* | | | | |
| 774 | Superintendent .. | 200—10—300 | .. | 180—380 | |
| 775 | Examiner .. | 120—8—200—E.B. —10—300. | .. | 140—280 | |
| 776 | Viewer .. | 85—5—120—E.B. —5—150. | .. | 100—180 | |
| 777 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 778 | Peon/Chaukidar | 27—½—32 | .. | 55—75 | |
| | (*b*) *Carpet Industry* | | | | |
| 779 | Examiner .. | 120—8—200— E.B.—10—300. | .. | 140—280 | |
| 780 | Viewer .. | 85—5—120—E.B. —5—150. | .. | 100—180 | |
| 781 | Peon .. | 27—½—32 | .. | 55—75 | |
| | (*c*) *Farrukhabad Prints* | | | | |
| 782 | Technical Assistant .. | 120—8—200— E.B.—10—300 | .. | 150—260 | |
| | (*d*) *Carpet Industry, Agra* | | | | |
| 783 | Superintendent .. | 200—10—300 | .. | 180—380 | |
| 784 | Examiner .. | 120—8—200— E.B.—10—300. | .. | 140—280 | |
| 785 | Viewer .. .. | 85—5—120—E.B. —5—150 | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 786 | Junior Noter-Drafter | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 787 | Clerk .. .. | 60—3—90—4—110. | .. | 100—180 | |
| 788 | Peon/Chaukidar .. | 27—½—32 | .. | 55—75 | |
| | *(e) Art Metalware, Moradabad* | | | | |
| 789 | Superintendent .. | 200—10—300 | .. | 180—380 | |
| 790 | Examiner .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 791 | Viewer .. .. | 85—5—120—E.B.—5—150. | .. | 100—180 | |
| 792 | Junior Noter-Drafter | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 793 | Clerk .. .. | 60—3—90—4—110. | .. | 100—180 | |
| 794 | Peon/Chaukidar .. | 27—½—32 | .. | 55—75 | |
| | *(f) Chikan Works, Lucknow* | | | | |
| 795 | Superintendent .. | 200—10—300 | .. | 180—380 | |
| 796 | Examiner .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 797 | Viewer .. | 85—5—120—E.B.—5—150. | .. | 100—180 | |
| 798 | Junior Noter-Drafter | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 799 | Clerk .. .. | 60—3—90—4—110. | .. | 100—180 | |
| 800 | Peon/Chaukidar .. | 27—½—32 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | EASTERN DISTRICTS | | | |
| | | *(a) Mdel Wire Netting Industry* | | | |
| 801 | Chargeman .. | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 802 | Chemist .. | 200—10—300 | .. | 150—350 | |
| 803 | Technical Supervisor | 120—8—200—E.B.—10—300. | .. | 150—260 | |
| 804 | Laboratory Assistant | 85—5—120—E.B.—5—150. | .. | 100—160 | |
| 805 | Skilled Craftsman .. | Ditto | .. | 80—140 | |
| 806 | Unskilled Craftsman | 60—4—80—E.B—4—100. | .. | 65—90 | |
| 807 | Head Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 808 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 809 | Junior Clerk/Typist .. | 60—3—90—4—110 | .. | 100—180 | |
| 810 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R.9 (25). |
| 811 | Orderly/Peon | 27—½—32 | .. | 55—75 | |
| | | *(b) Pilot Centre for Foot-wear at Basti* | | | |
| 812 | Examiner | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 813 | Designer .. | Ditto | .. | 140—280 | |
| 814 | Technical Assistant-*cum*-Machine Operator. | Ditto | .. | 150—260 | |
| 815 | Instructor-*cum*-Mechanic. | 65—5—90—E.B.—5—120. | | 100—160 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 816 | Head Clerk/Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 817 | Routine Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 818 | Store-keeper .. | 60—3—90—4—110 | .. | 100—180 | *Plus* special under F 9 (25). |
| 819 | Gate-keeper/Orderly Peon/Chaukidar/Machine Cleaner. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | (c) *Organization of Woollen Carpet Scheme at Bhadoi and Mirzapur* | | | | |
| 820 | Co-operative Inspector | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 821 | Co-operative Supervisors. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 822 | Head Clerk/Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 823 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 824 | Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 825 | Peon/Chaukidars .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | HILL DISTRICTS—INDUSTRIAL ESTATE IN HILL DISTRICTS OF U. P. | | | | |
| 826 | Assistant Manager .. | 120—8—200—E.B—10—300. | .. | 160—320 | |
| 827 | Draftsman .. | Ditto | .. | As in the P.W.D. | |
| 828 | Technical Supervisor | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 829 | Specialist Assistant .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 830 | Duplicating Operator | 60—4—80—E.B. —4—100. | .. | 60—80 | |
| 831 | Assistant Office Superintendent. | 80—6—110—E.B. 6—140—E.B.— 10—200—E.B.— 20—240. | 30 p.m. under F.R. 9 (21). | 160—320 | No special pa |
| 832 | Noter and Drafter .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 140—280 | |
| 833 | Stenographer .. | 100—5—150— E.B.—10—200— E.B.—20—240. | .. | 160—320 | |
| 834 | Accounts Clerk .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 835 | Routine Clerk | 60—3—90—4—110 | | 100—180 | |
| 836 | Record-keeper-*cum*-Accountant. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 837 | Clerk-*cum*-Typist .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 838 | Treasury Messenger .. | 32—1—37 | .. | 55—75 | |
| 839 | Peon/Chaukidar/ Orderly/Sweeper. | 22—½—27 or 27—½—32 (as admissible). | .. | 55—75 | |
| | TRAINING-*cum*-PRODUCTION CENRTE ATTACHED WITH STATE HOME | | | | |
| 840 | Instructor .. | 85—5—120—E.B. —5—150. | .. | 100—180 | |
| 841 | Technical Attendant/ Chaukidar. | 22—½—27 or 27—½—32 (as admissible). | .. | 55—75 | |
| | SCHEME FOR EXPANSION OF EXPORT TRADE DEVELOPMENT DIVISION | | | | |
| 842 | Packer of Handicrafts goods. | 65—5—90—E.B. —5—120. | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 843 | Noter and Drafter .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 140—280 | |
| 844 | Driver (Motor-rikshaw) | 90 (fixed) | .. | 60—80 | |
| 845 | Peon .. .. | 22—½—27 or 27—½—32. (as admissible) | .. | 55—75 | |
| | EXPANSION OF INDUSTRIAL CO-OPERATIVE SOCIETY | | | | |
| 846 | Textile Inspector .. | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 847 | Supdt. Production .. | 200—10—300 | .. | 180—380 | |
| 848 | Industrial Inspectors.. | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 849 | Auditor .. .. | 75—5—120 | .. | 120—220 | |
| 850 | Industrial Supervisor | 85—5—120—E.B. —5—150. | .. | 100—180 | |
| 851 | Asstt. Office Superintendent. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | 30 p.m. under F.R. 3 (21). | 160—320 | No special pay. |
| 852 | Noter and Drafter/ Registration Assistant. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | .. | 140—280 | |
| 853 | Record-keeper-*cum*-Accountant/Accountant-*cum*-Reference Clerk/Audit Assistant. | 80—6—110—E.B. 6—140. | .. | 120—220 | |
| 854 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 855 | Supervisor-*cum*-Accountant. | 60—4—80—E.B. 5—120. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remar |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 856 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 857 | Routine Clerk/Typist | 60—3—90—4—110 | .. | 100—180 | |
| 858 | Clerk/Routine Clerk/Typist. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 859 | Supervisor-*cum*-Accountant. | 65—5—90—E.B.—5—120. | .. | 100—180 | |
| 860 | Peon/Office Chaukidar. | 27—½—32 | .. | 55—75 | |
| | U. P. Commercial and Industrial Museum | | | | |
| 861 | Superintendent .. | 200—10—300 | .. | 180—380 | |
| 862 | Artist .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 863 | Assistant Superintendent. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 864 | Clerks .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 865 | Routine Clerk/Sectional Supervisor. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 866 | Accountant .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 867 | Peons .. | 27—½—32 | .. | 55—75 | |
| | Scheme for relief of unemployment at Government Tailoring Centre | | | | |
| 868 | Superintendent .. | 200—10—300 | .. | 180—380 | |
| 869 | Technical Assistant .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 870 | Instructor .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 871 | Accountant-*cum*-Store keeper. | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special p under F. 1 9(25). |
| 872 | Attendant/Chaukidar/ Sweeper. | 27—½—32 | .. | 55—75 | |
| | | HANDLOOM INDUSTRY | | | |
| 873 | Superintendent/ Superintendent (Production). | 200—10—300 | .. | 180—380 | |
| 874 | Technical Assistant .. | 120—8—200— E.B.—10—300. | .. | 140—280 | |
| 875 | Examiner .. | Ditto | .. | 140—280 | |
| 876 | Textile Inspector/ Industrial Inspector. | Ditto | .. | 160—280 | |
| 877 | Statistical Investigator | Ditto | .. | 140—280 | |
| 878 | Industrial Supervisor/ Technical Supervisor. | 85—5—120— E.B.—5—150. | .. | 120—220 | |
| 879 | Foreman Dyer .. | 120—8—200— E.B.—10—300. | .. | 160—320 | |
| 880 | Assistant Dyer .. | 65—5—90—E.B. —5—120. | .. | 100—180 | |
| 881 | Viewer .. .. | Ditto | .. | 100—180 | |
| 882 | Dyers .. .. | 60—4—80—E.B. —4—100. | .. | 100—160 | |
| 883 | Dye House In-charge | 200—10—300 | .. | 150—350 | |
| 884 | Statistical Assistant .. | 60—3—90—4— 110. | .. | 100—180 | |
| 885 | Mechanic .. | 60—4—80—E.B. —4—100. | .. | 80—140 | |
| 886 | Office Supdt. .. | 300—20—400 | .. | 350—450 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 887 | Assistant Office Superintendent.. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 888 | Accountant/Statistical Assistant/Record-keeper-*cum*-Accountant. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 889 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 890 | Supervisor-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 891 | Routine Clerk/Typist/Assistant Clerk/Compilation Assistant. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 892 | Accountant/Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 893 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 894 | Ditto .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 895 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 896 | Routine Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 897 | Chaukidar/Peon/Orderly/Attendant/Runner. | 27—½—32 | .. | 55—75 | |
| 898 | Fireman-*cum*-Attendant. | 32—1—37 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | DEMONSTRATION OF HANDLOOM INDUSTRY | | | | |
| 899 | Engineer .. | 200—10—300 | .. | 150—350 | |
| 900 | Store In-charge .. | 120—8—200—E.B.—10—300. | .. | 120—220 | |
| 901 | Machineman | 60—4—80—E.B.—4—100. | .. | 100—160 | |
| 902 | Dyeing Machineman | Ditto | .. | 100—160 | |
| 903 | Store-keeper .. | Ditto | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 904 | Typist/Bill Assistant/ Routine Clerk. | 60—3—90—4—110 | .. | 100—180 | |
| 905 | Bleaching Mistry | 45—2—65—E.B. 3—80. | .. | 75—115 | |
| 906 | Engine Driver .. | Ditto | .. | 65—90 | |
| 907 | Salesman/Motor Driver | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 75—115 | |
| 908 | Fireman/Store Attendant. | 32—1—37 | .. | 55—75 | |
| 909 | Coal Labour/Work/ shop Mazdoor/ Motor Cleaner/ Peon/Chaukidar/ Sweeper. | 22—½—27 | .. | 55—75 | |
| | SCHEME FOR INTRODUCTION OF POWERLOOM AMONG HANDLOOM WEAVERS | | | | |
| 910 | Powerloom Co-operative Inspector. | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 911 | Powerloom Inspector *cum*-Foreman. | Ditto | .. | 160—280 | |
| 912 | Inspector of Accounts | Ditto | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 913 | Assistant Office Superintendent. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p. m. under F.R. 9(21). | 160—320 | No special p |
| 914 | Noter and Drafter .. | Ditto | .. | 140—280 | |
| 915 | Accountant .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 916 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—32( | |
| 917 | Typist-*cum*-Routine Clerk. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 918 | Orderly Peon/Dak-runner. | 27—½—32 | .. | 55—75 | |
| | | HILL WOOL SCHEME | | | |
| 919 | Chief Inspector of accounts. | 200—15—350 | . | 200—400 | |
| 920 | Superintendent Production. | 200—10—300 | . | 180—380 | |
| 921 | Senior Inspector of Accounts. | 120—8—200—E.B.—10—300. | . | 160—320 | |
| 922 | Asstt. Superintendent Production. | Ditto | .. | 160—320 | |
| 923 | Asstt. Superintendent, Dyeing. | Ditto | .. | 160—320 | |
| 924 | Technical Assistant .. | Ditto | .. | 160—320 | |
| 925 | Assistant Supdt. (Distribution and Training). | Ditto | .. | 160—320 | |
| 926 | Junior Inspector of Accounts. | 75—150 | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 927 | Master Weavers .. | 60—4—80—E.B. —4—100. | .. | 100—160 | |
| 928 | Commercial Traveller | Ditto | .. | 100—180 | |
| 929 | Electrical-*cum*-Tube-well Mistry. | Ditto | .. | 80—140 | |
| 930 | Fitters .. .. | Ditto | .. | | |
| 931 | Salesman .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 932 | Assistant Instructor/ Supervisor. | Ditto | .. | 100—180 | |
| 933 | Mistry .. .. | Ditto | .. | 80—140 | |
| 934 | Weaving Instructor .. | 85—5—120—E.B. —5—150. | .. | 120—220 | |
| 935 | Commercial Traveller | 60—3—90— 4—110. | .. | 100—180 | |
| 936 | Dyeing Instructor .. | 85—5—120—E.B. —5—150 | .. | 120—220 | |
| 937 | Head Clerk .. | 80—6—110—E.B. —6—140—E.B. —10—200—E.B. —20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 938 | Head Clerk .. | 100—8—140— E.B.—10—170. | .. | 150—260 | |
| 939 | Head Clerk .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 940 | Accountant .. | Ditto | .. | 120—220 | |
| 941 | Accountant-*cum*-Record-keeper/ Routine Clerk/Typist | 60—3—90—4— 110. | .. | 100—180 | |
| 942 | Store-keeper .. | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pay under F.R.9 (25). |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 943 | Clerk-*cum*-Typist .. | 60—4—80—E.B. 4—100. | .. | 100—180 | |
| 944 | Cashier .. .. | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special pa under F.R.9 (2 |
| 945 | Production Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 946 | Stenographer .. | 75—4—95—E.B. —5—150. | .. | 120—250 | |
| 947 | Weaving Master .. | 45—2—65—E.B. —3—80. | .. | 80—140 | |
| 948 | Spinning Supervisors | 40—2/bi—50— E.B.—3/bi.—65. | .. | 65—90 | |
| 949 | Sales Attendant .. | Ditto | .. | 60—80 | |
| 950 | Technical Attendant | Ditto | .. | 60—80 | |
| 951 | Spinning Organizer | Ditto | .. | 65—90 | |
| 952 | Driver .. | Ditto | .. | 75—115 | |
| 953 | Dyer .. | 30—65 | .. | 65—90 | |
| 954 | Master Spinners .. | 25—35 | .. | 60—80 | |
| 955 | Sales and Lab. Attendant. | 32—1—37 | .. | 55—75 | |
| 956 | Chaukidar/Peon/Orderly/Cleaner. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | | BLANKET SCHEME | | | |
| 957 | Superintendent Production. | 200—10—300 | .. | 180—380 | |
| 958 | Assistant Superintendent Production. | 120—8—200—E.B. —10—300. | .. | 160—320 | |
| 959 | Inspector of Accounts | 120—8—200— E.B.—10—300. | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 960 | Stock Verifier | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 961 | Finishing Mistry .. | 65—5—90—E.B.—5—120. | .. | 80—140 | |
| 962 | Mechanic Fitter .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 963 | Boiler Man .. | Ditto | .. | 80—140 | |
| 964 | Weaving Supervisor/ Weaving Master. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 965 | Assistant Office Superintendent. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p. m. under F. R. 9(21). | 160—320 | No special pay. |
| 966 | Noter and Drafter .. | Ditto | .. | 140—280 | |
| 967 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 968 | Accountant-*cum*-Cashier/Record-keeper-*cum*-Accountant. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 969 | Clerk .. | Ditto | .. | 120—220 | |
| 970 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 971 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 972 | Routine Clerk/Typist/ Production Clerk. | 60—3—90—4—110. | .. | 100—180 | |
| 973 | Spinning Master .. | 65—5—90—E.B.—5—120. | .. | 100—180 | |
| 974 | Spinning Organiser .. | 40—2/bi—50—E.B.—3/bi.—65. | .. | 65—90 | |

| Sl., no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 975 | Time-keeper .. | 40—2/bi.—50 E.B.—3/bi.—65. | .. | 75—115 | |
| 976 | Driver .. .. | Ditto | .. | 75—115 | |
| 977 | Spinning Supervisors | Ditto | .. | 65—90 | |
| 978 | Technical Attendants | 27—½—32 | .. | 55—75 | |
| 979 | Attendant/Peon/ Chaukidar/Orderly/ Sweeper/Cleaner/ Salesman/Packer. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| 980 | Typist/Routine Clerk | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| | | KHADI DEVELOPMENT SCHEME | | | |
| 981 | Supdt. Production .. | 200—10—300 | .. | 180—380 | |
| 982 | Charkha Expert .. | 85—5—120—E.B. —5—150. | .. | 100—160 | |
| 983 | Khadi Specialist .. | 120—8—200— E.B.—10—300. | .. | 160—320 | |
| 984 | Senior Instructor and Supervisor. | 85—5—120—E.B. —5—150. | .. | 120—220 | |
| 985 | Junior Instructors .. | 65—5—90—E.B. —5—120. | .. | 100—180 | |
| 986 | Spinning Supervisors | Ditto | .. | 100—180 | |
| 987 | Asstt. Office Supdt. .. | 80—6—110—E.B. —6—140—E.B. 10—200—E.B.— —20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 988 | Senior Assistant .. | Ditto | .. | 140—280 | |
| 989 | Record-keeper-*cum*-Accountant. | 80—6—110—E.B. —6—140. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remar |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 990 | Store-keeper .. | 60—4—80—E.B. —4—100. | .. | 100—180 | *Plus* special under F.R.S |
| 991 | Junior Assistant/ Routine Clerk/Typist. | Ditto | .. | 100—180 | |
| 992 | Stenographer .. | 100—5—150— E.B.—10—200— E.B.—20—240. | .. | 160—320 | |
| 993 | Spinning Guide .. | 35—40 | .. | 65—90 | |
| 994 | Driver .. .. | 40—2/bi.—50— E.B.—3/bi.—65. | .. | 75—115 | |
| 995 | Cleaner/Peons/Orderly/Store Attendant/ Chaukidar. | 27—½—32 | .. | 55—75 | |
| 996 | Clerks .. | 60—3—90—4—110 | .. | 100—180 | |
| | | AMBAR CHARKHA SCHEME | | | |
| 997 | Assistant Superintendent Production. | 120—8—200— E.B.—10—300. | .. | 160—320 | |
| 998 | Assistant Superintendent (Store). | Ditto | .. | 140—280 | |
| 999 | Charkha Expert .. | 85—5—120—E.B. —5—150. | .. | 100—160 | |
| 1000 | Spinning Supervisor .. | Ditto | .. | 100—180 | |
| 1001 | Carpenter .. | 65—5—90—E.B. —5—120. | .. | 80—140 | |
| 1002 | Master Weavers .. | 75 (fixed) | .. | 65—90 | |
| 1003 | Sales In-charge .. | 65—5—90—E.B. —5—120. | .. | 100—180 | |
| 1004 | Noter and Drafter .. | 80—6—110—E.B.— 6—140—E.B.— 10—200—E.B. —20—240. | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1005 | Record-keeper-*cum*-Accountant. | 80—6—110—E.B.—6—140. | ... | 120—220 | |
| 1006 | Routine Clerk/Typist | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 1007 | Senior Clerk/Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 1008 | Store Clerk | 60—3—90—4—110 | .. | 100—180 | |
| 1009 | Store-keeper .. | 60—3—90—4—110 | .. | 100—180 | *Plus* special pay under F.R.9 (25). |
| 1010 | Senior Spinning Guide | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 1011 | Junior Spinning Guide | 35—40 | .. | 60—80 | |
| 1012 | Store Attendant/Sales Attendant. | 35—40 | .. | 55—75 | |
| 1013 | Peon/Orderly/Attendant/Chaukidar. | 22—½—27 | .. | 55—75 | |
| | | DEVELOPMENT OF INDO-TIBETAN BORDER AREA | | | |
| 1014 | Superintendent Production. | 200—10—300 | .. | 180—380 | |
| 1015 | Weaving Instructor/Dyer. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 1016 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 1017 | Noter and Drafter .. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 1018 | Head Clerk-*cum*-Accountant. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 1019 | Typist/Routine Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1020 | Routine Clerk/Typist | 60—3—90—4—110 | .. | 100—180 | |
| 1021 | Store-keepers | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 1022 | Spinning Organizer | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 65—90 | |
| 1023 | Motor Driver .. | Ditto | .. | 75—115 | |
| 1024 | Technical Attendant | Ditto | .. | 60—80 | |
| 1025 | Master Spinner .. | 25—35 | .. | 60—80 | |
| 1026 | Orderly/Peon/Chaukidar. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | | STAFF FOR OTHER VILLAGE INDUSTRIES | | | |
| 1027 | Chief Inspector of Accounts. | 200—15—350 | .. | 200—400 | |
| 1028 | Inspector of Accounts | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 1029 | Auditor-*cum*-Junior Inspector of Accounts. | 75—5—150 | .. | 120—220 | |
| 1030 | Asstt. Office Superintendent. | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p.m. under F.R. 9(21). | 160—320 | No special pay. |
| 1031 | Noter and Drafter .. | Ditto | .. | 140—280 | |
| 1032 | Record-keeper-*cum*-Accountant. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 1033 | Routine Clerk-*cum*-Typist. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 1034 | Accountant for D.I.O. | 80—5—100—E.B.—6—130. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1035 | Peon/Chaukidar .. | 22—½—27 or 27—½—32 as admissible). | .. | 55—75 | |
| | CO-OPERATIVE STAFF FOR VILLAGE INDUSTRIES | | | | |
| 1036 | Industrial Co-op. Instructor. | 120—8—200—E.B.—10—300. | .. | 160—280 | |
| 1037 | Industrial Co-op. Supervisor for Village Industries. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| | SCHEME FOR THE DEVELOPMENT OF SHAWLS, GALICHA, ASNEES AND DRUGGETS | | | | |
| 1038 | Supdt. (Craftsmen) .. | 200—10—300 | .. | 180—380 | |
| 1039 | Craftsmen .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 1040 | Commercial Traveller | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 1041 | Acctt.-*cum*-Head Clerk. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 1042 | Peon/Attendant/ Chaukidar. | 22—½—27 or 27—½—32 as admissible). | .. | 55—75 | |
| | SCHEME FOR MANUFACTURE OF DIFFERENT ARTICLES OF PAPARI WOOD AT TEHRI TOWN AND SRINAGAR | | | | |
| 1043 | Superintendent of Crafts. | 210—10—300 | .. | 180—380 | |
| 1044 | Junior Craftsman .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 1045 | Instructor (Polishing and Painting). | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 1046 | Clerk-*cum*-Accountant | 80—5—100—E.B.—6—130. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Rem: |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | |
| 1047 | Peon/Chaukidar .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | | QUALITY MARKING SCHEME FOR HANDICRAFTS GOODS | | | |
| 1048 | Superintendent .. | 200—10—300 | .. | 180—380 | |
| 1049 | Examiner .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 1050 | Viewer .. | 85—5—120—E.B.—5—150. | .. | 100—180 | |
| 1051 | Clerks .. .. | 60—3—90—4—110 | .. | 100—180 | |
| 1052 | Peon/Chaukidar .. | 27—½—32 | .. | 55—75 | |
| | | DEVELOPMENT OF HANDICRAFTS CO-OPERATIVE SOCIETIES | | | |
| 1053 | Superintendent Recovery. | 200—15—350 | .. | 180—380 | |
| 1054 | Technician Design .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 1055 | Field Organizer .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 1056 | Co-operative Auditor | 75—5—120—E.B.—8—200. | .. | 120—220 | |
| 1057 | Typist-*cum*-Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 1058 | Peon/Orderly/Chaukidar. | 27—½—32 | .. | 55—75 | |
| | | TUSSAR SILK SCMEHE | | | |
| 1059 | Instructor .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 1060 | Rearing-*cum*-Reeling Organizer. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 1061 | Attendant .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | SCHEME FOR SETTING UP SHOW CASES AT IMPORTANT RAILWAY STATIONS AND PLACES OF TOURIST INTEREST | | | | |
| 1062 | Salesman .. | 65—5—90—E.B.—5—120. | .. | 100—180 | |
| 1063 | Chaukidar .. | 22—½—27 | .. | 55—75 | |
| | PILOT RESEARCH AND PROCESSING LABORATORY FOR PORCELAIN, KHURJA | | | | |
| 1064 | Research Assistant (Ceramic and Design). | 200—15—350 | .. | 200—400 | |
| 1065 | Clerk-*cum*-Accountant | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 1066 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 1067 | Daftri .. .. | 32—1—37 | .. | 60—80 | |
| 1068 | Orderly Peon .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | WOODEN TOYS AND MODEL MAKING CENTRE, SULTANPUR | | | | |
| 1069 | Supdt. Craftsman .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 1070 | Senior Instructor, Toy Making. | Ditto | .. | 140—280 | |
| 1071 | Instructor .. | 85—5—120—E.B.—5—150. | .. | 100—160 | |
| 1072 | Chaukidar/Attendant | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | TRAINING-*cum*-EXTENSION PROGRAMME | | | | |
| 1073 | Foreman .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1074 | Senior Instructor .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 1075 | Junior Instructor .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 1076 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 1077 | Stenographer .. | 100—5—150—E.B.—10—200] —E.B.—20—240. | .. | 160—320 | |
| 1078 | Routine Clerks] .. | 60—3—90—4—110 | .. | 100—180 | |
| 1079 | Technical Attendant | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 60—80 | |
| 1080 | Driver .. .. | Ditto | .. | 75—115 | |
| 1081 | Sweeper/Orderly/ Chaukidar/Peon. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| 1082 | Cleaner .. . | 27—½—32 | .. | 55—75 | |
| | ESTABLISHMENT OF COMMON FACILITIES CENTRE FOR HANDICRAFTS IN U. P. | | | | |
| 1083 | Chemist .. | 200—15—350 | .. | 200—400 | |
| 1084 | Supdt. Craftsman .. | 200—10—300 | .. | 180—380 | |
| 1085 | Designer .. | 120.—8—200—E.B—10—300. | .. | 160—320 | |
| 1086 | Commercial Traveller | Ditto | .. | 100—180 | |
| 1087 | Craftsman .. | 65—5—90—E.B.—5—120. | .. | 80—140 | |
| 1088 | Lady Supervisor .. | Ditto | .. | 100—160 | |
| 1089 | Designer/Printer .. | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 1090 | Laboratory Assistant | 60—3—90—4—110 | .. | 80—140 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1091 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 1092 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 1093 | Ledger Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 1094 | Painter .. | 30—65 | .. | 65—90 | |
| 1095 | Motor-Rickshaw Driver .. | 32—1—37 | .. | 60—80 | |
| 1096 | Orderly/Peon/Chaukidar. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | TESTING LABORATORY FOR OIL ENGINE AND IRON FOUNDRY AT GHAZIABAD | | | | |
| 1097 | Foreman (Oil Engine) | 200—15—350 | .. | 200—400 | |
| 1098 | Examiners .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 1099 | Mechanic .. | 85—5—120—E.B.—5—150. | .. | 120—220 | |
| 1100 | Accountant-*cum*-Clerk | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 1101 | Typist .. | 60—3—90—4—110 | .. | 100—180 | |
| 1102 | Store-keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 1103 | Laboratory Attendant | 32—1—37 | .. | 55—75 | |
| 1104 | Attendant/Peon/Chaukidar. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | BRASSWARE INDUSTRIES, MIRZAPUR | | | | |
| 1105 | Foreman .. | 200—15—350 | .. | 200—400 | |
| 1106 | Chemist .. | 200—10—300 | .. | 150—350 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1107 | Laboratory Assistant | 85—5—120—E.B.—5—150. | .. | 100—160 | |
| 1108 | Skilled Craftsman .. | Ditto .. | .. | 100—160 | |
| 1109 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 1110 | Accountant-*cum*-Clerk | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 1111 | Routine Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 1112 | Store Keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 1113 | Typist .. .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 1114 | Attendant .. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| 1115 | Orderly Peon/Peon/ Chaukidar-*cum*-Gate keeper. | Ditto | .. | 55—75 | |
| | RURAL INDUSTRIALIZATION PROGRAMME-INTENSIVE DEVELOPMENT SCHEME IN SELECTED AREAS | | | | |
| 1116 | Supdt. Design .. | 200—10—300 | .. | 180—380 | |
| 1117 | Senior Investigator .. | 200—15—350 | .. | 160—320 | |
| 1118 | Junior Investigator .. | 120—6—210—E.B.—10—250. | .. | 140—280 | |
| 1119 | Foreman .. | 200—10—300 | .. | 180—380 | |
| 1120 | Supdt. Design .. | 200—10—300 | .. | 180—380 | |
| 1121 | Supdt. Co-op. .. | Ditto | .. | 180—380 | |
| 1122 | Co-op. Instructor .. | 120—8—200—E.B.—10—300. | .. | 160—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1123 | Technical Assistant .. | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 1124 | Inspector of Accounts. | Ditto | .. | 160—320 | |
| 1125 | Statistician .. | 100—200 | .. | 120—250 | |
| 1126 | Technical Supervisor | 120—8—200—E.B.—10—300. | .. | 140—280 | |
| 1127 | Publicity Assistant .. | Ditto | .. | 120—250 | |
| 1128 | Carpentery Instructor | Ditto | .. | 120—220 | |
| 1129 | Smithy Instructor .. | Ditto | .. | 120—220 | |
| 1130 | Instructor .. | Ditto | .. | 120—220 | |
| 1131 | Tailor Master .. | Ditto | .. | 120—220 | |
| 1132 | Machine Operator/ Designer/Dyer/Junior Instructor. | 85—5—120—E.B.—5—150. | .. | 100—180 | |
| 1133 | Salesman .. | 65—5—90—E.B.—5—120. | .. | 100—180 | |
| 1134 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 1135 | Accountants .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 1136 | Typist/Clerk/Accountant. | 60—3—90—4—110 | .. | 100—180 | |
| 1137 | Store-keeper .. | 60—3—90—4—110 | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 1138 | Clerk/Typist .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 1139 | Accountant .. | 80—6—110—E.B.—6—140. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1140 | Technical Attendant | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 60—80 | |
| 1141 | Drivers .. | Ditto | .. | 75—115 | |
| 1142 | Peon/Chaukidar/Orderly/Attendants/Sweeper. | 22—½—27 or 27—½—32 as admissible. | .. | 55—75 | |
| | **Government Precision Instruments Factory** | | | | |
| 1 | Engineer Manager .. | 1,250—50—1,500 | .. | 1,200—1,700 | |
| 2 | Deputy Manager .. | 500—50—1,000—E.B.—50—1,200—with a start of 700. | .. | 750—1,400 | |
| 3 | Assistant Engineer .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 with a start of 350. | |
| 4 | Assistant Engineer (S. and P.). | Ditto | .. | Ditto. | |
| 5 | Research Officer .. | Ditto with a start of 300. | .. | Ditto. | |
| 6 | Assistant Manager .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 7 | Accounts Officer .. | Ditto | .. | Ditto. | |
| 8 | Personnel Officer .. | Ditto | .. | Ditto. | |
| 9 | Assistant Accounts Officer. | 220—15—370—E.B.—20—450—E.B.25—675. | .. | 250—750 | |
| 10 | Welfare Officer .. | 200—400 .. | .. | .. | The emoluments of this post are fixed under the Welfare Officers Act |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 11 | Shift Engineer .. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | For persons, holding a degree in Mechanical Engineering the scale of 300—900 with a start of 350 should be allowed. |
| 12 | Foreman .. | 200—15—350 | .. | 225—500 | |
| 13 | Asstt. Foreman .. | 200—10—300 | .. | 200—400 | |
| 14 | Chargeman (Store) | 150—10—250 | .. | 160—280 | |
| 15 | Chargeman (Foundry) | Ditto | .. | Ditto | |
| 16 | Head Store-keeper .. | 120—6—210—E.B.—10—250. | .. | 140—280 | |
| 17 | Sales Incharge .. | 120—8—200—E.B.—10—300. | .. | 160—320 | |
| 18 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 19 | Senior Cost Assistant | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 20 | Head Clerk .. | Ditto | .. | 250—325 | |
| 21 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—250 | |
| 22 | Cost Accountant .. | Ditto | .. | Ditto | |
| 23 | Cashier .. | 80—5—100—E.B.—6—130. | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 24 | Senior Clerk .. | Ditto | .. | 120—220 | |
| 25 | Noter and Drafter .. | Ditto | .. | 120—250 | |
| 26 | Ledger Clerk .. | Ditto | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Rema ks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 27 | Store-keeper .. | 80—5—100—E.B. 6—130. | .. | 120—220 | |
| 28 | Routine Clerk .. | 60—3—90—4—110 | .. | 100—180 | |
| 29 | Cost Clerk .. | | | | |
| 30 | Establishment Clerk | | | | |
| 31 | Suspense Clerk .. | | | | |
| 32 | Record-keeper .. | | | | |
| 33 | Receipt and despatch Clerk. | | | | |
| 34 | Budget Clerk .. | | | | |
| 35 | Junior Clerk .. | | | | |
| 36 | Typist .. .. | | | | |
| 37 | Store-keeper (Tool) | Ditto | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 38 | Driver .. | 45—2—65 | .. | 75—115 | |
| 39 | Gate-keeper .. | 32—1—37 | .. | 55—75 | |
| 40 | Treasury Dafedar .. | 32—1—37 | .. | 60—80 | |
| 41 | Railway Dafedar .. | Ditto | .. | 60—80 | |
| 42 | Daftry .. | Ditto | .. | 60—80 | |
| 43 | Store Helper .. | 27—½—32 | .. | 55—75 | |
| 44 | Peon | Ditto | .. | 55—75 | |
| 45 | Orderlies | | | | |
| 46 | Watch and Ward | | | | |
| 47 | Mazdoor | | | | |
| 48 | Sweeper | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Optical Instruments Factory** | | | |
| 49 | Deputy Manager .. | 500—50—1,000—E.B.—50—1,200 start of 700. | .. | 750—1,400 | |
| 50 | Assistant Engineer (P & T). | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | Start of 350 should be allowed to those who hold a degree in Electrical or Mechanical Engineering. |
| 51 | Assistant Engineer (S & P). | Ditto | .. | Ditto. | |
| 52 | Accounts Officer .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 53 | Senior Financial Accountant. | 150—10—350 | .. | 180—380 | |
| 54 | Draftsman .. | 120—6—210—E.B.—10—250. | .. | As in the P.W.D. | |
| 55 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 56 | Accounts Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 57 | Typist .. | 60—3—90—4—110. | .. | 100—180 | |
| 58 | Orderly peon .. | 27—½—32 | .. | 55—75 | |
| 59 | Peon .. | Ditto | .. | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Research-*cum*-Design Centre** | | | |
| 60 | Chief Design-*cum*-Research Officer. | 500—50—1,000—E.B.—50—1,200 start of 700. | .. | 750—1,400 | |
| 61 | Research Officer .. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | Start of 350 should be allowed to those who hold a Degree in Engineering. |
| 62 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 63 | Draftsman .. | 120—6—210—E.B.—10—250. | .. | As in the P.W.D. | |
| 64 | Accountant .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 65 | Routine clerk-*cum*-typist. | 60—3—90—4—110. | .. | 100—180 | |
| 66 | Foreman .. | 200—15—350 | .. | 200—400 | |
| 67 | Stenographer .. | 100—5—125—E.B.—5—160—E.B.—10—200. | .. | 120—250 | |
| 68 | Tracer .. .. | 45—2—65 | .. | As in the P.W.D. | |
| 69 | Ferro Man .. | 32—1—37 | | | |
| 70 | Peon .. .. | 27—½—32 | | 55—75 | |
| 71 | Orderly .. .. | 27—½—32 | | | |
| 72 | Sweeper .. | 25 (fixed) | | | No time-scale is necessary. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Directorate of Geology and Mining** | | | | |
| 1 | Director .. | 1,000—50—1,500 | 200 p.m. under F.R. 9(25). | 1,200—1,700 | No special pay. |
| 2 | Geologist .. | 500—50—1,000—E.B.—50—1,200. | .. | 600—1,250 | |
| 3 | Senior Geo-Chemist | Ditto | .. | 600—1,250 | |
| 4 | Assistant Geologist | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 5 | Geo-Chemist .. | Ditto | .. | 300—900 | |
| 6 | Assistant Mining Engineer. | Ditto | .. | 300—900 | |
| 7 | Assistant Drilling Engineer. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 8 | Technical Assistant .. | 200—15—350 | .. | 225—500 | |
| 9 | Driller .. .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 10 | Drilling Assistant .. | 120—200 | .. | 120—220 | |
| 11 | Mines Inspector .. | 200—10—250—E.B.—10—310—E.B.—14—450. | .. | 225—500 | |
| 12 | Surveyor .. | Ditto | .. | 225—500 | |
| 13 | Surveyor .. | 120—8—200—E.B.—10—300. | .. | 175—300 | |
| 14 | Mechanic | 85—5—120—E.B.—5—150. | .. | 100—180 | |
| 15 | Drattsman .. | 120—5—210—E.B.—10—250. | .. | As in the P.W.D. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 16 | Photography Assistant | 60—4—80—E.B. —4—100. | .. | 80—140 | |
| 17 | Librarian .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 18 | Laboratory Assistant | 75—5—120 .. | .. | 100—160 | |
| 19 | Store-keeper .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 20 | Assistant Store-keeper | 60—3—90—4—110. | .. | 100—180 | *Plus* special pay under F.R. 9(25). |
| 21 | Drilling Store-keeper | 60—3—90—4—110 | .. | 100—180 | Ditto |
| 22 | Section Cutter .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 75—115 | |
| 23 | Pump Attendant .. | Ditto | .. | 60—80 | |
| 24 | Drill Helper | Ditto | .. | 60—80 | |
| 25 | Truck Driver .. | 45—2—65—E.B. —3—80. | .. | 80—140 | |
| 26 | Drivers .. | 45—2—65 | .. | 75—115 | |
| 27 | Office Superintendent | 275—15—350 | .. | 250—325 | |
| 28 | Head Clerk .. | 100—8—140—E.B. —10—170. | .. | 150—260 | |
| 29 | Senior Accountant .. | 100—8—140—E.B.—10—170. | .. | 120—250 | |
| 30 | Stenographer .. | 100—5—125—E.B. 5—160—E.B.—10—200. | .. | 120—250 | |
| 31 | Accountant .. | 80—5—100—E.B. —6—130. | .. | 120—220 | |
| 32 | Senior Clerk .. | Ditto | .. | 120—220 | |
| 33 | Senior Clerk-*cum*-typist | Ditto | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 34 | Clerks .. .. | 60—3—90—4—110 | .. | 100—180 | |
| 35 | Clerks (Typist) | Ditto | .. | 100—180 | |
| 36 | Clerk for Accounts .. | 60—3—90—4—110. | .. | 100—180 | |
| 37 | Daftari .. .. | 32—1—37 | .. | 60—80 | |
| 38 | Laboratory Attendant | 32—1—37 | .. | 55—75 | |
| 39 | Peon .. .. | 27—½—32 | .. | 55—75 | |
| 40 | Cleaner .. .. | 27—½—32 | .. | 55—75 | |
| 41 | Chaukidar .. | 27—½—32 | .. | 55—75 | |
| 42 | Laboratory Bearer .. | 27—½—32 | .. | 55—75 | |
| 43 | Mali .. .. | 27—½—32 | .. | 55—75 | |
| 44 | Sweeper .. | 27—½—32 | .. | 55—75 | |
| 45 | Shot Firer .. | 32—1—37 | .. | 60—80 | |
| | **Government Cement Factory (Non-Wage Board posts)** | | | | |
| 1 | Director | | .. | .. | The post is held by an I. A. S. Officer. |
| 2 | Deputy Director .. | | .. | .. | The post is held by an I. A. S. Officer. |
| 3 | Chief Engineer .. | 1,500—50—1,800 | | 1,800—2,000 | |
| 4 | Deputy Chief Engineer | 1,200—50—1,500 | .. | 1,300—1,600 | |
| 5 | Project Engineer .. | 1,250—50—1,500 | .. | 1,300—1,600 | |
| 6 | Engineer In-charge, Refractory. | 1,250—50—1,500 | .. | 1,300—1,600 | |
| 7 | Geologist-*cum*-Quarry Manager. | 1,000—50—1,400 | .. | 1,000—1,500 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 8 | Chief Chemist .. | 1,000—50—1,400 | .. | 1,000—1,500 | |
| 9 | Executive Engineer (Civil). | 500—50—1,000—E.B.—50—1,200. | .. | As in the P.W.D. | An officer of the P. W. D. is appointed. |
| 10 | Electrical Engineer .. | Ditto | 20 per cent of pay as in the Power Department. | .. | An Officer of the Power Department is posted. |
| 11 | Senior Accounts Officer. | Ditto | .. | 600—1,250 | |
| 12 | Mechanical Engineer | 600—40—1,000 | .. | 600—1,250 | |
| 13 | Maintenance Engineer | Ditto | .. | 600—1,250 | |
| 14 | Officer In-charge (Purchases). | 250—25—400—30—490—E.B.—30—640—E.B.——30—700—50—850. | 20 per cent of pay. | U.P.C.S. (Ex.) scale. | P.C.S. Officer is posted on the post. |
| 15 | Officer In-charge (Sales) | Ditto | Ditto | Ditto | Ditto. |
| 16 | Administrative Officer (Dalla). | Ditto | .. | Ditto | Ditto. |
| 17 | Administrative Officer | Ditto | 20 per cent of pay. | Ditto | Ditto. |
| 18 | Security Officer .. | 250—25—400—E.B.—30—700—EB.—50—850. .. | Ditto | As for Deputy Superintendent of Police. | A Deputy Superintendent of Police is posted on this post. |
| 19 | Personal Officer .. | Ditto | .. | 300—900 | |
| 20 | Welfare Officer .. | Ditto | .. | 300—900 | |
| 21 | Deputy Chief Chemist | Ditto | .. | 300—900 | |
| 22 | Chemical Engineer Chief Burner. | Ditto | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 23 | Mining Engineer-*cum*-Assistant Quarry Manager. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 24 | Assistant Mechanical Engineer. | Ditto .. | .. | 300—900 with a start of 350. | |
| 25 | Assistant Electrical Engineer. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 with a start of 350. | |
| 26 | Assistant Engineer (Civil) | Ditto | 20 per cent of pay. | Ditto. | |
| 27 | Assistant Engineer (Workshop). | Ditto .. | .. | Ditto. | |
| 28 | Accounts Officer .. | Ditto .. | .. | 300—900 | |
| 29 | Medical Officer (P.M.S. I). | 250—25—400—E.B.—25—700. | 20 per cent of pay. | As in the Medical Department. | P. M. S. Officers are posted on these posts. |
| 30 | Medical Officer (P.M.S. II). | 235—15—275—E.B.—15—310—20—390—E.B.—20—450—25—500—EB.—25—600. | Ditto | Ditto. | |
| 31 | Assistant Accounts Officer (Sales). | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 32 | Assistant Accounts Officer (Purchase). | 475—40—675 .. | 20 per cent of pay admissible to present incumbent. | 250—750 | |
| 33 | P.A. to Director .. | 350—25—500 .. | .. | 400—550 | |
| 34 | Principal .. | 250—25—475—E.B.—30—625—50—675. | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 35 | Assistant Sales Officer | 200—10—250—E.B.—15—400. | .. | 225—500 | |
| 36 | Assistant Purchase Officer. | Ditto .. | .. | 225—500 | |
| 37 | Medical Officer (Women). | 250—25—400—E.B.—25—700. | .. | As in the Medical Department. | It is suggested that the post may be merged in the cadre of P.M.S. |
| 38 | P. A. to Chief Engineer. | 300—600 .. | .. | 250—550 | If a person holding a degree in Engineering is appointed he may be allowed the scale of 300—900 with a start of 350. |
| 39 | Foreman .. | 200—575 .. | .. | 250—750 | |
| | | **Organisation of Sugar Commissioner** | | | |
| 1 | Khandsari Officer (HQ). | 350—25—500 .. | .. | .. | The post is reported to have been abolished. |
| 2 | Personal Assistant .. | 300—20—400 .. | .. | 400—550 | |
| 3 | Collection Officer .. | 200—10—250—E.B.—15—400. | .. | 225—500 | |
| 4 | Additional Khandsari Officer. | 200—15—350 .. | .. | 200—400 | |
| 5 | Statistician .. | Ditto .. | .. | 200—400 | |
| 6 | Statistical Assistant .. | 160—10—330 | .. | 150—350 | |
| 7 | Khandsari Inspector.. | 120—6—210—E.B.—10—250. | .. | 160—280 | |
| 8 | Computor .. | Ditto .. | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 9 | Head Clerk .. | 60—4—100—E.B. —5—150. | 25 p. m. under F. R. 9(21). | 150—260 | No special pay. |
| 10 | Accountant .. | 75—5—120—E.B. —8—200. | 30 p. m. under F. R 9(21). | 150—260 | No special pay. |
| 11 | Noter and Drafter .. | 60—4—100—E.B. —5—150. | .. | 120—220 | |
| 12 | Accounts Clerk .. | Ditto .. | .. | 120—220 | |
| 13 | Statistical Clerk .. | Ditto .. | .. | 120—220 | |
| 14 | Compilation Assistant | Ditto .. | .. | 120—220 | |
| 15 | Accounts-*cum*-Office Clerk. | Ditto .. | .. | 120—220 | |
| 16 | Accounts Clerk .. | 60—4—100—E.B. —5—150. | .. | 120—220 | |
| 17 | Record Keeper .. | 80—6—110—E.B. —6—140. | .. | 120—220 | |
| 18 | Cashier .. | Ditto .. | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 19 | Compilation Assistant | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 20 | Typist .. .. | 60—3—90—4—110 | .. | 100—180 | |
| 21 | Typist .. .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 22 | Clerk .. .. | 60—3—90—4—110 | .. | 100—180 | |
| 23 | Typist .. .. | 60—3—90— 4—110. | .. | 100—180 | |
| 24 | Routine Clerk .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 25 | Daftry .. .. | 32—1—37 .. | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 26 | Peon .. .. | 22—½—27 .. | 5 p.m. under F.R. 9(25). | 55—75 | No special pay. |
| 27 | Chaukidar .. | 22—½—27 .. | Ditto | 55—75 | Ditto. |
| 28 | Sweeper .. | 22—½—27 .. | Ditto | 55—75 | Ditto. |
| 29 | Process Server .. | 22—½—27 .. | Ditto | 55—75 | Ditto. |
| | **Provincial Textile Controller** | | | | |
| 1 | Head Assistant .. | 150—10—200 .. | .. | 150—260 | |
| 2 | Upper Division Assistant. | 85—6—145 .. | .. | 120—220 | |
| 3 | Lower Division Assistant. | 60—4—80—E.B.—5—120. | .. | 100—180 | |
| 4 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 5 | Daftry .. .. | 32—1—37 .. | 6 p.m. under F.R. 9(25). | 60—80 | No special pay or allowance. |
| 6 | Peons .. .. | 27—½—32 .. | .. | 55—75 | |
| 7 | Mali .. .. | 27—½—32 .. | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Superintendent, Printing and Stationery** | | | |
| 1 | Superintendent .. | 500—50—1,000—E.B.—50—1,200. | 100 p. m. under F. R. 9(21). | 750—1,400 | No special pay. |
| 2 | Joint Superintendent.. | 250—25—400—E.B.—30—700—E.B.—50—850. | 100 p. m. under F.R. 9(25). | 400—1,000 | No special pay. |
| 3 | Deputy Superintendent | Ditto | .. | 300—900 | |
| 4 | Printers Engineer .. | Ditto | .. | 300—900 with a start of 350. | |
| 5 | Welfare Officer .. | Ditto | .. | .. | The emoluments of the posts are fixed in accordance with Welfare Officers Act. |
| 6 | Personnel Officer .. | Ditto | .. | .. | Ditto. |
| 7 | Chief Artist and Designer. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |
| 8 | Assistant Superintendent, P & S. | 220—15—370—E.B.—20—450—E.B.—25—675. | 35 p. m. on one post under F. R. 9(25). | 250—750 | |
| 9 | Assistant Printing Engineer. | 200—10—250—E.B.—10—310—E.B—14—450. | .. | 250—550 | |
| 10 | Assistant Accounts Officer. | 220—15—370—E.B.—20—450—E.B.—25—675. | .. | 250—750 | |
| 11 | Assistant Superintendent (Stationery). | Ditto | .. | Ditto | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 12 | Press Medical Officer | 235—15—295—E.B.—15—310—E.B.—20—390—E,B.—20—450—25—500—E.B.—25—600. | .. | As in the Medical Department. | |
| 13 | Compositors (salaried) | 40—3—55—E.B.—4—75. | .. | 75—115 | |
| 14 | Compositor-*cum*-Head Line Keeper. | Ditto | .. | 75—115 | |
| 15 | Impositor .. | 30—2—40—E.B.—2—50. | .. | 65—90 | |
| 16 | Distributor .. | Ditto | .. | 65—90 | |
| 17 | Compositor (Task). .. | XIV—30—1—35 | .. | .. | As against the minimum of Rs.30 and a maximum of Rs.180, it is proposed that Government may adjust the existing grades between a minimum of Rs.60 and a maximum of Rs.250. |
| | | XIII—35—1—40 | | | |
| | | XII—40—1—45 | | | |
| | | XI—45—1—50 | | | |
| | | X—50—1—55 | | | |
| | | IX—55—1—60 | | | |
| | | VIII—60—1—65 | | | |
| | | VII—65—1—70 | | | |
| | | VI—70—2—80 | | | |
| | | V—80—2—90 | | | |
| | | IV—90—2—100 | | | |
| | | III—100—2—110 | | | |
| | | II—110—2—120 | | | |
| | | I—120—2—130 | | | |
| | | Special—130—5—150. | | | |
| | | Selection—150—10—180. | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 18 | Lino Operator .. | III—80—5—125 | | | As against the minimum of 80 and maximum of 185, it is proposed that Government may adjust the existing grade between a minimum of 120 and a maximum of 250. |
| | | II—125—6—155 | | | |
| 19 | Mono Operator .. | I—155—10—185 | | | |
| 20 | Rotary Operator .. | 150—5—200 | .. | 160—280 | |
| 21 | Machineman .. | 60—3—75—E.B.—3—90. | .. | 100—160 | |
| 22 | Press Man .. | 40—2—50—E.B.—3—65. | .. | 75—115 | |
| 23 | Book Rotary Operator. | 150—5—200 | .. | 160—280 | |
| 24 | Assistant Book Rotary Operator. | 60—3—75—E.B.—3—90. | .. | 100—160 | |
| 25 | Machine Assistant .. | 30—2—40—E.B.—2—50. | .. | 65—90 | |
| 26 | Rotary Machine Assistant. | Ditto | .. | 65—90 | |
| 27 | Draftsman .. | 85—5—120—E.B.—8—200. | .. | As in the P. W. D. | |
| 28 | Negative Plate Prepairer. | 75—5—100—E.B.—5—125. | .. | 120—220 | |
| 29 | Assistant Negative Plate Prepairer. | 60—3—75—E.B.—3—90. | .. | 100—160 | |
| 30 | Process Block Maker | 75—5—100—5—125. | .. | 120—220 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 31 | Litho Writer .. | 60—3—75—E.B.—3—90. | .. | 100—160 | |
| 32 | Camera Man .. | 80—5—120—E.B.—8—200. | .. | 120—220 | |
| 33 | Assistant Camera Man | 60—3—75—E.B.—3—90. | .. | 100—160 | |
| 34 | Block Finisher .. | 40—2—50—E.B.—3—65. | .. | 75—115 | |
| 35 | Negative Retoucher .. | 80—5—120—E.B.—8—200. | .. | 120—220 | |
| 36 | Colour Retoucher .. | 80—5—140 | .. | 120—220 | |
| 37 | Litho Machine Man.. | 65—5—90—E.B.—5—120. | .. | 100—160 | |
| 38 | Etcher .. | 45—2—65—E.B.—3—80. | .. | 75—115 | |
| 39 | Litho Press Man .. | 30—2—40—E.B.—2—50. | .. | 75—115 | |
| 40 | Plate Grainer .. | Ditto | .. | 65—90 | |
| 41 | Litho Machine Assistant. | Ditto | .. | 65—90 | |
| 42 | Die Stamper .. | 40—4—60 | .. | 75—115 | |
| 43 | Copper Plate Printer | 50—2—60—E.B.—3—75. | .. | 75—115 | |
| 44 | Bindry Machine Man (Grade I). | 40—2—50—E.B.—3—65. | .. | 75—115 | |
| 45 | Binders .. | 35—2—45—E.B.—3—60. | .. | 65—90 | |
| 46 | Gang Stitche Machine Man. | 60—3—75—E.B.—3—90. | .. | 75—115 | |
| 47 | Folding Machine Man | Ditto | .. | 75—115 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 48 | Gang Stitcher .. | 30—4—50 | .. | 65—90 | |
| 49 | Three Sided Trimmer Machine Man. | Ditto | .. | 65—90 | |
| 50 | Welfare Officer .. | 200—10—250—E.B.—15—400. | .. | | Emoluments of the post are fixed under Welfare Officers Act. |
| 51 | Administrative Assistant. | 225—10—275 | .. | 250—325 | |
| 52 | Foreman .. | 150—5—200 | .. | 160—280 | |
| 53 | Section Holder .. | 75—5—100—E.B.—5—125. | .. | 120—220 | |
| 54 | Assistant Section Holder. | 60—3—75—E.B.—3—90. | .. | 100—180 | |
| 55 | Foreman .. | 150—5—200 | .. | 160—280 | |
| 56 | Press and Machine Supervisor. | 125—5—175—E.B.—5—200. | .. | 160—280 | |
| 57 | Assistant Foreman .. | 75—5—100—E.B.—5—125. | .. | 120—220 | |
| 58 | Section Holder .. | 75—5—100—E.B.—5—125. | .. | 120—220 | |
| 59 | Voucher Clerk .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 60 | Press Room Jamadar | 60—3—75—E.B.—3—90. | 15 p.m. under F.R. 9(25). | 100—160 | No special pay. |
| 61 | Press Room Assistant | 30—2—40—E.B.—2—50. | .. | 60—80 | |
| 62 | Litho Foreman .. | 85—5—120—E.B.—8—200. | 30 p.m. under F.R. 9(25). | 160—280 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 63 | Litho Machine Foreman. | 150—5—200 | .. | 160—280 | |
| 64 | Litho Section Holder | 85—5—120—E.B.—8—200. | 20 p.m. under F.R. 9(25). | 120—220 | No special pay. |
| 65 | Block Foreman .. | 150—5—200 | .. | 160—280 | |
| 66 | Voucher Clerk .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 67 | Bindry Foreman .. | 150—5—200 | .. | 160—280 | |
| 68 | Assistant Foreman .. | 75—5—100—E.B.—5—125. | .. | 120—220 | |
| 69 | Section Holder ... | 60—3—75—E.B.—5—90. | .. | 120—220 | |
| 70 | Bindry Clerk .. | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 71 | Head Mono Mechanic | 150—5—200 | .. | 160—280 | |
| 72 | Head Lino Mechanic | Ditto | .. | 160—280 | |
| 73 | Mono Mechanic .. | 80—6—110—E.B.—8—150. | .. | 120—220 | |
| 74 | Assistant Mono Mechanic. | 45—3—60—E.B.—3—90. | .. | 100—160 | |
| 75 | Lino Mechanic | 75—5—100—E.B.—5—125. | .. | 120—220 | |
| 76 | Lino Barman .. | 40—3—55—E.B.—4—75. | .. | 75—115 | |
| 77 | Mono Caster .. | 40—3—55—E.B.—4—75. | .. | 75—115 | |
| 78 | Proof Arranger | Ditto | .. | 100—160 | |
| 79 | Ludlow Casting Operator. | Ditto | .. | 80—140 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Rema |
|---|---|---|---|---|---|
| 1 | 2 | 2 | 4 | 5 | 6 |
| 80 | Form and Type Keeper | 30—2—40—E.B.—2—50. | | 65—90 | |
| 81 | Head Line Keeper .. | Ditto | | 65—90 | |
| 82 | Type Supplier .. | Ditto | .. | 65—90 | |
| 83 | Galley Proof Press Man. | Ditto | .. | 65—90 | |
| 84 | Roller Caster | Ditto | .. | 65—90 | |
| 85 | Bindry Counter .. | Ditto | .. | 65—90 | |
| 86 | Head Reader .. | 250—5—300 | .. | 300—400 | |
| 87 | Senior Reader .. | 125—5—175—E.B.—10—225. | .. | 160—280 | |
| 88 | Junior Reader | 75—5—100—E.B.—5—125. | .. | 120—220 | |
| 89 | Reviser .. | 60—3—75—E.B.—3—90. | .. | 100—180 | |
| 90 | Copy Holder .. | 45—2—55—E.B.—2—75. | .. | 100—160 | |
| 91 | Head Mechanic .. | 150—5—200 | .. | 160—280 | |
| 92 | Mechanic .. | 60—3—75—E.B.—3—90. | .. | 100—160 | |
| 93 | Telephone Electrician | 75—5—100—E.B.—5—125. | .. | 100—160 | |
| 94 | Head Electrician .. | Ditto | .. | 120—220 | |
| 95 | Electrician .. | 60—3—75—E.B.—3—90. | .. | 100—160 | |
| 96 | Assistant Electrician | 30—2—40—E.B.—2—50. | .. | 75—115 | |
| 97 | Fitter (1st Grade) .. | 60—4—80—E.B.—4—100. | — | 100—160 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remar |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 98 | Fitter (2nd Grade) .. | 45—2—65—E.B. —3—80. | .. | 75—115 | |
| 99 | Bench Fitter-*cum*-Mechanic. | 60—3—75—E.B. —3—90. | .. | 100—160 | |
| 100 | Turner .. | 60—4—80—E.B. —4—100. | .. | 100—160 | |
| 101 | Carpenter .. | 45—2—55—E.B. —2—75. | .. | 100—160 | |
| 102 | Carpenter .. | 40—2—50—E.B. —3—65. | .. | 75—115 | |
| 103 | Blacksmith .. | Ditto | .. | 75—115 | |
| 104 | Knife Grainer .. | 30—2—40—E.B. —2—50. | .. | 65—90 | |
| 105 | Mochi .. | 25—1½—34—E.B. —1½—40. | .. | 55—75 | |
| 106 | Fitter-*cum*-Mechanic | 60—3—75—E.B. —3—90. | .. | 100—160 | |
| 107 | Surface Grinder Operator. | 60—4—80—E.B. —4—100. | .. | 100—160 | |
| 108 | Armature Winder .. | 40—3—55—E.B. —4—75. | .. | 75—115 | |
| 109 | Electrical Overseer .. | 120—6—210—E.B.—10—250. | .. | 175—300 | |
| 110 | Section Holders .. | 75—5—100—E.B. —5—125. | .. | 120—220 | |
| 111 | Voucher Clerk .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 112 | Machine Man (Foundry). | 60—3—75—E.B. —3—90. | .. | 100—160 | |
| 113 | Engraver .. | 75—5—100—E.B. —5—125. | .. | 100—160 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 114 | Foundry Worker (1st grade). | 40—3—55—E.B. —4—75. | .. | 75—115 | |
| 115 | Foundry Worker (2nd Grade). | 30—2—40—E.B. —2—50. | .. | 65—90 | |
| 116 | Tool Maker .. | 60—4—80—E.B. —4—100. | .. | 100—160 | |
| 117 | Drilling Machine Man | Ditto | .. | 100—160 | |
| 118 | Milling Machine Man | Ditto | .. | 100—160 | |
| 119 | Welder .. | 60—3—75—E.B. —3—90. | .. | 80—140 | |
| 120 | Metal Melter .. | 30—2—40—E.B. —2—50. | .. | 65—90 | |
| 121 | Matrix Moulder .. | 40—3—55—E.B. —4—75. | .. | 100—160 | |
| 122 | Sterio Caster .. | 40—3—55—E.B 4—75. | .. | 75—115 | |
| 123 | Boring Sterio Caster .. | Ditto | .. | 75—115 | |
| 124 | Routing Machine Operator. | 30—2—40—E.B. —2—50. | .. | 65—90 | |
| 125 | Head Assistant .. | 300—20—400 | .. | 350—450 | |
| 126 | Head Clerks | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p. m. under F.R. 9(21). | 100—180 for Cashier | *Plus* special pay under F. R. 9(25). |
| 127 | Section Incharge (Including Cashier). | | | 160—320 for Rest. | No special pay. |
| 128 | Assistant Section Incharge. | Ditto .. | 20 p.m. under F. R 9(25). | 160—320 | No special pay. |
| 129 | Noter and Drafter .. | Ditto .. | .. | 140—280 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 130 | Incharge Record Keeper and Accounts Grade. | 80—6—110—E.B.—6—140. | 20 p. m. under F. R. 9(25). | 100—180 For Assistant Cashier. | *Plus* special pay under F. R. 9(25). |
| 131 | Assistant Cashier | | | 120—220 for Rest. | No special pay. |
| 132 | Record and Accounts Grade Assistant. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 133 | Routine Grade Clerks | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 134 | Apprentice Grade Assistant. | 40 (fixed) .. | .. | 75 (fixed) *Plus* Dearness All wance. | |
| 135 | Stenographer .. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 136 | Store Keeper .. | 60—4—80—E.B.—4—100. | .. | 100—180 | *Plus* special pay under F. R. 9(25). |
| 137 | Care Taker .. | 40—2/bi—50—E.B.—3/bi—65. | .. | 60—80 | |
| 138 | Counter and Packer | 30—2—40—E.B.—2—50. | .. | 60—80 | |
| 139 | Chemical Assistant .. | 120—8—200—E.B.—10—300. | .. | 180—380 | |
| 140 | Addressographer Operator. | 60—3—75—E.B.—3—90. | .. | 75—115 | |
| 141 | Compounder .. | 75—5—100—E.B.—5—120. | .. | As in the Medical Department. | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remar |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 142 | Welfare Organiser .. | 60—4—80—E.B. —4—100. | .. | 100—180 | |
| 143 | Lorry Driver .. | 45—2—65—E.B. —3—80. | .. | 80—140 | |
| 144 | Carpenter .. | 40—2—50—E.B. —3—65. | | 75—115 | |
| 145 | Inkman | 32—1—37 | | 60—80 | |
| 146 | PaperBoy | | | | |
| 147 | Litho Assistant | | | | |
| 148 | Stone Hand | | | | |
| 149 | Metal Man | 32—1—37 | .. | 60—80 | |
| 150 | Paper Watter | | | | |
| 151 | Bindry Assistant | | | | |
| 152 | Hammer Man | | | | |
| 153 | Foundry Assistant | | | | |
| 154 | Assistant Matrix Molder. | | | | |
| 155 | Assistant Sterio Caster. | | | | |
| 156 | Sterio Assistant | | | | |
| 157 | Press Jamadar | | | | |
| 157-A | Gate Jamadar | | | | |
| 158 | Daftri | | | | |
| 159 | Peons (1st Grade) | 32—1—37 | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 160 | Lorry Cleaner | 27—½—32 | .. | 55—75 | |
| 161 | Gate Man | | | | |
| 162 | Peons (2nd Grade) | | | | |
| 163 | Coolie | | | | |
| 164 | Bhisties | | | | |
| 165 | Waterman | | | | |
| 166 | Th la Driver | | | | |
| 167 | Sweepers | | | | |
| 168 | Lift Man | 25—½—30 | .. | 55—75 | |
| 169 | Pump Attendant | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | SECRETARIAT ADMINISTRATION DEPARTMENT | | | | |
| 1 | Deputy Secretary .. | 1,150—50—1,200 | .. | 1,150—1,250 | |
| 2 | Under Secretary .. | 950—50—1,100 | .. | 950—1,150 | |
| 3 | Assistant Secretary .. | 800—50—900 | .. | 800—950 | |
| 4 | O.S.D. (Ex-cadre post) | 475—40—675 | .. | | No scale is being suggested for this post as it is an ex-cadre one and persons from various cadres can be appointed to it. |
| 5 | Superintendent (Departmental). | Ditto | .. | 515—715 | |
| 6 | Superintendent (P.As. to Ministers from amongst Stenographers)— | | | | |
| | (i) Selection Grade | 800—50—900 | .. | 800—950 | |
| | (ii) Ordinary Grade | 475—40—675 | .. | 515—715 | |
| 7 | Librarian .. | Ditto | .. | 515—715 | |
| 8 | Petition Officer .. | 450—20—550—E.B.—20—650. | .. | 350—550 | |
| 9 | Assistant Superintendent. | 300—25—425—E.B.—25—500. | .. | 350—550 | |
| 10 | Upper Division Assistants. | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | .. | 200—450 | |
| 11 | Translators (including Revisers). | Ditto | .. | 200—400 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 12 | Stenographer (Senior Grade). | 300—25—425—E.B.—25—500. | .. | 350—550 | |
| 13 | Stenographer (Ordinary Grade). | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | .. | 200—450 | |
| 14 | Treasurer .. | Ditto | 60 p. m. for C. Sy. Branch ; 40 p. m. for Home/ P.W.D. Branch F.R. 9(25). | 120—250 | *Plus* special pay under F. R. 9(25) at revised rates. |
| 15 | Additional Treasurer | Ditto | 40 p. m. F. R. 9 (25). | Ditto | Ditto. |
| 16 | Assistant Treasurer .. | Ditto | 25 p. m. under F.R. 9(25). | Ditto | Ditto. |
| 17 | Accountant .. | Ditto | 40 p. m. on one post of Senior-most Accountant under F. R. 9(25). | 200—400 | No special pay. |
| 18 | Budget Assistant .. | 160—15—280—E.B.—20—400. | 40 p. m. under F.R. 9(25). | 200—400 | *Plus* special pay as at present. |
| 19 | Treasurer-*cum*-Accountant. | 160—15—280 E.B.—20—400. | 40 and 25 p. m. as may be allowed according to work under F. R. 9(25). | 200—400 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 20 | Reference Clerk .. | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | .. | 200—400 | |
| 21 | Lower Division Asstts. | 80—6—104—E.B.—6—134—E.B.—6—140—10—180—E.B.—10—200. | On 6 posts 10 p.m. under F.R. 9(25). On 3 posts at 25 p.m. incumbents of which are called Asstt. Caretakers. | 120—250 | No special pay. |
| 22 | Typists .. | 60—4—80—5—120. | 10 p.m. | 100—180 | No special pay. |
| 23 | Caretaker .. | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | .. | 200—450 | |
| 24 | Telephone Operator (including Monitor). | 60—4—80—5—120. | 10 p.m. on 14 posts of Telephone Operators and 30 p.m. for one post of Monitor under F.R.9(25). | Monitor 120—220. | No special pay. |
| | | | | Telephone Operators 100—180. | No special pay. |
| 25 | Junior Grade Clerk | 60—4—80—5—120. | 10 p.m. on 2 posts for doing work of Pass Office under F.R. 9(25). | 100—180 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 26 | Typewriter Mechanic | 75—5—120—E.B.—8—200. | .. | 120—220 | |
| 27 | Asstt. Mechanic | 60—4—80—E.B.—4—100. | .. | 80—140 | |
| 28 | Store-keeper | 100—10—250 | .. | 120—250 | |
| 29 | Assistant Store-keeper | 75—5—150 | .. | 100—180 | *Plus* special pay under F.R.9(25). |
| 30 | Head Council House Guards. | 50—1—65 | 5 p.m. to one senior-most man under F.R. 9(25). | 65—90 | |
| 31 | Council House Guards | 30—1—45 | .. | 60—80 | |
| 32 | Head Mali .. | 65—3—80 | .. | 65—90 | |
| 33 | Carpenter .. | 40—3/bi.—50—E.B.—3/bi.—65. | .. | Ditto. | |
| 34 | Painter .. | Ditto | .. | Ditto. | |
| 35 | Literate Daftry .. | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 60—80 | |
| 36 | Jamadar .. .. | 32—1—37 | .. | Ditto. | |
| 37 | Farrash Jamadar .. | Ditto | .. | Ditto. | |
| 38 | Sweeper Jamadar .. | Ditto | .. | Ditto. | |
| 39 | Record Lifter .. | 32—1—37+5 | .. | Ditto. | No special pay |
| 40 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 41 | Assistant Head Mali | Ditto | .. | 60—80 | |
| 42 | Janitor .. | Ditto | .. | 60—80 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 43 | Farrash .. | 27—½—32 | .. | 55—75 | |
| 44 | Beldar .. | Ditto | .. | 55—75 | |
| 45 | Chaukidar .. | Ditto | .. | 55—75 | |
| 46 | Waterman .. | Ditto | .. | 55—75 | |
| 47 | Tindal .. | Ditto | .. | 55—75 | |
| 48 | Thela Man .. | Ditto | .. | 55—75 | |
| 49 | Cycle Chaukidar .. | Ditto | .. | 55—75 | |
| 50 | Bhisti .. | Ditto | .. | 55—75 | |
| 51 | Mali .. | Ditto | .. | 55—75 | |
| 52 | Sweeper .. | Ditto | .. | 55—75 | |
| 53 | Peons .. | Ditto | .. | 55—75 | |
| 54 | Fire Guards .. | Ditto | .. | 55—75 | |
| 55 | Cyclostyle Operator | 32—1—37 | .. | 60—80 | |
| 56 | Book Binder .. | 30—4—50 | .. | 60—80 | |
| | | **Legislative Department** | | | |
| 1 | Sahayak (Vidhi) Alekhak. | 475—40—675 | .. | 515—715 | |
| 2 | Parliamentary Affairs Officer. .. | 300—25—500 | .. | 350—550 | |
| 3 | Vetting Assistant .. | 160—15—220—15—280—E.B.—20—300—20—400. | .. | 200—450 | |
| 4 | Vetting Assistant Incharge. | 160—15—220—15—280—E.B.—20—300—20—400. | 40 p.m. under F.R. 9(25). | 200—450 | No special pay. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Legislative Assembly** | | | |
| 1 | Secretary, Legislative Assembly. | 950—50—1,200 | .. | 600—1,250 with a start of 950. | |
| 2 | Librarian | 475—40—675 | .. | 515—715 | |
| 3 | Deputy Librarian | 300—15—375—15—450. | .. | 350—550 | |
| 4 | Assistant Librarian | 160—15—220—15—280—E.B,—20——300—20—400. | .. | 200—450 | |
| 5 | Cataloguer | 110—6—134—6—140—10—180—10—200. | .. | 120—250 | |
| 6 | Research Assistant | 160—15—220—15—280—E.B.—20—380—20—400. | .. | 200—450 | |
| 7 | Type-writer Mechanic | 50—4—80—4—100. | .. | 80—140 | |
| 8 | Assistant Secretary | 475—40—675 | 150 p.m. under F.R. 9(21). | 700—850 | No special pay. |
| 9 | Committee Officers | Ditto | 100 p.m. under F.R. 9(25). | 515—715 | No special pay. |
| 10 | Superintendent | Ditto | .. | 515—715 | |
| 11 | P. A. to Hon. Speaker | Ditto | .. | 515—715 | |
| 12 | Asstt. Superintendent | 160—15—220—15—280—E.B.—20—300—20—400. | 40 p.m. under F.R. 9(25). | 350—550 | No special pay. |
| 13 | Upper Division Assistant. | Ditto | .. | 200—450 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 14 | U. D. Assistant-*cum*-Caretaker. | 160—15—220—15—280 E.B.—20—300—20—400. | .. | 200—450 | |
| 15 | U. D. Assistant-*cum*-Marshal. | Ditto | 0 p.m. under F.R. 9(25). | 200—450 | No special pay. |
| 16 | Reference Clerk | Ditto | .. | 200—400 | |
| 17 | Translator | Ditto | .. | 200—400 | |
| 18 | Treasurer | Ditto | 40 p.m. under F.R. 9(25). | 120—250 | *Plus* special pay under F. R. 9(25) at the revised rates. |
| 19 | Stenographer | Ditto | .. | 200—450 | |
| 20 | Reporter | 200—20—300—20—400—20—500. | .. | 250—550 | |
| 21 | Lower Division Assistant. | 80—6—104 E.B.—6—134—E.B.—6—140—10—180—E.B.—10—200. | .. | 120—250 | |
| 22 | Typist | 60—4—80—5—120 | | 100—180 | No special pay. |
| 23 | Driver of Hon. Speaker | 60—5/bi.—75 | 15 p.m. under F.R. 9(25). | 80—140 | No special pay. |
| 24 | Literate Daftri | 40—2/bi.—50—3/bi.—65. | .. | 60—80 | |
| 25 | Book Binder | 32—1—37 | .. | 60—80 | |
| 26 | Janitor | Ditto | .. | 60—80 | |
| 27 | Daftri | Ditto | .. | 60—80 | |
| 28 | Jamadar | Ditto | .. | 60—80 | |
| 29 | Peon (Door-keeper) | Ditto | .. | 55—75 | |
| 30 | Peon | 27—½—32 | .. | 55—75 | |
| 31 | Farrash | Ditto | .. | 55—75 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 32 | Waterman | 27—½—32 | .. | 55—75 | |
| 33 | Sweeper | Ditto | .. | 55—75 | |
| | | **Legislative Council** | | | |
| 1 | Sachiv, Vidhan Parishad | 950—50—1,200 | .. | 600—1,250 with a start of 950. | |
| 2 | Superintendent | 475—40—675 | .. | 515—715 | |
| 3 | P.A. to Hon'ble Chairman. | Ditto | .. | 515—715 | |
| 4 | Reporter | 200—20—500 | .. | 250—550 | |
| 5 | Upper Division Assistant. | 160—15—280—E.B.—20—400. | One post carries a Special pay of 40 p.m. under F.R. 9(25). | 200—450 | No special pay. |
| 6 | Accountant-*cum*-Cashier. | Ditto | 40 p.m. under F.R. 9(25). | 200—400 | No special pay. |
| 7 | Stenographer | Ditto | | 200—450 | |
| 8 | Lower Division Assistant. | 80—6—110—E.B.—6—140—10—200. | | 120—250 | |
| 9 | Driver | 60—5/bi.—75 | 15 p.m. under F.R. 9(25). | 80—140 | No special pay. |
| 10 | Jamadar | 32—1—37 | .. | 60—80 | |
| 11 | Daftari | Ditto | .. | 60—80 | |
| 12 | Peons | 27—½—32 | .. | 55—75 | |
| 13 | Sweeper | Ditto | .. | 55—75 | |

| Sl. no. | Designation of Se vice or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Commit'ee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | | **Election Department** | | | |
| 1 | Deputy Chief Electoral Officer. | 950—50—1,100 | .. | As for an Under Secretary in the Secretariat. | |
| 2 | Assistant Director of Elections. | 475—40—675 | .. | 515—715 | |
| 3 | Head Assistant | 300—20—400 | .. | 350—450 | |
| 4 | Section -in-charge | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | 30 p. m. under F.R. 9(21). | 160—320 | No special pay. |
| 5 | Senior Noter and Drafter. | Ditto | | 140—280 | |
| 6 | Junior Noter and Drafter. | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 7 | Record-keeper | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 8 | Store-keeper | 75—4—95—E.B.—5—150. | .. | 120—220 | |
| 9 | Accountant | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 10 | Stenographer | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 160—320 | |
| 11 | Routine Grade Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 12 | Assistant Record-keeper. | 60—4—80—E.B.—4—100. | .. | 100—180 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 13 | Staff Car Driver | 45—2—65—E.B. —3—80. | 15 p.m. under F.R. 9(25). | 80—140 | No special pay. |
| 14 | Duplicating Operator | 32—1—37 | .. | 60—80 | |
| 15 | Peons | 27—½—32 | .. | 55—75 | |
| | | DISTRICT STAFF | | | |
| 16 | Election Inspector | 150—10—200 | .. | 120—250 | |
| 17 | Election Head Clerk (N. & D). | 85—6—145 | .. | 120—220 | |
| 18 | Routine Grade Clerk | 60—4—80—E.B. —5—120. | .. | 100—180 | |
| 19 | Peons | 27—½—32 | .. | 55—75 | |
| 20 | Chaukidars | 27—½—32 | | 55—75 | |
| | | **Appointment Department** | | | |
| | | P. C. S. (EXECUTIVE) | | | |
| 1 | Ordinary Grade | 250—25—400—30— 490—E.B.—30— 640—E.B.—30— 700—50—850 with a start of 300. | | 300—900 with a start of 350. | |
| 2 | Selection Grade | 900—50—1,250 | .. | .. | Selection Grade should be abolished and Senior Scale of 600—1,250 should be introduced about which our recommendations are contained elsewhere in this Report. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 4 | 6 |
| | | **U. P. Police Service** | | | |
| 1 | Deputy Superintendent of Police—Selection Grade. | 700—40—1,100 | .. | 700—1,200 | |
| 2 | Deputy Suprintendent of Police—Ordinary Grade. | 250—25—400—30—490—E.B.—30—640—E.B.—30—700—50—850 with a starting salary of 300. | .. | 300—900 with a start of 325. | |
| | | **Judicial Officers' Service** | | | |
| 1 | Additional Commissioner. | 500—50—700—E.B.—50—950—E.B.—50—1,200. | .. | 600—1,250 | |
| 2 | Judicial Officer | 250—25—400—30—490—E.B.—30—640—E.B.—30—700—50—850 with a starting pay of 300. | Special pay of 100 p.m. admissible to those who are posted as Additional District Magistrate (Judicial). | 300—900 with a start of 325 for Judicial Officers. 400—1,000 for Additional District Magistrates (Judicial). | No special pay. |
| | | **U. P. Higher Judicial Service** | | | |
| 1 | Civil and Sessions Judge. | 600—50—800—E.B.—50—1,200. | .. | 600—1,250 | |
| 2 | District and Sessions Judge. | 800—50—1,000—75—1,750—50—1,800. | .. | 800—1,800 | Special pay of 200 p.m. allowed to Judicial Secretary and L.R. for conveyancing work should be abolished. |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **U. P. Civil Service (Judicial Branch)** | | | | |
| 1 | Munsifs | 250—25—400—30—700—50—850 with a start of 300. | | 300—900 with a start of 350. | |
| 2 | Civil Judges | | | 400—1,000 | |
| | **Public Service Commission** | | | | |
| 1 | Under Secretary | 475—40—675 | 250 p.m. under F.R. 9(21). | 800—950 | No special pay. |
| 2 | Assistant Secretary | Ditto | 100 p.m. under F.R. 9(21). | 700—850 | No special pay. |
| 3 | Superintendent | Ditto | .. | 515—715 | |
| 4 | Personal Assistant | 200—20—400—E.B.—25—500. | .. | 250—550 | One post of Personal Assistant should be in the Selection Grade of 515—715. |
| 5 | Assistant Superintendent. | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | 40 p.m. under F.R. 9(25). | 350—550 | No special pay. |
| 6 | Upper Division Assistant. | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | | 200—450 | |
| 7 | Treasurer | Ditto | 25 p.m. under F.R. 9(25). | 120—250 | *Plus* special pay under F. R. 9(25). |
| 8 | Accountant | Ditto | .. | 200—400 | |
| 9 | Record-keeper | Ditto | .. | 200—400 | |
| 10 | Reference Clerk | Ditto | .. | 200—400 | |
| 11 | Stenographer | Ditto | .. | 200—450 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 12 | Lower Division Assistant. | 80—6—104—E.B.—6—134—E.B.—6—140—10—180—E.B.—10—200. | | 120—250 | |
| 13 | Librarian | Ditto | | 120—250 | |
| 14 | Typist | 60—4—80—E.B.—5—120. | 10 p.m. | 100—180 | No special pay |
| 15 | Caretaker | 75—5—120—E.B.—6—150. | .. | 160—280 | |
| 16 | Stationery Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 17 | Tube Well Operator | 30—1—45 | .. | 60—80 | |
| 18 | Attendant Jamadar | 32—1—37 | .. | 60—80 | |
| 19 | Daftri | 32—1—37 | .. | 60—80 | |
| 20 | Bank Messenger | 32—1—37 | .. | 55—75 | |
| 21 | Cyclostyle Operator | 32—1—37 | .. | 60—80 | |
| 22 | Bundle Lifter | 32—1—37 | .. | 60—80 | |
| 23 | Mate-Mali | 32—1—37 | .. | 55—75 | |
| 24 | Peon | 27—½—32 | | 55—75 | |
| 25 | Runner | | | | |
| 26 | Waterman | | | | |
| 27 | Farrash | | | | |
| 28 | Mali | | | | |
| 29 | Male Mazdoor | | | | |
| 30 | Chaukidar | | | | |
| 31 | Bhisti | | | | |
| 32 | Sweeper | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remark |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| | **Officer's Training School, Bakshi-ka-Talab, Lucknow** | | | | |
| 1 | Confidential Assistant-*cum*-Store-keeper. | 100—5—150—E.B.—10—200—E.B.—20—240. | .. | 140—280 | |
| 2 | Chaukidar .. | 27—½—32 .. | .. | 55—75 | |
| | CONFIDENTIAL DEPARTMENT | | | | |
| | **Governor's Secretariat** | | | | |
| 1 | Assistant Secretary | 800—50—900 | .. | 800—950 | |
| 2 | Superintendent | 475—40—675 | .. | 515—715 | |
| 3 | Personal Assistant to Governor. | Ditto | .. | 515—715 | |
| 4 | Medical Officer | 235—15—295—E.B.—15—310—20—390—E.B.—20—450—25—500 E.B.—25—600. | .. | As in the Medical Department. | |
| 5 | Upper Division Assistant. | 160—15—220—E.B.—15—180—20—300—E.B.—20—400. | 40 p. m. on one post under F.R.9(25) for performing duties of Assistant Superintendent. | 350—550 for Assistant Superintendent. 200—450 for Upper Division Assistant. | |
| 6 | Stenographer | 160—15—220—E.B.—15—280—20—300—E.B.—20—400. | | 200—450 | |
| 7 | Reference Clerk | Ditto | .. | 200—400 | |

| Sl. no. | Designtiaon of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 8 | Lower Division Assistant. | 80—6—104—E.B. 6—134—E.B.— 6—140—10— 180—E.B.—10— 200. | .. | 120—250 | |
| 9 | Compounder | 75—5—100—E.B. —5—120. | | As in the Medical Department. | |
| 10 | Daftry .. | 32—1—37 | .. | 60—80 | |
| 11 | Jamadar | 32—1—37 | .. | 60—80 | |
| 12 | Chobdars .. | 32—1—37 | .. | 60—80 | |
| 13 | Head Tindal .. | 32—1—37 | .. | 60—80 | |
| 14 | Peon | 27—½—32 | .. | 55—75 | |
| 15 | Assistant Tindal | | | | |
| 16 | Farrash, Chaukidar | | | | |
| 17 | Tour Furniture Bearer. | | | | |
| 18 | Khalasi | | | | |
| 19 | Dispensary Sweeper | | | | |

## GENERAL ADMINISTRATION DEPARTMENT (REORGANISATION)

### Chief Inspector of Government Offices

| | | | | | |
|---|---|---|---|---|---|
| 1 | Chief Inspector Government Offices. | 250—25—400— E.B.—30—700— E.B.—50—850. | 150 p. m. under F.R. 9(25). | 400—1,000 | No special pay. |
| 2 | Inspector of Government offices. | 300—25—450 | 50 on one post under F.R. 9(25). | 350—550 | Ditto. |
| 3 | Head Clerk .. | 150—10—200 | .. | 150—260 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 4 | Senior Inspector Reviewer. | 150—10—200 | .. | 120—250 | |
| 5 | Inspection Reviewer | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 6 | Accountant .. | Ditto | .. | 120—220 | |
| 7 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 8 | Routine Grade Clerks | 60—3—90—4—110 | .. | 100—180 | |
| 9 | Daftri-*cum*-Bundle Lifter. | 32—1—37 | .. | 60—80 | |
| 10 | Jamadar | 32—1—37 | .. | 60—80 | |
| 11 | Peon .. | 27—½—32 | .. | 55—75 | |
| 12 | Farrash .. | 27—½—32 | .. | 55—75 | |
| | **Organisation and Method Division** | | | | |
| 1 | Officer on Special Duty (O & M.) | 475—40—675 | .. | As in the Secretariat. | A Secretariat Superintendent is appointed on this post. |
| | Organisation and Method officer. | 300—25—425—E.B.—25—500. | .. | Ditto | A Secretariat Assistant Superintendent is appointed on this post. |
| | GENERAL ADMINISTRATION DEPARTMENT | | | | |
| | **Entertainment and Betting Tax Commissioner's Organization** | | | | |
| 1 | Entertainment and Betting Tax Commissioner. | 500—50—1,000—E.B.—50—1,200. | 100 p.m. under F.R. 9(21). | .. | The post is at present held by an I. A. S. Officer. |
| 2 | Assistant Entertainment and Betting Tax Commissioner. | 250—25—400—E.B.—30—700—E.B.—50—850. | .. | 300—900 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 3 | Entertainment Tax Inspector (Grade I). | 200—15—350 | . | 200—400 | |
| 4 | Entertainment Tax Inspector (Grade II). | 120—6—210—E.B.—10—250. | . | 160—280 | |
| 5 | Head Clerk .. | 100—8—140—E.B.—10—170. | .. | 150—260 | |
| 6 | Senior Clerk .. | 80—5—100—E.B.—6—130. | .. | 120—220 | |
| 7 | Accountant .. | Ditto | .. | 120—220 | |
| 8 | Stenographer .. | 75—4—95—E.B.—5—150. | .. | 120—250 | |
| 9 | Junior Clerk .. | 60—3—90—4—110. | .. | 100—180 | |
| 10 | Entertainment Tax-*cum*-Cinema Clerk. | Ditto | .. | 100—180 | |
| 11 | Driver .. | 45—2—65 | .. | 75—115 | |
| 12 | Daftari-*cum*-Jamadar. | 32—1—37 | .. | 60—80 | |
| 13 | Peon .. | 27—½—32 | .. | 55—75 | |
| 14 | Chaukidar | | | | |
| 15 | Sweeper-*cum*-Farrash | | | | |

**U. P. Sainik School**

| | | | | | |
|---|---|---|---|---|---|
| 1 | Principal | | | | Officers on these posts are taken on deputation. |
| 2 | Administrative Officer. | | | | |
| 3 | Vice-Principal | | | | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 4 | Masters | 200—10—250—E.B.—10—310—E.B.—14—450. | Rs.50 p.m. for six masters, under F. R. 9(25). Rs.48 p.m. for three masters under F. R. 9(25). | | At present Masters and Assistant Masters are drawn from the Education Department. We are of the view that the scales of pay for these posts should be the same as are admissible on such posts in other Sainik Schools in the country, and recruitment should be made through the U. P., P.S.C. on the basis of qualifications which may have been laid down for these posts in other Sainik Schools. |
| 5 | Assistant Masters | 120—8—200—E.B.—10—300. | .. | | |
| 6 | P. T. Instructor | | | | |
| 7 | Matron | 160—8—200 | Rs.30 p.m. as boarding allowance and Rs.6 as uniform allowance. | 200—300 | |
| 8 | Accountant | 80—6—110—E.B.—6—140. | | 120—220 | |
| 9 | Stenographer | 100—5—150—E.B.—10—200—E.B.—20—240. | | 160—320 | |

| Sl. no. | Designation of Service or post | Existing scale of pay | Special pay, if any | Pay Scale proposed by the Committee | Remarks |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 10 | Caretaker | 80—6—110—E.B.—6—140. | 20 p.m. under F. R. 9(25). | 120—220 | No special pay. |
| 11 | Upper Division Clerk | 80—6—110—E.B.—6—140—E.B.—10—200—E.B.—20—240. | .. | 120—220 | |
| 12 | Lower Division Clerk | 60—4—80—E.B.—4—100. | .. | 100—180 | |
| 13 | Librarian | 80—6—110—E.B.—6—140. | .. | 120—220 | |
| 14 | Driver | 45—2—65 | .. | 75—115 | |
| 15 | Electrician-*cum*-Pump Attendant. | 45—2—65—E.B.—3—80. | .. | 75—115 | |
| 16 | Carpenter | 40—2/bi.—50—E.B.—3/bi.—65. | .. | 75—115 | |
| 17 | Tailor | 30—1½—45—E.B.—1½—60—E.B.—2½—65. | .. | 65—90 | |
| 18 | Lab. Attendant/Daftri. | 32—1—37 | .. | 60—80 | |
| 19 | Cook/Shoe-maker | 32—1—37 | .. | 55—75 | |
| 20 | Chaukidar, Peon, Mess waiters, Dormitory-waiters, Assistant cook, Kahar, Dhobee, Mali, Sweeper, Masalchee, Farrash, Groundsman, Water carrier, Barber. | 22—½—27 | .. | 55—75 | |

Before concluding our report we would like to place on record our appreciation of and gratitude to Sri P. C. Jain, the Secretary of the Committee, who took great pains in collecting and sifting the voluminous data for our consideration. His mastery over details, his resourcefulness and energy proved invaluable to us. We would also like to acknowledge with gratitude the help and assistance received from Sri R. S. Sharma, Senior Accounts Officer, and Sri S. P. Gupta, Under Secretary. Our thanks are also due to the staff which was attached to the office of the Committee for they have had to labour very hard : they had to work against time and they did so with a cheerfulness which deserves recognition.

B. MUKERJI
*Chairman.*

RAMA DHAR MISRA

ACHYUT PATWARDHAN

R. B. DAS

R. P. BHARGAVA

B. B. LAL

V. M. BHIDE

P. C. JAIN
*Secretary*

*Lucknow, 26th July,* 1965.

# ANNEXURE

## ANNEXURE 'A'

*Copy of Resolution No. G-I-9/PC-X—300-1964, dated Lucknow, July 13, 1964, by Sri M. L. Dave, Special Secretary to Government, Finance (G-I) Department, Uttar Pradesh.*

### RESOLUTION

Government have had under consideration for some time the question of rationalization of the scales of pay and other conditions of service of various grades of State Government employees and had come to the conclusion that a Committee be appointed to examine this question. An announcement was made at the time of the presentation of the Budget for 1964-65. It has accordingly been decided to appoint a Committee consisting of the following with the terms of reference indicated below:

(1) Sri B. Mukerji, *Retired* Judge of the Allahabad High Court. — *Chairman.*

(2) Dr. Rama Dhar Misra, Member, Public Service Commission, U. P.

(3) Sri Achyut Patwardhan, Varanasi

(4) Dr. R. B. Das, Head of the Department of Public Administration, University of Lucknow.

(5) Sri R. P. Bhargava, Administrative Member, Board of Revenue, U. P. — *Members.*

(6) Sri B. B. Lal, Commissioner and Secretary, Irrigation and Power Departments, and Chairman, State Electricity Board, U. P.

(7) Sri V. M. Bhide, Commissioner and Secretary, Government of U. P., Finance Department.

(8) Sri P. C. Jain, Deputy Secretary to Government, U. P., Finance Department. — *Secretary.*

2. The terms of reference of the Committee shall be:

(i) To consider the existing structure of emoluments of the State Government employees (excluding the non-gazetted police personnel) and to recommend the changes, if any, which should be made therein with a view to reducing multiplicity of scales of pay, effecting rationalization and ensuring, as far as possible, equal emoluments for identical nature of duties and responsibilities.

(ii) In suggesting steps to be taken for effecting rationalization, the Committee should examine the desirability or otherwise of continuing special pays which were recommended by the earlier Pay Committee as additional remuneration to be given to the employees in lieu of scale of pay.

(iii) While making their recommendations as regards rationalization, the Committee should take into account the requirements of suitably qualified and trained personnel for the successful implementation of the plans with due regard to the resources position of the State. The Committee, while making their recommendation in this regard, should also take into consideration the level of emoluments admissible to equivalent grades in other States.

(iv) To examine and to suggest the extent to which amenities and other benefits, such as medical aid, retirement and extraordinary pension benefits, housing, educational facilities, etc., should be provided for increasing the efficiency of Government employees at all levels.

(v) To examine and tender advice on any other specific matters that may be referred to the Committee by the Government in the Finance Department.

3. The Committee will have its Headquarters at Lucknow and will meet from time to time as may be required to complete its deliberations. It may call for such information and take such evidence as may be considered necessary. The Committee will submit its report to the Government by the middle of December, 1964.

M. L. DAVE,
*Special Secretary.*

Ordered that the Resolution be published in the *Gazette of Uttar Pradesh.*

Ordered that the copy of the Resolution be communicated to all Departments of the State Government and all others concerned.

M. L. DAVE,
*Special Secretary.*

## ANNEXURE 'B'

## *QUESTIONNAIRE*

### A—EMOLUMENTS

1. Does the existing structure of emoluments of the State Government employees require any change? If so, in what direction? Give particulars of the changes you would suggest with your reasons. (A brief note on the existing structure is given in *Annexure 'A'.)

2. What principles would you suggest for rationalising the existing pay scales of different grades of State Government employees?

3. Do you consider that the following factors should be taken into account while rationalising the existing pay structure? If so, what should be the relative importance to be attached to one or more of these factors?

(*a*) Emoluments admissible to employees for comparable work under other State Governments in the country.

(*b*) That Government should pay only such remuneration as would be necessary to recruit and maintain an efficient service.

(*c*) Emoluments paid for comparable work in organized private sectors.

(*d*) 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.

4. Do you believe in the concept ot a "minimum" and a "maximum" wage for government servants? If so, what circumstances and data should, in your opinion, be taken into account for determining the "minimum" and the "maximum"?

5. What do you consider to be the right relationship between various income levels prevailing in the State as a whole and the emoluments in the administrative set-up?

6. Should not the salary structure of the State bear an intimate relationship to the capacity of the State to pay and its over-all economic structure? Please give reasons for your opinion.

7. Are you of the opinion that in regard to emoluments there should be difference between the employees of industrial or commercial departments of Government and employees on the non-commercial and non-industrial side?

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*Not reproduced here.

Indicate the extent of the difference which should be maintained in this respect. Can you suggest any principle for working out this difference?

8. Do you hold the view that scales of pay for technical and non-technical services should, by and large, be uniform? If not, what principles 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?

9. Do you favour the idea of appointment of technical personnel on a contract basis? If so, would you recommend that the emoluments to be paid in such cases should be determined on the principle of supply and demand, and besides the fixed salary the other concessions to be given to them should be determined on the lines on which such concessions are admissible in the public sector undertakings or in the organized private sector?

10. 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 education 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.

The relative importance which should be attached to each of the above factors may be indicated.

11. What in your opinion should be the co-relation between emoluments and price level, and how should the fluctuations in prices be accounted for ? In other words, do you consider it desirable and practicable to link pay-scales with the cost of living, or do you consider that the practice of giving dearness allowance which can be varied with the rise and fall in the cost of living is more appropriate?

12. In particular, would you recommend any exact relationship, between the cost of living and the amount of dearness allowance, and if so, what year would you recommend as the base year for calculating the amount of dearness allowance and how would you accommodate for the regional variations in the cost of living?

13. How far do you agree with the view that any increase in the emoluments of government servants as a result of increase in the cost of living or otherwise leads to a further increase in prices ?

14. Do you think that the hardship of government servants on account of rising prices could be mitigated to some extent if they formed co-operative societies for purchase and sale of essential commodities, and if so, what facilities in your opinion should be provided to these societies by the Government?

15. Do you consider that the existing time-scales 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?

16. Are you in favour of having more than one time-scale in a service, an employee entering the lowest scale, and gradually working his way up? If so, what guiding principles would you recommend for promotion from one scale to another?

17. It has been suggested in some quarters that the length of the 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?

18. It has further been suggested that the "incremental progression" should be such as to enable an employee to meet his increasing family responsibilities and in the last part of his service to save for his old age. Have you any views to express on this suggestion. or on the structure of time-scales generally?

19. What conditions would you impose for crossing efficiency bars? Should there be rules framed for the purpose?

20. The existing number of pay scales prescribed by the State Government is approximately 400. To what extent is it, in your opinion, possible to reduce this number? Can you suggest a formula or principle on which this reduction can be done?

21. What are your views about the system of grant of special pays in addition to pay in the time-scale of pay for, (i) performing supervisory or higher duties, and (ii) especially arduous nature of the duties, or specific addition to the work or responsibility, or the unhealthiness of the locality in which the work is performed? In what circumstances would you recommend grant of additional remuneration in the form of special pays in addition to pay admissible in the time-scale of pay, and how far the amount granted as special pay on a particular post should be "protected" on transfer to another post?

22. Are you in favour of officiating allowances? If yes, why and if not, why not?

23. Would you recommend grant of a special pay for possessing or acquiring technical qualifications higher than those prescribed for a post, and if so, what should be the guiding principles? Should such a special pay be admissible even if the higher qualification is obtained at Government expense, and in all services or only in some of them?

24. What principles would you recommend for fixing pay of government servants on promotion from a lower to a higher post? In particular, would you recommend any minimum increase in the pay of a government servant on the eve of such promotion by giving either an increment in the time-scale of the lower post and then fixing his pay at the next above stage in the time-scale of the higher post, or by giving one increment in the time-scale of the higher post, or by some other method?

25. Would you recommend that there should be no difference in the principles governing the fixation of pay of permanent government servants on the one hand and temporary government servants on the other in cases of (i) transfer from one post to an equivalent post, (ii) reversion from a higher to a lower post, (iii) reversion from an ex-cadre post to a cadre post, and (iv) absorption after retrenchment, keeping in view the fact that a temporary government servant cannot claim "protection" in respect of the pay last drawn by him the moment he ceases to hold that post?

26. What principles would you recommend for determining the starting salary to be paid to a government servant on his re-absorption in government service after retrenchment?

## B—Amenities

27. Besides pay what other amenities should in your opinion be given to various categories of government servants for increasing their efficiency?

28. What categories of employees should be provided with uniform at government expense, and whether any distinction should be made in this respect between permanent and temporary government servants, keeping in view the fact that the service of a temporary employee is liable to termination on one month's notice or pay in lieu thereof?

29. What principles would you recommend for payment of washing allowance to those government servants who are required to put on uniforms? Should any difference be made in this respect between the gazetted and non-gazetted government servants?

30. Do you consider that government servants posted in comparatively more expensive localities should be paid compensatory allowance in addition to the emoluments admissible otherwise?

31. What is your opinion about the adequacy of medical aid at present available to the State Government employees? Have you any improvements to suggest in this respect?

32. Are you in favour of introducing a contributory health scheme for the State Government servants as has been introduced by the Government of India for its employees posted in certain towns? If so, what rate of monthly contribution would you suggest for the employees?

33. Do you suggest the establishment of separate dispensaries and/or reserving beds in hospitals for government servants in towns where there is a large concentration of government servants?

34. Do you think that the Government should provide any special facilities in regard to education of the children of their employees, and if so, what?

35. What facilities would you suggest for government employees who are transferred from one place to another, e.g., 'disturbance allowance', reservation of seats in educational institutions, hostel accommodation, etc.?

36. Do you consider it necessary that certain leave travel concession should be granted by the Government to its employees, and if so, give your recommendations regarding the extent and the conditions of such a concession?

37. Would you recommend introduction of Holiday-Homes for government servants and the members of their families, and if so, broad features of such a scheme may be indicated?

38. In what circumstances and to what extent canteen and/or lunch room facilities should be provided by Government for its employees?

39. Have you any suggestions to make with regard to the amenities fund created by the Government on a contributory basis with the object of providing reading room facilities, games and sports as well as canteen facilities to their employees?

40. Would you, in view of housing difficulties, suggest Government providing accommodation to its employees? If so, on what conditions and terms?

41. 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?

## C—Leave

42. A brief note on the existing leave entitlements of various categories of government servants is given in *Annexure 'B'. Have you any modifications to suggest in the existing position, and if so, what ?

43. In particular, do you agree with the view that the basic purpose of leave should be to secure an annual holiday to keep a person fit and efficient and accumulation of leave for long periods to be spent idly should not be permitted ?

44. Similarly, would you suggest that the leave entitlement for permanent and temporary government servants on the one hand and superior and inferior government servants on the other should be uniform ?

45. What is your opinion about a graduated leave scale whereby leave admissible varies with the length of service—the longer the service, the higher the leave entitlement ?

## D—Retirement and other Benefits

46. The U. P. Civil Service (Extraordinary Pension) Rules, 1941, are applicable to all government servants, whether permanent or temporary, on time-scale of pay or fixed pay or piece work rates. In the case of non-gazetted Police personnel, however, a set of new rules, viz. U. P. Police (Extraordinary Pension) Rules, 1961, are applicable to them in the event of their being killed in an encounter with dacoits or armed criminals or foreign hostiles. Under the U. P. Civil Service (Extraordinary Pension) Rules, pension or gratuity or both is admissible if death occurs or an injury is caused as a result of 'risk of office' or 'special risk' as defined in the rules. Do you consider any change in these rules necessary, and if you do, then please indicate the changes and the reasons for those changes.

47. A note regarding the different provident funds maintained by the State Government is given in *Annexure 'C'. The "funds" are primarily meant to provide for the family of a government servant. Do you consider any change necessary in these rules, and if so, what changes would you suggest ?

48. In particular, would you recommend any change in the rules/orders in regard to the purposes and limits of temporary advances and 'final withdrawals' for specified purposes from these "funds".

49. It has been suggested that withdrawals from provident funds should not be permitted for payment of insurance premia. Have you any comments to make on this suggestion ?

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*Not reproduced here.

50. 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?

51. A compassionate Fund has been formed by Government by giving an annual grant of Rs.30,000 with an additional condition that an un-expended balance up to Rs.5,000 of one year's grant may be utilised for similar expenditure in the succeeding year. The maximum limit of expenditure permitted in any single year is thus Rs.35,000. The fund is intended for relief of families of government servants paid from Uttar Pradesh revenues who are left in indigent circumstances due to premature death of the government servant. Has this fund provided adequate relief? If not, what modifications are necessary, in your opinion, to make it more useful?

52. A brief note indicating the pensionary benefits admissible at present to government servants of different categories is given in *Annexure 'D'. Does the existing position require any change, and if so, in what respect? Please give reasons for your suggestions.

53. 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.

54. Do you consider it necessary that some pensionary benefits should also be admissible to government servants who retire while still temporary? If so, what guiding principles would you suggest in this respect?

55. What in your opinion will be 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? Should any difference be made in this respect between government servants (i) holding permanent pensionable posts, (ii) holding non-pensionable permanent posts, and (iii) holding temporary posts?

56. Do you agree with the view that a certain amount of social security for the family of government servants at the expense of the State Government

*Not reproduced here.

should be provided only for the widow and the minor children of a deceased government servant?

57. Do you also agree with the view 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? Have you any other suggestions to make in regard to matters covered by questions 55 and 56?

58. 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 to qualifying service be allowed? What categories of posts according to you should make up the category of specialists?

59. (*a*) Have you any specific suggestions to make in regard to the simplification of the procedure for sanctioning pensions and the payment of provident fund balances?

(*b*) What specific procedure would you suggest for expeditious grant of pensions? Would you suggest any interim pension?

60. Do you consider that the present rules cause hardships and delays, if they do, in your opinion, then could you indicate these?

61. Are the objects for which a commutation of pension is obtained adequate, or would you like further liberalization, and if so, what? Give reasons.

62. What changes, if any, would you suggest in the rules for the commutation of pension in order to eliminate delays?

## E—Other Matters

63. Do you consider that any change is necessary in the existing classification of government servants for purposes of travelling allowance in general, and (1) class of railway accommodation, (2) Air-Conditioned travel, and (3) journeys by air, in particular?

64. Would you suggest any change in the existing rates of mileage allowance, daily allowance and rates of incidentals? Please give concrete suggestions with reasons. In particular, would you suggest that rates of incidental allowance and daily allowance should be related to actual expenditure, and if so, what safeguards would you suggest against excessive claims? Should

maximum limits be laid down for different categories of government servants in respect of each item, and if so, what limits would you suggest for each category? Should the limits vary with the distance travelled and the mode of travel?

65. Do you have any suggestions to make regarding working hours, weekly day off and number of public holidays?

66. What improvements would you suggest in the working conditions obtaining in government offices, e.g. accommodation, furniture, lighting conditions, sanitation, etc.?

## ANNEXURE 'C'

*List of persons and service associations who gave oral evidence*

1. Sri Ghananand Pandey, Vice Chancellor, Roorkee University.
2. Dr. Baljit Singh, Head of the Department of Economics, Lucknow University.
3. Dr. A. N. Agrawal, Dean of the Faculty of Commerce and Economics, Allahabad University.
4. Sri A. C. Mittra, Engineer-in-Chief, Irrigation Department.
5. Sri K. T. Mirchandani, Accountant General, U. P. Allahabad.
6. Dr. S. Z. Hasan, Department of Sociology and Social Work, Lucknow University.
7. Sri Gopi Nath Kunzru.
8. Sri Ram Gopal Sand, Corporator, Nagar Mahapalika, Allahabad.
9. Sri K. K. Dass, Chief Secretary to Government, U. P.
10. Sri M. Mushfique, Secretary to Government, Local Self-Government Branch.
11. Sri S. S. Sidhu, Secretary to Government, Information and Cultural Affairs and Scientific Research Departments and Director Cultural Affairs and Scientific Research, U. P.
12. Sri K. C. Puri, Secretary to Government, Legislative Department, Legal Remembrancer to Government, and Chief Electoral Officer, U. P.
13. Sri M. L. Dave, Special Secretary to Government, Finance Department.
14. Sri S. K. Sahgal, Secretary to Government, Planning, Evaluation, Economics and Statistics Departments.
15. Sri Bhagwant Singh, Commissioner and Secretary to Government, Food and Civil Supplies Department, U. P.
16. Sri B. L. Chak, Secretary to Government, Appointment and General Administration Departments.
17. Sri Ashwini Kumar, Secretary to Government, Relief and Rehabilitation Department and Special Secretary Civil Defence-*cum*-Commissioner, Relief and Rehabilitation and Director, Civil Defence, U. P.
18. Sri R. H. Chishti, Commissioner and Secretary to Government, Public Works and Excise Departments.
19. Sri H. C. Saxena, Secretary to Government, Industries Department, U. P.
20. Sri Uma Shanker, Secretary to Government, Medical, Public Health and Labour Departments, U. P.
21. Sri R. K. Talwar, Secretary to Government, U. P., Education, Social Welfare and Harijan Sahayak Departments.

22. Sri S. K. Sarkar, Special Secretary to Government, Irrigation Department.
23. Sri Shiva Ram Singh, Secretary to Government, Revenue Department.
24. Sri B. P. Joshi, Commissioner and Secretary to Government, U. P., Home and Transport Departments.
25. Sri A. R. Siddiqui, Secretary to Government, Forest Department and Special Secretary, Animal Husbandry, Minor Irrigation and Rural Man Power.
26. Sri K. P. Singh, Special Secretary to Government, Rural Development, Cane, Co-operative, Panchayat Raj and Dairy Departments, U. P.
27. Sri Rameshwar Chandra, Secretary to Government, Judicial Department and Legal Remembrancer to Government, U. P.
28. Sri M. A. Quraishi, Commissioner and Secretary for Agricultural Production and Rural Development, U. P.
29. Sri A. K. Roy, Chief Engineer, L. S. G., E. D., U. P.
30. Sri L. N. Tewari, Chief Engineer, Town and Village Planning Department, U. P.
31. Sri G. K. Joshi, Director of Information, U. P.
32. Sri S. N. Mehrotra, Chief Audit Officer, Co-operative Societies and Panchayats, U. P.
33. Sri L. P. Verma, Examiner, Local Fund Accounts, U. P.
34. Sri S. N. Mehrotra, Commissioner, Sales Tax, and Commissioner, Entertainment and Betting Tax, U. P.
35. Sri J. R. Chaturvedi, Inspector General of Registration, Chief Inspector of Stamps and Junior Secretary, Board of Revenue, U. P.
36. Sri R. K. Satsangi, Electrical Inspector to Government, U. P.
37. Sri Bharat Narain, Secretary, State Electricity Board, U. P.
38. Sri G. P. Bagchi, Secretary to Governor, U. P.
39. Sri Q. M. Ahmad, Secretary, Public Service Commission, U. P.
40. Sri B. S. Chaturvedi, Commandant General, P. R. D. and Home Guards.
41. Sri P. S. Bhatnagar, Chief Engineer, P. W. D., U. P.
42. Sri B. B. Sahi, Excise Commissioner, U. P.
43. Sri T. G. K. Charlu, Director of Technical Education, U. P.
44. Sri C. R. Mitra, Director, H. B. T. I., U. P.
45. Sri A. B. Malik, Director of Industries, U. P.
46. Sri Ravi Prakash, Director of Geology and Mining, U. P.
47. Sri J. W. Halge, Superintendent of Printing and Stationery, U. P.

48. Sri R. K. Singh, Engineer-Manager, G. P. I. F., Lucknow.
49. Sri J. N. Tewari, Labour Commissioner, U. P.
50. Sri P. R. Vyasa Bhiman, Director of Training and Employment, U. P.
51. Sri M. L. Dwivedi, Director of Ayurvedic and Unani Services, U. P.
52. Sri J. K. Tandon, Presiding Officer, Industrial Tribunal (1), Lucknow.
53. Sri D. N. Sharma, Director of Medical and Health Services, U. P.
54. Sri B. S. Sial, Director of Education, U. P.
55. Sri K. N. Dhusiya, Director of Harijan and Social Welfare, U. P.
56. Sri J. P. Jain, Chief Engineer, Irrigation Department, U. P.
57. Sri S. M. Ifrahim, Settlement Commissioner, U. P.
58. Smt. E. B. Joshi, Commissioner-cum-State Editor, "District Gazetteers' U. P.
59. Sri S. N. Nigam, Secretary, Board of Revenue, U. P.
60. Sri J. D. Shukla, Commissioner, Allahabad Division.
61. Sri Kehar Singh, Consolidation Commissioner, U. P.
62. Sri Shanti Prasad, Inspector General of Police, U. P.
63. Sri H. K. Tandon, Inspector General of Prisons, U. P.
64. Sri B. S. Seth, Transport Commissioner, U. P.
65. Sri R. C. Soni, Chief Conservator of Forests, U. P.
66. Dr. M. R. Mahajan, Director of Animal Husbandry, U. P.
67. Dr. D. N. Srivastava, Director Fruit Utilization, U. P.
68. Sri M. Zunnurain, Cane Commissioner, Sugar Commissioner and Registrar, Cane Co-operative Societies, U. P.
69. Sri D. S. Verma, Additional Registrar, Co-operative Societies, U. P.
70. Sri B. B. Misra, Registrar, High Court of Judicature, at Allahabad.
71. Dr. R. R. Agrawal, Director of Agriculture, U. P.
72. Sri B. N. Tandon, District Officer, Meerut.
73. Sri R. K. Trivedi, District Officer, Kanpur.

*Service Associations*

1. U. P. Civil Service (Executive) Association.
2. U. P. Judicial Service Association.
3. U. P. Judicial Officers Association.
4. U. P. Police Service Association.
5. U. P. Education Service (University Teachers) Association.
6. Convention of Post-Graduate Government Training College (U. P. Education Officers' Association—Teaching).

7. U. P. Engineers' Association.
8. U. P. Finance and Accounts Service Association.
9. Sales Tax Officers' Association.
10. U. P. Public Health Service Association.
11. U. P. Agriculture Service Association.
12. U. P. Cane Service Association.
13. U. P. Co-operative Service Association.
14. U. P. Civil Secretariat Gazetted (Ministerial) Officers' Association.
15. U. P. Civil Secretariat Association.
16. U. P. Civil Secretariat Stenographers' Association.
17. U. P. Vidhan Mandal Sachivalaya Sangh.
18. U. P. Legislature Reporters' Association.
19. U. P. Federation of Ministerial Service Associations.
20. High Court Ministerial Officers' Association; Allahabad.
21. Ministerial Officers' Association, High Court, Lucknow Bench.
22. U. P., P. W. D. Ministerial Association.
23. Ministerial Service Association of Chief Engineer, L. S. G. E. D's. Office.
24. U. P. Hydel Ministerial Association.
25. Ministerial Establishment Association, Chief Engineer's Office, Irrigation Department.
26. Ministerial Association, Irrigation Department, U. P.
27. U. P. Local Fund Auditors' Association.
28. Ministerial Staff Association of the office of Inspector General of Prisons, U. P.
29. Ministerial Association, Office of the Registrar, Co-operative Societies.
30. U. P. Agriculture Department Ministerial Service Association.
31. Ministerial Association, Cane Commissioner's Office.
32. U. P. Departmental (Excise) Clerks Association.
33. Planning and Development Ministerial Staff Association, U. P.
34. U. P. Labour Department Ministerial Employees' Association.
35. Ministerial Service Association, Transport Commissioner's Office.
36. U. P. Government Roadways Ministerial Staff Association.
37. U. P. Forest Ministerial Association.
38. Printing and Stationery Ministerial Association, U. P., Allahabad.
39. U. P. Probation Officers' Association.
40. Director of Education's Office Ministerial Association, U. P.

41. Assistant/District Employment Officers' Association, U. P.
42. Ministerial Association, Office of the Excise Commissioner, U. P.
43. U. P. Educational Officers' Association (Teaching Branch—Non-gazetted).
44. U. P. Model School Teachers' Association.
45. U. P. District Information Officers' Association.
46. U. P. Information Directorate Journalists' Association.
47. Government Press Employees' Association, Allahabad.
48. Rajkiya Press Workers Union, Lucknow.
49. Subordinate Revenue Executive Service (Tahsildars, Naib-Tahsildars and Peshkars) Association.
50. U. P. Kanungo Sangh.
51. U. P. Rajaswa Sangrah Karamachari Sangh.
52. U. P. Lekhpal Sangh.
53. Superior Revenue Establishment Association, Irrigation Branch.
54. Anjuman Himayat Chaprasiyan and Anjuman Chaprasiyan, U. P.
55. Anjuman Anhar, Irrigation Department, U. P.
56. U. P. Excise Peons' Association.
57. U. P. Cane Development Kamdars' Association.
58. Board of Revenue Inferior Service Association.
59. Nimna Shreni Karmachari Sangh, Transport Commissioner's Office.
60. Chaturth Shreni Karmachari Sangh, Directorate of Training and Employment, U. P.
61. U. P. Civil Secretariat Inferior Employees' Association.
62. Munshi Association, Irrigation Department.
63. U. P., P. W. D. (B & R Branch) Technical Assistants' Association.
64. Subordinate Engineers' (Hydro Electric) Association, U. P.
65. U. P. Roadways Non-Gazetted Employees' Association.
66. Association of Boring Technicians.
67. Engineering Subordinates' Association, U. P., P. W. D.
68. U. P. B. D. O. Service Association.
69. U. P. Subordinate Cane Service Association.
70. U. P. Subordinate Agricultural Service Association.
71. Sahayak Van Karmachari Sangh, U. P.
72. U. P. Stockmen Association.
73. U. P. Medical and Public Health Laboratory Assistants' Association.

74. U. P. Vaccinators' Association.
75. U. P. Epidemic Assistants' Association.
76. Rajkiya Ayurvedic and Unani Compounders' Association.
77. Rajkiya Ayurvedic and Unani Chikitsak Sangh.
78. U. P. Sanitary Inspectors' Association.
79. Assistant Sales Tax Officers' Association.
80. U. P. Sub-Registrar's Association.
81. U. P. Entertainment Tax Inspectors' Association.
82. U. P. Excise Inspectors' Association.
83. U. P. Co-operative Auditors' Association.
84. Gur Khandsari Udyog Karmachari Sangh.
85. U. P. Cane Supervisors' Association.
86. Co-ordinating Committee of Central and State Government Employees Unions, Allahabad.
87. Rajkiya Vahan Karmachari Sangh, Kumaun.
88. Ministerial Federation Unit, Office of the Registrar, Departmental Examination, Allahabad.
89. Economic Welfare Committee of the U. P. State Branch of Trained Nurses Association of India.
90. Government Press Mazdoor Union, Lucknow.
91. U. P. Roadways Employees' Union.
92. U. P. Rajkiya Apatrit (Non-Gazetted) Karmachari Sangh, Kanpur.
93. Pharmacists Association, Kanpur.
94. U. P. Government Treasurers' Association.
95. U. P. Tahvildars' Union.
96. Employees of Panchayat Audit Organization.
97. Ministerial Establishment Association, Chief Engineer's Office, U. P. State Electricity Board, Lucknow.
98. U. P. Technical and Drawing Staff Association.
99. U. P. Library Association.
100. U. P. Educational Service Association.
101. U. P. Forest Service Association.
102. U. P. Labour Department Officers' Association.
103. U. P. Irrigation Department, Electrical and Mechanical Engineering Subordinate Association.
104. Anjuman Chaprasiyan, Kumaon and Uttarakhand Division.
105. Hydro-Electric Employees' Union.

106. Non-gazetted U. P. Fire Service Association.
107. Engineering Subordinates' Association, Irrigation Department.
108. U. P., P. W. D. Stenographers' Committee.
109. Sahayak Zila Panchayat Adhikari Sangh.
110. U. P. Board of Revenue Ministerial Officials' Association.
111. U. P. Commissioners' Offices Ministerial Association.
112. U. P. Ministerial (Collectorate) Officials' Association.
113. U. P. Sales Tax Ministerial Staff Association.
114. U. P. Registration Clerks' Association.
115. U. P. Police Headquarters' Ministerial Staff Association.
116. U. P., G. R. P. Ministerial Staff Association.
117. U. P. Police Stenographers' Association.
118. U. P. Labour Department Subordinate Service Association.
119. U. P. Jails Association.
120. U. P. Irrigation and Electricity Departments Stenographers' Association.
121. U. P. Educational Ministerial Officers' Association.
122. U. P. Tari Supervisers' Association.
123. U. P. Food and Civil Supplies Non-gazetted Employees' Association.
124. Representative of the Personal Assistants in the Office of the Public Service Commission, U. P.
125. U. P., I. C. S./I. A. S. Association.
126. U. P. Regional, Assistant Regional Transport Officers' Association.
127. U. P. Clerks', Association, Medical Department.
128. U. P. Public Health Ministerial Association.
129. Sachivalaya Unit, Bharat Yuvak Samaj.

## ANNEXURE 'D'

*Copy of G. O. no. G-I-2126/X, dated October 3, 1964, from Vishesh Sachiv, Finance (G-I) Department to the Secretary, U. P. Pay Rationalization Committee, Soochna Bhawan, Lucknow.*

I am directed to invite a reference to para 2(1) of this Vibhag's Resolution no. G-I-9/PC–X-1964, dated July 13, 1964, from which it would appear that the cases of non-gazetted police personnel were specifically excluded from the purview of the Committee. This was done because it was expected that the cases of all non-gazetted police personnel had already been examined by the U. P. Police Commission, 1960. It has however been brought to the notice of the Government that there are certain categories among the non-gazetted police personnel namely Radio Station Officer and Radio Maintenance Officers whose cases were not considered by the U. P. Police Commission. Government have, therefore, decided in accordance with para 2(v) of the Resolution referred to above to refer the cases of these two categories of officers also to the Committee. I am, therefore, to request you kindly to move the Committee to consider the existing structure of the emoluments of Radio Station Officers and Radio Maintenance Officers also while considering the existing structure of emoluments of other State Government employees.

## ANNEXURE 'E'

*Copy of G. O. no. G-1/1968/X–101-1947, dated October 31, 1964, from Vishesh Sachiv to Government, U. P., Finance (G-I) Department, to the Secretary, U. P. Pay Rationalization Committee, Soochna Bhawan, Lucknow.*

I am directed to say that the Commissioner for Reorganization in para 159 of his report on reorganization of Collectorates had made the following recommendations :

> "159–Promotions at present do not bring much satisfaction to the promotee. The reason is that there is no immediate gain. The promotee is merely put on a higher scale and the gain is felt after some years. In order to improve the morale of the clerks it is necessary that in the case of a promotion the official's pay should be fixed at not less than Rs.10 more than his last pay."

Government would like to have views of the Pay Rationalization Committee on this recommendation. I am, therefore, to request you in accordance with para 2 (*v*) of this Vibhag's Resolution no. G-1/9/PC–X–300-1964, dated July 13, 1964, kindly to place the proposal before the Committee for their kind consideration.

## ANNEXURE 'F'

*Report regarding Interim Relief*

In their letter no. 1–PA/A&VS-65, dated January 6, 1965, Government requested the U. P. Pay Rationalization Committee to consider the question of giving to the State Government employees interim relief in the form of dearness allowance, and if so, the amount thereof, pending final recommendations of the Committee and to offer their views in the matter. The Committee carefully considered this matter at its meetings held in the months of January and February, and submit the following report :

1. The expedient of dearness allowance/cost of living allowance was taken recourse to for the first time during the war years when a dearness allowance/War Allowance was sanctioned in view of the high cost of living. Dearness Allowance has continued eversince although the range of its admissibility has varied from time to time.

2. The position in regard to dearness allowance at present is that Lekhpals in the plains drawing pay up to Rs.50 p. m. are entitled to dearness allowance at the rate of Rs.30 per month, and for those drawing pay between Rs.51 and Rs.52 the amount of dearness allowance is equal to the amount by which their emoluments fall short of Rs.80. Those who draw pay of Rs.53 and above the rate is Rs.27. For all other State Government employees, including Patwaries in the hill patties of Kumaon and Uttarakhand Divisions and Tahsil Chakrata of Dehra Dun District, dearness allowance is admissible at the rate of Rs.38 per month for those drawing pay up to Rs.50 per month and at the rate of Rs.40 per month for those drawing pay between Rs.51 and Rs.150 per month : For persons drawing pay between Rs.151 and Rs.450 the rate is Rs.45 per month. Marginal adjustments up to Rs.495 are allowed for those drawing pay between Rs.451 and 454 : Between Rs.455 and Rs.850 dearness allowance is payable at the rate of Rs.40 but marginal adjustments are allowed up to Rs.890 per month.

3. Dearness Allowance at the rates mentioned in the preceding para is admissible only to those whole-time State Government servants who are paid from the 'establishment' part of the Budget and draw pay in the revised 1947 scales of pay. Accordingly, village chowkidars, part-time employees, casual employees, employees paid from contingencies and work-charged establishment employees paid on daily and/or monthly wage basis are not entitled to this allowance.

4. The Committee has noted that since April 1964, prices of consumer goods have gone up considerably. For instance, the All-India Working Class Consumers' price index (with the year 1949=100) went up from 144 in April

1964 to 159 in September, 1964. Similarly the Kanpur Working Class Consumers' price index (with 1949=100) went up from 124 in April, 1964 to 152 in September, 1964.

5. The Committee has also noted the increases in the rates of dearness allowance which have recently been allowed by the Government of India and some of the other State Governments. The maximum pay limits up to which increase has been allowed by the Government of India is Rs.600 and by other State Governments up to Rs.500 or less.

6. The Committee is at present actively engaged in its task of making recommendations with a view to rationalising the existing structure of emoluments. Since the task is complicated and time-consuming, it would take the Committee some time to submit its final report. At that final stage the Committee expects to make recommendations with regard to some tangible benefits that should, in its opinion, be granted to State Government employees. However, in view of the significant rise in the price level of essential commodities and also the increases allowed elsewhere the Committee is of the view that some *ad hoc* increase in the amount of dearness allowance admissible at present needs to be given to those categories of Government servants who are most in need of financial assistance. The Committee, therefore, recommends that, as an interim measure, an *ad hoc* increase in the dearness allowance admissible at persent be allowed at the following rates to the State Government employees who are entitled to draw this allowance at present and who draw pay not exceeding Rs.450 per month with marginal adjustments where necessary :

| | *Pay* | Ad hoc *increase in Dearness Allowance* |
|---|---|---|
| 1. | Up to Rs.50 per mensem .. | Rs.5 per mensem. |
| 2. | Between Rs.51 and Rs.150 per mensem. .. | Rs.10 per mensem. |
| 3. | Between Rs.151 ard Rs.450 per mensem. .. | Rs.12.50 P. per mensem. |

7. In recommending the *ad hoc* increase of Rs.5 per mensem only to the lowest grade of Government employees the Committee has taken into account the total emoluments admissible to similar employees in other States, particularly those neighbouring Uttar Pradesh, and the Committee is satisfied that the total emoluments of this class of employees here will compare favourably, even after the recent *ad hoc* increases announced by some of them.

8. In the opinion of the Committee employees in the higher grades, i.e., those drawing salaries between Rs.51 and Rs.450 per mensem, have been more adversely affected by the spiral increase in prices, particularly because they

have to maintain a certain standard of living. This calls for relief at a higher rate. The Committee has, therefore, recommended interim relief for these employees at slightly higher rates.

9. We have also taken into account the circumstance that Government at our suggestion have under consideration a scheme of establishing consumer stores for supplying essential commodities to Government servants which would provide further relief to them.

10. We recommend increase in the dearness allowance of government servants drawing salaries up to Rs.450 p.m., because this would cover practically all the non-gazetted staff and incidentally would also be in accordance with the existing slabs of pay for purposes of admissibility of dearness allowance. We would not recommend an *ad hoc* increase in the dearness allowance of those who draw pay between Rs.451 and Rs.850 per month because this class was allowed a dearness allowance of Rs.40 per month only with effect from April 1, 1964.

11. These *ad hoc* increases in the rates of dearness allowance are being recommended purely as an interim measure and will be readjusted in the over-all structure of emoluments which the Committee may evolve in its final report.

12. Taking into account all the relevant circumstances, we further recommend that the increase should take effect from January 1, 1965 (payable in February, 1965).

13. The recommendations of the Committee are expected to benefit over 95 per cent of employees. The additional cost for a full year of the recommendations made by us works out to approximately Rs.483 lakhs.

14. It has not been possible for all members to participate in the final deliberations since Sri Achyut Patwardhan and Dr. R. B. Das had to be away on other urgent commitments. Dr. Rama Dhar Misra could not join since he suddenly became indisposed and could not undertake the journey to Lucknow. The Chairman, however, had consultations with Dr. Misra (on the telephone) and he accorded his full agreement to recommendations made above.

LUCKNOW :
*February* 10, 1965.

1. (Sd.) B. MUKERJI.
2. (Sd.) R. P. BHARGAVA.
3. (Sd.) B. B. LAL.
4. (Sd.) V. M. BHIDE.

## ANNEXURE 'G'

*Copy of G. O. no. G-I-778/X, dated April 19, 1965, from Vishesh Sachiv, Finance (G-I) Department, Vidhan Bhawan, U. P., to the Secretary, U. P. Pay Rationalization Committee, Lucknow.*

*Subject* : **Upgrading of two posts of Senior Public Prosecutors into Selection Grade of Rs.700—1,100**

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I am directed to say that the Prosecution Branch of the U. P. Police comprises of the following three cadres carrying pay scales noted against each :

| Sl. no. | Name of the cadre | | Pay scale |
|---|---|---|---|
| 1 | Senior Public Prosecutor | .. | Rs.250—25—400—E.B.—30—550—E.B.—30—700—E.B.—50—850. |
| 2 | Public Prosecutor | .. | Rs.220—10—260—E.B.—10—310—E.B.—10—320—20—400. |
| 3 | Assistant Public Prosecutor | .. | Rs.200—8—232—E.B.—8—272—E.B.—8—280—10—300. |

The lowest cadre in the above Branch viz., the cadre of Assistant Public Prosecutor is manned by direct recruitment while the other two by promotion from the next lower rank. The cadre of Senior Public Prosecutor is a limited one comprising of only fourteen posts. A Sub-Inspector appointed in the District Executive Force, for whom only Intermediate qualification is prescribed, can rise to any rank in the Department whereas an Assistant Public Prosecutor who is a Law Graduate, has no prospects for future after his promotion to the post of Senior Public Prosecutor. In order therefore to provide some more avenues of promotion to the members of the prosecution branch which would certainly give them an incentive to show good work and improve their efficiency, a proposal to upgrade two posts of Senior Public Prosecutors into the Selection Grade of Rs.700—40—1,100, is under the consideration of Government. I am, accordingly to request you kindly to place the above proposal before the Committee for their consideration and recommendation in the matter.

## ANNEXURE 'H'

*Rates of Dearness Allowance/War Allowance admissible at the time of appointment of the U. P. Pay Committee,* 1946-47.

*A—Dearness Allowance*—Admissible on pays up to Rs.200 per mensem in *ten large towns and Rs.150 per mensem in other areas.

| | |
|---|---|
| (1) Subordinate services (excepting patwaris in the plains, police constables, head constables, jail warders and head warders). | Rs.22 per mensem or 17½ per cent of pay whichever is greater. |
| (2) Patwaris in the plains. | Rs.8 per mensem. |
| (3) Police constables, head constables, jail warders and head warders, inferior servants and servants paid from contingencies. | Rs.16 per mensem in ten large towns and Rs.14 per mensem in other areas. |

*Agra, Allahabad, Bareilly, Benares, Cawnpore, Dehra Dun, Lucknow, Meerut, Mussoorie and Naini Tal.

*B—War Allowance*—Admissible to those drawing pay in excess of limits prescribed for dearness allowance.

| | |
|---|---|
| (1) Gazetted officers of the Secretary of State's Services, Provincial Services or holding posts equivalent in status and pay to Provincial Service posts, and all other gazetted officers on pay of Rs.500 per mensem or more— | |
| (i) Married officers (including widowers with a dependent child or children) on pay up to Rs.1,500 per mensem. | 7½ per cent of pay, subject to a minimum of Rs.50 per mensem. |
| (ii) Married officers on pay of more than Rs.1,500 but not more than Rs.2,000 and with marginal adjustments up to Rs.2,263. | Rs.263 per mensem. |
| (iii) Single officers drawing pay up to Rs.1,000 per mensem and with marginal adjustments up to Rs.1,075 per mensem. | 7½ per cent of pay subject to a minimum of Rs.30 per mensem. |
| (2) Gazetted officers not included above and non-gazetted servants not entitled to dearness allowance. | 17½ per cent of pay, whether single or married. |

## ANNEXURE 'I'

*Shortages in the various Technical Services under the State Government*

| Sl. No. | Designation of Post | No. of posts vacan |
|---|---|---|
| 1. | Assistant Engineers/Assistant Works Managers. (Civil, Electrical and Mechanical) .. | .. 160 |
| 2. | Architects .. .. .. | .. 5 |
| 3. | Overseers (Civil, Electrical and Mechanical) | .. 142 |
| 4. | Computers .. .. .. | .. 95 |
| 5. | Architectural Assistant .. .. | .. 7 |
| 6. | Surveyors .. .. .. | .. 18 |
| 7. | Foremen and Assistant Foremen .. .. | .. 18 |
| 8. | Provincial Medical Service (Men) .. | .. 370 |
| 9. | Provincial Medical Service (Women) .. | .. 176 |
| 10. | Nurses .. .. .. .. | .. 450 |
| 11. | Auxiliary Nurse Midwives .. .. | 1,161 |
| 12. | Provincial Health Service .. .. | .. 145 |
| 13. | Health Visitors .. .. .. | .. 161 |
| 14. | Veterinary Assistant Surgeons .. .. | .. 225 |
| 15. | Instructors (Craft) Industrial Training Institutes | .. 83 |
| 16. | Drivers .. .. .. | .. 616 |

## ANNEXURE 'J'

*Scheme furnished by the Director of Medical and Health Services, U. P. for proper Medical facilities for State Government servants and Members of their families in Uttar Pradesh.*

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The benefit of free Medical attendance to State Government employees and entitled members of their families in U. P. are at present regulated by the Uttar Pradesh Government Servants (Medical Attendance) Rules, 1946, and orders of Government issued from time to time in this context. Medical Attendance means attendance at a Government hospital, Government Laboratory or at the residence of the Government Servant and includes :

(*a*) Such pathological, bacteriological, radiological and other methods of examination for the purposes of diagnosis as are available in a Government hospital or Government laboratory and are considered necessary by the authorized medical attendant, and

(*b*) Such consultation with a specialist or other medical officer as the authorized medical attendant certifies in writing to be necessary, to such extent and in such manner as the specialist or other medical officer may, in consultation with the authorized medical attendant, determine.

"Treatment" means the use of all medical and surgical facilities available at the hospital in which the Government Servant is treated and includes :

(*a*) The employment of such pathological, bacteriological, radiological and other methods of treatment as are considered necessary by the authorized medical attendant ;

(*b*) The supply of such medicines, sera, vaccines and other therapeutic substances as are ordinarily available in Government Hospitals ;

(*c*) The supply of such medicines, sera, vaccines and other therapeutic substances not ordinarily so available as the authorized medical attendant may certify in writing to be essential for the recovery or for the prevention or serious deterioration in the condition of the Government Servant ;

(*d*) Such accommodation as is ordinarily provided in the hospital and is suited to the status of the Government servant ; all gazetted Government servants are admitted to the private wards. Non-gazetted Government servants drawing Rs.150 p.m. or over are also admitted to private wards provided accommodation is available ; until it becomes available, they are admitted to the general wards. Government servants drawing below Rs.150 p.m., are admitted to the general wards, but if they seek accommodation in private wards or they are admitted to the private wards because there is no accommodation available in general wards or

in view of the severity of the illness it is considered necessary by the authorized medical attendant, they have to pay the prescribed ward rent including electric charges and water tax.

(*e*) The services of such nurses if any, as are ordinarily employed by the hospital to which the Government servant is admitted;

(*f*) Such special nursing as the authorized medical attendant may certify in writing to be essential for the recovery or for the prevention of serious deterioration in the condition, of the Government servants, and

(*g*) The medical attendance as described at (*a*) and (*b*) in para. 1, above, medical attendance and treatment by arrangement with the authorized medical attendant at a consulting room maintained by him.

(*h*) Medical treatment includes confinement of a Government servant's wife in a hospital, but not pre-natal and post-natal treatment at the Officer's house.

(*i*) Diet charges paid at hospital for officials drawing pay of less than Rs.100 p.m. and their families is to be borne by Government. Such Government servants and their families are admitted as in-patients at State Hospitals in U. P. have not to pay diet charges.

3. The Government servants are entitled to free medical attendance from a medical officer in the service of Government or any other medical officer with whom arrangements have been made by Government for the examination or treatment of its servants. "Specialist" means a medical officer in the service of Government who has attained special proficiency in a particular branch of the science of medicine and includes Professors and Readers in the Medical Colleges, Agra, Allahabad, Kanpur and Lucknow.

4. The Rules, as such, ensure fairly adequate medical facilities for State Government employees and entitled members of their families in this State. Government are already considering the question of providing such further concessions in the matter of medical facilities as are at present enjoyed by Central Government employees and which are not admissible to State employees, e.g., sanction of advances for receiving specialist treatment; inclusion of dependent's father and mother of Government servants as entitled members of their families; recognition of Christian Mission Hospital, Vellore, for treatment of deserving cases from amongst State Government employees and members of their families.

5. The procedure of reimbursement of medical expenses incurred by Government servants on their own treatment or that of the members of their families in accordance with the procedure of the U. P. Government servants (Medical Attendance) Rules, 1946, was revised with effect from April 1, 1961. Prior to that date the Government servants had initially to incur expenditure

from their pocket and then claim reimbursement thereof from the Government. Even while under treatment at a State Hospital they had to purchase medicines which were not available in the hospital stock, from the market. These Government servants who were entitled for private wards had to pay operation fees, room rent and charges for pathological, bacteriological, radiological and other investigations in regard to the treatment of the member of their families as were considered necessary, and the same was reimbursed later. This entailed unnecessary financial burden on the Government servants concerned, besides financial and procedural formalities which were cumbersome. Hence the revised procedure was enforced from April 1, 1961, according to which all the medical facilities available to Government servants and members of their families under the provisions of rules and orders, are now available to them free of cost at State Hospitals/Dispensaries through their authorised medical attendants. Government servants have now nothing to pay from their own pocket for obtaining their own treatment or that of the member of their families at State Hospitals/ Dispensaries.

6. According to the revised procedure Government Hospitals and Dispensaries are to provide to the sick Government servants and also sick entitled members of their families, all medicines, sera, vaccines and other therapeutic substance prescribed by the authorised medical attendants from the Hospital stock earmarked for Government servants or by local purchase at reasonable rates from approved dealers, in case any particular medicine, sera, vaccine, etc., is not available in hospital stock. Where medicines are purchased locally orders are that care should be taken that delay does not occur in the supply to Government servants or members of their family for whom they are prescribed. With the introduction of the revised procedure as above it became necessary to augment the stock of medicines etc. at the State Hospitals/Dispensaries for supply of requirements of Government servants and members of their families. For this purpose it became necessary to make additional provision in the Medical Budget. Prior to this the claims of Government servants for expenses incurred by them for their treatment or that of the members of their families were met from the respective departmental budget of the Government servants concerned and expenditure was debited to the over-all head of account "Allowances and Honoraria". Specific information could not, therefore, be available about the annual expenditure on reimbursement of medical expenses of Government servants in the previous years. The additional provision that was made in the Medical Budget arbitrarily since the introduction of the revised procedure is as given below:

| *Year* | *Amount* |
|---|---|
| 1961-62 | .. Rs.10 lakhs |
| 1962-63 | .. Rs.10 lakhs |
| 1963-64 | .. Rs.12 lakhs |
| 1964-65 | .. Rs.12 lakhs |

The additional provision proved inadequate to meet the full requirements and it was not possible for the authorised medical attendants to prescribe medicines without keeping the budgetary provision in view. Proposal has been submitted to Government for increasing the provision to at least Rs.25 lakhs to ensure adequacy.

7. While every hospital is fairly equipped with all essential life saving medicines to meet the emergencies, and stocks are being improved as and when more funds are made available, experience has shown that some delay does occur and delay is inevitable. It is not practicable to make the local purchases then and there at a moment's notice. It takes a few hours time to obtain supply by local purchase as it is difficult to ensure reasonableness of rates in local purchases. There is hardly any complaint with regard to the present system of supply of medicine so far as the treatment of Government servants/members of their family as indoor patients in State Hospitals are concerned. Government servants who seek medicines as outdoor patients often resent at the little delay. They also unjustifiably resent at the supply of substitutes when medicines of a particular trade name is not readily available in stock. The little delay involved in local purchase of medicines hardly cause any harm as outdoor patients are generally not so serious. It was expected that Government servants would put up with the present conditions with many handicaps and limitations of staff and funds in which our hospitals have to function. The present market is flooded with one medicine under different trade names. Lay patients go by name and rely less on substitutes which are supplied from available stocks and which in medical opinion are equally suitable. It is not possible nor economical to maintain stocks of all the medicines particularly proprietory medicines under their wide variety of trade names. Confusion of cheaper medicines in the minds of the lay patients often is the result of multiple trade names of proprietory medicines manufactured by different manufacturers in the country.

8. In the matter of medicines, State Government employees are being treated at par with Central Government employees as the list of inadmissible medicines is the same for both. The allegation is that appropriate medicines are not prescribed by the authorised medical attendants. This aspect appears to have arisen in the minds of Government servants because of the strict instructions that the medical officers should, as far as possible, avoid prescribing costly medicines, if cheaper substitutes for them are available. Also that the medical officers more freely prescribe appropriate medicines in the case of Central Government employees and their families because in their cases the charge does not come upon the budget of the respective hospitals, but cost is reimbursed to them from the funds of the Departments of Government of India. It is the authorised medical attendant who determines what medicine is necessary to suit the condition of health of a particular patient and it is not possible for Government servants to judge and question the discretion of

the authorised medical attendant when the latter prescribed a costly or so called cheaper medicine. The judgment of treatment of Government servants or for that matter any other patient cannot be based on price and in terms of costly or cheaper medicine. This should necessarily be done from the exclusive "Medical" point of view.

9. Government servants often took advice from doctors other than their regular authorized medical attendants in some cases even from specialists in non-state institutions or private medical practitioners, but approached the State Hospitals for the prescriptions to be dispensed or proprietory medicines including costly tonics to be supplied from Hospital stocks, even though the authorized medical attendants may not be in agreement with the line of treatment so prescribed. Refusal or even inability of the Hospitals authorities to do so attract complaints. In many cases Government servants ask medicines without actually showing the patients to the authorized medical attendants. In drawing up any scheme for improving medical facilities for Government servants and for members of their families all those aspects have to be taken into account.

10. Some time ago a Committee at State Government level after examining the difficulties and suggestions pointed out by certain Associations of Government servants, made the following suggestions :

(*a*) The provision for medicines for Government servants which is being increased progressively should be increased further as may be necessary. Life saving drugs must be available in all State Hospitals and Dispensaries. The Stores Section in the big Hospitals should be strengthened by providing a Store-keeper with requisite qualifications. The reorganization of the Central Medical Stores attached to the Directorate of Medical and Health Services should be taken up in two phases : (i) the first phase in which supplies may be indented on a centralised basis at cheap rates and suppliers be directed to supply the quantities of medicines required for the various hospitals at the site of the hospitals (ii) proposals for long term arrangement and final reorganisation of the Central Medical Stores be worked out so that purchases of medicines are made on a centralised basis as this would prove to be very economical in rates and as a consequence larger quantity of medicines could be purchased within the budgeted allotment.

(*b*) More peripheral dispensaries should be established in the bigger towns of Lucknow, Allahabad and Kanpur. The area of operation of such dispensaries should be clearly defined and unless the Medical Officer of the said dispensaries advises treatment at any other hospital in these big towns the persons attached to these dispensaries shall be entitled to treatment at these dispensaries only and not in any other hospital.

(*c*) For the sake of convenience of Government servants more thai one doctor in the hospitals may be made as authorised medical attendan of Government servants. This will do away with the complaint of Govern ment servants having to wait for long hours to receive, treatment.

11. As a result of these recommendations Government have already sanc tioned the reorganization of the Government Central Medical Stores Depot witl nucleus staff. This will be taken up as soon as Government have sanctionec the requisite staff and expenditure. The re-organization of the Central Stor also necessitates provision for a spacious building to accommodate bulk stock for issue to individual Hospitals/Dispensaries from time to time according tc need.

12. The question of opening peripheral dispensaries in bigger towns is a long term plan and this already formed a scheme in the Third Five-Year Plan One such unit has been established each at Kanpur and Lucknow. The one at Kanpur has already been recognised for treatment of Government servants and the question of recognizing the Peripheral Dispensaries at Mahanagar Lucknow, is under consideration. The question of including the proposal for the estab lishment of more such dispensaries in bigger towns where the population in general and that of Government servants in particular is larger, as a part of the Fourth Five-Year Plan is being examined. These units, however, are not exclusively to be meant for Government servants and members of their families.

13. The number of State Government servants in Uttar Pradesh is fastly growing with the implementation of more and more Plan Schemes. The number of entitled members of their families is also growing with the growth of popula tion in the country. People are getting more and more hospital minded. Hospitals are over crowded with patients. There is a shortage of bed-strength. Doctors are over worked :

(i) Under these circumstances, it would be useful to have separate outdoor clinics to facilitate the treatment of Government servants and members of their families separate from the existing general hospitals. It may be difficult to discriminate Government servants from the rest of the general public. Therefore, the outdoor clinics for Government servants may be located within or adjoining the premises of the existing hospitals.

(ii) Each Government servant should have an identity card with full particulars and details, viz. name of Department in which employed, pay, name and designation and name, age and relationship of depen dants, photograph of the Government servant with mark of identi fication, and the name of zonal hospital to which he is attached for purposes of treatment.

(iii) Government servants' clinics shall remain open for four hours (up to 11 a.m.) in the morning and for two hours (from 5 p.m.) in

the evening. All cases attending the clinic shall be registered by a Receptionist and shall be accompanied by their Identity Card. The Receptionist will advise the patient to approach particular Medical Officer in turn. A Physician, a Surgeon, an E. N. T. Specialist and a lady doctor shall be attached to each clinic which will be expected to cater for about 300 patients per day. In case the number of patients swell up appreciably it may be necessary to add more medical staff or to open separate units to ensure expeditious disposal of cases, otherwise the very purpose of opening separate units to avoid waiting and delay would be defeated.

(iv) At the Government Servant's Out-door Clinic the patient shall be examined by the doctor dealing with his branch of speciality. The medicines prescribed for him shall be dispensed or issued immediately from the attached dispensing Counter. Adequate stocks of medicine shall be available at the Clinic and it shall be the duty of the Medical Officer in-charge of the Clinic to see that at no time the stocks of any essential medicine is wanting. Should, however, any medicine be not available at any time, it shall be arranged from the market locally and supplied without loss of time. Care shall be taken to see that no Government Servant is unduly delayed to ensure his punctual attendance in Office.

(v) Cases requiring hospitalization and specialized treatment shall be referred to the nearest Hospital where requisite facility may be available, along with case details to save the time of the Specialist and to ensure proper investigation and treatment of the patient. A number of beds shall be reserved in each Hospital for Government servants who are referred by Outdoor Clinics.

(vi) Emergency cases shall be attended to in the Hospital, as at present, at all hours of day and night, and in such cases it will not be necessary to insist for reference letter. In such cases Government servants shall be provided with full facilities permissible under the Rules.

(vii) The Out-door Clinics of Government servants shall be fully equipped, with equipment, medicines and staff before they are commissioned so that there may be no hardship to any patient. When the unit starts functioning the benefit for out-door cases of Government Servants and members of their families should be withdrawn from the existing Hospitals and fully vested in the Clinics.

(viii) Following additional accommodation in the existing buildings or in any adjoining building would be required :

(i) Waiting Hall for the patients.

(ii) Room for Receptionist.

(iii) Five Rooms for doctors.

(iv) One Dressing Room.

(v) One Room for Injections.

(vi) One Room for dressing and treatment of Women.

(vii) One Store Room.

(viii) One Room for Office.

(ix) The Radiological and Pathological examinations shall continue to be done at the existing hospitals. Where necessary these Departments shall be augmented with more staff and increased allotment for Films and Chemicals.

(x) A non-recurring provision of Rs.5,000 would be required for equipment and furniture for each Out-door Clinic.

(xi) Assuming that roughly the number of patients attending the Clinic would be about 300 per day (100 new and 200 old), there would be about 1,09,500 case attendance per year in each unit. Moderately Rs.2 is required for each case attendance. Thus a provision of Rs.2,19,000 would be annually required for medicines and dressings, besides some contingent allotment for miscellaneous expenditure.

A statement showing the recurring and non-recurring expenditure involved on one Out-door Clinic is attached as Appendix I.

14. At least four such Out-door Clinics are required for Lucknow, in the first instance, as an experimental measure and if the scheme could prove beneficial, more such Clinics could be established in other KAVAL TOWNS and other Divisional Headquarter stations where the number of Government Servants is comparatively large.

## APPENDIX I

*Statement showing the Financial Implications of one Out-door Clinic for Government Servants and Members of their Families*

**STAFF—**

**Five P. M. S. Officers**

(i) One Selection Grade Officer (Rs. 500—1,200).

(ii) Four P. M. S. Ordinary Grade Officers (Rs. 250—700).

One Receptionist (Rs. 80—130).

One Accountant (Rs. 80—130).

One Store-Keeper (Rs. 80—130).

Five Pharmacists (Rs. 75—120).

One Staff Nurse (Rs. 75—120).

Three Sweepers (Rs. 27—½—32).

Five Attendants (Rs. 27—½—32).

One Chaukidar (Rs. 27—½—32).

| | | Rs. |
|---|---|---|
| Total, Pay and Dearness Allowance | .. .. | 40,320 |
| *Contingencies—Recurring—* | | |
| Medical Stores | .. .. .. | 2,19,000 |
| Telephone charges | .. .. .. | 500 |
| Miscellaneous Contingencies | .. .. | 2,500 |
| Purchase and replacement of instruments, equipment and furniture etc. | | 1,000 |
| Postage and stationery and Printing etc. | .. | 1,000 |
| | Total .. | 2,64,320 |
| *Non-recurring—* | | |
| Building | .. .. .. .. | 50,000 |
| Equipment and furniture | .. .. | 5,000 |
| | Total .. | 55,000 |

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