

**REPORT OF  
THE MYSORE PAY COMMISSION  
1966 - 68**

**VOLUME II  
( Chapters 14 to 46 )**

REPORT OF  
THE MYSORE PAY COMMISSION  
1966-1968

VOLUME II—CHAPTERS 14 to 46

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## CHAPTER 14

### Department of Agriculture

14.1. The Department of Agriculture is engaged primarily in increasing agricultural production in the State by educating the farmer in modern scientific technology, making the required inputs available to him and assist and guide him, when possible, in the adoption of improved methods of agriculture leading to increased production.

14.2. The programme of increasing agricultural production lies in the field of (i) land development, (ii) provision of irrigation facilities and contour bunding, (iii) agricultural education, (iv) improved agricultural methods, (v) use of improved seeds, (vi) use of organic manures and chemical fertilisers, (vii) adoption of plant and crop protection measures etc. The Department discharges these functions through a number of Schemes, Research Stations Experimental Farms, Educational Institutions, Seed Multiplication Farms, and by demonstration and propaganda etc. Some of the schemes are eligible for assistance from the Government of India, the Indian Council of Agricultural Research and or the Commodity Committees. Increase of agricultural production is also greatly facilitated by Major, Medium and Minor Irrigation Projects and provision of pumpsets. These are attended to by various other Departments like the Public Works Department, the Revenue Department and the Electricity Board ; the Agricultural Department functions as the co-ordinating department in developing agriculture, utilising all these facilities.

14.3. In short, the role of the Department is—

(i) to provide technical assistance to farmers for large-scale adoption of improved agricultural practices and to arrange for training of farmers on a large-scale ;

(ii) to provide services like soil conservation, drainage works, tractor and bulldozer operations for land reclamation work etc. ;

(iii) to arrange for proper stocking, supply and distribution of various inputs either directly wherever other agencies are not working or through various agencies like Co-operative Societies, private agencies etc., where they are available ;

(iv) to enforce various Acts like Fertiliser Control Act, Seed Act, Pest Control Act, Cotton Transport Act etc.

14.4. During 1963, all the schemes both research and development, pertaining to fruits, vegetables and plantation crops were transferred to the control of the Department of Horticulture. Consequent on the establishment of the University of Agricultural Sciences, all the Agricultural Colleges, Research Stations and Research Schemes along with the staff and equipment were transferred to the control of the University with effect from 1st October 1965.

14.5. The Department was reorganised with effect from 16th January 1967. Under the reorganised set-up a number of new posts were created. The staff position prior to and after the reorganisation of the Department are given in the sub-joined table.

<i>Sl. No.</i>	<i>Cadre and Scale of pay</i>	<i>Before Reorganisation</i>	<i>After Reorganisation</i>	<i>+ —</i>	<i>Percentage of increase or decrease</i>
1.	Joint Directors— (Rs. 900—40—1,100—50—1,300)	5	7	+ 2	40
2.	Senior Class I— (Rs. 600—40—1,000)	33	58	+ 25	76
3.	Junior Class I— (Rs. 350—25—650—30—800)	31	58	+ 27	87
4.	Class II— (Rs. 275—20—375—25—600)	66	181	+ 115	174
5.	Class II— (Rs. 250—20—350—25—500)	4	10	+ 6	150
	(Gazetted Officers) Sub-Total	139	314	+ 175	126
6.	Assistant Agricultural Officers— (Rs. 200—10—250—15—400 and Rs. 140—5—150—8—190—10—320)	1,044	1,120	+ 76	7
7.	Agricultural Assistants— (Rs. 100—5—150—6—180—10—200)	156	195	+ 39	25
8.	Field Assistants— (Rs. 80—3—110—4—130—5—150)	1,452	1,528	+ 76	5
9.	Field Men— (Rs. 80—2—90—3—120)	92	143	+ 51	55
	(Technical Non-Gazetted) Sub-Total	2,744	2,986	+ 242	9
10.	Superintendents— (Gr- I Rs. 220—10—320—15—440) (Gr- II—Rs. 225—10—285—15—375) (Gr-III—Rs. 180—10—320)	19	21	+ 2	11
11.	Head Clerks— (Rs. 150—8—190—10—270)	53	123	+ 70	132
12.	I Division Clerks— (Rs. 110—5—150—6—180—10—220)	280	365	+ 85	30
13.	II Division Clerks— (Rs. 80—3—110—4—130—5—150)	469	559	+ 90	19
	(Administrative Staff) Sub-Total	821	1,068	+ 247	30
	Total	3,704	4,368	+ 664	18

14.6. The distribution of the Gazetted Officers in the Department according to qualifications is stated to be as follows :—

	<i>Number of Officers</i>	<i>Number of officers with less than five years of experience</i>
1. M.Sc. (Agri.) and above ..	44	} 225
2. B.Sc. (Agri.) ..	210	
3. Licenciates ..	50	
4. Others ..	24	
Total ..	328	

14.7. It will be seen from the table that while the overall increase in the staff is only 18%, the percentage of increase in the gazetted posts has been as much as 126% and the percentage of increase in the technical non-gazetted staff is only nominal, being 9%.

14.8. It was represented on behalf of the Department that till recently there was no supporting staff at the higher levels; only the Assistant Agricultural Officers and District Agricultural Officers at the taluk and District levels had to attend to the work and even they had no supporting staff; the Department had now been re-organised on a rational basis and this was the reason for the large increase in the number of Gazetted Officers.

14.9. The total number of gazetted posts (Technical) in the Department is 314. In addition, there are also non-technical posts. Amongst the gazetted officers, there are 304 qualified people including Graduates M.Sc. (Ag.), B.Sc. (Ag.), and Licenciates. Out of the 304 Gazetted Technical Officers, 225 officers have less than 5 years of experience. It will thus be seen that large numbers of responsible posts have been filled by appointment of officers who have not had sufficient experience. The Department has stated that it is now building up sufficient trained personnel to man the various responsible posts created by the the re-organisation. The senior posts should have been increased by stages keeping in view the availability of experienced personnel. It would have been much better if the staff at the level of implementation instead of at the level of supervision had been strengthened since in the Agricultural Department, it is the taluk level and village level functionaries who play the key role in transmitting the technical know-how and improved methods of agriculture to the farmers, and it is this level that requires real strengthening.

14.10. This Department is classified as a Major Department. The Director of Agriculture is the Head of the Department. He is assisted on the technical side by three Joint Directors at the Headquarters, viz., Joint Director (Development and Intensive Cultivation Programme), Joint Director (Soil Conservation) and Joint Director (Agricultural Engineering). One Joint Director is in charge mainly of Soil Conservation work and another in charge of Agricultural Engineering.

The functions of soil conservation and agricultural engineering are mostly interrelated in the sense that engineering is one of the qualifications required for both. The combination of these two wings under one Joint Director would be very appropriate, but in view of the varied functions assigned to these two wings, there may be some difficulty in combining them in the immediate future. It may, however, be ensured over time that persons who have the necessary engineering qualifications and special training in soil conservation work are appointed to these wings in the Department and a single combined wing for attending to both items of work is constituted.

14.11. The Directorate of Agriculture is divided into different sections to deal with different categories of work such as Administration, Accounts, Supplies, Services and Development, Seeds Planning, Campaign, Information, etc. Each section is under the control of a gazetted officer in Senior Class I, Junior Class I or Class II depending upon the magnitude of the work in the section. A team of Subject Matter Specialists is also attached to the Directorate to deal with the concerned subjects. The team consists of Agronomist, Entomologist, Plant Pathologist, Soil Chemist and Crop Botanist. Separate Development Schemes have been undertaken for different important commercial crops. Each scheme is under the control of a Development Officer with Statewide jurisdiction. There are Development Officers for (1) Cotton, (2) Oil Seeds, (3) Sea Island Cotton, (4) Tobacco and (5) Sugarcane. These officers have their field officers located at suitable places.

#### *Soil Conservation*

14.12. This work is limited to certain areas. There are five Divisions *viz.*, Bangalore, Mysore, Chitradurga, Bijapur and Gulbarga. Each Division is under the control of a Divisional Soil Conservation Officer (Senior Class I). In each Division, there are five Sub-Divisions each under the control of a Class II Officer, who is assisted by five Assistant Agricultural Officers and 25 Field Assistants to execute the work.

#### *Agricultural Engineering*

14.13. At the divisional level, the Divisional Agricultural Engineer is in charge of the work. In each district, an Assistant Agricultural Engineer has been appointed to look after the Agricultural Engineering works.

#### *Development in Project Areas*

14.14. Large areas are coming under the new Irrigation Projects like the Tungabhadra and the Ghataprabha. Special Schemes have been taken up for development of these areas. For each Project, there is an Agricultural Development Officer. He is assisted by three Assistant Development Officers. Each Assistant Development Officer is provided with the same staff as the Assistant Agricultural Officer in a Soil Conservation Sub-Division.

*Joint Directors of Agriculture and Divisional Level Officers*

14.15. The State is divided into four Divisions. Each Division is headed by a Joint Director of Agriculture. The Headquarters of the four Divisions are Bangalore, Mysore, Dharwar and Raichur. Each Division consists of four or five districts. The Joint Director is assisted by a Headquarters Assistant and an Administrative Assistant in his Office to look after the routine administration. The work of the Joint Directors at the divisional level is primarily one of co-ordination and control. It was represented on behalf of the Department that there was need for a Senior Officer of the status of the Joint Director at the Divisional level for Co-ordination and adequate supervision of the departmental activities and that the necessity for such posts was all the greater if there were posts at the Divisional level in the other Development Departments and proper co-ordination of the working of all such Departments had to be ensured at that level. It was added that if divisional offices were abolished in all other departments, the Department of Agriculture need not have officers of this status at this level as the question of Co-ordinating the activities of the various Departments would not, then arise but that the status of the District Officers had to be raised further. In the old set-up, the four Regional Deputy Directors were supervising the departmental activities in their respective regions. The posts of Regional Deputy Directors have now been replaced by the posts of Joint Directors of Agriculture.

14.16. From the material placed before it, the Commission considers that the creation of these posts at the Divisional level in the cadre of Joint Directors has resulted in only giving opportunities for promotion to the officers in the lower cadres but not in any administrative advantage, increase in technical competence or public benefit. The Commission is of the view that too many intermediary levels would not be conducive to effective functioning, especially so in this Department where the staff at the field level should be strengthened and their standards improved. The Commission has examined in Chapter 3 the general question regarding the need for having officers at the Divisional level and has come to the conclusion that it is not necessary to have such officers in any Department. Moreover, it is seen from the job description that the Joint Directors at the State level are to ensure the implementation and evaluation of specified activities throughout the State whereas the duties of the Divisional Joint Directors of Agriculture are more or less similar in respect of all or most of such schemes but within their limited jurisdiction. The posts of the Divisional Joint Directors may be abolished along with their staff and direct connection established between the Head Office and the District Offices. It was represented on behalf of the Department that in case the Department did not have Joint Directors at the Divisional level, all the papers would have to be dealt with in the Head Office and there would have to be more Joint Directors at the Headquarters for dealing with them. Such a situation should not arise if adequate powers are delegated to the Deputy Directors in charge of Districts and it should not also be difficult to so delegate powers as they are senior officers who were themselves in charge of Divisions before the reorganisation of the Department. If, however, by the



abolition of these Divisional level offices, the work does increase at the Head Office, the question of giving assistance to the Director may be considered by Government sometime later.

14.17 Apart from the Joint Directors at the Divisional level, there are Divisional Soil Conservation Officers and Divisional Agricultural Engineers. The Divisional Agricultural Engineer is assigned the duties of assisting the Divisional Joint Director of Agriculture in administrative and financial functions with regard to agricultural engineering activities whereas the Divisional Soil Conservation Officer is empowered to be the Controlling Officer for soil conservation and allied programmes in the Division besides carrying out all administrative functions as per the powers delegated to him from time to time.

14.18. The functions of these Divisional Level Officers are mostly in the nature of inspection and supervision. As recommended in the case of posts of all the Divisional Level Officers, the posts of Divisional Soil Conservation Officers and Divisional Agricultural Engineers may also be abolished along with their supporting staff. The present structure of the Soil Conservation wing below the level of the Divisional Soil Conservation Officer may remain undisturbed. The Sub-Divisional Soil Conservation Officers may, however, be redesignated as Assistant Directors of Agriculture (Soil Conservation) and may be placed under the administrative control of the concerned Deputy Director of Agriculture.

14.19. The Joint Director in charge of Soil Conservation and the Joint Director in charge of Agricultural Engineering may exercise technical control over the subordinate officers posted to the various districts and give necessary guidance wherever necessary directly from the headquarters.

*Status of District Level Officers.*

14.20. Before the reorganisation of the Department an Assistant Director was in charge of each District. Consequent on the reorganisation, officers of the status of Deputy Directors have been appointed as District Level Officers. While there may be some justification for enhancing the status of District Officers for enabling them to discharge their duties more effectively than before in the larger Districts, the same position would not obtain in respect of smaller Districts like Coorg, Bidar and Chickmagalur; the only answer given by the Department was that there would be a Deputy Commissioner even for a small district and that it was only right that the District Level Officers in all the Districts should be of the level of Deputy Directors. This would be only a negative justification. It is to be noted that the work load of a Deputy Director of Agriculture would depend upon the cultivated or cultivable area of the district, and he is required to look after the developmental work only, unlike a Deputy Commissioner who will be required to look after the law and order of the district, as those powers cannot be delegated to officers of lower status according to law.

14.21. The Commission is, therefore, of the view that in smaller districts like Coorg, Chickmagalur and Bidar where the area under cultivation is very

much limited, it would be adequate if an Assistant Director is appointed as the District Agricultural Officer.

14.22. Secondly, there is no need for a Class I Agricultural Engineer for each district. The necessity for an Agricultural Engineer would depend upon the area that may be served by tractors and bulldozers and in Malnad tracts there is very little scope for the service of tractors and bulldozers. Therefore, at least in the Districts of North Kanara, Coorg and South Kanara, the posts of Assistant Agricultural Engineers appear to be superfluous. The District Level Officers may be given adequate powers and placed in overall charge of all the agricultural engineering programmes in the district and held responsible for their implementation. The Officers of the Soil Conservation and Agricultural Engineering wings working at or below the district level may function as Assistants to the District Level Officer. He will be co-ordinating all the activities of the Department at the district level.

14.23. The Department has suggested that an officer of the Agricultural Department should be made the Co-ordinating Officer even in respect of other departments in so far as agricultural production is concerned. The Department has further suggested that for effective control of supplies and services to the farmers the Deputy Directors of Agriculture at the district level might be given the additional designation and the powers of Joint Deputy Development Commissioners. The Deputy Commissioner is the Deputy Development Commissioner in his district and he would be in overall charge of the co-ordination of the activities of the various development departments in the district. The Commission has recommended in Chapter 26 that the District Level Officers of all Development Departments might be given the additional designation of District Development Officers in their respective subjects. This recommendation applies to the Deputy Director of Agriculture also. For the purposes of development work, all the District Development Officers would work under the overall control of the Deputy Development Commissioner and the Commission trusts that under this arrangement the requisite standard of co-ordination among all the Departments would be attained.

#### *Sub-Divisional Level*

14.24 Each District is divided into two or three Sub-Divisions depending upon its size (except Coorg, Bidar and Chikmagalur where no Sub-Divisions have been created) each under the control of an Assistant Director of Agriculture in Class I Junior cadre. He is assisted by Subject Matter Specialists in Class III Cadre for seeds, manure and plant protection. The extension work is carried on through the regular staff of the Community Development Organisation.

14.25. The Commission considers that it is not necessary to have the sub-divisional level between the District level and the Taluk level and that the District Level Officer could very well give necessary guidance and exercise necessary control over the Taluk level officers without the intervention of the

sub-divisional officers. In order, however, to see that the responsibilities of the District Level Officers do not increase unduly the Commission has recommended in the succeeding paragraphs that officers of the status of Assistant Directors might be placed in charge of two Taluks normally and of one Taluk in the intensive agricultural development areas ; these officers should be in a position to attend to most of the problems arising in their respective Taluks and may have to put up very few matters for instructions of the District Level Officers. Even in this view, the functionaries at the sub-divisional level would be superfluous. The Commission accordingly suggests that all the posts at this level may be abolished.

#### *Taluk level*

14.26 The Commission is of the view that the staff at the field level should be strengthened if agricultural production programme is to be effectively implemented. Consequent on the abolition of the Sub-Divisional level Officers, Officers of a sufficiently high status and with adequate powers should be placed in charge of Taluks. The alternatives that suggest themselves in this context would be to have as a normal pattern a Class I (Junior Scale) Officer for two Taluks or Class II Officer for every Taluk. The Commission has examined the relative merits of these alternatives. If Class I Officers are appointed at this level, they will be senior officers who could take decisions in all but very important matters, more powers could be delegated to them and two Taluks would not after all constitute an unmanageably large jurisdiction ; but if Class II Officers are posted to this level and even if they are given charge of only one taluk, the only advantage would be the compact jurisdiction, but they would have to refer far too many matters for the orders of the Deputy Director in charge of the District. The Commission, therefore, recommends that the former alternative may be adopted.

14.27 The Class I (Junior Scale) Officer of the rank of Assistant Director of Agriculture may be in charge of two taluks in a District. He should be assisted by two Class III Assistant Agricultural Officers (One for each Taluk) ten Agricultural Assistants (five for each taluk) and other subordinate ministerial staff. In the districts where Intensive Agricultural Development Programme are undertaken, there may be one Assistant Director for each taluk. The number of other staff in each taluk in these areas may be double of what is recommended for the normal taluks.

14.28 The Commission also suggests that all the staff so working at the taluk level may be brought under the administrative control of the Taluk Development Board ; the technical control should however vest with the Assistant Director of Agriculture.

14.29 In addition to the normal staff as indicated above, special staff may be appointed on the existing pattern for soil conservation work and for regulatory and special items of work wherever undertaken. The soil conservation staff working in each Taluk may be under the administrative control of the

Taluk Development Board and under the technical control of the Assistant Director (Soil Conservation) and thence of the Deputy Director/Assistant Director of the District. The staff for regulatory and special items of work with jurisdiction extending beyond a Taluk may be outside the team of officers under the control of the Taluk Development Board. Their jurisdiction may be so adjusted as to be within the territorial jurisdiction of the Assistant Director and they may be placed under his administrative and technical control.

*Technical competence at the field level*

14.30 It was represented on behalf of the Department that it was necessary to keep more technically trained hands than at present at the field level as more and more farmers were becoming aware of the advantages of new technological innovations and were keen on getting advice on various aspects of agricultural production ; it was, therefore, necessary to delegate powers to such an extent and also to streamline the administration in such a way that it would be possible to communicate decisions quickly and at the lowest level possible. It was also represented on behalf of the Department that in future the official at the lowest level who came into contact with the farmers should be an Agricultural Graduate assisted by one or two officials to carry out the job as directed by him and should be competent enough to discharge the job required of him so as to transmit the technical know-how in respect of scientific methods of cultivation to the farmers. The Commission generally agrees with the point made that the competence and quality of village level functionaries should be raised and has borne this point in mind in making its recommendations in this regard.

*Posts of Subject Matter Specialists*

14.31. It is observed that there is a regular hierarchy of Specialists at different levels all along the line. The only justification given by the Department for such a hierarchy of Specialists was that they were needed for making a special study of the developments in the particular field of activity, for keeping themselves in touch with the latest developments therein and for passing on the knowledge so acquired to the field officers. An important point to be noted in this context is that not all the posts of these Specialists have been filled by persons who have secured special qualifications in the subjects entrusted to them but by persons who have secured normal or general qualifications in Agriculture—B.Sc. (Ag.). Moreover, these Specialists' posts are also interchangeable with one another e.g., a Seed Development Officer to-day may be transferred as a Manure Development Officer to-morrow. It was stated on behalf of the Department that necessary grounding was given to the officers in all aspects of agricultural development at the time of entry and that in due course 'job oriented' and other training was given to those posted for specialised items of work like plant protection, etc., when they were posted to charges which required specialisation and that no expertise as such was required for most of the posts in the Department.

14.32. At the State level, there are five special development posts each for Cotton (Rs. 600-40-1,000), Sea Island Cotton (Rs. 600-40-1,000), Oil Seeds (Rs. 600-40-1,000), Sugarcane (Rs. 275-20-375-25-600) and Tobacco (Rs. 275-20-375-25-600). Officers holding these posts are interchangeable with officers holding corresponding posts in the general line and they are not filled by appointing only persons who have specialised in any particular disciplines as in the case of Specialists. While, there may be some justification for these posts at the State level for assisting the Director, the necessity for a hierarchy of Special Development posts at all levels has not been clearly justified. The justification given by the Department was that special emphasis would have to be laid on the development of these important crops. This justification does not appear to be sound in the light of the statement made on behalf of the Department that almost all the officers were capable of holding any of the posts—general or special, which means that the generalists in Agriculture could very well attend to these items of work also at the field level. Moreover, with the reorganisation, the village level functionaries would be completely responsible for planning and implementing agricultural production at their level and it is only right that even in the line of command they should look up to only one authority for instructions. The Commission considers that while there could be Specialists at the State level attending to specialised problems or matters of an intricate nature in the field of 'applied' research which cannot be attended to by the University, the results of their efforts should be communicated to the Deputy Directors in charge of Districts and from them to the lower levels in the general line. Then again there could be corresponding Specialists at the District level (a) for interpreting and communicating the instructions received from the State Headquarters and (b) for attending to special work of a relatively elementary nature ; but there is no need for such posts of Specialists at any other levels.

14.33. The question whether at the State level, the posts of Cotton Development Officer and Sea Island Cotton Development Officer could be merged was examined. It was represented on behalf of the Department that it was necessary to have an independent post of Sea Island Cotton Development Officer for the present since the Malnad area of the State was found to be quite suitable for growing this type of cotton and its cultivation had to be developed. It was added that both the posts could be combined when the special scheme caught up in the Malnad area. The Commission, therefore, recommends that the two posts may be retained as separate posts for some time to come but combined in due course and shifted to the State level.

14.34. The question whether at the district level the posts of Assistant Manure Development Officer and of Assistant Seed Development Officer could be combined into one without any loss of efficiency was examined. It was represented on behalf of the Department that it might not be possible to combine these posts with different types of work into one and that each officer had adequate work of his own. It was stated that the Assistant Manure Development Officer was directly responsible for increased production of compost in the district by inducing the farmers to take to "compost production" whereas the Assistant

Seed Development Officer helped the farmers in matters relating to the flowering of plants, synchronisation of flowers, etc., in the district. In the circumstances indicated by the Department both the posts may be continued in the Districts where the work is heavy. Wherever the work is light, the Department may combine both the posts into one in the interest of economy, without loss of efficiency.

14.35. There are some special development posts at or below the Taluk level. The question whether these posts might be converted into those of village level functionaries and whether with these additional village level functionaries it would be possible to delimit the jurisdiction of each of them suitably so that they might attend to all items of work within their limited jurisdiction intensively was examined. It was represented on behalf of the Department that these officials were attending to not only developmental and promotional work but also to regulatory work and that their jurisdiction often extended beyond a taluk. The Commission has suggested that all the officers of the Department of Agriculture working at and below the taluk level should be treated as on deputation to the Taluk Development Boards concerned. This principle could naturally apply to those officials who are attending to promotional and development work but not to regulatory work. The Commission does not, therefore, consider it necessary to suggest any modifications in the existing arrangement.

14.36. There is special staff meant for execution of soil conservation measures and maintenance of soil conservation bunds. The former category of staff has to be maintained as a separate unit but could be brought under the control of the Taluk Development Boards. The maintenance of existing bunds does not require either expertise or concentrated attention. This work could be attended to by the jurisdiction village level functionaries and need not be entrusted to any special staff. The latter category of staff may therefore be converted into posts of village level functionaries.

#### *Extension Specialists*

14.37. There are six Extension Specialists in the Farm Advisory Service Section; viz.: (i) Agronomist, (ii) Plant Pathologist, (iii) Farm Management Specialist, (iv) Soil Chemist, (v) Crop Botanist, (vi) Agricultural Entomologist.

14.38. These specialists are assisted by technical gazetted officers who co-ordinate and help them in rendering effective and timely service to the extension personnel and farmers. By merely designating an officer as a "Pathologist" or "Botanist", he can never acquire the competence to do the job of a Specialist so long as he does not form part of the research set up. It was stated by the Department that there was need for continuance of these specialists in the Department for keeping the other officers informed of the latest developments in technical matters. The research schemes are now being handled by the University of Agricultural Sciences. It is, therefore, not necessary for the

Department to undertake research activities. The problems that arise in the field, could, very well, be referred to the University. There should be a close liaison between the University and the Department and the results achieved in the research centres of the University should be made available to the departmental officers. The Commission, therefore, suggests that the Specialists attached to the Farm Advisory Service Section may be sent to the University where their services would be more useful than in the Department. The University for its part could content itself with attending to the work of research and pass on the results of such research to the Department for taking further action in regard to its propagation in the field.

#### *Taluk Development Boards*

14.39. It was stated that the Taluk Development Board is now being increasingly associated with the agricultural production programme and that the Board is consulted while finalising the programme particularly in respect of irrigation pumps, cropping pattern, supply of seeds and fertilisers, etc. The Taluk Development Board is an important body in that it represents the non-official public opinion of the taluk. The Commission is of the view that all agricultural development schemes including soil conservation work in a taluk should be planned and executed through the Taluk Development Board concerned.

14.40. Reference is invited in this connection to the recommendation made in Chapter 26 relating to the Community Development Organisation and Panchayatiraj Institutions. The Commission recommends that the principles indicated therein might be followed without any mental reservations.

#### *Manual and Guide Books*

14.41. The Department has prepared Manuals and Guide Books for some important schemes in operation. Steps may also be taken to prepare early, regular manuals for important productive schemes like Seed Farms, etc.

#### *State Farms*

14.42. The Department was of the view that it was not possible to start new State Farms and to run them successfully on a commercial basis, and that it was desirable to administer the Farms only from the point of view of rendering service to the agricultural community. With the availability of the advanced scientific knowledge, trained staff, modern machinery and inputs, there is no reason why the Department should not be able to organise modern farms which not only serve as Demonstration and Seed Farms but are at the same time financially viable. In the Evaluation Report on Seed Farms, it is observed that some Farms like those at Havanagi and K. Hanumanmatti were showing net profits even after deducting the salaries of persons engaged on the Farms with hardly 25 acres of cultivated area and that some other Farms like those at Gundinahole were giving promise of earning some net revenues in the near future.

14.43. Such well-organised modern farms which can show net revenues would go a long way in impressing upon the ryots the financial advantages of

adopting scientific methods of agriculture. Without reasonable hopes of financial advantages, the ryots will not take to modern methods of agriculture and as such, the example of financial advantages of modern agriculture should be set by the Department itself by organising modern farms as a profitable proposition.

14.44. The Department should be able to obtain net revenues from the Seed Farms and Demonstration Farms. The best way for the Department of Agriculture to impress upon the ryots their efficiency as well as advantages of modern methods is by way of organising well-organised Farms with a capacity to earn substantial returns.

14.45. One plausible argument that may be put forward in support of the fact that the State Farms are incurring losses is that the improved seeds that are produced have to be sold to the agriculturists not at economic prices but at subsidised prices to encourage them to purchase and utilise such seeds and that several experiments have to be undertaken not all of which might prove successful. While some allowance could be made for the latter, the proper course of action to take would be to include the expenditure incurred on all operations, in the cost of operations, to work out the actual cost of production and to charge a suitable price for the seed grains. The Commission should not, however, be understood to suggest that supplies should not be made to the agriculturists at subsidised rates in order to encourage them to adopt better methods of agriculture. The supplies should be subsidised so long as there is need to popularise them but the element of subsidy could be reduced and finally abolished as the farmers realise their benefits and take to them as a matter of course. But the subsidy should be shown clearly as such in the accounts of the farms and debited to a separate head of account and not shown as a part of the working expenses giving an impression that the Farms are not working well.

#### *Bulldozer and Tractor Organisation*

14.46. It was stated that the Tractor and Bulldozer Organisation was sustaining loss because the tractors and bulldozers were old and the rate of hire charges was also very low and that a sum of about Rs. 40 lakhs was over-due towards the tractors sold on hire purchase basis. It was represented that the loss sustained by the concessional rate of hiring was negligible when compared to the advantages which Agriculturists would be deriving. The Commission considers that although the Tractors and Bulldozers Organisations are Service Organisations, the Department should see that they are so run that no loss is incurred. The suggestions made in regard to the subsidy payable in respect of the Farms applies equally to the case of this Organisation. The rate at which the machinery is hired out should be an economic rate and the subsidy, if any, should be shown separately in the accounts. The Commission also suggests that every effort should be made to collect the arrears from farmers to whom tractors have been issued on hire purchase basis as most of them must have improved their financial position by their use and be in a position to repay those dues.



*Internal Evaluation Unit*

14.47. It was represented that the Department had formerly a Statistical Unit of its own but that it was transferred to the Bureau of Economics and Statistics sometime ago ; the Bureau collected statistics of yield generally but not specifically with reference to land in which improved methods of cultivation were introduced ; the Department collected statistics in respect of sugarcane but not other crops. It was accordingly suggested that a Statistical Cell should be created within the Department, so that the Department could collect information in the form in which it required it for its purposes. The Commission has considered this suggestion and is of the view that the Department must have an Internal Evaluation Unit for evaluating the benefits derived by the adoption of the methods recommended by it, in respect of all crops, development of which has been undertaken by the Department. The Commission, therefore, recommends the creation of an Internal Evaluation Unit in the Head Office for this purpose.

*Agricultural Training Schools, etc.*

14.48. The Department runs five Gramasevak Training Centres, seven Agricultural Schools and three Soil Conservation Training Centres. It was suggested on behalf of the Department that the nomenclature of the Gramasevak Training Centres might be changed as "Agricultural Training Schools" as these schools were imparting training not only to the officials of the Department but also the farmers. The Commission accepts this suggestion and recommends that the nomenclature of the Gramasevak Training Centres be changed to "Agricultural Training Schools". The Commission suggests that the training courses in the Agricultural Training Schools should be oriented suitably and their coverage enlarged so that the training imparted to the farmers might be useful to them in introducing improved methods of cultivation. The Commission also suggests that Government may examine whether training in Soil Conservation could be imparted in Agricultural Training Schools and the three Soil Conservation Training Centres abolished or converted into Agricultural Training Schools.

*Arrangements for the storage and distribution of chemical fertilisers and other inputs*

14.49. It was represented that an autonomous body might be set up for handling chemical fertilisers and other inputs as the existing arrangement for storing them at taluk and lower levels, were not quite adequate ; and that if such a Corporation were to be set up and entrusted with the work of distribution of chemicals, fertilisers, etc., it could handle these articles of the value of about Rs. 9 crores every year.

14.50. This work is now being attended to by the Co-operative Societies and even if there are any defects in the existing system of stocking and distributing chemical fertilisers and other inputs it might be better to rectify the defects than to change the system altogether. The "Agro-Industries Corporation" has, however, been set up recently and this organisation is handling the supply of equipment to farmers. Even if the existing system for the distribution of fertilisers is to be given up and a new system introduced, this work could be entrusted to the Agro-Industries Corporation instead of setting up another

organisation. The Commission suggests that a thorough examination may be made of the existing system, the defect therein identified and rectified and if it becomes impossible to rectify them then only to entrust this work to the Agro-Industries Corporation.

*Intensive Agricultural Development Programme in the Tungubhadra Project Area*

14.51. The Commission examined the proposal received from Government regarding the special staff required for the implementation of Intensive Agricultural Development Programme in the Thungabhadra Project area. The special staff proposed by the Department comprised: one Joint Director, 10 other Class I posts consisting of Specialists, Special Deputy Commissioner, Information Officer, Deputy Director of Statistics, Assistant Director of Town Planning and about 160 other posts. Government were informed that the necessary staff for working out the Project might be drawn from the existing posts from the different districts.

14.52. The Commission has suggested in para 26 that in districts where the Intensive Agricultural Development Programme is undertaken, there may be one officer in the Class I Junior Scale of the rank of Assistant Director of Agriculture for each taluk and the number of other officers, such as Assistant Agricultural Officers, Agricultural Assistants, etc., may be double the normal pattern obtaining in other taluks. The Commission is satisfied that this pattern of staffing would adequately serve the purpose in the districts where special intensive agricultural development programmes are undertaken.

*Plan Schemes*

14.53. The Commission got the impression after studying the set up of the Department that several posts were being created on higher scales of pay than the duties and responsibilities of such posts would justify only because they were covered by Plan Schemes and were eligible for assistance from the Centre. The Commission suggests that such new posts should not be created as a matter of course but created only if there is a real need for such posts and when so created they should be in the cadre which the responsibilities and duties attached to the posts warrant and in the scale of pay sanctioned for similar posts in the Department.

*Expenditure of the Department*

14.54. The total expenditure of the Department and the expenditure over the administrative set up for the last 3 years are said to be as follows :—

	(Rs. in lakhs)		
	1965-66	1966-67	1967-68
I. Total expenditure—			
1. Expenditure under service heads	425.01	348.82	445.78
2. Expenditure under loans head ..	647.69	688.45	1,635.53
3. Expenditure on 96 Capital Outlay i.e., contributions.	..	..	75.00
Total ..	1,072.70	1,037.27	2,156.31

		(Rs. in lakhs)	
II. Expenditure on Administration ..	32.90	28.26	38.86
III. Percentage of expenditure on administration to service expenditure.	7.7%	8.10%	8.7%
IV. Percentage of expenditure on administration to total expenditure.	3.25%	2.7%	1.89%

14.55. The following observations made by the Estimates Committee of the Mysore Legislature in their Seventh Report about the working of the Agricultural Department would be pertinent in this connection.

“Agriculture is the backbone of any developing economy and rapid development of the country depends on the progress achieved under agricultural production. Though Government spent heavy amounts for increasing agricultural production on—

- (1) Starting seed farms,
- (2) Fertilisers and local manurial resources,
- (3) Plant protection,
- (4) Soil conservation,
- (5) Use of improved implements and agricultural practices,
- (6) Research,
- (7) Irrigation facilities,

the results achieved cannot be considered as commensurate with the investment. All schemes now in operation should be thoroughly examined and if any of them are not capable of yielding results, they should be scrapped and only such of those which can benefit increased production should be continued. It serves no purpose by merely sanctioning staff without qualified and trained personnel and also the equipments needed to implement the Schemes. The agriculturists should get direct results and merely exhibiting expenditure incurred on staff attached to the schemes does not portray the results.”

14.56. The Commission is in agreement with these views and advises the Department to concentrate its energies on achieving concrete results in the schemes undertaken by it and not to take up ambitious programmes which cannot be implemented with the limited resources available to it.

#### *Cadre and Recruitment Rules and Scales of Pay*

14.57. The present Cadre and Recruitment Rules of the Department were issued in the year 1961. The Department was reorganised in the year 1967 and several new posts have been created. The Commission was informed that a comprehensive proposal incorporating all these new posts had been referred to Government for issue of revised Cadre and Recruitment Rules and that this proposal was under the consideration of Government.

14.58. It was represented to the Commission that the scales of pay for the Officers of the Department who were as highly or as well qualified as the officers in the University of Agricultural Sciences should be more or less the same as those for the teaching staff of the University and that the scales of pay for the various posts in the Department should be brought on par with the scales of pay for posts carrying similar duties and responsibilities in other Major Departments like the Public Works Department, etc. It was also represented to the Commission that positive incentives by way of advance increments or by way of higher remuneration should be given to officers who acquired higher qualifications irrespective of whether they acquired such qualifications at their own cost or at the cost of Government. The Commission considers that it is necessary to give incentives to officers for acquiring higher qualifications like M.Sc. or Ph.D. and therefore recommends that officers who wish to acquire such qualifications may be given study leave liberally and that such of them as acquire higher qualifications of M.Sc. or Ph.D. either at their own cost or at the cost of the Government may be given two advance increments provided that the qualifications prescribed for appointment to such posts are lower than these qualifications. The benefit of two advance increments may also be extended to new recruits if they possess qualifications higher than those prescribed for recruitment to the concerned post.

14.59. The Commission while proposing the revised scales of pay for various posts in the Department has taken into consideration the qualifications proposed in the draft rules for recruitment ; the duties and responsibilities attached to them etc., and also the scales of pay as obtaining in the University of Agricultural Sciences, Bangalore.

*Director of Agriculture* : (1)—(Rs. 1,100—50—1,600).

14.60. According to the existing Rules, this post is to be filled by promotion of Joint Director or by promotion by selection from the cadre of Deputy Directors or by taking on deputation an officer in the senior time scale of the Indian Administrative Service. Under the revised Rules proposed by the Department, the Director of Agriculture is to be appointed by promotion by selection from the cadre of Joint Directors of Agriculture or by contract or by direct recruitment of a person who has secured a Doctorate (Ph. D) in one of the main fields of Agriculture, has made outstanding contribution to, and has experience of, research and development for 10 years. The provision for filling the post by deputation of an Officer of the Indian Administrative Service is proposed to be deleted. The Commission considers that the provision for deputation of an officer from the Indian Administrative Service and that for direct recruitment should be omitted. The Rules of Recruitment may be framed accordingly. The revised scale of pay for this post may be Rs. 1,300—60—1,600—50—1,800.

*Joint Directors* : (7)—(Rs. 900—40—1,100—50—1,300).—

14.61. Of the 7 posts of Joint Directors, one is incharge of Agricultural Engineering, another is incharge of Soil Conservation, the third is incharge of General Administration and technical work at the headquarters and the other four are incharge of the divisions. It has been recommended in para 15 that

the posts of divisional level Joint Directors might be abolished. This would mean that there would be only 3 Joint Directors, all at the headquarters.

14.62. According to the proposed Rules of Recruitment of the Department, the post of the Joint Director, Agricultural Engineering, is to be filled by promotion of Divisional Agricultural Engineers or by taking on deputation an officer holding an equivalent post in the Public Works Department. It has been suggested in para 18 that the posts of Divisional Agricultural Engineers might be abolished. The Commission, therefore, recommends that the post of Joint Director, Agricultural Engineering, may be filled as proposed so long as there are officers qualified to be Divisional Engineers and thereafter by taking on deputation an officer of the status of Superintending Engineer with necessary experience in Mechanical Engineering from the Public Works Department.

14.63. According to the proposed Rules of Recruitment, the post of the Joint Director (Soil Conservation) is to be filled by promotion by selection from the cadre of Deputy Directors with experience in soil conservation or training in soil conservation in Dehradun or in a recognised Institution or in the alternative by transfer of a suitable qualified officer in the cadre of Joint Directors of Agriculture. These modes of recruitment may be adopted.

14.64. The third Joint Director will be in charge of development of intensive Agricultural programme. According to the proposed Rules of Recruitment, this post is to be filled by promotion by selection from the cadre of Deputy Directors of Agriculture and Extension Specialists. The Commission has recommended in para 66 that the posts of Extension Specialists may be included in the cadre of Deputy Directors. It would, therefore, be adequate if the Rules of Recruitment provide for the post of Joint Director being filled by promotion by selection from the cadre of Deputy Directors. The scale of pay for the Joint Directors may be revised as Rs. 1,100—50—1,300—60—1,600.

*Deputy Directors of Agriculture, etc., (Class I Senior Scale): (50) (Rs.600—40—1,000)*

14.65. This cadre includes posts of (i) Deputy Directors, (ii) Divisional Soil Conservation Officers, (iii) Cotton Development Officer, (iv) Sea Island Cotton Development Officer, (v) Oil Seed Development Officer, (vi) Soil Survey Officer, Ghataprabha Project, (vii) Special Officer, Malaprabha Project, (viii) Plant Protection Officer, (ix) Land Reclamation Officer, (x) Land Utilisation and Survey Officer, (xi) Fertiliser Demonstration Officer, (xii) Seed Development Officer, (xiii) Liaison Officer, Fertilizers, (xiv) State Oil Survey Officer, (xv) Principals, Gramsevak Training Centres, (xvi) Chief Instructor, Gramsevak Training Centre, Gangavati and (xvii) Extension Specialists.

14.66. These posts may be designated as 'Deputy Directors of Agriculture' and their specialisation may be indicated in brackets after their designation. According to the proposed Rules of Recruitment, these posts are to be filled by promotion by selection from the cadre of Assistant Directors of Agriculture having experience of training in a particular field or by transfer of suitably qualified officers from the cadre of Deputy Directors ; the posts of Extension Specialists

are to be filled by promotion by selection from the cadre of Assistant Directors or by direct recruitment of candidates who have secured a Doctorate (Ph. D.) and have at least two years of experience or of candidates who have secured the Master's Degree (M.Sc.) and have at least ten years of experience or by taking on deputation an officer from the University of Agricultural Sciences. In view of the recommendation that all these posts should be included in a single cadre of Deputy Directors, the mode of recruitment could also be common, but the actual placement could be with reference to their specialisation. In this view, the Commission does not consider it necessary to have any direct recruitment or promotion by selection at this level. All these posts may, therefore, be filled by promotion on the basis of seniority-cum-merit of Assistant Directors of Agriculture. For purposes of promotion, the question of the field of specialisation need not be taken into consideration. If there are, however, certain posts which cannot adequately be filled by officers in the cadre of Assistant Directors on promotion, such posts may be filled by taking on deputation officers with suitable background and experience from the University of Agricultural Sciences. The period of such deputation may be limited to the period required for training one of the officers in that cadre to replace such Specialists. The Rules of Recruitment may be framed accordingly. The revised scale of pay for these posts may be Rs. 700—40—900—50—1,200.

*Chief Accounts Officer and Accounts Officer, Soil Conservation :* (2) (Rs. 600—40—1,000).

14.67. According to the proposed Rules of Recruitment, the post of Chief Accounts Officer is to be filled by taking on deputation an officer of the rank and status of a Deputy Controller of State Accounts Department and the post of Accounts Officer, Soil Conservation, either by promotion by selection from the posts of Accounts Assistants or from the cadre of Class II ministerial staff or by taking an officer of the rank and status of a Deputy Controller from the State Accounts Department. The Commission has recommended that as a general principle Accounts Officers should be taken only on deputation from the State Accounts Department. Following this general principle, the Commission recommends that the post of Chief Accounts Officer may be filled by taking on deputation an officer of the status of Deputy Controllers from the State Accounts Department. The Rules of Recruitment may be framed accordingly. The Commission was informed that at present the post of the Accounts Officer (Soil Conservation) was filled by promotion of an officer from the lower grade. The present incumbent may be allowed to continue if his services are regularised. Future recruitment to this post may be made by taking on deputation an Officer of equivalent rank from the State Accounts Department. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be revised as Rs. 700—40—900—50—1,200.

*Divisional Agricultural Engineers :* (4) (Rs. 600—40—1,000)

14.68. According to the proposed Rules of Recruitment, the posts are to be filled by promotion by selection from the cadre of Deputy Agricultural Engineers.

having a Degree in Mechanical or Agricultural Engineering. The Commission has suggested that the posts of Divisional Agricultural Engineers may be abolished. The question of recruitment of officers to this cadre would not therefore arise. The scale of pay for these posts may be revised as Rs. 700—40—900—50—1,200 till the posts are abolished by the suitable absorption of the officers concerned elsewhere.

*Forestry Specialist: (1) (Rs. 600—40—1,000)*

*Engineering Specialist: (1) (Rs. 600—40—1,000)*

14.69. These posts are filled by taking on deputation officers holding equivalent posts from the Forest/Public Works Department, respectively. The Commission considers that these modes of recruitment are adequate and may be adopted. The scales of pay for these posts may be the same as for District Forest Officers and for Executive Engineers respectively.

*Assistant Directors of Agriculture, etc.—(Class I Junior Scale) : (64)—  
(Rs. 350—25—650—30—800)*

14.70. This cadre includes posts of (i) Assistant Directors of Agriculture, (ii) Agricultural Development Officers (Projects), (iii) Campaign Officer, (iv) Compost Development Officer, (v) Planning Officer, (vi) Headquarters Assistants to the Joint Directors, (vii) Principals, Gramsevak Training Centres, (viii) Principals, Soil Conservation Training Centres, (ix) Soil Conservation Research Officer, (x) Soil Survey Officer, (xi) Agronomist, Pircom Centre, (xii) Irrigation Specialists.

14.71. For the sake of uniformity in designation all these posts may be designated as 'Assistant Directors of Agriculture' and the work in their charge may be indicated within brackets after their designations. According to the proposed Rules of Recruitment, these posts are filled by promotion from the cadre of Class II (Technical) officers on the basis of seniority-cum-merit. The posts of Principals, Gramsevak Training Centres, are either filled by promotion from the cadre of Class II (Technical) Officers or by taking on deputation an Officer from the University of Agricultural Sciences. The Commission considers that these modes of recruitment are adequate. The scale of pay for these posts may be Rs. 400—30—700—EB—40—900.

*Deputy Agricultural Engineer and Research Engineer: (2)  
(Rs. 350—25—650—30—800)*

14.72. According to the proposed Rules of Recruitment these posts are filled by promotion from the cadre of Assistant Agricultural Engineers on the basis of seniority-cum-merit, having a Degree or Diploma of a recognised University or Institute in Mechanical or Agricultural Engineering. The existing Rules of Recruitment are adequate and may be continued. The scale of pay for these posts may be Rs. 400—30—700—EB—40—900.

*Accounts Assistant* : (1) (Rs. 350—25—650—30—800)

14.73. According to the proposed Rules of Recruitment, this post is filled by promotion of an officer in the Class II ministerial cadre or by taking on deputation an officer of the rank and status of an Assistant Controller from the State Accounts Department. The post of Accounts Assistant may be filled by taking on deputation officer from the State Accounts Department. The Commission suggests that the alternative mode of recruitment to this post, *i.e.*, by promotion may be omitted. The scale of pay for this post may be the same as that for corresponding posts in the State Accounts Department.

*Superintendents, Agricultural Schools, etc.*, : (147) (Rs. 275—20—375—25—600)

14.74. This cadre includes posts of (i) Superintendents, Agricultural Schools, (ii) Assistant Plant Protection Officers, (iii) Cotton Superintendents, (iv) Assistant Oil Seed Development Officers, (v) Sugarcane Development Officers, (vi) Assistant Sea-Island Cotton Development Officer, (vii) Tobacco and Assistant Tobacco Development Officers, (viii) Field Manure Officer, (ix) Assistant Development Officers (Projects), (x) Subject Matter Specialists, Intensive Agricultural Development Programmes (xi) Engineer, Minor Irrigation and Water Use Scheme, (xii) Assistant Seed Development Officers, (xiii) Assistant Manure Development Officers, (xiv) Head Masters, Agricultural Schools, (xv) Seed Development Officer, Intensive Agricultural Development Programme, (xvi) Project Officer, Intensive Agricultural Development Programme, (xvii) Fertiliser Officer, (xviii) Sub-Divisional Soil Conservation Officers, (xix) Assistant Soil Conservation Officers, (xx) Assistant Land Utilisation and Survey Officers, (xxi) Soil Survey Officers, (xxii) Officer-in-charge, Scheme for Production of Hybrid Castor Seeds, (xxiii) Assistant Chemist, (xxiv) Soil Chemist, (xxv) Soil Physicist, (xxvi) Assistant Soil Chemists, (xxvii) Instructors, Gramsevak Training Centres, (xxviii) Soil Scientists, (xxix) Senior Research Assistant, Simple Fertiliser Trial Scheme, (xxx) Farm Training Guide, (xxxi) Instructor in Agriculture.

14.75. There is no common designation for these posts. The Commission suggests that these Class II (Technical) posts may be designated as 'Agricultural Officers' and the work in their charge may be indicated within brackets after their designation.

14.76. According to the proposed Rules of Recruitment, 75 per cent of these posts are filled by promotion from the cadre of Assistant Agricultural Officers and 25 per cent by direct recruitment. The qualification proposed for direct recruitment is a Degree in Agriculture from a recognised University or College and such other qualification as might be specified in respect of each post at the time of recruitment, preference being given to persons holding M.Sc. or Ph.D. Degree. In the promotional quota, 60 per cent is earmarked for Grade I Officers and 15 per cent for Grade II Officers in the cadre of Assistant Agricultural Officers. Since a common cadre and scale of pay are recommended for the posts of Assistant Agricultural Officers, the Commission suggests that the promotional quota may be filled on the basis of common seniority among the Assistant Agricultural Officers without earmarking any percentage for Grade I or Grade II Officers. The qualification proposed for



direct recruitment to the posts of Class III Assistant Agricultural Officers is also a Degree in Agriculture. The Commission considers that it is desirable to appoint officers with higher qualifications by direct recruitment at this level. The Commission, therefore, suggests that a higher qualification of B.Sc. (I Class) in Agriculture or M.Sc. may be prescribed for direct recruitment to these posts. The Commission also recommends that during the period of probation, these officers may be posted for work at taluk level for gaining experience in the field work ; and it is only after they gain sufficient experience of work at the field level that they may be posted to their regular charges. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be revised as Rs. 300—25—550—EB—30—700.

*Agricultural Information Officer* : (1) (Rs. 275—20—375—25—600) *Assistant Agricultural Information Officer, Intensive, Agricultural Development Programme*: (1) (Rs. 250—20—350—25—500)

14.77. The modes of recruitment to these posts are the same as for the Class II, Technical Posts. The existing modes of recruitment may continue. The scales of pay may be Rs. 300—25—550—EB—30—700 for the Information Officer and Rs. 275—20—375—EB—25—525 for the Assistant Information Officer.

*Senior Statistical Assistant* : (1) (Rs. 275—20—375—25—600)

14.78. This post is filled by taking on deputation a Class II Officer from the Bureau of Economics and Statistics. The Commission considers that this mode of recruitment is adequate. The scale of pay for this post may be the same as that for an Assistant Director in the Bureau.

*Assistant Agricultural Engineers* : (21) Rs. 300—25—550—30—700)

*Assistant Agricultural Engineers (Central Stores and Civil)*: (2) (Rs. 275—20—375—25—600).

14.79. According to the proposed Rules of Recruitment, 33½ per cent of these posts are filled by promotion of officials from the cadre of Junior Engineers, 33, per cent by promotion of officials from the cadre of Foreman Supervisors and 33½ per cent by direct recruitment of candidates who have secured (a) a Degree in Mechanical or Agricultural Engineering of a recognised University, (b) a Degree/Diploma in Automobile Engineering from a recognised Polytechnic or (c) a Degree in Agriculture and a Diploma or certificate in Agricultural Engineering from a recognised Institution. The post of Assistant Agricultural Engineer (Civil) is filled by taking on deputation an Assistant Engineer from the Public Works Department. The existing modes of recruitment may be adopted deleting the provision for the appointment of a candidate who has secured only a Diploma in Automobile Engineering. The scale of pay for these posts may be Rs. 350—25—600—30—780—EB—40—900.

*Administrative Assistants*: (5) (Rs. 250—20—350—25—500)

14.80. Consequent upon the abolition of the posts of Divisional Joint Directors of Agriculture, four posts of Administrative Assistants attached to

these offices may also be abolished. There will be one post of Administrative Assistant at the Head Office. This post is filled by promotion of Office Superintendents on the basis of seniority-*cum-merit*. This mode of recruitment is adequate but in accordance with the recommendation made in Chapter 4 the post may be redesignated as Head Quarters Assistant. The scale of pay for this post may be Rs. 275—20—375—EB—25—525.

*Assistant Accounts Officers* (4) (Rs. 250—20—350—25—500)

14.81. According to the proposed Rules of Recruitment, these posts are filled by promotion of officials from the cadre of Office Superintendents on the basis of seniority-*cum-merit*. These four posts are attached to the Offices of the Divisional Soil Conservation Officers. It has been recommended in para 18 that the posts of Divisional Soil Conservation Officers along with the other supporting staff might be abolished. The Commission suggests that these posts of Assistant Accounts Officers may be attached one to each of the four heavy districts where the soil conservation work is in full swing.

14.82. As recommended earlier, these posts may be filled, in future, by taking on deputation officers from the State Accounts Department and they may draw their pay in the scale of pay applicable to them in the parent Department. The scale of pay for the present incumbents may be revised as Rs. 275—20—375—EB—25—525.

*Personal Assistant to the Director* (1) (Rs. 250—20—350—25—500)

14.83. According to the proposed Rules of Recruitment, this post is filled by promotion by selection from the cadre of Senior Stenographers in the Department. This mode of recruitment is adequate and may be adopted. The scale of pay for this post may be revised as Rs. 275—20—375—EB—25—525 so long as the present incumbent holds the post. On his retirement the status and scale of pay of the post may be equated with those of other Stenographers in the Department.

*Assistant Agricultural Officers* (1458)—(Rs. 200—10—250—15—400 for Agricultural Graduates, Rs. 140—5—150—8—190—10—320 for others).

14.84. Seventy-five per cent of these posts are proposed to be filled by direct recruitment and 25 per cent by promotion from the cadre of Agricultural Assistants/Gramasevaks (12½ per cent from each cadre) on the basis of seniority *cum-merit*. The qualification proposed for direct recruitment is a Degree or a Diploma in Agriculture in the case of Gramsevaks and a Degree in Agriculture in the case of others. These posts were formerly designated as 'Agricultural Demonstrators' and Graduates in Agriculture and Licentiates in Agriculture were posted as Agricultural Demonstrators Grade I and Grade II respectively. It was urged on behalf of the Department as well as on behalf of the officials that the scales of pay for these posts should be common since both of them were discharging identical duties. The Commission has considered this suggestion and is of the view that all these officers may be designated as Assistant Agricultural Officers irrespective of their qualifications, that they may have identical scales

of pay and that there need be no disparity in their scales of pay on the ground that some are promotees, some are Diploma Holders and others are Graduates as all of them are discharging like duties and responsibilities and the promotees have long previous experience to offset the academic qualification of degree holders.

14.85. In view of the recommendation that the designation of all these officers may be changed to "Agricultural Assistants", there will thus be only one cadre of Agricultural Assistants and not two as at present, *viz.*, Agricultural Assistants and Gramsevaks. The promotional quota of 25 per cent may be filled from the common cadre of Agricultural Assistants according to the common list of seniority and direct recruitment quota of 75 per cent filled by the appointment of Graduates in Agriculture. The Rules of Recruitment may be modified accordingly. The Commission therefore recommends a common scale of pay of Rs. 250—10—300—15—420—EB—20—500 for all the officers in this cadre.

*Agricultural Assistants* (195)—(Rs. 100—5—150—6—180—10—200)

*Field Assistants* (1528)—(Rs. 80—3—110—4—130—5—150)

*Gramsevaks* (2603)—(Rs. 110—5—150—6—180—10—220) for graduates ;  
(Rs. 100—5—150—6—180) for others.

*Fieldmen* (143) (Rs. 80—2—90—3—120)

14.86. Ninety per cent of the posts of Agricultural Assistants are filled by promotion from the cadre of Field Assistants and 10 per cent by direct recruitment of Agricultural Graduates, if available or alternatively even this 10 per cent is filled by promotion of officers in the cadre of Field Assistants. Ninety per cent of the posts of Field Assistants are filled by direct recruitment and 10 per cent by promotion of officials from the cadre of Fieldmen. For direct recruitment, the minimum qualification prescribed is a pass in the S.S.L.C. Examination or any other equivalent examination with Agriculture as one of the subjects. No quotas are fixed for promotion and for direct recruitment. For direct recruitment to the posts of Fieldmen, the minimum qualification prescribed is a pass in the VII Standard Examination.

14.87. It was stated on behalf of the Department that the cadres of Field Assistants and Agricultural Assistants might be merged in future and recruitment of "Non-S.S.L.Cs." to the posts of Fieldmen discontinued. The Commission is of the view that for the Department as a whole there need be only two grades at lower levels, *viz.*, Agricultural Assistants and Field Assistants. The Commission suggests that the nomenclature of Gramsevaks may be changed as "Agricultural Assistants" and the cadres of Agricultural Assistants and the present Gramsevaks be merged and only graduates, *i.e.*, B.Sc. with Chemistry, Botany and Zoology as optionals recruited to this cadre in future.

14.88. The Commission also recommends that the posts of Field Assistants and Fieldmen may be combined into a single cadre and designated as Field Assistants. All posts in this cadre may be filled in future by the recruitment of

persons who have passed the S.S.L.C. Examination with agriculture as one of their subjects. The Rules of Recruitment may be revised accordingly. The revised scales of pay for these cadres may be (i) Agricultural Assistants: Rs. 140—5—150—8—190 EB—10—260—15—290 and (ii) Field Assistants: Rs. 110—4—130—5—170—E.B.—6—200.

*Junior Scientific Assistants* .—(8) (Rs. 100—5—150—6—180—10—200).

*Laboratory Assistants* .—(9) (Rs. 80—3—110—4—130—5—150).

14.89. 50 per cent of the posts of Junior Scientific Assistants are filled by direct recruitment and 50 per cent by promotion from the cadre of Laboratory Assistants. The qualification prescribed for direct recruitment to the posts of Scientific Assistants and Laboratory Assistants is a pass in the Pre-University Examination and the S.S.L.C. Examination respectively. The existing modes of recruitment are adequate and may be continued. The revised scales of pay for these posts may be Rs. 130—5—170—6—200—EB—10—240 and 95—3—125—4—145—EB—5—200 respectively.

*Artist-cum-Photographer* .—(1) (Rs. 140—5—150—8—190—10—320).

*Artist* .—(1) (Rs. 120—5—150—8—190—10—240).

*Junior Artists* .—(7) (Rs. 100—5—150—6—180—10—200)

14.90. According to the Rules of Recruitment, the post of Artist-cum-Photographer is filled by promotion of Artist and the post of Artist is filled by promotion from the cadre of Junior Artists. The posts of Junior Artists are filled by direct recruitment; the minimum qualification prescribed for direct recruitment being a pass in the S.S.L.C. Examination and in the Government Technical Examination. The existing modes of recruitment may continue.

The scales of pay for these posts may be revised as—

*Artist-cum-Photographer* — Rs. 175—10—275—15—350—EB—20—450.

*Artist* .—Rs. 140—5—150—8—190—EB—10—260—15—290.

*Junior Artist* .—Rs. 110—4—130—5—170—EB—6—200.

*Press Operator, Project Operator* : (2) (Rs. 100—5—150—6—180—10—200).

14.91. According to the proposed Rule of Recruitment, the post of Project Operator is filled by appointing a candidate who has passed the S.S.L.C. Examination and who possesses a certificate in Cine operation. This post may be filled by taking on deputation a suitable official holding a corresponding post from the Department of Information and Tourism. The Rules of Recruitment may be framed accordingly. The lien of the existing incumbent may be transferred against a corresponding post in the Department of Information and Tourism and he may be treated as on deputation to this Department. The revised scale of pay for the post may be the same as that for corresponding posts in the parent Department.

14.92. The post of Press Operator is filled by direct recruitment of persons who have passed the S.S.L.C. Examination and have experience of not less

of pay and that there need be no disparity in their scales of pay on the ground that some are promotees, some are Diploma Holders and others are Graduates as all of them are discharging like duties and responsibilities and the promotees have long previous experience to offset the academic qualification of degree holders.

14.85. In view of the recommendation that the designation of all these officers may be changed to "Agricultural Assistants", there will thus be only one cadre of Agricultural Assistants and not two as at present, *viz.*, Agricultural Assistants and Gramsevaks. The promotional quota of 25 per cent may be filled from the common cadre of Agricultural Assistants according to the common list of seniority and direct recruitment quota of 75 per cent filled by the appointment of Graduates in Agriculture. The Rules of Recruitment may be modified accordingly. The Commission therefore recommends a common scale of pay of Rs. 250—10—300—15—420—EB—20—500 for all the officers in this cadre.

*Agricultural Assistants* (195)—(Rs. 100—5—150—6—180—10—200)

*Field Assistants* (1528)—(Rs. 80—3—110—4—130—5—150)

*Gramsevaks* (2603)—(Rs. 110—5—150—6—180—10—220) for graduates ;  
(Rs. 100—5—150—6—180) for others.

*Fieldmen* (143) (Rs. 80—2—90—3—120)

14.86. Ninety per cent of the posts of Agricultural Assistants are filled by promotion from the cadre of Field Assistants and 10 per cent by direct recruitment of Agricultural Graduates, if available or alternatively even this 10 per cent is filled by promotion of officers in the cadre of Field Assistants. Ninety per cent of the posts of Field Assistants are filled by direct recruitment and 10 per cent by promotion of officials from the cadre of Fieldmen. For direct recruitment, the minimum qualification prescribed is a pass in the S.S.L.C. Examination or any other equivalent examination with Agriculture as one of the subjects. No quotas are fixed for promotion and for direct recruitment. For direct recruitment to the posts of Fieldmen, the minimum qualification prescribed is a pass in the VII Standard Examination.

14.87. It was stated on behalf of the Department that the cadres of Field Assistants and Agricultural Assistants might be merged in future and recruitment of "Non-S.S.L.Cs." to the posts of Fieldmen discontinued. The Commission is of the view that for the Department as a whole there need be only two grades at lower levels, *viz.*, Agricultural Assistants and Field Assistants. The Commission suggests that the nomenclature of Gramsevaks may be changed as "Agricultural Assistants" and the cadres of Agricultural Assistants and the present Gramsevaks be merged and only graduates, *i.e.*, B.Sc. with Chemistry, Botany and Zoology as optionals recruited to this cadre in future.

14.88. The Commission also recommends that the posts of Field Assistants and Fieldmen may be combined into a single cadre and designated as Field Assistants. All posts in this cadre may be filled in future by the recruitment of

persons who have passed the S.S.L.C. Examination with agriculture as one of their subjects. The Rules of Recruitment may be revised accordingly. The revised scales of pay for these cadres may be (i) Agricultural Assistants : Rs. 140—5—150—8—190 EB—10—260—15—290 and (ii) Field Assistants : Rs. 110—4—130—5—170—E.B.—6—200.

*Junior Scientific Assistants* .—(8) (Rs. 100—5—150—6—180—10—200).

*Laboratory Assistants* .—(9) (Rs. 80—3—110—4—130—5—150).

14.89. 50 per cent of the posts of Junior Scientific Assistants are filled by direct recruitment and 50 per cent by promotion from the cadre of Laboratory Assistants. The qualification prescribed for direct recruitment to the posts of Scientific Assistants and Laboratory Assistants is a pass in the Pre-University Examination and the S.S.L.C. Examination respectively. The existing modes of recruitment are adequate and may be continued. The revised scales of pay for these posts may be Rs. 130—5—170—6—200—EB—10—240 and 95—3—125—4—145—EB—5—200 respectively.

*Artist-cum-Photographer* .—(1) (Rs. 140—5—150—8—190—10—320).

*Artist* .—(1) (Rs. 120—5—150—8—190—10—240).

*Junior Artists* .—(7) (Rs. 100—5—150—6—180—10—200)

14.90. According to the Rules of Recruitment, the post of Artist-cum-Photographer is filled by promotion of Artist and the post of Artist is filled by promotion from the cadre of Junior Artists. The posts of Junior Artists are filled by direct recruitment; the minimum qualification prescribed for direct recruitment being a pass in the S.S.L.C. Examination and in the Government Technical Examination. The existing modes of recruitment may continue.

The scales of pay for these posts may be revised as—

*Artist-cum-Photographer* — Rs. 175—10—275—15—350—EB—20—450.

*Artist* .—Rs. 140—5—150—8—190—EB—10—260—15—290.

*Junior Artist* .—Rs. 110—4—130—5—170—EB—6—200.

*Press Operator, Project Operator* : (2) (Rs. 100—5—150—6—180—10—200).

14.91. According to the proposed Rule of Recruitment, the post of Project Operator is filled by appointing a candidate who has passed the S.S.L.C. Examination and who possesses a certificate in Cine operation. This post may be filled by taking on deputation a suitable official holding a corresponding post from the Department of Information and Tourism. The Rules of Recruitment may be framed accordingly. The lien of the existing incumbent may be transferred against a corresponding post in the Department of Information and Tourism and he may be treated as on deputation to this Department. The revised scale of pay for the post may be the same as that for corresponding posts in the parent Department.

14.92. The post of Press Operator is filled by direct recruitment of persons who have passed the S.S.L.C. Examination and have experience of not less

than 3 years in handling an offset machine or a letterpress printing machine. The Commission suggests that this post may be filled by taking on deputation an official holding a comparable post from the Department of Printing and Stationery. The Rules of Recruitment may be framed accordingly. The lien of the existing incumbent may be transferred against a corresponding post in the Department of Printing and Stationery and the official may be treated as on deputation to this Department. The scale of pay applicable to this post may be the same as is applicable to the corresponding posts in the Department of Printing and Stationery.

*General Foreman/Technical Assistant* .—(2) (Rs. 225—10—285—15—375).

*Technical Assistant to start on* Rs. 300.

14.93. According to the proposed Rules of Recruitment, these posts are filled either by posting an official from the cadre of Junior Engineers or by promotion by selection of an official from the cadre of Foreman/Foreman Supervisors/Mechanical Assistants. The Commission considers that as these officials will not have adequate opportunities of promotion in this Department, these posts may be filled by taking on deputation officers holding corresponding posts in the Public Works Department. The Rules of Recruitment may be framed accordingly. The liens of the existing incumbents may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this Department. The scale of pay for these posts may be the same as that for the corresponding posts in the Public Works Department.

*Junior Engineers* .—(8) (Rs. 200—10—300—15—375).

14.94. According to the proposed Rules of Recruitment, these posts are filled by taking on deputation officers in the cadre of Junior Engineers from the Public Works Department or by direct recruitment. The qualification proposed for direct recruitment is a Degree in Mechanical or Agricultural Engineering or a pass in the S.S.L.C. Examination with a Diploma in Mechanical or Automobile Engineering. The Commission considers that all these posts should be filled only by taking officers holding corresponding posts in the Public Works Department on deputation ; the alternative mode of direct recruitment may be omitted. The Rules of Recruitment may be framed accordingly. In case any of the officials in this cadre have been appointed by direct recruitment their liens may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this Department. The scale of pay for these posts may be the same as for the corresponding posts in the Public Works Department.

<i>Foreman/Foreman Supervisors</i> <i>Mechanical Supervisors/</i> <i>Mechanical Assistants :</i>	}	(29)—(Rs. 150—8—190—10—320) for Dip- loma holders. (Rs. 140—5—150—8—190—10—320) for others.
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14.95. According to the proposed Rules of Recruitment, these posts are filled by transfer of officials working in the cadre of Sub-Engineers and Supervisors or by direct recruitment to the extent of 66  $\frac{2}{3}$  per cent and by promotion

by selection from the cadre of Mechanics to the extent of 33¼ per cent of the posts. The qualification prescribed for direct recruitment is a pass in the S.S.L.C. examination with a Diploma in Engineering (Mechanical/Automobile/General) or a Trade Test of a recognised Training Centre. The Commission considers that posts in the direct recruitment quota may be filled by taking on deputation officials holding comparable posts in the Public Works Department. The other mode of recruitment, *viz.*, by promotion by selection from the cadre of Mechanics may continue. The Rules of Recruitment may be framed accordingly. The liens of the officials who are in this cadre may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this Department. The scale of pay for these posts may be the same as for the corresponding posts in the Public Works Department.

*Sub-Engineers/Supervisors/Well Boring Supervisors (9)—*  
(Rs. 150—8—190—10—320)

14.96. According to the proposed Rules of Recruitment, these posts are filled by transfer of officials from the cadre of Foreman/Supervisors or by taking on deputation officials working in the equivalent cadre from the Public Works Department or by direct recruitment to the extent of 66¾ per cent and by transfer of officials from the cadre of Draughtsmen to the extent of 33¼ per cent of the posts. The qualification for direct recruitment is a pass in the S.S.L.C. Examination with a Diploma or Certificate in "Draftsmanship" in Civil or Mechanical Engineering. The Commission considers that all these posts may be filled by taking on deputation officials holding comparable posts in the Public Works Department. The other mode of recruitment, *viz.*, direct recruitment, may be omitted. The Rules of Recruitment may be framed accordingly. The liens of the officials who are in this cadre may be shifted against corresponding post in the Public Works Department and they may be treated as on deputation to this Department. The scale of pay for these posts may be the same as is applicable to the corresponding posts in the Public Works Department.

*Tracers/Surveyors : (94)—(Rs. 80—3—110—4—130—5—150)*

14.97. According to the proposed Rules of Recruitment these posts are filled by direct recruitment of persons who have passed the S.S.L.C. Examination and possess a Certificate in Civil or Mechanical Engineering/Draughtsman Trade or Surveyor's Trade or a Certificate in Draughtsmanship (Civil). The Commission considers that all these posts may be filled by taking on deputation officials holding corresponding posts in the Public Works Department or the Department of Survey, Settlement and Land Records as the case may be. The Rules of Recruitment may be framed accordingly. The liens of the existing incumbents may be shifted against corresponding posts in the concerned Departments and they may be treated as on deputation to this Department. The scales of pay for these posts may be the same as those for the corresponding posts in the Public Works Department or the Department of Survey, Settlement and Land Records, as the case may be.



*Draughtsmen* : (32)—(Rs. 150—8—190—10—320)

14.98. According to the proposed Rules of Recruitment, these posts are filled by from the cadre of Assistant Draughtsmen on the basis of seniority-*cum*-merit. The Commission considers that all these posts may be filled by taking on deputation officials holding comparable posts from the Public Works Department. The Rules of Recruitment may be framed accordingly. The liens of the existing incumbents may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this Department. The scale of pay for these posts may be the same as is applicable to the corresponding posts in the Public Works Department.

*Assistant Draughtsmen* : (88)—(Rs. 110—5—150—6—180—10—220)

14.99. According to the proposed Rules of Recruitment, 50% of these posts are filled by direct recruitment and 50% by promotion of officials from the cadre of Tracers on the basis of seniority-*cum*-merit. The qualification proposed for direct recruitment is a Diploma in Civil Engineering of the Occupational Institute or equivalent qualification. The Commission considers that all these posts may be filled by taking on deputation officials holding comparable posts from the Public Works Department. The Rules of Recruitment may be framed accordingly. The liens of the existing incumbents may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this Department. The scale of pay for these posts may be the same as for the corresponding posts in the Public Works Department.

*Mechanics* : (26)—(Rs. 100—5—150—6—180—10—200)

14.100. According to the proposed Rules of Recruitment, 50% of these posts are filled by transfer of officials working in the cadre of Bull-Dozer Operator/ Well Boring Operator or by direct recruitment and 50% by promotion of officials from the cadres of Assistant Mechanics and Fitters (Grade I). The qualification prescribed for direct recruitment is a pass in the S.S.L.C. Examination with training in repairs and maintenance of the machinery/equipment pertaining to the trade. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be (Rs. 130—5—170—6—200—EB—10—240).

*Machinists* : (3)—(Rs. 100—5—150—6—180—10—200)

14.101. These posts are filled by promotion of officials from the cadre of Fitters (Grade 'A' and 'B') or by direct recruitment of persons who have passed the Middle School or VIII Standard Examination and have experience in handling Lathes, Machines, etc. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 110—4—130—5—170—EB—6—200.

*Welders* : (7)—(Rs. 100—5—150—6—180—10—200)

14.102. According to the proposed Rules of Recruitment, 66 $\frac{2}{3}$  per cent of these posts are filled by promotion of officials from the cadres of Fitters (Grade

A and B) and  $33\frac{1}{2}$  per cent by direct recruitment of persons who have passed the Trade Test in Welding of 18 months' duration in a recognised Polytechnic or Industrial Training Institute or possesses equivalent qualification and have minimum of three years of practical experience. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 110—4—130—5—170—EB—6—200.

*Bull-Dozer Operators* : (48)—(Rs. 100—5—150—6—180—10—200)

14.103. According to the proposed Rules of Recruitment,  $66\frac{2}{3}$  per cent of these posts are filled by promotion of officials from the cadre of Assistant Operators on the basis of seniority-cum-merit and  $33\frac{1}{2}$  per cent by direct recruitment of persons who have passed the Middle School or VII Standard Examination or its equivalent and have sufficient experience in operating crawler tractors, Bull-Dozers, etc. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 110—4—130—5—170—EB—6—200.

*Well Boring Operators* : (24)—(Rs. 100—5—150—6—180—10—200)

14.104. According to the Rules of Recruitment 50 per cent of these posts are filled by promotion of officials from the cadre of Fitters (A Grade) or equivalent grade or Helpers with experience of working or operating Boring rigs and 50 per cent by direct recruitment of persons with experience of three years in the operation and handling of different types of well boring rigs etc. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 110—4—130—5—170—EB—6—200.

*Assistant Mechanics/Time Keepers* : (8)—(Rs. 80—3—110—4—130—5—150)

14.105. These posts are filled by promotion of officials from the cadres of Fitters (A and B grades) and from amongst the cadre of Oil Engine Drivers on the basis of seniority-cum-merit. These posts may be filled by the transfer of Fitters 'A' Grade or by promotion of Fitters 'B' Grade. The Rules of Recruitment may be amended accordingly. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

*Fitters ('A' Grade)* : (16)—(Rs. 80—3—110—4—130—5—150)

14.106. These posts are filled by transfer of officials from the cadre of Assistant Bull-Dozer Operators/Crawler Operators or by promotion of officials from the cadres of Oil Engine Drivers and Fitters 'B' Grade on the basis of seniority-cum-merit. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

*Assistant Operators (Bull Dozers) : (60)—(Rs. 80—3—110—4—130—5—140)*

14.107. These posts are filled by transfer of officials from the cadre of Crawler Tractor Operators or by promotion to the extent of 66½ per cent from the cadre of Helpers and by direct recruitment to the extent of 33½ per cent of persons who have studied upto the Middle School or VI Standard or possess equivalent qualification and have experience in operating and maintaining Crawler tractors, Bull-dozers, etc. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

*Crawler Tractors Operators : (18)—(Rs. 80—3—110—4—130—5—140)*

14.108. These posts are filled by promotion to the extent of 66½ per cent from the cadre of Oil Engine Drivers/Wheel Tractor Drivers/Fitters 'B' Grade/Helpers and 33½ per cent by direct recruitment of persons having sufficient experience in operating Crawler Tractors. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

*Seasonal Tractor Drivers : (30)—(Rs. 65 fixed)*

14.109. These posts are filled by direct recruitment of suitable candidates, having experience in driving Tractors. These posts are filled for a maximum period of six months during the ploughing season. This mode of recruitment may continue. The rate of fixed allowance may be revised as Rs. 80 per month.

*Oil Engine Drivers/Wheel Tractor Drivers (40)—(Rs. 70—1—80—2—100)*

14.110. These posts are filled by promotion of officials from the cadre of Helpers/Cleaners or by direct recruitment of persons who have passed the Middle School or the VIII Standard Examination and have three years of experience in the working and repairs of oil engines in a recognised workshop/institute, etc. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 85—2—95—3—125—EB—4—145.

*Fitters 'B' Grade (13)—(Rs. 70—2—80—3—110)*

14.111. According to the proposed Rules of Recruitment, 50 per cent of these posts are filled by promotion of officials from the cadre of Helpers/Cleaners and 50 per cent by direct recruitment. No qualification has been proposed for direct recruitment. The Commission suggests that a candidate for direct recruitment must have passed the Middle School or VIII Standard Examination with one Year's practical experience as Fitter. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be Rs. 85—2—95—3—125—EB—4—145.

*Carpenters/Smith Moulders* (10)—(Rs. 70—2—80—3—110)

14.112. These posts are filled by promotion of officials from the cadres of Helpers/Cleaners on the basis of merit, suitability, aptitude and experience in the line or by direct recruitment of persons having sufficient experience in carpentry. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 85—2—95—3—125—EB—4—145.

*Van, Jeep, Motor Truck and Lorry Drivers* (131)—(Rs. 70—1—80—2—100)

14.113. 66 $\frac{2}{3}$  per cent of these posts are filled by direct recruitment of persons having two years of experience in Driving and 33 $\frac{1}{3}$  per cent by promotion from the cadre of Lorry/Jeep Cleaners, etc. These modes of recruitment are adequate and may be adopted. The scale of pay for these posts may be Rs. 85—2—95—3—125—EB—4—145.

*Statistical Assistant* (1) — (Rs. 110—5—150—6—180—10—220)

*Senior Computers* (3) — (Rs. 110—5—150—6—180—10—220)

*Junior Computers* (5) — (Rs. 80—3—110—4—130—5—150)

14.114. According to the proposed Rules of Recruitment, all the posts of Junior Computers are filled by direct recruitment of persons who have passed the S.S.L.C. or equivalent examination. Seventy-five per cent of the posts of senior Computers are filled by promotion of officials in the cadre of Junior Computers and 25 per cent of the posts by direct recruitment of persons who are graduates with Mathematics or Statistics as one of their subjects.

14.115. The post of Statistical Assistant is filled by promotion of an official from the cadre of Senior Computers. The Commission considers that all the Statistical personnel required for the Department may be taken on deputation from the Bureau of Economics and Statistics. The mode of recruitment to these posts may therefore be modified suitably. The liens of the existing incumbents may be shifted against corresponding posts in the Bureau and they may be treated as on deputation to this Department. The scale of pay for these posts may be the same as for the corresponding posts in the Bureau.

*Helpers/Railway Attendants/Attendants/Survey Laskars/Bullockman* (152)—  
(Rs. 55—1—65—2—85).

14.116. These posts are filled by direct recruitment or by selection from amongst Class IV staff. These modes of recruitment are adequate and may continue. The revised scale of pay for these posts may be Rs. 65—1—75—2—95.

*Malis* (9)—(Rs. 55—1—65—2—85)

14.117. These posts have not been included in the proposed Cadre and Recruitment Rules. These posts may be filled by direct recruitment of persons

having experience in gardening/farming. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be as prescribed in Chapter 4 (iii) for this category of post.

<i>I Division Clerks</i> (365)	..	(Rs. 110--5—150—6—180—10—220)
<i>II Division Clerks</i> (553)	..	(Rs. 80—3—110—4—130—5—150)
<i>Stenographers (Grade I)</i> (27)	..	(Rs. 110—5—150—6—180—10—220)
<i>Stenographers (Grade II)</i> (3)	..	(Rs. 80—3—110—4—130—5—150)
<i>Typists</i> (187)	..	(Rs. 80—3—110—4—130—5—150)
<i>Attenders</i> (11)	..	(Rs. 65—2—85)
<i>Mutchi</i> (1)	..	(Rs. 65—2—85)
<i>Jamedar</i> (1)	..	(Rs. 70—2—90)
<i>Daffedars</i> (4)	..	(Rs. 65—2—85)
<i>Peons</i> (586)	..	(Rs. 50—1—60)
<i>Watchmen</i> (127)	..	(Rs. 50—1—60)
<i>Cooks</i> (3)	..	(Rs. 50—1—60)
<i>Scavenger</i> (1)	..	(Rs. 50—1—60)
<i>Lorry and Jeep Cleaners</i> (33)	..	(Rs. 55—1—65)

14.118. These posts are common to most of the Departments. The Rules of Recruitment as are applicable to the corresponding posts in other Departments may be adopted for these posts. The scales of pay applicable to these posts may be the same as are applicable to the corresponding posts in other Departments.

<i>Inspection Accountants</i> (10)	..	(Rs. 120—5—150—6—180—10—240)
<i>Inspection Clerks</i> (11)	..	(Rs. 80—3—110—4—130—5—150)

14.119. The posts of Inspection Accountants are filled by posting Senior I Division Clerks. The posts of Inspection Clerks are filled by transfer of experienced II Division Clerks. It has been suggested that the posts of Inspection Accountants and Inspection Clerks might be upgraded to the grade of Head Clerks and I Division Clerks respectively on the ground that (i) the category of Inspection Clerks comprises very few posts intermediary between I Division and Head Clerks ; the officials posted against these posts would not continue for a long time in this cadre as they would be further promoted as Head Clerks/Accountants, and (ii) officials in the II Division cadre would not be able to attend to the work of Inspection Clerks.

14.120. The Commission has considered this question and is of the view that the duties of the Head Clerks are of a supervisory nature and the scale of pay for these posts cannot be made applicable to the post of Inspection Accountants. The Commission is not in favour of upgrading the posts of Inspection Accountants and Inspection Clerks. It is, therefore, suggested that the posts of Inspection Accountants may be included in the Cadre of I Division Clerks and the Inspection Clerks in the cadre of II Division Clerks. The scales of pay for

these posts may be the same as are applicable to the posts of I Division and II Division Clerks respectively.

<i>Superintendents (Grade I)</i> (2) ..	(Rs. 220—10—320—15—440)
<i>Superintendents (Grade II)</i> (12) ..	(Rs. 225—10—285—15—375)
<i>Superintendents (Grade III)</i> (7) ..	(Rs. 180—10—320)
<i>Head Clerks/Accountants</i> (123) ..	(Rs. 150—8—190—10—270)

14.121. According to the proposed Cadre and Recruitment Rules, the posts of Superintendents Grade I, Grade II and Grade III are filled by promotion of officials from the cadres of Superintendents Grade II, Superintendents Grade III and Head Clerks respectively. The posts of Head Clerks/Accountants are filled by promotion of officials from the Cadre of I Division Clerks. The Rules of Recruitment as are applicable to the corresponding posts in other Departments may be adopted for these posts. The revised scales of pay for these common supervisory posts have been discussed in the General Chapter 4. The scales of pay as recommended therein may be adopted in respect of corresponding posts in this Department also.

*Special Pay, Fixed Travelling Allowance, Project Allowance*

14.122. It was represented on behalf of the Department that the benefit of the Special Pay of Rs. 5 given to the Drivers of Heavy Vehicles like Bulldozer Drivers, Tractor Drivers, etc., should be extended to the Drivers of Heavy Vehicles in the Agricultural Department also. It was also stated that Project Allowance might be granted to the staff of this Department as is being paid to the staff of the Public Works Department. It was represented on behalf of the officials that Fixed Travelling Allowance paid to Gramasevaks and Field Assistants working on Soil Conservation work should be raised and Risk Allowance given to the Agricultural Officers handling poisonous materials like pesticides, etc.

14.123. The Commission has considered all these representations and is of the view that the Special Pay drawn by the Bulldozer and Tractor Drivers may continue. But as regards the other Heavy Vehicle Drivers, no special pay is justified as the scales of pay have been revised taking the duties performed by these drivers into consideration.

14.124. The Commission suggests that Project Allowance may be paid to the officers of this Department working in project areas to the extent indicated in Chapter 6. The Commission recommends that the Fixed Travelling Allowance given to the Field Assistants working on Soil Conservation work be enhanced from Rs. 20 to Rs. 30 per month. Since the Agricultural Assistants would have a limited jurisdiction of between 5 and 10 miles only, the Commission considers that there is no need for the enhancement of Fixed Travelling Allowance paid to them. The Commission considers that there is no justification for the payment of risk allowance to Agricultural Officers since every official of the Department at the field level is expected to handle Pesticides, etc.

*Delegation of Powers*

14.125. It was represented on behalf of the Department that more financial powers than at present might be delegated to the Farm Managers as they were not in a position to purchase any equipment required with the imprest amount of Rs. 10 that is now given to them. The Commission accepts this suggestion and recommends that the Farm Managers may be empowered to purchase all the equipment required for one Season and that they may be given an imprest of Rs. 100.

14.126. The Director has also requested that he may be authorised to spend money to the extent of the budget provision without approaching Government frequently and has also suggested the delegation of wider powers under the Mysore Civil Services (Classification, Control, and Appeal) Rules, 1958. These are general issues and have been discussed in Chapter 9. The recommendations contained therein may apply to the officers of this Department also. There are no special circumstances justifying the grant of further powers in the case of the officers of this Department.

CHAPTER 14.

Department of Agriculture.

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director of Agriculture .. ..	1	1,100—50—1,600	1,300—60—1,600—50—1,800	
2.	Joint Director of Agriculture ..	7	900—40—1,100—50—1,300	1,100—50—1,300—60—1,600	
3.	(i) Deputy Director .. ..	50	600—40—1,000	700—40—900—50—1,200	
	(ii) Divisional Soil Conservation Officer .. ..				
	(iii) Cotton Development Officer .. ..				
	(iv) Sea Island Cotton Development Officer .. ..				
	(v) Oil Seed Development Officer .. ..				
	(vi) Soil Survey Officer, Ghataprabha Project .. ..				
	(vii) Special Officer, Malaprabha Project .. ..				
	(viii) Plant Protection Officer .. ..				
	(ix) Land Reclamation Officer .. ..				
	(x) Land Utilisation and Survey Officer .. ..				
	(xi) Fertiliser Demonstration Officer .. ..				
	(xii) Seed Development Officer .. ..				
	(xiii) Liaison Officer, Fertilisers .. ..				
	(xiv) State Oil Survey Officer .. ..				
	(xv) Principals, Gramsevak Training Centres .. ..				
	(xvi) Chief Instructor, Gramsevak Training Centre, Gangavathi .. ..				
	(xvii) Extension Specialist .. ..				
4.	(i) Chief Accounts Officer .. ..	2	600—40—1,000	700—40—900—50—1,200	
	(ii) Accounts Officer, Soil Conservation .. ..				
5.	Divisional Agricultural Engineers .. ..	4	600—40—1,000	700—40—900—50—1,200	Posts to be abolished
6.	Forestry Specialist .. ..	1	600—40—1,000	600—40—1,000	
7.	Engineering Specialist .. ..	1	600—40—1,000	700—40—900—50—1,200	



DEPARTMENT OF AGRICULTURE—contd.

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
8.	(i) Assistant Director .. ..	64	Rs. 350—25—650—30—800	Rs. 400—30—700—EB—40—900	All posts to be designated as Assistant Director of Agriculture.
	(ii) Agricultural Development Officer (Projects).				
	(iii) Campaign Officer .. ..				
	(iv) Compost Development Officer ..				
	(v) Planning Officer .. ..				
	(vi) Headquarters Assistant to the Joint Director.				
	(vii) Principal, Gramasevak Training Centre.				
	(viii) Principal, Soil Conservation Training Centre.				
	(ix) Soil Conservation Research Officer				
	(x) Soil Survey Officer .. ..				
	(xi) Agronomist, Pircom Centre ..				
	(xii) Irrigation Specialist .. ..				
9.	(i) Deputy Agricultural Engineer ..	2	350—25—650—30—800	400—30—700—EB—40—900	
	(ii) Research Engineer .. ..				
10.	Accounts Assistant .. ..	1	350—25—650—30—800	400—30—700—EB—40—900	

DEPARTMENT OF AGRICULTURE—contd.

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
11.	(i) Superintendent, Agricultural Schools (ii) Assistant Plant Protection Officer. (iii) Cotton Superintendent (iv) Assistant Oil Seed Development Officer. (v) Sugarcane Development Officer (vi) Assistant Sea Island Cotton Development Officer. (vii) Tobacco and Assistant Tobacco Development Officer. (viii) Field Manure Officer (ix) Assistant Development Officer (Projects). (x) Subject Matter Specialist Intensive Agricultural Development Programme. (xi) Engineer, Minor Irrigation and Water Use Scheme. (xii) Assistant Seed Development Officer. (xiii) Assistant Manure Development Officer. (xiv) Head Master, Agricultural School (xv) Seed Development Officer, Intensive Agricultural Development Programme.	147	275—20—375—25—600	300—25—550—EB—30—700	All posts to be designated as 'Agricultural Officers'.

DEPARTMENT OF AGRICULTURE—(contd.)

Sl. No.	Designation	Number of Posts	Existing scale of pay and Special Pay	Recommended Scale of pay and Special Pay	Remarks
			Rs.	Rs.	
(xvi)	Project Officer, Intensive Agricultural Development Programme.	147	275—20—375—25—600	300—25—550—EB—30—700	All posts to be designated as 'Agricultural Officer'.
(xvii)	Fertiliser Officer .. .. .				
(xviii)	Sub-Divisional Soil Conservation Officer.				
(xix)	Assistant Soil Conservation Officer.				
(xx)	Assistant Land Utilisation and Survey Officer.				
(xxi)	Soil Survey Officer .. .. .				
(xxii)	Officer-in-charge, Scheme for Production of Hybrid Castor Seeds.				
(xxiii)	Assistant Chemist .. .. .				
(xxiv)	Soil Chemist .. .. .				
(xxv)	Soil Physicist .. .. .				
(xxvi)	Assistant Soil Chemist .. .. .				
(xxvii)	Instructor, Gramasevak Training Centre.				
(xxviii)	Soil Scientist .. .. .				
(xxix)	Senior Research Assistant, Simple Fertiliser Trial Scheme.				
(xxx)	Farm Training Guide .. .. .				
(xxxi)	Instructor in Agriculture .. .. .				
12.	Agricultural Information Officer .. .. .	1	275—20—375—25—600	300—25—550—EB—30—700	
13.	Assistant Agricultural Information Officer .. .. .	1	250—20—350—25—500	275—20—375—EB—25—525	
14.	Senior Statistical Assistant .. .. .	1	275—20—375—25—600	275—20—375—EB—25—525	
15.	Assistant Agricultural Engineer .. .. .	21	300—25—550—30—700	350—25—600—30—780—EB—40—900	
16.	Assistant Agricultural Engineer, Central Stores and Civil.	2	275—20—375—25—600		

DEPARTMENT OF AGRICULTURE—(Contd.)

Sl. No.	Designation	Number of Posts	Existing scale of pay and Special Pay	Recommended Scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
17.	Administrative Assistant ..	5	250—20—350—25—500	} 275—20—375—EB—25—525	
18.	Assistant Accounts Officer ..	4	250—20—350—25—500		
19.	Personal Assistant to the Director of Agriculture.	1	250—20—350—25—550		
20.	Assistant Agricultural Officer ..	1458	200—10—250—15—400 For Graduates. 140—5—150—8—190—10—320 For others.	} 250—10—300—15—420—EB—20—500	
21.	Agricultural Assistant ..	195	100—5—150—6—180—10—200		
22.	Gramsevak ..	2603	110—5—150—6—180—10—220 For Graduates. 100—5—150—6—180 For others.	} 140—5—150—8—190—EB— 10—260—15—290.	Gramsevaks also to be designated as 'Agricultural Assistants.'
23.	Field Assistant ..	1528	80—3—110—4—130—5—150		} 110—4—130—5—170—EB—6—200
24.	Fieldman ..	143	80—2—90—3—120		
25.	Junior Scientific Assistant ..	8	100—5—150—6—180—10—200	130—5—170—6—200—EB—10—240	
26.	Laboratory Assistant ..	9	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
27.	Artist-cum-Photographer ..	1	140—5—150—8—190—10—320	175—10—275—15—350—EB—20—450	
28.	Artist ..	1	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
29.	Junior Artist ..	7	100—5—150—6—180—10—200	110—4—130—5—170—EB—6—200	
30.	Press Operator ..	1	100—5—150—6—180—10—200	110—4—130—5—170—EB—6—200	
31.	Project Operator ..	1	100—5—150—6—180—10—200	130—5—170—6—200—EB—10—240	
32.	General Foreman/Technical Assistant ..	2	225—10—285—15—375	275—20—375—EB—25—525	
33.	Junior Engineer ..	8	200—10—300—15—375	275—20—375—EB—25—525	
34.	Foreman/Foreman Supervisor/Mechanical Supervisor/Mechanical Assistant.	29	150—8—190—10—320 For Diploma Holders 140—5—150—8—190—10—320 For others.	} 175—10—275—15—350—EB—20—450	

DEPARTMENT OF AGRICULTURE—(Contd).

Sl. No.	Designation	No. of Posts	Existing Scale of Pay and Special Pay	Recommended Scale of Pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
35.	Sub-Engineer/Supervisor/ Well Boring Supervisor.	9	150—8—190—10—320	175—10—275—15—350—EB—20—450	
36.	Tracer/Surveyor .. ..	94	80—3—110—4—130—5—150	110—4—130—5—170—EB—6—200 95—3—125—4—145—EB—5—200	For Tracers. For Surveyors.
37.	Draughtsman .. ..	32	150—8—190—10—320	175—10—275—15—350—EB—20—450	
38.	Assistant Draughtsman .. ..	88	110—5—150—6—180—10—220	130—5—170—6—200—EB—10—240	
39.	Mechanic .. ..	26	100—5—150—6—180—10—200	130—5—170—6—200—EB—10—240	
40.	Machinist .. ..	3	100—5—150—6—180—10—200	110—4—130—5—170—EB—6—200	
41.	Welder .. ..	7	100—5—150—6—180—10—200	110—4—130—5—170—EB—6—200	
42.	Bulldozer Operator .. ..	48	100—5—150—6—180—10—200	110—4—130—5—170—EB—6—200	
43.	Well Boring Operator .. ..	24	100—5—150—6—180—10—200	110—4—130—5—170—EB—6—200	
44.	Assistant Mechanic/Time Keeper .. ..	8	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
45.	Fitter 'A' Grade .. ..	16	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
46.	(i) Assistant Operator (Bulldozer) } .. .. (ii) Crawler Tractor Operator } .. ..	78	80—3—110—4—130—5—140	95—3—125—4—145—EB—5—200	
47.	Seasonal Tractor Driver .. ..	30	65 Fixed	80 Fixed.	
48.	Oil Engine Driver/Wheel Tractor Driver .. ..	40	70—1—80—2—100	85—2—95—3—125—EB—4—145	
49.	Fitter, 'B' Grade .. ..	13	70—2—80—3—110	85—2—95—3—125—EB—4—145	
50.	Carpenter/Smith Moulder .. ..	10	70—2—80—3—110	85—2—95—3—125—EB—4—145	
51.	Van, Jeep, Motor Truck Driver .. ..	131	70—1—80—2—100	85—2—95—3—125—EB—4—145	
52.	Statistical Assistant .. ..	1	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260— 15—290.	
53.	Senior Computer .. ..	3	110—5—150—6—180—10—220	140—5—150—8—190—EB—10— 260—15—290.	
54.	Junior Computer .. ..	5	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
55.	Helper/Railway Attendant/ Attendant/ Survey Luskar/Bullockman.	152	55—1—65—2—85	65—1—75—2—95	

DEPARTMENT OF AGRICULTURE—(Concl'd.)

Sl. No.	Designation	Number of Posts	Existing Scale of Pay and Special Pay	Recommended Scale of Pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
56.	Mali	9	55—1—65—2—85	60—1—80—2—90	
57.	First Division Clerk	365	110—5—150—6—180—10—220	140—5—150—8—190—EB—10— 260—15—290.	
58.	Stenographer, Grade I	27	110—5—150—6—180—10—220 +Special Pay Rs. 30 per month.	140—5—150—8—190—EB—10—260—15—290 +Special Pay Rs. 30 per month.	
59.	Stenographer, Grade II	3	80—3—110—4—130—5—150 +Special Pay Rs. 20 per month.	95—3—125—4—145—EB—5—200 +Special Pay Rs. 20 per month.	
60.	Second Division Clerk	553	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
61.	Typist	187	80—3—110—4—130—5—150 +Special Pay Rs. 10 per month.	95—3—125—4—145—EB—5—200 +Special Pay Rs. 10 per month.	
62.	Attender	11	65—2—85	85—2—90—3—125—EB—4—145	
63.	Mutchi	1	65—2—85	80—2—90—3—120—4—140	
64.	Jamedar	1	70—2—90	85—2—95—3—125—EB—4—145	
65.	Daffedar	4	65—2—85	80—2—90—3—120—4—140	
66.	Peon	586	50—1—60	60—1—80—2—90	
67.	Lorry and Jeep Cleaner	33	55—1—65	60—1—80—2—90	
68.	Watchman	127	50—1—60	60—1—80—2—90	
69.	Cook	3	50—1—60	60—1—80—2—90	
70.	Scavenger	1	50—1—60	60—1—80—2—90	
71.	Inspection Accountant	10	120—5—150—6—180—10—240	140—5—150—8—190—EB—10— 260—15—290.	
72.	Inspection Clerk	11	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
73.	Superintendent, Grade I	2	220—10—320—15—440	250—10—300—15—420—EB—20—500	To be designated as Manager.
74.	Superintendent, Grade II	12	225—10—285—15—375		
75.	Superintendent, Grade III	7	180—10—320	200—10—280—15—370—EB—20—450	To be designated as Superintendent, Grade-I.
76.	Head Clerk	123	150—8—190—10—270	175—10—275—15—350—EB— 20—450.	To be designated as Superintendent, Grade II.

## CHAPTER 15.

### **Animal Husbandry and Veterinary Services Department**

15.1. The major activities of the Department of Animal Husbandry and Veterinary Services are : (i) Veterinary research ; (ii) control of cattle diseases; (iii) manufacture of biological products ; (iv) Development of livestock and poultry ; and (v) Dairy development.

15.2. The Department is also concerned with dairy extension work and operation of Milk supply schemes in the State excepting the Bangalore Dairy which is constituted an independent department.

15.3. It was suggested that all the milk supply schemes might be brought under the control of one department. In view of the fact that the question of constituting a Corporation for the milk supply scheme for Bangalore city area has been under the consideration of Government, the Commission is of the view that the milk supply schemes other than the Bangalore Dairy may continue with this Department until such time as Government take a decision in the matter. In case the contemplated Corporation is not constituted, all the milk supply schemes in the State may be transferred to the control of the Dairy Department ; the existing arrangement may, otherwise, continue.

#### *Livestock Farms*

15.4. The Department has been maintaining a large number of livestock and poultry farms. The working of some of these farms is uneconomical and they are incurring losses. It was represented on behalf of the Department that the working of these livestock and poultry farms should not be assessed purely from the commercial point of view and that, in the long run, the benefits accruing by the use of the " seed material " produced on the farms would be of immense value as compared to initial losses. The Commission agrees that, as these Farms are mainly demonstration, research and " seed multiplication " farms, they cannot in the very nature of things be expected to be run on purely commercial lines and that they cannot be closed down merely on the ground that they are incurring losses ; but at the same time it is necessary to ensure that these forms are being run efficiently and are really serving the purpose for which they have been established. The Commission, therefore, suggests that Government may examine in detail the working of the livestock and poultry farms in the State and assess their utility and retain only such of them as are really serving the purpose for which they were established.

15.5. In this context, special mention may be made about the Government Stud Farm at Kunigal. It is one of the oldest of its kind, having been established

about 170 years ago and perhaps the only Stud Farm under Government control in the country. The Farm was known for such famous stallions as Kimberley, Ardent Knight and High Commission. The present strength is 3 stallions, 25 breeding mares and a few foals. The breeds raised in this farm are in good demand and every year 8 to 12 yearling foals are sold in Bombay. The annual receipts from these sales amount to about Rs. 2.00 lakhs. Private mares are also "boarded" in this Farm. The Commission is of the view that this Stud Farm should be retained under Government control and further improved.

15.6. The Livestock Farm and Research Station at Hesaraghatta is a composite Farm. It is maintaining cattle herds of Sindhi and Jersey breeds, Sindhi-Jersey cross breed, Sindhi-Red Dane cross breed and Holstein Friesian breed and buffalo herds of Murrah breed. A sheep-breeding farm, a poultry farm and a piggery are also attached to this composite Farm. The Indo-Danish Dairy Project is also located in the area of this Farm. The activities of the Hesaraghatta Farm are meant to educate the farmers and to impart practical knowledge to them in dairying, poultry-farming and pig-rearing. In view of the multipurpose character and educative value of the Composite Farm, the Commission is of the opinion that the operations on this Farm may be continued and if possible strengthened.

15.7. The Department is also implementing a special development (Crash) programme for intensive development of cattle, sheep and poultry in addition to the normal schemes under these heads of development. The Commission considers that whatever justification there was for having two different sets of schemes when they were first introduced, a stage has now been reached when the crash programmes and the normal programmes could be integrated and a common pattern of development could be evolved so as to secure the best results with the available resources and man-power. As such integration requires detailed examination of the several aspects of the matter, the Commission suggests that the Department of Administrative Reforms may examine the extent to which there is any overlapping in the objectives and in the staffing pattern and propose the steps to be taken to adjust the jurisdiction of the staff suitably.

15.8. This Department is classified as a Major Department. The Director is the Head of the Department and is in overall charge of administrative and technical work. The Headquarters Assistant and the Financial Assistant assist him in administrative and financial matters respectively. There is one Technical Assistant who assists the Director in co-ordinating the technical work of the Department. Five Development Officers who are Subject-matter Specialists, one Project Officer and one Deputy Director are responsible for planning and execution of various development schemes of the Department.

15.9. There is a Fodder Development section under the charge of the Fodder Development Officer as also a Statistical section under the control of a Deputy Director of Statistics.



15.10. There are four Regional Deputy Directors in charge of the work of the Department at the regional level, and the regions correspond to the revenue divisions of the State. District Officers are responsible for the implementation and supervision of the development schemes of the Department in their respective districts. Veterinary Assistant Surgeons and Livestock and Veterinary Inspectors are in charge of taluk and rural veterinary dispensaries respectively.

15.11. The Commission is of the view that there is no need or justification for having Subject-matter Specialists in charge of each type of livestock. Moreover, as persons holding these posts of Development Officers are interchangeable with those holding other posts in the same grade, it cannot be claimed that these posts are to be filled exclusively by Specialists. Therefore, the Commission recommends that 50 per cent of the posts of Development Officers may be abolished and the work suitably readjusted among the rest. Pending detailed examination of the question by Government, the Commission recommends that all those Officers may be designated as Deputy Directors and the work allotted to them as indicated below :

- (i) Dairy and Key Village Scheme ;
- (ii) Mysore Serum Institute and Rinderpest Eradication ;
- (iii) Poultry and Sheep ;
- (iv) Crash Programme (Temporary).

They may be assisted by Assistant Directors each in immediate charge of Dairy, Key Village Scheme, Serum Institute, Rinderpest Eradication, Poultry and Sheep. The existing set up for the Crash Programme may continue undisturbed until a detailed examination is made of the extent to which the Crash Programmes could be merged with the normal activities of the Department.

15.12. It was represented that the posts of the Regional Deputy Directors of the Department might be upgraded as Joint Directors. In view of the recommendation made in Chapter 3 that the Divisional level posts in all the Departments should be abolished, the Commission recommends that the posts of Regional Deputy Directors of the Department of Animal Husbandry and Veterinary Services also may be abolished.

15.13. It was urged before the Commission that the existing post of Technical Assistant (Class II) might be upgraded to the status of a Joint Director (Class I Senior) or that, in the alternative, a post of Joint Director might be created in the Department to assist the Director in technical and administrative work. The Commission does not see any justification for the post of a Joint Director, since the Development Officers at Headquarters look after the technical aspects of the work of the Department. The Headquarters Assistant may assist the Director in administrative matters. It may, however, be noted here that, the Commission has recommended in Chapter 20 that the post of Indian Director, Indo-Danish Project, on expiry of the present agreement, may be treated as the post of a Joint Director in the Department of Animal Husbandry and Veterinary Services.

*Cadre and Recruitment Rules and Scales of Pay*

15.14. The Committee on the reorganisation of the Department of Animal Husbandry and Veterinary Services constituted in 1962 had recommended that the Cadre and Recruitment Rules of the Department should be amended. But the new Cadre and Recruitment Rules have not been finalised and the Commission recommends that the Rules may be framed very early.

15.15. At present, the Departmental Selection Committee for selection of Officers for promotion to Selection posts in the department consists of the Secretary to Government, Agriculture and Forest Department, the Deputy Secretary to Government, Agriculture and Forest Department, and the Head of the Department.

15.16. The Commission has made a general recommendation that the Departmental Promotional Committees may consist of a member of the Public Service Commission (as Chairman) and the Chief Secretary to Government, the Secretary to Government in the concerned Secretariat Department, and the Secretary to Government in any other Department as members in the case of selection for the post of the Head of the Department and that they may consist of a member of the Public Service Commission (as Chairman) and the Secretary to Government of the concerned Secretariat Department, the Secretary to Government in any other Department and the Head of the Department as members in the case of selection for other posts. The same procedure may be adopted in the case of this Department also.

*Director:* (1) (Rs. 1,100—50—1,600)

15.17. The post of the Director is filled by direct recruitment or by promotion on the basis of seniority-cum-merit from among Officers holding the posts of Deputy Directors or equivalent posts. For direct recruitment the prescribed qualification is a degree or diploma in Veterinary Science of a recognised University or a post-graduate degree or a recognised diploma in Veterinary Science or Animal Husbandry or allied subject, preference being given to persons possessing D.Sc., or Ph.D. degree. The person should have administrative experience of 5 years in a Class I post. A period of probation of two years is also prescribed. The mode of recruitment to the post is adequate and may continue. The scale of pay for the post of the Director may be Rs. 1,300—60—1,600—50—1,800.

(i) <i>Regional Deputy Directors</i>	4	} (Rs. 600—40—1,000)
(ii) <i>Development Officers</i>	5	
(iii) <i>Deputy Director (Rinderpest)</i>	1	
(iv) <i>Project Officer</i>	1	

15.18. These posts are filled by promotion of Class II Officers having three years' administrative experience on the basis of seniority-cum-merit. This mode of recruitment may be continued. All the posts in this grade may be designated as posts of Deputy Directors of Animal Husbandry and Veterinary

Services. Taking into consideration the scales of pay of comparable posts in other technical Departments, the scale of pay for these posts may be revised as Rs. 700—40—900—50—1,200.

*Class II Officers : (73) (Rs. 275—20—375—25—600)*

15.19. There are 73 Class II Posts with different designations. 60 per cent of these posts are filled by promotion from the cadre of Assistant Veterinary Surgeons on the basis of seniority-cum-merit and 40 per cent by direct recruitment. The prescribed qualification for direct recruits is a degree or diploma in Veterinary Science of a recognised University or equivalent qualification. The mode of recruitment is adequate and may be continued. All the posts in this grade may bear the common designation of Assistant Directors and the special subject of which they are in charge may be indicated in brackets after the designation. The scale of pay for these posts may be Rs. 300—25—550—EB—30—700.

*Headquarters Assistant : (1) (Rs. 350—25—650—30—800)*

15.20. The Headquarters Assistant assists the Director in respect of administrative matters. The post of Headquarters Assistant is filled by taking on deputation an Officer from the cadre of Assistant Commissioners from the Mysore Administrative Service. In view of the general recommendation made in Chapter 4, the post of the Headquarters Assistant may be in Class II and filled by promotion of an official in the ministerial cadre. The Rules of Recruitment may be amended accordingly. The scale of pay for this post may be Rs. 275—20—375—EB—25—525.

*Financial Assistant : (1) (Rs. 350—25—650—30—800).*

15.21. The Financial Assistant assists the Director in respect of financial matters. The post is filled by taking on deputation an Assistant Controller from the State Accounts Department and the same procedure may be continued. The scale of pay for this post may be the same as for the Assistant Controller of Accounts.

*Assistant Registrar of Co-operative Societies : (1) (Rs. 275—20—375—25—600)*

15.22. This post is created under the Intensive Cattle Development Scheme (Crash Programme) and is filled by taking on deputation an Officer holding a corresponding post from the Co-operative Department. The mode of recruitment is adequate and may continue. The scale of pay for this post may be the same as for Assistant Registrars of Co-operative Societies.

<i>Bio-Chemist ;</i>	(1) }	(Rs. 250—20—350—25—500)
<i>Nutrition Chemist :</i>	(1) }	

15.23. The posts of Bio-Chemist and Nutrition Chemist are attached to the Mysore Serum Institute. The Chemists are required to attend to the work of chemical analysis. The posts are filled by direct recruitment. The prescribed qualification is a post-graduate degree in Bio-Chemistry of a recognised University

or its equivalent qualification with at least three years of experience in chemical analysis, preference being given to persons possessing basic veterinary qualifications. This mode of recruitment to these posts is adequate and may continue.

15.24. It was represented to the Commission that the existing scale of pay for these posts is lower than that for other Class II posts of this Department and that the scale of pay for these posts also may be the same as that for other Class II posts. The Commission agrees with this suggestion and recommends that the scale of pay for these two posts may be the same as for other Class II posts in the Department, *viz.*, Rs. 300—25—550—EB—30—700.

*Fodder Development Officers* : (2) (Rs. 275—20—375—25—600)

15.25. The Fodder Development Officers look after the feeding problems of livestock and are responsible for planning and implementation of the fodder development schemes. One post of Fodder Development Officer is filled by taking on deputation an officer from the Agricultural Department and the other post is filled by posting an Officer of the Department of Animal Husbandry and Veterinary Services. These posts carry the scales of pay of corresponding posts in the respective parent Departments. At present the post held by an Officer from the Agricultural Department has been upgraded to Class I since the incumbent is in the scale of pay of Rs. 350—25—650—30—800 in his parent Department. In order to avoid this anomaly, the Commission suggests that, since these posts require persons with knowledge of agriculture, they may be filled by taking on deputation Officers in the cadre of Assistant Directors from the Department of Agriculture. The scale of pay for these posts may be the same as that for Assistant Directors of Agriculture.

*Deputy Director of Statistics* : (1) (Rs. 350—25—650—30—800)

15.26. The post is filled by promotion of a Class II Field Officer (Statistician). The scale of pay for comparable posts in the Bureau of Economics and Statistics may hold good in this case also.

*Statistical Officer* : (1) (Rs. 275—20—375—25—600)

*Field Officer of Statistics* : (1) (Rs. 250—20—350—25—500)

15.27. The post of Field Officer is at present filled by promotion of a Statistical Supervisor and the post of Statistical Officer is vacant. The scales of pay of these two posts are different, even though their duties and responsibilities are the same. It is, therefore, suggested that the same scale of pay may be applicable to both the posts. As these posts correspond to the posts of Assistant Directors of the Bureau of Economics and Statistics, they may be in the same scale of pay as for Assistant Directors of the Bureau.

15.28. As indicated in Chapter 67 relating to the Bureau of Economics and Statistics, the liens of these three Officers may be transferred to the Bureau against corresponding posts of Deputy Director and Assistant Directors and they may be treated as on deputation to this Department. The Rules of Recruitment may be amended suitably.

**Non-Gazetted Posts.**

*Veterinary Assistant Surgeons and other equivalent posts : (352)*

(i) (Rs. 225—10—275—15—425 for Veterinary Graduates)

(ii) (Rs. 170—10—225—15—300—20—400 for Diploma Holders.)

15.29. The posts of Veterinary Assistant Surgeons are filled by direct recruitment. The prescribed qualification is a degree or a diploma in Veterinary Science of a recognised University or equivalent qualification. The period of probation is one year. At present, there are two scales of pay for Veterinary Assistant Surgeons, namely, Rs. 225—425 for graduates and Rs. 175—400 for those who hold a diploma in Veterinary Science. It was represented that there should be a single scale of pay for all Veterinary Surgeons. Considering the fact that there is no diploma course at present and that the diploma holders who are now in service have already put in long service, the Commission recommends that the provision for recruitment of “diploma holders” should be deleted, that the mode of recruitment should be confined to only graduates and that there should be only one scale of pay for both Veterinary graduates and “diploma holders” now in service.

15.30. It was represented that the status of the posts to which Veterinary graduates are appointed might be upgraded as gazetted Class II posts and that the scale of pay might be kept on par with the scales of pay for Medical graduates. The Commission considers that judging by the nature of training and education that these Officers possess, they should be equated more appropriately with Officers of the Agricultural Department than with the Officers of the Department of Health Services.

15.31. The Commission accordingly recommends the common scale of pay of Rs. 250—10—300—15—420—EB—20—500 for all officers in this cadre. For purposes of fixing their pay in the revised scale, the deemed service of the “Diploma holders” may be treated as equal to the actual length of service reduced by five years since this would be equitable in view of the fact that the graduates would have been given a higher scale than the diploma holders if recruitment of the latter category of Officers were to be continued and this differential should be maintained.

(ii) *Dairy Cadre Posts*

15.32. Under dairy extension and milk supply schemes, different types of posts in different scales of pay have been created as indicated below :—

- |   |    |  |
|---|----|--|
| 1. Dairy Extension Officers<br>Dairy Extension Assistants<br>Dairy Extension Assistant Officers<br>Extension Officer of Milk Supply Scheme. | }  | (14) (Rs. 175—10—225—15—<br>300—20—400). |
| 2. Dairy Extension Officer  | .. | (1) (Rs. 150—10—250—15—400)              |

3. Dairy Manager Dairy Assistants Dairy Supervisors Inspectors	}	(7) (Rs. 180—10—320)
4. Dairy Assistants Milk Procurement Officer Dairy Chemists Quality Control Assistants	}	(20) (Rs. 140—5—150—8—190— 10—320).
5. Milk Procurement Officers Milk Distribution Officers Laboratory Assistants	}	(12) (Rs. 100—5—150—6—180— 10—200).

15.33. There are no Cadre and Recruitment Rules for these posts. Persons who have secured the Indian Dairy diploma are being appointed to all these posts. The Director has suggested that the number of scales of pay might be reduced only to two by grouping the first three categories of posts under one scale and by grouping the last two categories of posts under another. The Commission accepts this suggestion and recommends that the first three groups may be designated as Dairy Extension Officers and given the scale of pay of Rs. 200—10—280—15—370—EB—20—450 and the last two categories may be designated as Dairy Assistants and given the scale of pay of Rs. 170—5—180—8—220—EB—10—300.

15.34. Direct recruitment may be confined in future to the posts of Dairy Assistants and the posts of Dairy Extension Officers may be filled by promotion of Dairy Assistants.

(iii) *Other Technical Posts*

15.35. The other technical posts in the Department are :

1. Poultry Supervisors, Sheep Inspectors, Assistant Superintendent, Incubation Supervisors, Manager of Bull-Calf Rearing Centre, Birur, Assistant to the Superintendent of Cattle Breeding Centre, Ajjampur	}	(21) (Rs. 180—10—320)
2. Managers of Economic Cattle Farm at Birur and Hessaraghatta, Sheep Supervisors, Manager of Cattle Breeding Centre at Thegur	}	(12) (Rs. 140—5—150—8—190— 10—320).
3. Veterinary and Livestock Inspectors, Grade I	.....	(25) (Rs. 150—6—180—10—200)

4. Manager of Basur Sub-Station, Assistant Manager of Cattle Breeding Station, Ajjampur.	} (2) (Rs. 100—5—150—6—180— 10—200).
5. Laboratory Technicians	(6) (Rs. 100—5—150—6—180)
6. Veterinary and Livestock Inspectors—Grade II and Others	} (1149) (Rs. 80—3—110—4—130— 5—150).
7. Senior Compounders	(8) (Rs. 80—3—110—4—130)
8. Compounders, Grade I and Others	(38) (Rs. 70—2—80—3—110)
9. Compounders, Grade II, Laboratory Attenders, Laboratory Attendants	} (479) (Rs. 55—1—65—2—75)
10. Dressers	(12) (Rs. 55—1—65—2—75)

15.36. There are no Cadre and Recruitment Rules for these categories of posts except for Veterinary and Livestock Inspectors (Grade II) and Compounders. Now the posts in grade Rs. 180—320 are being filled by promotion of those in grades Rs. 140—320, Rs. 150—200, Rs. 100—200, Rs. 100—180. The Commission recommends that all the posts in the present grade Rs. 180—320 may be commonly designated as Veterinary and Livestock Supervisors and given a scale of pay of Rs. 200—10—280—15—370—EB—20—450. These posts may be treated as promotional posts for the posts in the present grades Rs. 140—320, Rs. 150—200, Rs. 100—200 and Rs. 100—180 which may be equated and placed in the same cadre and given a common designation of Veterinary and Livestock Inspectors (Grade I) and a common scale of pay of Rs. 170—5—180—8—220—EB—10—300. The posts in the new combined cadre of Veterinary and Livestock Inspectors (Grade I) may be filled by promoting Veterinary and Livestock Inspectors (Grade II) on the basis of seniority-cum-merit. The Rules of Recruitment may be amended accordingly.

15.37. According to the existing Rules of Recruitment, 90 per cent of the posts of Veterinary and Livestock Inspectors (Grade II) are filled up by direct recruitment and 10 per cent of the posts are filled by promotion of officers in the cadre of Senior Compounders. For direct recruitment the prescribed qualification is a pass in S.S.L.C. or its equivalent examination and a pass in Stockmen's Training. The mode of recruitment is adequate and may continue. The period of probation is one year. The Commission suggests that all posts in the present grade of Rs. 80—150 with different designations may be given a common designation of Veterinary and Livestock Inspectors (Grade II). The scale of pay for the posts of Veterinary and Livestock Inspectors (Grade II) may be the same as for Health Inspectors of the Department of Health and Family Planning Services and the promotional posts may be filled up by promotion from the cadre of Compounders (Grade I).

15.38. There are 8 posts of Senior Compounders in grade Rs. 80—130. The Commission suggests that these posts of Senior Compounders may be equated with the posts of Compounders (Grade I). The posts of Compounders (Grade I) are filled by promotion from the cadre of Compounders (Grade II). These posts may be in the scale of pay of Rs. 85—2—95—3—125—EB—4—145. The posts of Compounders (Grade II) are filled by direct recruitment only. The qualification prescribed is a pass in the VIII standard and a pass in the Veterinary Compounders training. The mode of recruitment to these posts is adequate. The posts of Veterinary Dressers in grade Rs. 55—75 may be equated with the posts of Compounders (Grade II) and the scale of pay for Compounders (Grade II) may be revised as Rs. 65—1—75—2—95.

(iv) *Posts under Sheep and Wool Development Scheme*

15.39. There are some stray posts under Sheep and Wool Development Scheme, viz. :—

- |                         |                                  |
|-------------------------|----------------------------------|
| 1. Graduate Assistant   | (1) (Rs. 140—5—150—8—190—10—320) |
| 2. Technical Supervisor | (1) (Rs. 150—8—190—10—270)       |
| 3. Technical Assistants | (4) (Rs. 100—5—150—6—180—10—200) |
| 4. Spinners and Weavers | (2) (Rs. 80—3—110—4—130—5—140)   |

15.40. A graduate in Science with Chemistry, Botany and Zoology has been appointed to the post of Graduate Assistant. He is required to attend to the wool analysis work. The scale of pay for this post may be Rs. 170—10—275—15—350—EB—20—450. The post of Technical Supervisor is filled by promotion of Technical Assistants, which, in turn, are filled by promotion of Spinners and Weavers. These modes of recruitment to these posts are adequate. The scales of pay for Technical Supervisor and Technical Assistants may be Rs. 170—5—180—8—220—EB—10—300 and Rs. 130—5—170—6—200—EB—10—240 respectively.

15.41. The posts of Spinners and Weavers are filled by direct recruitment of persons, possessing knowledge of spinning and weaving and this mode of recruitment may continue. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

(v) *Agricultural Posts*

15.42. The Agricultural posts in this Department are :

- |                                    |                           |                              |
|------------------------------------|---------------------------|------------------------------|
| Farm Managers,                     | }                         | (Rs. 200—10—250—15—400—      |
| Technical Assistants (Fodder),     |                           | For Agricultural Graduates)  |
| Agricultural Inspectors,           |                           | (14) (Rs. 225—10—275—15—425— |
| Agricultural Officer,              |                           | For Veterinary Graduates).   |
| Fodder Development Assistant,      |                           |                              |
| Fodder Assistant.                  |                           |                              |
| Agricultural Assistants (Grade I)  | (9) (Rs. 100—5—150—6—180— |                              |
|                                    |                           | 10—200).                     |
| Agricultural Assistants (Grade II) | (2) (Rs. 80—3—110—4—130—  |                              |
|                                    |                           | 5—150).                      |



Fieldmen	(2)	(Rs. 80—3—110—4—130—5—150).
Fieldmen, Field Assistants, Agricultural Fieldmen, Agricultural Overseer	}	(7) (Rs. 80—3—110—4—120)
Agricultural Assistants (Grade III)		

15.43. At present these posts are filled by posting officers of the Department of Animal Husbandry and Veterinary Services. It would be desirable to appoint persons qualified in agriculture against these posts. The Commission recommends that all these posts may be filled up by taking on deputation officials of corresponding ranks from the Department of Agriculture. The Rules of Recruitment may be amended accordingly. The scales of pay for these posts may be the same as those for corresponding posts in the Agricultural Department.

15.44. The officials of the Department of Animal Husbandry and Veterinary services working in this Unit may be transferred to the general line of the Department. The liens of the other officials who have been recruited directly may be shifted against corresponding posts in the Agricultural Department and they may be treated as on deputation to this Department.

(vi) *Statistical Posts*

15.45. The posts created in the Statistical Section are :

1. Statistical Assistants, Statistical Supervisors, Supervisors	}	(12)	(Rs. 150—8—190—10—270)
2. Senior Computers ..			
3. Enumerators ..		(28)	(Rs. 80—3—110—4—130—5—150)

15.46. These posts may be filled up by taking on deputation officials holding corresponding posts from the Bureau of Economics and Statistics. The Rules of Recruitment may be amended accordingly. The scales of pay for these posts may be the same as those for corresponding posts in the Bureau of Economics and Statistics. The liens of the existing incumbents who are recruited directly may be shifted to the Bureau of Economics and Statistics if they are willing for such transfer and they may be treated as on deputation to this Department. If they, however, opt to remain in this Department against general ministerial posts their liens may be shifted against such posts and they may be transferred to general posts.

(vii) *Engineering Posts*

15.47. The posts mentioned below have been created for the purpose of operating, maintaining and repairing mechanical apparatus such as laboratory equipment, vehicles, dairy machinery, etc.

1. Dairy Engineer ..	(1)	(Rs. 200—10—300—15—375)
2. Dairy Mechanics ..	(2)	(Rs. 150—10—250—15—400)
3. Sub-Overseer ..	(1)	(Rs. 150—8—190—10—320)
4. Dairy Mechanic ..	(1)	(Rs. 150—8—190—10—320)

5. Mechanics and Dairy Mechanics.	(5)	(Rs. 140-5-150-8-190-10-250)
6. Projectionist-cum-Mechanic.	(1)	(Rs. 140-5-150-8-190-10-250)
7. Laboratory Mechanic, Electrician-cum-Mechanic.	(2)	(Rs. 140-5-150-6-180-10-200)
8. Boiler Mechanic ..	(1)	(Rs. 140-5-150-6-180-10-200)
9. Mechanic ..	(1)	(Rs. 80-3-110-4-130-5-150)
10. Mechanics ..	(2)	(Rs. 80-3-110-4-130-5-140)
11. Mechanics ..	(2)	(70-2-80-3-110)

15.48. These posts may be filled by taking on deputation officers holding corresponding posts in the Public Works Department. The Rules of Recruitment may be amended accordingly. The scales of pay of corresponding posts in the Public Works Department may be applied to these posts. The liens of such of the officials as have been recruited directly may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this Department.

(viii) *Posts in the Co-operative Section*

15.49. The posts in the Co-operative Section in the Department are:—

1. Inspectors of Co-operative Societies	(6)	(Rs. 120-5-150-8-190-10-240)
2. Junior Inspectors of Co-operative Societies.	(6)	(Rs. 80-3-110-4-130-5-150)

15.50. These posts are filled by taking on deputation officers from the Department of Co-operation and the same procedure may continue. These posts may carry the same scale of pay as corresponding posts in the Department of Co-operation.

*Artist-cum-Photographer* (1) (Rs. 140-5-150-8-190-10-320)

15.51. The qualification prescribed for the post is a Diploma in Cinematography. The lien of the incumbent of this post may be shifted to the Department of Information and Tourism and the post filled by taking on deputation an officer holding a corresponding post in that Department. The post of Artist-cum-Photographer may carry the same scale of pay as comparable posts in the Department of Information and Tourism.

*Propagandist-cum-Artist* (1) (Rs. 80-3-110-4-130-5-150)

15.52. The qualification for the post is a pass in S.S.L.C. Examination and possession of a Certificate in drawing from a recognised Institution. This post also may be filled by taking on deputation an officer of corresponding rank from the Department of Information and Tourism and the lien of the present incumbent shifted to that Department. The Rules of Recruitment may be amended accordingly. The scale of pay for this post may be the same as for similar posts in the Department of Information and Tourism.

*Livestock Assistants* : (250) (Rs. 0-3-110-4-130-5-150)

15.53. The posts of Livestock Assistants have been created temporarily for carrying out field work under the Rinderpest Eradication Scheme. Persons who have passed S.S.L.C. Examination have been selected for these posts. The scale of pay for these posts is on par with that for the Veterinary and Livestock Inspectors (Grade II) and Second Division Clerks. The incumbents of these posts may be absorbed as Veterinary and Livestock Inspectors after imparting necessary training when the scheme is wound up. Hence at present the scale of pay for these posts may be the same as for Second Division Clerks, namely, Rs. 95-3-125-4-145-EB-5-200. They may be given the scale of pay of Rs. 110-4-130-5-170-EB-6-200 after they undergo Stockmen's training successfully and are absorbed as Veterinary and Livestock Inspectors (Grade II)

*Ministerial Posts*

15.54. The ministerial staff of the Department consists of the following categories of Class III and Class IV posts.

*Class III Posts*

1. Audit Superintendent	(1)	Rs. 220-10-320-15-440
2. Accounts Superintendent and Manager, World Food Programme.	(2)	Rs. 220-10-320-15-440
3. Managers ..	(2)	Rs. 225-10-285-15-375
4. Assistants to Regional Deputy Directors, Superintendents, Accountant-cum-Supervisor, Head Clerk	} (7)	Rs. 180-10-320
5. Planning Assistant ..		
6. Superintendents, Head Accountants, Personal Assistant, Clerk-cum-Accountant, Accountant, Head Clerks, Assistants.	} (22)	Rs. 150-8-190-10-270
7. Audit Clerks, Accounts Clerks, I Division Clerks.		
8. Store Keepers, Head Accountants, Accountants, Statistical Clerk, Cashiers, Cashiers-cum-Clerks, I Division Clerks, Progress Assistants, Head Clerks	} (105)	Rs. 110-5-150-6-180-10-220

9.	II Division Clerks, Second Division Clerks- <i>cum</i> -Laboratory Assistants, Clerks- <i>cum</i> -Typists, Clerks- <i>cum</i> -Store Keepers Accountants, Store Keepers- <i>cum</i> -Clerks II Division Clerks- <i>cum</i> - Store Keepers	} (147)	Rs. 80-3-110-4-130-5-150
10.	Stenographers ..	(6)	Rs. 110-5-150-6-180-10-220+ Spl. Pay of Rs. 30 per mensem.
11.	Typists ..	(61)	Rs. 80-3-110-4-130-5-150+ Spl. Pay of Rs. 10 per mensem.
12.	Stenographers ..	(3)	Rs. 110-5-150-8-190-10-250-15- 320.
13.	Typists ..	(6)	Rs. 80-3-110-4--130--5--180
14.	Boilerman ..	(1)	Rs. 80--3-110-4-130-5-150
15.	Firemen ..	(3)	Rs. 80-3-110-4-130-5-140
16.	Boiler Attendants ..	} (4)	Rs. 70-2-80-3-110
17.	Boiler Men ..		
18.	Boiler Attendants ..	(2)	Rs. 55-1-65-2-75
19.	Tractor Driver ..	(1)	Rs. 80-3-110-4-130-5-140
20.	Tractor- <i>cum</i> -Lorry Driver, Tractor Driver, Lorry Driver, Van Driver, Motor Driver, Drivers,	} (84)	Rs. 70-2-80-3-110
21.	Drivers ..	(40)	Rs. 70-1-80-2-110
22.	Carpenter ..	(1)	Rs. 80-3-110-4-130-5-150
23.	Carpenters ..	(2)	Rs. 80-3-110-4-130-5-140
24.	Carpenters, Smiths, Carpenter- <i>cum</i> -Smith	} (5)	Rs. 70-2-80-3-110
25.	Blacksmith ..	(1)	Rs. 55-1-65-2-75
26.	Poultry Fieldmen ..	(1)	Rs. 70-1-80-3-110
27.	Egg Graders ..	(3)	Rs. 70-2-80-3-110
28.	Jamedars ..	(2)	Rs. 70-2-90

29.	Mutchi	..	(1)	} Rs. 65-1-70-2-90
	Riding Boy	..	(1)	
	Salesmen	..	(13)	
	Bill Collector	..	(1)	
	Milk Testers	..	(2)	
	Master Flayers	..	(2)	
	Sergeants	..	(2)	
	Dairy Operators	..	(14)	
30.	Mukkadam Dairymen		(3)	Rs. 55-1-65-2-85
31.	Packer, Dog-Boy Maistries, Syce, Shearing Maistry, Cleaners, Van Attendants, Graziers, Jamedar Gowli, Cook, Cleaner Boy- cum-Saddler, Dairy Boys, Milkers, Store Attendants, Attendants, Fitter-cum-Welders		(55)	Rs. 55-1-65-2-75
32.	Kamdar-cum-Carcass Sifters		(8)	Rs. 55-1-65
33.	Peons, Cleaners, Sweepers, Watchmen, Dressers, Shearers, Cycle Orderlies, etc.,		(2035)	Rs. 50-1-60
34.	Attendants, Couriers		(100)	Rs. 85 (Fixed)

15.55. Among the ministerial posts, the post of Audit Superintendent is filled by taking on deputation an Accounts Superintendent from the State Accounts Department. This mode of recruitment may be continued.

15.56. The Rules of Recruitment and the scales of pay in respect of posts at serial numbers 2 to 13, 19 to 21 and 28 to 33 may be the same as for similar posts in all the departments. The posts of Carpenters and Smiths at serial numbers 22 to 25 may be filled by taking on deputation officials holding corresponding posts from the Department of Industries and Commerce. The Rules of Recruitment may be framed accordingly. The liens of present incumbents of these posts may be shifted against corresponding posts in that Department and the officials treated as on deputation to this Department. The Attendants and Couriers (Serial No. 34) are now getting a fixed pay of Rs. 85 per month. It is understood that these posts are temporary. The existing arrangement about the payment of fixed pay may continue so long as the posts are temporary. If and when these posts are made permanent Government may consider the propriety of giving them

scales of pay applicable to other Class IV staff. The posts of Boilermen, Firemen and Boiler Attendants are filled by appointing persons having experience in the work of boiler maintenance. The posts of Poultry Fieldmen and Egg Graders are filled by appointing persons who have studied upto the VIII Standard. (They are trained departmentally in the concerned line of work). These modes of recruitment to these posts may continue. The scales of pay for these posts may be revised as :

1. Boilerman (I)	..	Rs. 95-3-125-4-145-EB-5-200		
2. Firemen	..	Rs. 95-3-125-4-145-EB-5-200		
3. Boiler Attendants (I)	..	Rs. 85-2-95-3-125-EB-4-145		
4. Boilermen (II)	..	Rs. 85-2-95-3-125-EB-4-145		
5. Boiler Attendants (II)	..	Rs. 60-1-80-2-90		
6. Poultry Fieldman	..	Rs. 85-2-95-3-125-EB-4-145		
7. Egg Graders	..	Rs. 85-2-95-3-125-EB-4-145		
8. Riding Boy,	}	Rs. 80-2-90-3-120-4-140		
9. Salesman,				
10. Bill Collector,				
11. Milk Tester,				
12. Master Flayer,				
13. Sergeants				
14. Dairy Operator				
15. Mukadam Dairymen	..	Rs. 60-1-80-2-90		
16. Packer, Dog Boy, Maistries, Syce, Shearing Maistry, Cleaners, Van Attendants, Graziers, Jamedar Gowli, Cleaner, Boy-cum-Saddler, Dairy Boys, Milkers, Store Attendants, Attendants, Fitter-cum-Welders	}	Rs. 60-1-80-2-90		
17. Kamdars-cum-Carcass Lifters,			..	Rs. 60-1-80-2-90
18. Posts with different designations in the grade Rs. 50-1-60				Rs. 60-1-80-2-90

#### *Special Pay and Allowances*

15.57. Only the posts of Stenographers and Typists carry Special Pay. The grant of Special Pay in these cases shall be governed by the general principles laid down by the Commission in Chapter 5.

15.58. It was represented that the Veterinary and Livestock Inspectors (Grade II) might be given risk allowance on account of risk to their lives in handling diseased animals. The Commission is of the view that there is no adequate justification for the grant of risk allowance.

15.59. In view of the fact that these Veterinary and Livestock Inspectors (Grade II) have to visit the Villages around the Rural Veterinary Dispensaries, it was suggested that they might be paid a monthly fixed travelling allowance of Rs. 10 per month. The Commission recommends that a fixed travelling allowance of Rs. 10 per month may be paid to them.

#### *Delegation of Powers*

15.60. The financial powers at present vested in the Director and other subordinate officers may be continued.

15.61. The Director suggested that he might be empowered to redistribute the ministerial staff by transferring the posts as well as the incumbents from one office to another office without obtaining the sanction of Government as equitable distribution of work could be secured without the creation of extra staff. The Commission has suggested in Chapter 9 that such powers may be delegated to the Heads of all Major Departments. In consonance with this principle, the Director of Animal Husbandry and Veterinary Services may also be authorised to effect such transfers.

#### *Other matters*

15.62. There is a post of Veterinary Inspector (at Mysore Zoo) in the Horticultural Department. As this is an isolated post in that Department, the incumbent has no prospects of promotion. It is, therefore, recommended that the lien of the present incumbent of the post may be shifted against a corresponding post of the Department of Animal Husbandry and Veterinary Services and the incumbent of the post treated as on deputation to the Horticultural Department.

CHAPTER 15

ANIMAL HUSBANDRY AND VETERINARY SERVICES DEPARTMENT

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special pay	Proposed scale of pay and Special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	1,100—50—1,600	1,300—60—1,600—50—1,800	
2.	Development Officer,	11	600—40—1,000	700—40—900—50—1,200	To be designated as Deputy Directors.
3.	Regional Deputy Director,				
4.	Deputy Director, Rinderpest Eradication Scheme				
5.	Project Officer, Intensive Cattle Development Scheme.				
6.	District Officer, Animal Husbandry & Veterinary Services				
7.	Superintendent of Livestock, Dairy & Sheep Farms				
8.	Superintendent, Sheep & Wool Development Schemes				
9.	Superintendent, Government Milk Supply Scheme				
10.	Superintendent, Civil Station Veterinary Hospital				
11.	Instructor in Animal Husbandry, Gramasevaks Training Centres				
12.	Regional Research Officer, Clinical Laboratories				
13.	Dairy Extension Officer, Rural Dairy Extension Schemes				



1	2	3	4	5	6
			Rs.	Rs.	
14. Officer-in-charge, Mass Castration Scheme					
15. Technical Assistant					
16. Piggery Development Officer					
17. Carcass Utilisation Officer					
18. Poultry Development Officer, Central Poultry Farm, Hessarghatta					
19. Project Officer, Intensive Poultry Scheme					
20. Project Officer, Poultry-Crash Programme					
21. Project Officer, Applied Nutrition Programme					
22. Project Officer, Poultry Feeds					
23. Cattle Development Officer, Intensive Cattle Development Scheme		73	275-20-375-25-600	300-25-550-EB-30-700	To be designated as Assistant Directors
24. Dairy Extension Officer, Intensive Cattle Development Scheme					
25. Officer-in-charge, Training of Personnel in Artificial Insemination Technique					
26. Officer-in-charge, Centralised Semen Collection Centre					
27. Propagandist-cum-Exhibition Officer					
28. Disease Investigation Officer					
29. Assistant Disease Investigation Officer (Sheep and Goats)					
30. Bacteriological Assistant					
31. Parasitologist					
32. Assistant Rinderpest Officer					
33. Fodder Development Officer (Headquarters)		1	350-25-650-30-800	300-25-550-EB-30-700	
		1	275-20-375-25-600		
34. Deputy Director (Statistics), Bangalore Milk Survey Scheme.	...	1	350-25-650-30-800	450-30-660-EB-40-900	
35. Statistical Officer, Intensive Cattle Development Scheme	...	1	275-20-375-25-600	275-20-375-EB-25-525	
36. Field Officer (Statistics)	..	1	250-20-350-25-500	275-20-375-EB-25-525	
37. Bio-Chemist	..	1	250-20-350-25-500	300-25-550-EB-30-700	
38. Nutrition Chemist	..	1	250-20-350-25-500	300-25-550-EB-30-700	
39. Headquarters Assistant	..	1	350-25-650-30-800	275-20-375-EB-25-525	
40. Financial Assistant	..	1	350-25-650-30-800	400-30-700-EB-40-900	
41. Assistant Registrar of Co-operative Societies	..	1	275-20-375-25-600	300-25-550-EB-30-700	

1	2	3	4	5	6					
			Rs.		Rs.					
42. Veterinary Assistant Surgeons	}	352	225-10-275-15-425 (for graduates)	}	250-10-300-15-420-EB-20-500					
43. Veterinary Assistant Surgeon, Mobile Crops										
44. Junior Technical Assistant										
45. Assistant Project Officer										
46. Manager, Regional Poultry Farms										
47. Poultry Instructor										
48. Poultry Extension Inspector										
49. Marketing Inspector										
50. Technical Assistant										
51. Assistant Lecturer										
52. Manager-cum-Extension Officer										
53. Technical Assistant to Propagandist-cum Exhibition Officer.										
54. Assistant Parasitologist										
55. Research Assistant										
56. Assistant Veterinary Research Officer	}	14	175-10-225-15-300-20- -400	}	200-10-280-15-370-EB 20-450					
57. Assistant Disease Investigation Officer (Poultry).										
58. Dairy Extension Officer										
59. Dairy Extension Assistant										
60. Dairy Extension Assistant Officer										
61. Extension Officer, Government Milk Supply Scheme.										
62. Dairy Extension Officer										
63. Dairy Manager										
64. Dairy Assistant										
65. Dairy Supervisor										
66. Inspector										
67. Dairy Assistant						}	20	140-5-150-8-190-10-320	}	170-5-180-8-220-EB -10-300
68. Milk Procurement Officer										
69. Assistant Milk Procurement Officer										
70. Dairy Supervisor.										
71. Dairy Laboratory Assistant										
72. Milk Collection Organiser										
73. Milk Distribution Officer										
74. Quality Control Assistant										
75. Dairy Chemist										

To be designated as  
Dairy Extension  
Officers.

To be designated as  
Dairy Assistants.

1	2	3	4	5	6				
			Rs.	Rs.					
76. Milk Procurement Officer	}	12	100-5-150-6-180-10-200	170-5-180-8-220-EB -10-300					
77. Laboratory Assistant									
78. Milk Collection Supervisor									
79. Milk Distribution Supervisor									
80. Assistant to the Superintendent, Cattle Breeding Station, Ajjampur	..	1	180-10-320	}	200-10-280-15-370-EB -20-450				
81. Manager, Bull Calf Rearing Centre, Birur	..	1	180-10-320						
82. Poultry Supervisor	..	5	180-10-320						
83. Assistant Superintendent	..	1	180-10-320						
84. Sheep Inspector	..	2	180-10-320						
85. Incubation Supervisor	..	11	180-10-320	}	170-5-180-8-200-EB -10-300				
86. Manager, Cattle Breeding Station, Tegur	..	1	140-5-150-8-190-10-320						
87. Manager, Economic Cattle Farm, Birur and Habbanagatta.	..	2	140-5-150-8-190-10-320	}	170-5-180-8-220-EB -10-300				
88. Sheep Supervisor	..	9	140-5-150-8-190-10-320						
89. Veterinary & Livestock Inspector Grade-1	..	25	150-6-180-10-200						
90. Manager, Basur Sub-Station	..	1	100-5-150-6-180-10-200						
91. Assistant Manager, Cattle Breeding Station Ajjampur	..	1	100-5-150-6-180-10-200	}	170-5-180-8-220-EB -10-300				
92. Laboratory Technicians	..	6	100-5-150-6-180						
93. Veterinary and Livestock Inspector (Grade II)	}								
94. Laboratory Assistant									
95. Inseminator									
96. Kaval Ranger									
97. Veterinary and Livestock Inspector-cum-Milk Recorder.									
98. Dairy Assistant and Demonstrator						1,149	80-3-110-4-130-5-150	110-4-130-5-170-EB -6-200	To be designated as Veterinary and Live- stock Supervisors (Grade-II)
99. Poultry Assistant									
100. Poultry Supervisor									
101. Incubation Assistant									
102. Veterinary and Livestock Inspector-cum-Sheep Demonstrator.									
103. Milk Collection Supervisor	250	80-3-110-4-130-5-150	95-3-125-4-145-EB -5-200	To be designated as Compounders (Grade-I)					
104. Livestock Assistant									
105. Senior Compounder	8	80-3-110-4-130	}						
106. Compounder Grade I									
107. Stockman-cum-Compounder	38	70-2-80-3-110	85-2-95-3-125-EB-4-145						
108. Laboratory Attendant									

1.	2.	3.	4.	5.	6.		
			Rs.	Rs.			
109. Compounder Grade II	}	479	55-1-65-2-75	65-1-75-2-95			
110. Laboratory Attendant							
111. Laboratory Attender							
112. Dresser					12	55-1-65-2-75	
113. Technical Assistant (Fodder)							
114. Farm Manager					14	200-10-250-15-400	
115. Agricultural Inspector						(for Agricultural Graduates)	250-10-300-15-420-EB-
116. Agricultural Officer						225-10-275-15-425	20-500.
117. Fodder Development Assistant						(for Veterinary Graduates).	
118. Fodder Assistant							
119. Agricultural Assistant Grade I					9	100-5-150-6-180-10-200	140-5-150-8-190-EB-
			10-260-15-290.				
120. Agricultural Assistant Grade II	2	80-3-110-4-130-5-150	} 110-4-130-5-170-EB-6-200				
121. Fieldman	2	80-3-110-4-130-5-150					
122. Fieldman	}	7	80-3-110-4-120	110-4-130-5-170-EB-6-200			
123. Field Assistant							
124. Agricultural Fieldman							
125. Agricultural Overseer							
126. Agricultural Assistant Grade III	10	55-1-65-2-85	65-1-75-2-95				
127. Statistical Assistant	}	12	150-8-190-10-270	175-10-275-15-350-EB-20-450			
128. Statistical Supervisor							
129. Supervisor, Bangalore Milk Survey Scheme							
130. Senior Computer							
	16	110-5-150-6-180-10-220	140-5-150-8-190-EB-				
			10-260-15-290.				
131. Enumerator	28	80-8-110-4-130-5-150	95-3-125-4-145-EB-5-200				
132. Dairy Engineer	1	200-375	275-20-375-EB-25-525				
133. Dairy Mechanic	2	150-10-250-15-400	175-10-275-15-350-EB-20-450				
134. Sub-Overseer	1	150-320	175-10-275-15-350-EB-20-450				
135. Dairy Mechanic	1	150-320	175-10-275-15-350-EB-20-450				
136. Mechanic, Dairy Mechanic	5	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300				
137. Projectionist-cum-Mechanic	1	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300				
138. Laboratory Mechanic	}	2	140-5-150-6-180-10-200	170-5-180-8-220-EB-10-300			
139. Electrician-cum-Mechanic							
140. Boiler Mechanic, Carcass Utilisation Scheme							
141. Mechanic	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200				
142. Mechanic	2	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200				
143. Mechanic	2	70-2-80-3-110	85-2-95-3-125-EB-4-145				

1	2	3	4	5	6
			Rs.	Rs.	
144.	Graduate Assistant, Sheep and Wool Development Scheme.	1	140-5-150-8-190-10-320	175-10-275-15-350-EB-20-450	
145.	Technical Supervisor, Sheep and Wool Development Scheme.	1	150-8-190-10-270	170-5-180-8-220-EB-10-300	
146.	Technical Assistant, Sheep and Wool Development Scheme.	4	100-5-150-6-180-10-200	130-5-170-6-200-EB-10-240	
147.	Spinner and Weaver	2	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
148.	Inspector of Co-operative Societies	6	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-240-15-290.	
149.	Junior Co-operative Inspector	6	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
150.	Accounts Superintendent				
151.	Manager, World Food Programme	2	220-10-320-15-440	250-10-300-15-420-EB-20-500	
152.	Aduit Superintendent	1	220-10-320-15-440	250-10-300-15-420-EB-20-500	
153.	Manager	2	225-10-285-15-375	250-10-300-15-420-EB-20-500	
154.	Assistant, Regional Deputy Director's Office				
155.	Superintendent				
156.	Accountant-cum-Supervisor	7	180-10-320	200-10-280-15-370-EB-20-450	
157.	Head Clerk				
158.	Planning Assistant	1	150-10-270		
159.	Superintendent				
160.	Head Accountant				
161.	Personal Assistant, Mysore Serum Institute	22	150-8-190-10-270	175-10-275-15-350-EB-20-450	
162.	Clerk-cum-Accountant				
163.	Accountant				
164.	Assistant, Rinderpest Eradication Scheme				
165.	Head Clerk				
166.	Audit Clerk				
167.	I Division Clerk	11	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290.	
168.	Accounts Clerk				
169.	I Division Clerk				
170.	Head Clerk				
171.	Store Keeper				
172.	Head Accountant	100	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290.	
173.	Accountant				
174.	Statistical Clerk				
175.	Cashier				
176.	Cashier-cum-I Division Clerk				

1	2	3	4	5	6
177.	Progress Assistant	5	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290.	
178.	II Division Clerk	147	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
179.	II Division Clerk-cum-Laboratory Assistant				
180.	Clerk-cum-Typist				
181.	Clerk-cum-Store Keeper				
182.	Accountant				
183.	Store Keeper	6	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290 + Spl. Pay Rs. 30.	
184.	Store Keeper-cum-Clerk				
185.	II Division Clerk-cum-Store Keeper	61	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
186.	Stenographer	3	110-5-150-8-190-10-250	175-10-275-15-350-EB-20-450.	
187.	Typist	6	80-3-110-4-130-5-180	110-4-130-5-170-EB-6-200	
188.	Stenographer	1	140-5-150-8-190-10-320	175-10-275-15-350-EB-20-450	
189.	Typist	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
190.	Artist-cum-Photographer	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
191.	Propagandist-cum-Artist	3	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
192.	Boilerman	4	70-2-80-3-110	85-2-95-3-125-EB-4-145	
193.	Fireman	2	55-1-65-2-75	60-1-80-2-90	
194.	Boiler Attendant	1	80-3-110-4-130-5-140	85-2-95-3-125-EB-4-145	
195.	Boilerman	84	70-2-80-3-110	85-2-95-3-125-EB-4-145	
196.	Boiler Attendant				
197.	Tractor Driver				
198.	Tractor-cum-Lorry Driver, Tractor Driver, Lorry Driver, Van Driver, Motor Driver, Driver				
199.	Driver				
200.	Carpenter	40	70-1-80-2-100	85-2-95-3-125-EB-4-145	
201.	Carpenter	1	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
202.	Carpenter, Smith, Carpenter-cum-Smith	2	80-3-110-4-130-5-140		
203.	Blacksmith	5	70-2-80-3-110	85-2-95-3-125-EB-4-145	
204.	Poultry Fieldman	1	55-1-65-2-75	80-2-90-3-120-4-140	
205.	Egg Grader	1	70-2-80-3-110	85-2-95-3-125-EB-4-145	
		3	70-2-80-3-110	85-2-95-3-125-EB-4-145	

1	2	3	4	5	6
			Rs.	Rs.	
206.	Jamedar	2	70-2-90	85-2-95-3-125-EB-4-145	
207.	Nutchi	1	65-1-70-2-90	80-2-90-3-120-4-140	
208.	Riding Boy	1	65-1-70-2-90	80-2-90-3-120-4-140	
209.	Salesman	13	65-1-70-2-90	80-2-90-3-120-4-140	
210.	Bill Collector	1	65-1-70-2-90	80-2-90-3-120-4-140	
211.	Milk Tester	2	65-1-70-2-90	80-2-90-3-120-4-140	
212.	Master Flayer	2	65-1-70-2-90	80-2-90-3-120-4-140	
213.	Sergeants	2	65-1-70-2-90	80-2-90-3-120-4-140	
214.	Dairy Operator	14	65-1-70-2-90	80-2-90-3-120-4-140	
215.	Mukadam Dairyman	3	55-1-65-2-85	60-1-80-2-90	
216.	Packer, Dog Boy, Maistry, Syce, Shearing Maistry, Cleaner, Van Attendant, Grazier, Jamedar Gowli, Cook, Cleaner boy-cum-Saddler, Dairy Boy, Milker, Store Attendant, Attendant Fitter-cum-Welder	55	55-1-65-2-75	60-1-80-2-90	
217.	Kamdar-cum-Carcass Lifter	8	55-1-65	60-1-80-2-90	
218.	Cleaner, Peon, Sweeper, Watchman, Thoty, Cattleman, Laboratory peon, Farrier, Gurkha Watchman, Gardener, Farrash, Attendant, Shearer, Flockman, Attendant-cum-Messenger, Grazier, Stall Cleaner, Peon, Breeding Bull Caretaker, Bull Attendant, Cart Driver, Office Night Watchman, Office peon, Scavenger, Workshop Boy, Bull Caretaker, Calf Boys, Milkman, Bullman-cum-Calving Mate, Washerman, Bullockman, Bullockman- cum-Cartman, Cultivation Cooly, Dresser, Sheep Grazier, Garden Head Cooly, Assistant Head Cooly, Garden Cooly, Apiaryman, Care- taker, Delivery Boy, Poultry Attendant, Lasker, Woman Labourer, Kamdar, Chowkidar, Flayer, Attendant, Store Attendant, Shepherd- cum-Grazier, Peon-cum-Watchman, Mali, Dairy Attendant, Dairy Boy, Boiler Attendant, Field Assistant, Labourer, Messenger	2031	50-1-60	60-1-80-2-90	
219.	Cycle Orderly	4	50-1-60 +Rs. 6 C.A.	60-1-80-2-90	
220.	Attendant, Courier	100	Rs. 85 (fixed)	85 (fixed)	

## CHAPTER 16

### Department of Bangalore Dairy

16.1. The Bangalore Dairy Project is a Government undertaking established during the Third Five Year Plan ; it is handling the supply of milk to Bangalore City. This Department is classified as a Major Department. The Director is the Head of the Department and is assisted by a General Manager, a Dairy Technologist and a Dairy Engineer on the technical side. He is assisted by a Gazetted Assistant on the administrative side and an Accounts Officer in financial matters. In addition, there are six Class II Gazetted posts sanctioned for the Department. The work of the Dairy Project is organised into the following Sections :—

- (1) Dairy Technology, Extension and Procurement ;
- (2) Dairy Engineering and Transport ;
- (3) Milk Distribution ;
- (4) Co-operatives ;
- (5) Ministerial.

16.2. The staffing pattern in the Dairy is not based on any systematic principle. The staff was sanctioned initially on an *ad hoc* basis, and has been added to as and when required. It is stated that the experience gained is not sufficient to evolve a rationalised pattern for the management of the Dairy as the first stage of production has been reached only recently.

16.3. Present all the mofussil dairies are under the control of the Department of Animal Husbandry and Veterinary Services while the Bangalore Dairy Project is constituted as a separate Department. The Commission was informed that the State Government had been considering a proposal to constitute a Corporation for the management of the Bangalore Dairy and that no decision had yet been taken in that regard. The Commission is of the view that, in case such a Corporation is constituted, the mofussil dairies can continue to be handled by the Department of Animal Husbandry and Veterinary Services as at present but, if the proposed Corporation is not constituted, all dairy schemes in the State may be amalgamated and brought under the control of one department, *viz.*, the Dairy Department.

16.4. At present the Bangalore Dairy is running at a loss (as per the principles of commercial accounting) as the sales are poor. It was suggested that by reducing the procurement price of milk, it would be possible to avoid such losses. The Commission is of the view that not only the procurement prices but also the present rates for the retail sale of milk should be reduced after examining the costing sheets afresh. The Commission suggests that the entire costing structure may be gone into, the cost of processing reduced to the minimum, the price at which raw milk is procured reduced slightly and the price at which processed milk is sold reduced substantially.



*Cadre and Recruitment Rules, Scales of Pay and Special Pay*

16.5. The Cadre and Recruitment Rules have not yet been framed for the Bangalore Dairy. The Commission suggests that an expert Committee may be appointed to study the staffing pattern required for the Dairy and to rationalise the existing staff structure. The Commission also suggests that, in accordance with the rationalised staffing pattern so suggested, the Cadre and Recruitment Rules may be framed early.

16.6. The existing set up and scales of pay and the mode in which different categories of posts have been filled are discussed below :

*Director* : (1) (Rs. 900—40—1,100—50—1,800)

16.7. The post is filled by taking on deputation an officer in the senior time-scale of the Indian Administrative Service and the same mode of recruitment may continue.

*General Manager* : (1) (Rs. 800—40—1,000—50—1,100)

16.8. The post of General Manager is vacant at present. The post is to be filled by taking on deputation a suitable officer from the Mysore Administrative Service. It was represented to the Commission that when there was a generalist as the Director, the General Manager might be a 'technocrat' and that this post might be filled by appointing a technical officer in the Dairy who had developed some skill in the line and had acquired administrative experience. The Commission suggests that the post of the General Manager may be filled by taking on deputation an officer holding the post of Deputy Director of Animal Husbandry and Veterinary Services and who has worked as a Dairy Technologist or Dairy Engineer. The scale of pay for the post may be the same as for Deputy Director of Animal Husbandry and Veterinary Services.

*Dairy Technologist* : (1) (Rs. 600—40—1,000)

16.9. The post of Dairy Technologist is also vacant. The Dairy Technologist is required to be incharge of operations relating to testing and processing of milk, filling in bottles or cans, cold storage, cleaning, etc. The Commission suggests that the post may be filled by taking on deputation an officer holding the post of Deputy Director in the Department of Animal Husbandry and Veterinary Services and who has had previous experience in work connected with Dairy Technology. The scale of pay for the post may be the same as that for the Deputy Directors of Animal Husbandry and Veterinary Services.

*Dairy Engineer* : (1) (Rs. 600—40—1,000)

16.10. The post of Dairy Engineer also is vacant. The Dairy Engineer is required to look after the work relating to maintenance of Dairy machinery, workshop, water and electric supplies and purchase and verification of Dairy Stores. This post also may be filled by taking on deputation an officer holding the post of Deputy Director in the Department of Animal Husbandry and Veterinary Services and who has had previous experience in Dairy Engineering.

The scale of pay for the post may be the same as for the corresponding posts in that Department.

*Gazetted Assistant* : (1) (Rs. 350—25—650—30—800)

16.11. The post is filled by taking on deputation an officer of Class I Junior Scale of the Mysore Administrative Service. The Commission has recommended in Chapter 4 that the Chief Ministerial Officers of the Offices of the Heads of Major Departments may be Class II Gazetted Officers and that such posts may be filled by promoting officers in the lower cadres of the ministerial staff. This principle may be applied to the case of this Department also. The scale of pay for this post may be Rs. 275—20—375—EB—25—525.

*Accounts Officer* : (1) (Rs. 350—25—650—30—800).

16.12. The post is filled by taking on deputation an Assistant Controller of the State Accounts Department and this procedure may continue. The scale of pay for the post may be the same as that for the Assistant Controllers in the State Accounts Department.

*Assistant Registrar of Co-operative Societies* : (1) (Rs. 275—20—375—25—600)

16.13. The post is filled by taking on deputation an officer holding a corresponding post in the Co-operative Department and the same mode of recruitment may continue. The scale of pay for the post may be the same as for other Assistant Registrars in the parent department.

*Milk Procurement Officer* : (1) (Rs. 275—20—375—25—600)

16.14. This post is at the moment vacant and in-charge arrangement is made by posting a Dairy Extension Officer to this post. This Officer is in charge of milk procurement, dairy extension and care of the milch cattle, etc. The Commission suggests that the post may be filled by taking on deputation an officer in the cadre of Assistant Directors from the Department of Animal Husbandry and Veterinary Services. The scale of pay for the post may be the same as for the posts of Assistant Directors in the parent Department.

*Dairy Superintendent* : (1) (Rs. 275—20—375—25—600)

16.15. The Dairy Superintendent is in charge of day-to-day processing of milk and its by-products, up-keep of the dairy and control of Dairy labourers and of the laboratory. The post is now filled by local appointment of a person who possesses B.Sc. (Dairy) degree. The Commission suggests that the post of Dairy Superintendent may be filled by taking on deputation an officer in the cadre of Assistant Directors from the Department of Animal Husbandry and Veterinary Services. The scale of pay for the post may be the same as for the posts of Assistant Directors of the Department of Animal Husbandry and Veterinary Services.

*Deputy Engineer (Dairy)* : (1) (Rs. 300—25—550—30—700)

16.16. The Deputy Engineer (Dairy) is to assist the Dairy Engineer in the maintenance of Dairy Plant at the main dairy and in the chilling centres. At

present the incumbent of the post is an Assistant Engineer deputed from the Public Works Department and the same mode of recruitment may continue. The scale of pay for the post may be the same as for the Assistant Engineers in the Public Works Department.

*Deputy Engineer (Transport) : (1) (Rs. 300—25—350—30—700)*

16.17. The Deputy Engineer (Transport) is required to be in overall charge of the Transport Section, control of vehicles and maintenance of vehicles, etc. The post is now vacant and the Commission suggests that it may be filled by taking on deputation an Assistant Engineer (Mechanical) with experience in automobile engineering of the Public Work Department. The scale of pay for the post may be the same as in the parent Department for the Assistant Engineers.

*Milk Distribution Officer : (1) (Rs. 250—20—350—25—500)*

16.18. The Milk Distribution Officer's function is to organise the sale of milk through the booths and to supervise the actual distribution. The post is at present vacant and the Commission suggests that the post may be filled by taking on deputation a Class II Officer from the Revenue Department. The scale of pay for the post may be the same as for the posts of Tahsildars in the Revenue Department.

16.19. The other categories of posts in the Bangalore Dairy together with their number, scales of pay and the mode in which the posts have been filled are indicated below. It is found that many of these posts have been filled by local appointment; The recommendations of the Commission about the shifting of liens of the existing incumbents against posts in the general concerned Departments will apply if these appointments are regularised by competent authority.

(1) *Dairy Technology, Extension and Procurement Section.*

<i>Sl. No.</i>	<i>Category of Post</i>	<i>No. of Posts</i>	<i>Existing Scale of Pay</i>	<i>Remarks</i>
1	2	3	4	5
			Rs.	
1.	Manager-cum-Quality Controllers	3	200—10—280—15—400	.. Filled by direct recruitment of persons with B.Sc. (Dairy) or with Indian Dairy Diploma.
2.	Shift Managers	3	200—10—300—15—375	.. Filled by promotion of Dairy Supervisors deputed from Animal Husbandry and Veterinary Services Department.

1	2	3	4	5
			Rs.	
3.	Dairy Supervisors ..	7	180—10—320	.. By deputation from Animal Husbandry and Veterinary Services Department.
4.	Sanitary Inspector ..	1	180—10—320	.. By deputation from Health and Family Planning Services Department.
5.	Dairy Extension Officers	4	175—10—225—15—300—20—400.	By deputation from Animal Husbandry and Veterinary Services Department.
6.	Dairy Chemist ..	1	175—10—225—15—300—20—400.	By deputation from Health and Family Planning Services Department.
7.	Quality Control Assistants.	2	140—5—150—8—190—10—320	One post by deputation from Animal Husbandry and Veterinary Services Department and one post is vacant.
8.	Laboratory Technicians	4	140—5—150—8—190—10—320	Vacant
9.	Agricultural Fieldman ..	1	100—5—150—6—180—10—200	Vacant
10.	Garden Overseer ..	1	100—5—150—6—180—10—200	Vacant
11.	Laboratory Assistants ..	3	80—3—110—4—130—5—150	Filled by local appointment of persons who have passed S.S.L.C. Examination.
12.	Stockmen ..	8	80—3—110—4—130—5—150..	By deputation from Animal Husbandry and Veterinary Services Department.

16.20. In view of the fact that this is a small Department and the opportunities for promotion are limited, the Commission suggests that the posts under serial numbers 1, 2, 3, 5, 7, 11 and 12 may be filled by taking on deputation officers holding corresponding posts from the Department of Animal Husbandry and Veterinary Services which is operating the mofussil dairies ; the posts under serial numbers 4, 6 and 8 may be filled by taking on deputation officers holding corresponding posts from the Department of Health and Family Planning Services ; post under serial number 9 may be filled by taking on deputation an officer holding a corresponding post from the Department of Agriculture and the post under Serial No. 10 by taking on deputation an officer holding a corresponding post from the Department of Horticulture. The liens of the

officials at serial numbers 1 and 11 of the statement also may be shifted against suitable posts in the Department of Animal Husbandry and Veterinary Services. The scales of pay for the various posts may be the same as for corresponding posts in the parent Departments.

(2) Dairy Engineering and Transport Section

Sl. No.	Category of post	No. of Posts	Existing scale of Pay	Remarks
1	2	3	4	5
			Rs.	
1.	Supervisor (Electrical)	1	150—8—190—10—320 (For Diploma Holder) 200—10—300—15—375 (For Degree Holder).	Filled by local appointment.
2.	Supervisor (Boiler) ..	1	do	.. Vacant
3.	Chargeman (Refrigeration).	1	do	.. Filled by local appointment.
4.	Chargeman (Mechanical).	1	do	.. Filled by local appointment.
5.	Transport Supervisors	2	180—10—320	.. Filled by local appointment.
6.	Foreman ..	1	180—10—320	.. Vacant
7.	Assistant Chargemen (Boiler).	2	120—5—150—8—190—10—240	Filled by local appointment.
8.	Assistant Chargeman (Electrical).	1	120—5—150—8—190—10—240	Filled by local appointment.
9.	Assistant Chargemen (Refrigeration).	2	120—5—150—8—190—10—240	Filled by local appointment.
10.	Assistant Chargeman (Mechanical).	1	120—5—150—8—190—10—240	Filled by local appointment.
11.	Boilermen (Chilling Centres).	4	110—5—150—6—180—10—220	Filled by local appointment.
12.	Senior Mechanics ..	2	110—5—150—6—180—10—220	Filled by local appointment.
13.	Turner ..	1	110—5—150—6—180—10—220	Vacant
14.	Boiler Attendants ..	3	110—5—150—6—180—10—220	Filled by local appointment.
15.	Despatchers (Transport Section).	3	80—3—110—4—130—5—150	Filled by local appointment.
16.	Telephone Operators	3	100—5—150—6—180	.. By deputation from Public Works Department and by local appointment.
17.	Winder ..	1	100—5—150—6—180	Local appointment
18.	Electrician (Transport Section).	1	100—5—150—5—180	.. Local appointment

1	2	3	4	5
			Rs.	
19.	Welder (Dairy Engineering Section).	1	110—5—150	Local appointment
20.	Refrigerator Operators (Chilling Centres and Dairy Engineering Section).	8	80—3—110—4—130—5—140..	Local appointment
21.	Fitters ..	6	80—3—110—4—130—5—140..	Local appointment
22.	Electricians (Dairy Engineering Section).	3	80—3—110—4—130—5—140..	Local appointment
23.	Pump Operators ..	4	80—3—110—4—130—5—140..	Local appointment
24.	Assistant Electrician (Transport Section).	1	80—3—110—4—130—5—140..	Local appointment
25.	Junior Mechanics ..	4	80—3—110—4—130—5—140..	Local appointment
26.	Welder (Transport Section).	1	80—3—110—4—130—5—140..	Local appointment
27.	Carpenter ..	1	80—3—110—4—130—5—140..	Vacant
28.	Painter ..	1	80—3—110—4—130—5—140..	Vacant
29.	Fuel Inspector ..	1	80—3—110—4—130—5—140..	Locally appointed

16.21. The posts at serial numbers 1, 8, 18, 22 and 24 are filled at present by local appointment. The post of Supervisor (Electrical) is filled by recruitment of persons who possess a B.E. degree in Electrical Engineering or a Diploma in Electrical Engineering with 3 years' experience in maintenance of motors, transformers, etc. The posts of Assistant Chageman (Electrical) and Electrician (Transport) are filled by appointing persons who have passed the S.S.L.C. examination and possess a Certificate in Electrical Wiring and have 2 years' practical experience in general electrical engineering. The posts of Electricians (Dairy Engineering) and Assistant Electricians (Transport) are filled by appointing persons who have passed S.S.L.C. examination and who have undergone Electrical Certificate course in any Industrial Training Institute. The Commission suggests that the existing modes of recruitment may continue and that the Rules of Recruitment may be framed accordingly. The scales of pay for these posts may be :—

	Rs.
1. Supervisor (Electrical) ..	{ 175—10—275—15—350—EB—20—450 (For diploma holders). 275—20—375—EB—25—525 (For graduates).
2. Assistant Chageman (Electrical) ..	140—5—150—8—190—EB—10—260—15—290
3. Electrician (Transport Section) ..	140—5—150—8—190—EB—10—260—15—290
4. Electricians (Dairy Engineering Section).	95—3—125—4—145—EB—5—200
5. Assistant Electricians (Transport Section).	95—3—125—4—145—EB—5—200

All the other posts except posts under serial numbers 27 and 28 may be filled by taking on deputation officers holding corresponding posts from the Public Works Department. The posts of Carpenter and Painter (Serial numbers 27 and 28) may be filled by taking on deputation officials holding corresponding posts from the Department of Industries and Commerce. The Rules of Recruitment may be framed accordingly. The liens of persons who have not been taken on deputation from other Departments may be shifted against suitable posts in the concerned Departments and they may be treated as being on deputation to this Department. The scales of pay for these posts which are filled by taking officials on deputation or by officials deemed to be on deputation may be the same as in the parent Departments.

(3) *Milk Distribution Section.*

<i>Sl. No.</i>	<i>Category of Post</i>	<i>No. of Posts</i>	<i>Existing Scale of Pay</i>	<i>Remarks</i>
1	2	3	4	5
			Rs.	
1.	Despatch Supervisor ..	1	150—8—190—10—270	.. Vacant
2.	Milk Despatchers ..	4	80—3—110—4—130—5—150..	Local appointment of persons who have passed S.S.L.C. Examination.
3.	Circle Inspectors ..	6	110—5—150—6—180—10—220	By deputation from +Rs. 30 as Fixed Travelling Revenue department. Allowance.

16.22. The Commission suggests that all these posts may be filled by taking on deputation officials holding posts of First Grade Revenue Inspectors/First Division Clerks and Second Grade Revenue Inspectors/Second Division Clerks from the Revenue Department. The Milk Despatchers may be included in the cadre of Second Division Clerks of the Department if their services are regularised. The scales of pay may be the same as for comparable posts in the Revenue Department.

(4) *Co-operative Section.*

*Senior Inspectors of Co-operative Societies* : (6) (Rs. 180—10—320).

16.23. The posts are filled by taking on deputation officials holding corresponding posts in the Department of Co-operation. The existing mode of recruitment is adequate and may be continued. The scale of pay for these posts may be the same as for similar posts in the Co-operative Department.

(5) *Security Staff.*

*Security Officer* : (1) (Rs. 150—8—190—10—270).

16.24. This post is now vacant. The Commission suggests that this post may be filled up by taking on deputation an officer in the cadre of Sub-Inspectors from the Police Department. The scale of pay for the post may be the same as for similar posts in the Police Department.

(6) *Ministerial and Class IV Servants.*

16.25. The other categories of posts that are existing in the Bangalore Dairy are :—

<i>Sl. No.</i>	<i>Category of post</i>	<i>No. of Posts</i>	<i>Existing Scale of Pay</i>	<i>Remarks</i>
1	2	3	4	5
			Rs.	
1.	Office Superintendents ..	1	225—10—285—15—375	.. Filled by promotion of Accountant-cum-Store Keeper.
2.	Head Accountant ..	1	225—10—285—15—375	.. Filled by promotion of Accountant-cum-Store Keeper.
3.	Accounts Superintendent	1	220—10—320—15—440	.. By deputation from State Accounts Department.
4.	Store Keepers ..	2	180—10—320	.. Vacant
5.	Accountants ..	4	150—8—190—10—270	.. By deputation from State Accounts Department and Treasury Department.
6.	Ledger Clerks ..	4	120—5—150—8—190—10—240	Local appointment of graduates.
7.	Accounts Clerks ..	4	120—5—150—8—190—10—240	Local appointment of graduates.
8.	Cashier (Headquarters)	3	120—5—150—8—190—10—240	By deputation from Treasury Department.
9.	Receptionist ..	1	120—5—150—8—190—10—240	Vacant
10.	I Division Clerks ..	14	110—5—150—6—180—10—220	Local appointment of graduates.
11.	Stenographers ..	4	110—5—150—6—180—10—220 +Special Pay Rs. 30.	By deputation from Animal Husbandry and Veterinary Services Department.
12.	Cashiers (Chilling Centres).	3	110—5—150—6—180—10—220	Vacant



1	2	3	4	5
			Rs.	
13.	II Division Clerks ..	24	80-3-110-4-130-5-150..	Local appointment of persons who have passed S.S.L.C. Examination.
14.	Typists ..	11	80-3-110-4-130-5-150 +Special Pay Rs. 10.	Local appointment of persons who have passed S.S.L.C. Examination.
15.	Assistant Store Keeper ..	1	110-5-150-6-180-10-220	Vacant
16.	Guides ..	2	80-3-110-4-130-5-150	Vacant
17.	Senior Dairy Operators ..	5	70-1-80-2-100	} + FTA. Rs. 25 per month.
18.	Junior Dairy Operators ..	54	65-1-70-2-90	
19.	Drivers ..	34	70-1-80-2-110 70-2-80-3-110	
20.	Tyreman ..	1	70-1-80-2-110	
21.	Milk Testers ..	3	55-1-65-2-75	} Local Appointments
22.	Samplers ..	2	70-1-80-2-110	
23.	Garden Attendants ..	3	55-1-65-2-75	
24.	Tinsmith-cum-Blacksmith ..	1	70-1-80-2-100	
25.	Firemen ..	4	55-1-65-2-85	
26.	Helpers (Dairy Engineering Section). ..	6	55-1-65-2-85	
27.	Cleaners ..	25	55-1-65-2-85	
28.	Cycle Orderlies ..	3	50-1-60+Cycle Allowance Rs. 6.	
29.	Peons ..	11	50-1-60	
30.	Gate Keepers ..	3	55-1-65-2-85	
31.	Watchmen ..	18	50-1-60	
32.	Mazdoors (Stores) ..	4	55-1-65	
33.	Helpers (Chilling Centres and Transport Section). ..	16	50-1-60	
34.	Sweepers ..	9	50-1-60	
35.	Scavengers (Dairy) ..	8	50-1-60	
36.	Scavenger-cum-Sweepers (Chilling Centres). ..	3	50-1-60	
37.	Watchers (Security Staff) ..	3	65-1-70-2-90	
38.	Part-time Milk Testers ..	75	Rs. 50 fixed (Consolidated)	
39.	Part-time Milk Salesmen ..	50	Rs. 90 fixed (Consolidated)	
40.	Part-time Assistant Salesmen. ..	50	Rs. 50 fixed	

16.26. The Commission suggests that the posts under Serial Numbers from 1 to 27 may be taken on deputation from other departments, and as far as possible, from the Department of Animal Husbandry and Veterinary Services which is an allied department. For those taken on deputation, the scales of pay may be the same as for corresponding posts in the parent departments. The other posts may be filled by direct recruitment. The scales of pay for Cycle Orderlies, Peons, Watchmen, Sweepers and Scavengers may be the same as are given to similar posts in other Departments. The posts of Gate Keepers, Mazdoors, Helpers, Watchers, Milk Testers, Milk Salesmen and Assistant Salesmen are filled by appointment of persons who are able to read and write and who have some experience in different trades. The rules of Recruitment may be framed accordingly. The Part-time Milk Testers, Milk Salesmen and Assistant Salesmen

are now getting a fixed pay of Rs. 50, Rs. 90 and Rs. 60 per month respectively. The existing arrangement may continue. The scales of pay for the following posts may be : —

	Rs.
1. Gate Keepers ..	60—1—80—2—90
2. Mazdoors (Stores) ..	60—1—80—2—90
3. Helpers (Chilling Centres and Transport Section).	60—1—80—2—90
4. Watchers (Security Staff) ..	60—1—80—2—90

#### *Special Pay*

16.27. It was represented that most of the staff working in the Dairy had come on deputation from other departments and that special pay or deputation allowance might be paid to such of those as had so come on deputation. The Commission does not see any justification for the grant of special pay in cases of deputation from one Department to another Department, as there is no substantial change in the nature of work.

#### *Conveyance Allowance*

16.28. It was also represented that such of the employees who have to come to the Dairy from their residences which are situated at a distance of 2-3 miles away from the Dairy might be paid conveyance allowance, since they have to come early in the mornings and also stay late when they cannot get public conveyances. The Commission considers that there is no justification for payment of conveyance allowance.

#### *Delegation of Powers*

16.29. The Director is exercising all the powers vested in the Head of the Department as per the Manual of Financial Powers. In addition, the Director has been vested with some special powers. He has suggested that the following administrative and financial powers might be delegated to the General Manager, the Dairy Engineer and the Accounts Officer.

The powers recommended to be delegated are : —

#### *General Manager*

- (1) to appoint Class IV officials temporarily for one month in a vacant post.
- (2) to appoint casual labourers in emergency at Rs. 2.50 per day.
- (3) to sanction casual leave and earned leave for one month and to sanction medical leave.
- (4) to purchase machinery and equipment upto Rs. 1,000 each time subject to purchase rules and financial rules.

- (5) to purchase tools and plant upto Rs. 500 each time.
- (6) to sanction contingencies upto Rs. 25 each time.
- (7) to be a 'drawing officer'.
- (8) to sanction estimates of works upto Rs. 2,500 and contingencies upto Rs. 5,000.

#### *Dairy Engineer*

- (1) to appoint Class IV officials temporarily for one month in vacant posts.
- (2) to appoint casual labourers in emergency at Rs. 2—50 per day.
- (3) to sanction casual leave and earned leave for one month and to sanction medical leave.
- (4) to purchase machinery and equipment upto Rs. 500 subject to financial rules.
- (5) to purchase tools and plant upto Rs. 250.
- (6) to sanction contingencies upto Rs. 10.
- (7) to be a "drawing officer".
- (8) to sanction estimates upto Rs. 1,000.

#### *Accounts Officer*

- (1) to pass all the bills after sanction is accorded by the Director, General Manager and Dairy Engineer.
- (2) to pass bills in respect of all "recovery" and "inevitable payments" in cases of emergencies.
- (3) to sanction statutory contingencies upto Rs. 10.
- (4) to sanction casual leave and earned leave upto one month.
- (5) to sanction medical leave as per rules.

16.30. The Commission is of the view that the powers under serial numbers 1 to 7 may be delegated to the General Manager, powers under serial numbers 1, 2, 3 and 7 to the Dairy Engineer and powers under serial numbers 1, 2 and 4 to the Accounts Officer.

CHAPTER 16.

DEPARTMENT OF BANGALORE DAIRY.

Sl. No.	Designation	Number of posts	Existing scales of Pay and Special Pay	Proposed scale of Pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	I. A. S. Scale	I. A. S. Scale	
2.	General Manager	1	800—40—1,000—50—1,100	700—40—900—50—1,200	
3.	Dairy Technologist	1	600—40—1,000	700—40—900—50—1,200	
4.	Dairy Engineer	1	600—40—1,000	700—40—900—50—1,200	
5.	Gazetted Assistant	1	350—25—650—30—800	275—20—375—EB—25—525	
6.	Accounts Officer	1	350—25—650—30—800	400—30—700—EB—40—900	
7.	Assistant Registrar of Co-operative Societies	1	275—20—375—25—600	300—25—550—EB—30—700	
8.	Milk Procurement Officer	1	275—20—375—25—600	300—25—550—EB—30—700	
9.	Dairy Superintendent	1	275—20—375—25—600	300—25—550—EB—30—700	
10.	Deputy Engineer (Dairy)	1	300—25—550—30—700	350—25—650—30—780—EB—40—900	
11.	Deputy Engineer (Transport)	1	300—25—550—30—700	350—25—650—30—780—EB—40—900	
12.	Milk Distribution Officer	1	250—20—350—25—500	275—20—375—EB—25—525	
13.	Office Superintendent	1	225—10—285—15—375	250—10—300—15—420—EB—20—450	To be designated as Superintendent Grade—I.
14.	Head Accountant	1	225—10—285—15—375	250—10—300—15—420—EB—20—450	
15.	Accounts Superintendent	1	220—10—320—15—440	250—10—300—15—420—EB—20—500	
16.	Store Keepers	2	180—10—320	200—10—280—15—370—EB—20—450	
17.	Accountants	4	150—8—190—10—270	175—10—275—15—350—EB—20—450	
18.	Ledger Clerk	4	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
19.	Accounts Clerk	4	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
20.	Cashier (Headquarters)	3	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
21.	Receptionist	1	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
22.	First Division Clerk	14	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	

1	2	3	4	5	6
			Rs.	Rs.	
23.	Stenographer .. ..	4	110-5-150-6-180-10-220 Plus Special Pay Rs. 30	140-5-150-8-190-EB-10-260- 15-290 Plus Special Pay Rs. 30 p.m.	
24.	Cashier (Chilling Centre) .. ..	3	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260- 15-290	
25.	Second Division Clerk .. ..	24	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
26.	Typist .. ..	11	80-3-110-4-130-5-150 Plus Special Pay Rs. 10	95-3-125-4-145-EB-5-200 Plus Special Pay Rs. 10 p.m.	
27.	Assistant Store Keeper .. ..	1	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260- 15-290	
28.	Guide .. ..	2	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
29.	Manager-cum-Quality Controller .. ..	3	200-10-280-15-400	200-10-280-15-370-EB-20-450	
30.	Shift Manager .. ..	3	200-10-300-15-375	200-10-280-15-370-EB-20-450	
31.	Dairy Supervisor .. ..	7	180-10-320	200-10-280-15-370-EB-20-450	
32.	Sanitary Inspector .. ..	1	180-10-320	170-5-180-8-220-EB-10-300	
33.	Dairy Extension Officer .. ..	4	175-10-225-15-300-20-400	200-10-280-15-370-EB-20-450	
34.	Dairy Chemist .. ..	1	175-10-225-15-300-20-400	140-5-150-8-190-EB-10-260- 15-290	
35.	Quality Control Assistant .. ..	2	140-5-150-8-190-10-320	170-5-180-8-220-EB-10-300	
36.	Laboratory Technician .. ..	4	140-5-150-8-190-10-320	140-5-150-8-190-EB-10-260- 15-290	
37.	Agricultural Fieldman .. ..	1	100-5-150-6-180-10-200	110-4-130-5-170-EB-6-200	
38.	Garden Overseer .. ..	1	100-5-150-6-180-10-200	110-5-130-5-170-EB-6-200	
39.	Laboratory Assistant .. ..	3	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
40.	Stockman .. ..	8	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
41.	Supervisor (Electrical) .. ..	1	150-8-190-10-320 200-10-300-15-375	175-10-275-15-350-EB-20-450 275-20-375-EB-25-525	
42.	Supervisor (Boiler) .. ..	1	200-10-300-15-375	275-20-375-EB-25-525	
43.	Chargeman (Refrigerator) .. ..	1	200-10-300-15-375	275-20-375-EB-25-525	
44.	Chargeman (Mechanical) .. ..	1	200-10-300-15-375	275-20-375-EB-25-525	
45.	Transport Supervisor .. ..	2	180-10-320	175-10-275-15-350-EB-20-450	
46.	Foreman .. ..	1	180-10-320	175-10-275-15-350-EB-20-450	
47.	Assistant Chargeman (Boiler) .. ..	2	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260- 15-290	
48.	Assistant Chargeman (Electrical) .. ..	1	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260- 15-290	

1	2	3	4	5	6
			Rs.		Rs.
49.	Assistant Chargeman (Mechanical) ..	1	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
50.	Assistant Chargeman (Refrigerator) ..	2	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
51.	Boilerman (Chilling Centre) ..	4	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
52.	Senior Mechanic .. ..	2	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
53.	Turner .. ..	1	110-5-150-6-180-10-220	80-2-90-3-120-4-140	
54.	Boiler Attendant .. ..	3	110-5-150-6-180-10-220	80-2-90-3-120-4-140	
55.	Despatcher (Transport Section) ..	3	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
56.	Telephone Operator .. ..	3	100-5-150-6-180	95-3-125-4-145-EB-5-200	
57.	Winder .. ..	1	100-5-150-6-180	80-2-90-3-120-4-140	
58.	Electrician (Transport Section) ..	1	100-5-150-6-180	140-5-150-8-190-EB-10-260-15-290	
59.	Welder (Dairy Engineering Section) ..	1	110-5-150	80-2-90-3-120-4-140	
60.	Refrigerator Operator (Main Dairy 4+ Chilling Centre 4).	8	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
61.	Fitter .. ..	6	80-3-110-4-130-5-140	80-2-90-3-120-4-140	
62.	Electrician (Dairy Engineering Section)	3	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
63.	Pump Operator .. ..	4	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
64.	Assistant Electrician (Transport) ..	1	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
65.	Junior Mechanic .. ..	4	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
66.	Welder (Transport) .. ..	1	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
67.	Carpenter .. ..	1	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
68.	Painter .. ..	1	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
69.	Fuel Inspector .. ..	1	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
70.	Despatch Supervisor .. ..	1	150-8-190-10-270	140-5-150-8-190-EB-10-260-15-290	
71.	Milk Despatcher .. ..	4	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
72.	Circle Inspector .. ..	6	110-5-150-6-180-10-220 plus Special Pay Rs. 30 F.T.A.	95-3-125-4-145-EB-5-200	
73.	Senior Inspector of Co-operative Societies.	6	180-10-320	200-10-280-15-370-EB-20-450	
74.	Security Officer (of the Rank of Sub-Inspector).	1	150-8-190-10-270	175-10-275-15-350-EB-20-450	
75.	Senior Dairy Operator .. ..	5	70-1-80-2-100	85-2-95-3-125-EB-4-145	
76.	Junior Dairy Operator .. ..	54	65-1-70-2-90	60-1-80-2-90	

1	2	3	4	5	6
			Rs.		Rs.
77.	Driver	34	70-1-80-2-100 70-2-80-3-110	} F.T.A. Rs. 25	85-2-95-3-125-EB-4-145
78.	Tyreman	1	70-1-80-2-100		85-2-95-3-125-EB-4-145
79.	Milk Tester	3	55-1-65-2-75		60-1-80-2-90
80.	Sampler	2	70-1-80-2-100		85-2-95-3-125-EB-4-145
81.	Garden Attendant	3	55-1-65-2-75		60-1-80-2-90
82.	Tinsmith-cum-Blacksmith	1	70-1-80-2-100		85-2-95-3-125-EB-4-145
83.	Fireman	4	55-1-65-2-85		60-1-80-2-90
84.	Helper (Dairy Engineering Section)	6	55-1-65-2-85		60-1-80-2-90
85.	Cleaner	25	55-1-65-2-85		60-1-80-2-90
86.	Cycle Orderly	3	50-1-60 <i>Plus</i> Rs. 6 C.A.		60-1-80-2-90
87.	Peon	11	50-1-60		60-1-80-2-90
88.	Gate Keeper	3	55-1-65-2-85		60-1-80-2-90
89.	Watchman	18	50-1-60		60-1-80-2-90
90.	Mazdoor (Stores)	4	55-1-65		60-1-80-2-90
91.	Helper (Chilling Centre 10 and Transport Section 6).	16	50-1-60		60-1-80-2-90
92.	Sweeper	9	50-1-60		60-1-80-2-90
93.	Scavenger (Dairy)	8	50-1-60		60-1-80-2-90
94.	Scavenger-cum-Sweeper (for Chilling Centre).	3	50-1-60		60-1-80-2-90
95.	Watcher (Security Staff)	3	65-1-70-2-90		60-1-80-2-90
96.	Part-time Tester	75	50 (fixed)		50 (fixed)
97.	Part-time Milk Salesman	50	90 Morning Evening 40	} Consolidated	90 fixed
98.	Part-time Assistant Salesman	50	60 (fixed)		60 (fixed)

## CHAPTER 17

### Department of Fisheries.

17.1. Prior to the Reorganisation of States in 1956, there was no separate Department of Fisheries and ' Fisheries ' was only a section in the Department of Animal Husbandry and Veterinary Services.

17.2. The independent Department of Fisheries was created with effect from 2nd May 1957. Since its inception as an independent department it has undertaken the development of both marine and inland fisheries in the State. The Fisheries of major tanks, reservoirs and rivers in the State vest with this department which also arranges for the proper disposal of these fisheries. It provides facilities for increasing the production of fish from the sea as also for its proper preservation and distribution.

17.3. This Department runs primary and secondary schools for fishermen's Children, Centres for training fishermen in mechanised fishing and a Marine Products Processing Centre for training processing technicians. This Department is classified a Minor Department.

17.4. The Director of Fisheries is the Head of this Department and he is responsible for the administration of the Department and development of fisheries—both marine and inland—of the entire State. He is assisted at the headquarters by one Deputy Director (Class I Officer) and four Class II Officers one each for (a) Fisheries Co-operative and Marketing, (b) Information, Publicity and Training, (c) Planning and (d) General administration (Headquarters Assistant). The nineteen Districts of the State are grouped into ten divisions each comprising one or two districts depending on the work-load, in charge of a Class II Officer. In addition, there are technical class II Officers each in charge of some special schemes and under the direct control of the Director of Fisheries. There are also three Class I Officers (each in charge of a special project), namely, the Director of Marine Products Processing Training Centre at Mangalore, the Assistant Project Officer, Indo-Norwegian Project, Karwar, and the Deputy Director of Fisheries (Engineer) at Mangalore. The District level administration and developmental staff of the Department consists of Assistant Superintendents of Fisheries and Inspectors of Fisheries each in charge of a district or a part of a district (Sub-Division) depending upon the work-load and intensity of fishing activities. They are under the administrative control of the Divisional Officers. In addition, there are Fisheries Extension Officers attached to the Community Development Blocks or under the Applied Nutrition Programme and they work under the technical guidance and supervision of the Divisional Officers. The Sub-Divisional Officers are assisted by Assistant Inspectors/Sub-Inspectors of Fisheries who are in charge of one or more taluks and they, in turn are assisted by Fieldmen. In the case of Coastal districts, the



Sub-Divisional Officers have under them a number of fish curing yards and primary fisherman schools ; they are assisted by yard Officers. Petty yard officers are in charge of smaller fish curing yards ; they supervise the curing of fish and the issue of salt and attend to the maintenance of account of salt transactions and collection of sharkliver and sharkliver oil (raw).

*Upgrading the Department as a Major Department*

17.5. At present, the Department is a minor Department. It has been represented that in view of the steady increase in the activities of the Department it would be necessary to upgrade the Department as a Major Department on par with other development departments, like Agriculture, Animal Husbandry and Horticulture. After considering the grounds adduced in this behalf, the Commission considers that this Department may continue as a Minor Department and its status need not be raised for the present.

*Creation of Administrative Zones*

17.6. It was represented that three Zones might be created each under a Deputy Director of Fisheries in the interest of more efficient and effective administration of the Department. The request for the creation of three zones appears to be reasonable. The Commission, therefore, recommends that three administrative zones with headquarters at Bangalore, Mysore and Shimoga each under the charge of a Deputy Director may be created with the necessary supporting subordinate staff.

*Transfer of the Fisheries High Schools and Primary Schools*

17.7. There are 50 Fisheries Schools of which 16 are High Schools under the control of this department and these Schools may be transferred to the control of the Department of Public Instruction as the curriculum for these schools is almost identical with that for other schools except in respect of the special subject of " Fish-Technology ". The present position of these schools hardly gives any opportunities of promotion for teachers working in these schools. Hence the recommendation for transfer of control. The Department of Fisheries may depute persons to these schools to teach " Fish-Technology ". An Officer of the Department of Public Instruction of the rank of District Educational Officer may be posted exclusively for the supervision of the work of these schools.

17.8. It was represented that selection grade posts might be created for Graduate Assistants and Language Pandits of these Fisheries Schools as they had no opportunities for promotion. This problem gets solved automatically when these schools are transferred to the control of the Education Department and the teachers in these schools are absorbed in the corresponding cadres of the Department. The Commission has not, therefore, made any recommendations in this regard.

*Training of II Officers (Assistant Directors)*

17.9. At present, the candidates recruited to Class II posts in this Department are initially selected for training ; they have to undergo training at the

cost of Government at the Central Institute of Fisheries, Bombay for a period of two years and should pass the test held at that Institute before they are regularly appointed in the Department. The Commission examined the question whether the candidates seeking employment in the Department might be asked to undergo training at the Central Institute of Fisheries, Bombay at their own cost as private candidates and whether the Public Service Commission might be requested to select candidates for appointment in the Department from among only those who have undergone such training. It was, however, represented on behalf of the Department that not many candidates of proper calibre were willing to join the Department even now when Government had accepted full liability for training the candidates and that the position would become much more difficult if only persons who had already undergone training at their own cost were proposed to be appointed. The Commission does not, therefore, suggest any modification in the existing arrangement for the recruitment and training of these officers.

*Cadre and Recruitment Rules.*

17.10. The Cadre and Recruitment Rules of this Department were issued in the year 1960. Subsequent to this, a number of temporary posts have been sanctioned for the implementation of Crash Programmes and schemes. Proposals have been sent to Government for revising the Cadre and Recruitment Rules so as to provide for these posts. The Commission has based its recommendations on the Cadre and Recruitment Rules proposed by the Department.

*Director* : (1) (Rs. 900—40—1,100—50—1,300)

17.11. According to the proposed Rules of Recruitment, appointment to this post can be made by promotion by selection from the cadre of (a) Director, Marine Products Processing Training Centre, (b) Deputy Director of Fisheries, (c) Heads of Freezing Section, Canning Section, Ham and Sausage Sections in the Marine Products Processing Training Centre, (d) Assistant Project Officer, Indo-Norwegian Project. It is recommended in a subsequent paragraph that all these posts may be designated as Deputy Directors. The Rules of Recruitment may be so amended as to provide for the post of the Director being filled by promotion by selection from among Officers in the Cadre of Deputy Directors.

17.12. The scale of pay prescribed for this post is Rs. 900—40—1,100—50—1,300 being the same as that for Officers in the Senior time scale of the Mysore Administrative Service. The duties and responsibilities of this Officer are more or less the same as those of the Heads of other Minor Departments. The scale of pay for this post may be Rs. 1,100—50—1,300—60—1,600.

*Deputy Director of Fisheries (Engineer)* : (1) (Rs. 600—40—1,000)

17.13. Though there is a post of Deputy Director of Fisheries (Engineer), this post has not been included in the existing Cadre and Recruitment Rules of the Department. It is proposed that this post might be filled by transfer from the cadre of Deputy Directors of Fisheries a person possessing Engineering qualification and experience in refrigeration or by promotion by selection from the cadre of (a) Head of Engineering Section, Marine Products Processing Training Centre

or (b) Assistant Director of Fisheries (Engineer). As the post requires specialisation in refrigeration and marine engineering, the modes of recruitment proposed by the Department may be adopted and the Rules of Recruitment may be framed accordingly.

17.14. The scale of pay for this post may be fixed as Rs. 700—40—900—50—1,200.

*Deputy Directors of Fisheries : (7) (Rs. 400—30—700—40—900)*

17.15. Under the existing Cadre and Recruitment Rules provision has been made for one post of Deputy Director of Fisheries. There are six other equivalent posts, viz., Director, Marine Products Processing Training Centre, Mangalore, Four Heads of Sections in the Marine Products Processing Training Centre and Assistant Project Officer, Indo-Norwegian Project for which no provision has been made in the Cadre and Recruitment Rules. Since the status of and the scale of pay for all these posts are identical, it would be appropriate and administratively convenient to group all these posts together and to designate them as Deputy Directors indicating in brackets the special item of work of which they are in charge. It would be possible to promote officers to this cadre from the lower cadre and to determine their placement with reference to their special qualification in a particular branch.

17.16. All these posts except the post of Head of Engineering Section, Marine Products Processing Training Centre are proposed to be filled by promotion by selection from the cadre of Class II posts of Assistant Directors of Fisheries excluding Assistant Director of Fisheries (Engineer). The post of Head of Engineering Section is proposed to be filled by promotion by selection from the cadre of Assistant Director of Fisheries (Engineer) or by taking on deputation a suitably qualified person from the Public Works Department or from the Mysore State Electricity Board or by direct recruitment of graduates in Engineering. The Commission recommends that these modes of recruitment may be adopted for the common cadre of Deputy Directors with the modification that the provision for taking officers on deputation from the Mysore State Electricity Board may be deleted as the Board is not a Department of Government. The Rules of Recruitment may be revised suitably.

17.17. All the aforesaid posts are in the scale of pay of Rs. 400—30—700—40—900. It was represented that the scales of pay now prescribed for these posts were not equal to the scales of pay prescribed for the Deputy Directors of other Departments in the State and for the Deputy Directors of Fisheries of other States. The Commission recommends that the scale of pay for all these posts may be Rs. 500—30—650—40—850—EB—50—1,000.

17.18. The Director, Marine Products Processing Training Centre gets a special pay of Rs. 100 per month. In view of the fact that the Director and the Heads of Sections are all in the same grade of Deputy Directors and as the Director has to be in overall charge of the Centre, the Special pay may be continued.

*Assistant Engineer:* (1) (Rs. 300—25—550—30—700).

17.19. This post is to be filled according to the existing Rules of Recruitment, by taking on deputation an officer holding an equivalent post from the Public Works Department. The present mode of recruitment may be retained. The scale of pay given to the Assistant Engineers of the Public Works Department may be given to this Officer.

*Superintendents of Fisheries,*  
*Assistant Directors of Fisheries,*  
*Fisheries Officer.* } (23) (Rs. 275—20—375—25—600).

17.20. There are 23 posts in this cadre and each category of posts is governed by separate rules of recruitment depending upon the nature of duties and functions involved. As suggested in the case of Deputy Directors, all these posts may be clubbed together and commonly designated as "Assistant Directors of Fisheries". In respect of the posts in the common cadre, which deal with special subjects, the designation of each post may be indicated in brackets after the expression "Assistant Director". Recruitment to this cadre may be made on a common basis and the actual placement of officers within the cadre may be made on the basis of their specialisation, background and aptitude.

17.21. It is proposed that 50 per cent of the posts of Assistant Directors of Fisheries other than Assistant Directors of Fisheries (Engineer) and Assistant Director of Fisheries (Technology) might be filled by promotion from the lower cadres and the other 50 per cent by direct recruitment of graduates in science.

17.22. The post of Assistant Director of Fisheries (Engineer) is proposed to be filled either by promotion from the cadre of Assistant Superintendent of Fisheries (Engineer) or Marine Diesel Engineer or Foreman, Marine Products Processing Training Centre, or Refrigeration Mechanics or by direct recruitment of graduates in Engineering. This post requires some degree of specialisation in Refrigeration and Marine Engineering.

17.23. The post of Assistant Director of Fisheries (Technology) is proposed to be filled either by promotion from the cadre of Senior Research Assistant (Bio-Chemical or Microbiology) or by direct recruitment of graduates in Science. This post requires specialisation in fish technology.

17.24. All these modes of recruitment may be adopted for the common cadre of Assistant Directors and the Rules of Recruitment framed on this basis. The scale of pay for these posts may be fixed as Rs. 300—25—550—EB—30—700.

*Administrative Officer, Planning Officer :* (2) (Rs. 275—20—375—25—600)

17.25. These posts are proposed to be filled by promotion from the cadre of Superintendents (Ministerial) on the basis of seniority-cum-merit or if no suitable person is available in these categories of posts then by transfer from the cadre of Superintendents (Assistant Directors) of Fisheries.

17.26. The posts of Administrative Officer and Planning Officer may be included in the common category of "Assistant Directors" and they may assist the Director in technical matters. The alternative mode of filling these posts from the cadre of Superintendents (Ministerial) may be deleted. The Rules of Recruitment may be amended accordingly.

17.27. The scale of pay for these posts may be the same as recommended for the posts of Assistant Directors, *viz.*, Rs. 300—25—550—EB—30—700.

*Headquarters Assistant to the Director of Fisheries* : (1) (Rs. 275—20—375—25—600)

17.28. This post is to be filled by promotion from the cadre of Superintendents (Ministerial) on the basis of seniority-*cum*-merit or if no suitable person is available in this cadre, by transfer from the cadre of Superintendents (Assistant Directors) of Fisheries. The Commission recommends that only the former mode of recruitment may be retained, as the nature of the duties attached to the post is ministerial in character. The Rules of Recruitment may be amended accordingly.

17.29. This post may be converted into that of a Manager in the scale of pay of Rs. 250—10—300—15—420—EB—20—500, the present incumbent of the post being permitted to retain the existing scale as personal to him till he retires.

*Head Masters, Fisheries High Schools* : (15) (Rs. 250—20—350—25—500)

17.30. These posts are to be filled by promotion from the cadre of Assistants in High Schools of the Fisheries Department and Head Masters of Fisheries Schools. As the Fisheries Schools along with their Establishments are proposed to be transferred to the control of the Department of Public Instruction, as suggested earlier, these posts may be filled in accordance with the Rules of Recruitment applicable to similar posts in that department and the scale of pay given to the Head Masters in the Department of Public Instruction may be given to these officers also.

*Supervisor of Fisheries (Mech.), Boat Building Yard* : (1) (Rs. 250—20—350—25—500)

17.31. This post has not been included in the existing Cadre and Recruitment Rules. It may be filled by promotion by selection from the lower cadres. The Rules of Recruitment may be framed accordingly. The scales of pay for this post may be Rs. 275—20—375—EB—25—525.

*Senior Assistant Superintendents of Fisheries* : (3) }  
*Gear Technician* : (1) } (Rs. 225—10—285—15—375)

17.32. Though there are 4 posts in this cadre, these posts have not been included in the existing Cadre and Recruitment Rules. These posts are proposed to be filled by promotion by selection from the cadre of Inspectors of Fisheries who have previous experience in deep water fishing methods, fabrication by gear

fish cultural practices and in mechanised fishing methods. The mode of recruitment as proposed may be adopted and the Rules of Recruitment framed accordingly.

17.33. The scale of pay for these posts may be fixed as Rs. 250—10—300—15—420—EB—20—500.

*Senior Research Assistants : (3) (Rs. 225—10—285—15—375)*

17.34. Fifty per cent of the posts are proposed to be filled by direct recruitment of graduates in Science and 50 per cent by promotion by selection of suitable persons from amongst Inspectors of Fisheries who have knowledge of Chemistry and experience of Chemical analysis or bacteriological work or possess a diploma in fish processing technology. These modes of recruitment may be adopted and Rules of Recruitment framed accordingly.

17.35. The scale of pay for these posts may be fixed as Rs. 250—10—300—15—420—EB—20—500.

*Statistical Assistants : (2) (Rs. 150—8—190—10—270)*

17.36. The posts of Statistical Assistants are proposed to be filled either by direct recruitment of graduates in Mathematics or Statistics or by taking on deputation officials holding corresponding posts in the Bureau of Economics and Statistics. As recommended in Chapter 67 these posts may be filled by taking on deputation officials holding corresponding posts in the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents may be shifted against corresponding posts in the Bureau and they may be treated as on deputation to the Department of Fisheries. The scale of pay for these posts may be the same as that for the corresponding posts in the Bureau.

<p><i>Assistant Superintendents of Fisheries, Inspectors of Fisheries, Fisheries Extension Officers, Processing Assistants, Research Assistants, and other equivalent posts.</i></p>	}	<p>(81) (Rs. 150—8—190—10—270— 15—375.)</p>
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17.37. 33 1/3 per cent of the posts are to be filled by promotion from the cadre of Assistant Inspectors of Fisheries on the basis of seniority-cum-merit and the other 66 2/3 per cent by direct recruitment of graduates in Science. The Commission considers that it would be necessary to retain both the modes of recruitment.

17.38. The scale of pay for these posts may be fixed as Rs. 175—10—275—15—350—EB—20—450.

*Assistant Superintendent of Fisheries (Training) : (5)-*

(Rs. 150—8—190—10—270—15—375).

17.39. These posts are to be filled by transfer from the category of Assistant Superintendent of Fisheries, Inspector of Fisheries or equated cadre or by promotion by selection from the category of Tindals, Tindals (Junior) or from the category of Sub-Inspector of Fisheries, Assistant Inspector of Fisheries or by direct recruitment of candidates who have studied upto the VIII Standard and who possess a Tindal or Sarang or Fishing hand certificate with at least three years of practical experience of fishing from Mechanical boats. These modes of recruitment may be adopted and the Rules of Recruitment may be framed accordingly.

17.40. The scale of pay for these posts may be fixed as Rs. 175—10—275—15—350—EB—20—450.

*Assistant Superintendent of Fisheries (Technology) : (5)—*

(Rs. 150—8—190—10—270—15—375)

17.41. These posts are to be filled by direct recruitment. The minimum qualification prescribed for these posts is graduation in Science with Chemistry or Chemical Technology or Biology as one of the subjects offered. The Commission suggests that 33½ per cent of the posts may be filled by promotion from among the officers in the cadre of Assistant Inspectors of Fisheries, if they are suitably qualified and 66½ per cent by direct recruitment of candidates with the qualifications as proposed. The Rules of Recruitment may be revised accordingly.

17.42. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.

*Farm Supervisors : (4)—(Rs. 150—8—190—10—270)*

17.43. These posts are to be filled by promotion from the cadre of Assistant Inspector of Fisheries on the basis of seniority-cum-merit. This mode of recruitment may be retained.

17.44. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

<i>Mechanical Drivers :</i>	(4)	} (Rs. 180—10—320)
<i>Senior Tindals :</i>	(4)	
<i>Marine Diesel Engineers :</i>	(3)	

17.45. 33½ per cent of the posts of Mechanical Drivers and Marine Diesel Engineers are to be filled by promotion from the cadre of Mechanical Inspectors and the other 66½ per cent by direct recruitment of persons who possess a diploma in Mechanical Engineering and an authorised Certificate to drive Launches and Mechanical Boats.

17.46. The posts of Tindals (Senior) are to be filled by transfer from the category of Assistant Superintendents of Fisheries, Inspectors of Fisheries of

equated cadre or by promotion by selection from the category of Tindals (Junior) or from the category of Sub-Inspectors of Fisheries, Assistant Inspectors of Fisheries or by direct recruitment of candidates who have studied upto the VIII standard and who possess a tindal or sarang or Fishing-hand certificate with at least three years of practical experience of fishing from Mechanical boats. These modes of recruitment may be retained.

17.47. The scale of pay for these posts may be fixed as Rs. 200—10—280—15—370—EB—20—450.

<i>Assistant Superintendent of Fisheries</i>	}	(Rs. 150—8—190—10—320)	
(Engineer) :			(1)
Draughtsman :			(1)

17.48. 33½ per cent of the posts of Assistant Superintendent of Fisheries (Engineer) is to be filled by promotion from the category of Refrigeration Mechanics Grade I and the other 66½ per cent by direct recruitment of graduates in Engineering or Diploma Holders in Engineering with three years of experience in Refrigeration. These modes of recruitment may be retained. The scale of pay for the post of Assistant Superintendent of Fisheries (Engineer) may be fixed as Rs. 175—10—275—15—350—EB—20—450.

17.49. The post of Draughtsman is proposed to be filled by direct recruitment of Diploma Holders in Civil Engineering or Draughtsmanship. The Commission recommends that the post of Draughtsman may be filled by taking on deputation an official holding a corresponding post in the Public Works Department. The lien of the present incumbent may be shifted against a corresponding post in the Public Works Department and he may be treated as on deputation to the Department of Fisheries. The scale of pay for the post may be the same as for the corresponding posts in the Public Works Department.

*Tindals (Junior) :—*(9) (Rs. 150—8—190—10—270)

17.50. 33½ per cent of the posts are to be filled by promotion by selection from the cadre of Master Fishermen, Sub-Inspectors of Fisheries, Assistant Inspectors of Fisheries and equivalent posts and the other 66½ per cent by direct recruitment of candidates who have passed the VIII Standard and have undergone training in fishing in Mechanised boats in any one of the Fisheries Training Centres in India. These modes of recruitment may be adopted and the Rules of Recruitment revised accordingly. The scale of pay for these posts may be fixed as Rs. 175—10—275—15—350—EB—20—450.

*Refrigeration Mechanics :—*(36) (Rs. 140—5—150—6—180—10—220)

17.51. These posts are to be filled by direct recruitment of candidates who possess a Diploma in Refrigeration. The existing mode of recruitment may be retained.

17.52. The scale of pay of Rs. 170—5—180—8—220—EB—10—300 may be fixed for these posts



<i>Carpenter Foremen</i> :	(2)	}	(Rs. 140—5—150—8—190—10—320).
<i>Mechanical Foremen</i> :	(2)		
<i>Boilerman</i> :	(1)		
<i>Mechanics</i> :	(4)		

17.53. These posts are not included in the Cadre and Recruitment Rules of the Department and no Rules of Recruitment have been proposed. These posts may be filled by taking on deputation officials holding corresponding posts in the Department of Industries and Commerce or the Department of Technical Education. The liens of the present incumbents of these posts may be shifted against corresponding posts in that Department and they may be treated as on deputation to the Department of Fisheries. The scales of pay for these posts may be the same as those for corresponding posts in the Department of Industries and Commerce or the Department of Technical Education

*Seamermen* : (2) (Rs. 140—5—150—8—190—10—320)

17.54. These posts have not been included in the existing Cadre and Recruitment Rules. They may be filled by promotion from the lower cadres if suitable candidates are found or by direct recruitment of candidates who have completed the certificate course in Welding in any of the Polytechnics/Industrial Training Institutes.

17.55. The scale of pay for these posts may be fixed as Rs. 170—5—180—8—220—EB—10—300.

*Senior Co-operative Inspectors* : (2) (Rs. 120—5—150—8—190—10—240)

17.56. These posts are to be filled by taking on deputation officials holding comparable posts in the Department of Co-operation. The existing mode of recruitment may be retained.

17.57. The scale of pay given to the Senior Inspectors of Co-operative Societies of the Department of Co-operation may be given to these officials.

<i>Mechanical Instructors</i> :	(5)	}	(Rs. 110—5—150—6—180—10—220).
<i>Assistant Draughtsmen</i> :	(1)		
<i>Master Boat Builder</i> :	(1)		
<i>Artist</i> :	(1)		
<i>Master Fishermen</i> :	(7)		
<i>Assistant Foremen</i> :	(2)		
<i>Coracle Maker</i> :	(1)		
<i>Echo Sound Operator</i> :	(1)		
<i>Engine Drivers</i> :	(2)		
<i>Assistant Mechanical Driver</i> :	(1)		
<i>Operators</i> :	(2)		

17.58. The posts of Mechanical Instructors, Assistant Draughtsman, Master Fishermen, Operators and Artists are to be filled by direct recruitment of Diploma Holders in Mechanical Engineering/Diploma Holders in Civil Engineering or Draughtsmanship/those who have undergone training in one of the Fishermen Training Centres in India/Diploma Holders in Mechanical or Electrical

Engineering/Diploma Holders in Drawing and Fine Arts respectively. The Rules of Recruitment have not been prescribed for the other posts. The Commission recommends that the posts of Mechanical Instructors, Assistant Draughtsmen and Assistant Foreman may be filled by taking on deputation officials holding corresponding posts in the Public Works Department and the posts of Artist, Echo Sound Operator, Engine Drivers, Assistant Mechanical Driver, Operators may be filled by taking on deputation officials holding corresponding posts in the Department of Technical Education or the Department of Public Instruction. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents of these posts may be shifted against corresponding posts in these Departments and they may be treated as on deputation to the Department of Fisheries. Their scales of pay may be the same as those for the corresponding posts in the Public Works Department or the Department of Technical Education or Department of Public Instruction as the case may be.

17.59. The posts of Master Boat Builder, Master Fishermen, Coracle Maker may be filled by direct recruitment of persons who have undergone training in one of the Fishermen Training Centres in India. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be fixed as Rs. 130—5—170—6—200—EB—10—240.

*Progress Assistant:* (1)  
*Statistical Assistant (Junior.):* (1) } (Rs. 110—5—150—6—180—10—220).

17.60. These posts have not been included in the Cadre and Recruitment Rules of the Department. They may be filled by taking on deputation officials holding corresponding posts in the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents of these posts may be shifted against corresponding posts in the Bureau and they may be treated as on deputation to this Department. The scale of pay for these posts may be the same as that for the corresponding posts in the Bureau.

*Assistant Inspectors of Fisheries :*  
*Sub-Inspectors of Fisheries :*  
*Yard Officers :*  
*Master Curer :*  
*Fishery Assistants :*  
*Field Assistants :*  
*Supervisors :*  
*Fishery Enumerators :*  
*Assistant Seaman :* } (76) (Rs. 80—3—110—4—130—5—150).

17.61. The posts of Assistant Inspectors of Fisheries and Sub-Inspectors of Fisheries may be given a common designation as "Assistant Inspectors of Fisheries". 33  $\frac{1}{3}$  per cent of these posts are proposed to be filled by promotion from the cadre of Fieldmen, Petty Yard Officers, Fishery Watchers, Fishermen

and the other 66  $\frac{2}{3}$  per cent by direct recruitment of candidates who have passed the S. S. L. C. Examination. These two modes of recruitment may be adopted and the Rules of Recruitment revised accordingly.

17.62. The scales of pay for these posts may be fixed as Rs. 95-3-125-4-145-EB-5-200.

*Assistant Boilerman:* (1) (Rs. 80-3-110-4-130-5-150)

17.63. This post has not been included in the Cadre and Recruitment Rules of the Department. As suggested in the case of Boilerman, this post may also be filled by taking on deputation an official holding a corresponding post in the Department of Industries and Commerce. The Rules of Recruitment may be framed accordingly. The lien of the present incumbent of the post may be shifted against a corresponding post in that Department and he may be treated as on deputation to the Department of Fisheries.

17.64. The scale of pay for this post may be the same as that for corresponding posts in the Department of Industries and Commerce.

*Junior Co-operative Inspectors:* (6) (Rs. 80-3-110-4-130-5-150)

17.65. These posts have not been included in the Cadre and Recruitment Rules. They may be filled by taking on deputation officials holding corresponding posts in the Department of Co-operation. The Rules of Recruitment may be framed accordingly.

17.66. The scale of pay given to the Junior Inspectors of Co-operative Societies in the Department of Co-operation may be given to these officials.

*Laboratory Assistants:* (4) (Rs. 80-3-110-4-130-5-150)

17.67. These posts are proposed to be filled by promotion from the cadre of Fieldmen, Petty Yard Officers, etc., or by direct recruitment of candidates who have passed the S.S.L.C. Examination with Science or Mathematics as "elective" subjects. The Commission suggests that these posts may be filled by taking on deputation officials holding corresponding posts in the Department of Technical Education. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents of these posts may be shifted against corresponding posts in that Department and they may be treated as on deputation to the Department of Fisheries. The scale of pay for these posts may be the same as that for corresponding posts in the Department of Technical Education.

*Laboratory Man:* (1) (Rs. 80-3-110-4-130-5-150)

17.68. This post has not been included in the Cadre and Recruitment Rules of the Department. This post may be filled by taking on deputation an official holding a corresponding post in the Department of Technical Education. The Rules of Recruitment may be framed accordingly. The lien of the present incumbent of the post may be shifted against a corresponding post in the Department of Technical Education and he may be treated as on deputation

to the Department of Fisheries. The scale of pay for this post may be the same as that for the corresponding posts in the Department of Technical Education.

*Fitters:* (3) (Rs. 100—5—150—6—180—10—200)

17.69. These posts are proposed to be filled by direct recruitment of persons who have completed the Certificate Course in Fitting. The Commission suggests that these posts may be filled by taking on deputation officials holding corresponding posts in the Department of Industries and Commerce. The Rules of Recruitment may be framed accordingly. The liens of the officials holding these posts may be shifted against corresponding posts in the Department of Industries and Commerce and they may be treated as on deputation to the Department of Fisheries. The scale of pay for these posts may be the same as that for the corresponding posts in the Department of Industries and Commerce.

<i>Turner</i>	..	(1)	} (Rs. 70—2—80—3—110)
<i>Tool Room Assistant</i>	..	(1)	
<i>Boiler Attender</i>	..	(1)	
<i>Carpenters</i>	..	(2)	
<i>Fishery Surveyor</i>	..	(1)	

17.70. These posts are not included in the existing Cadre and Recruitment Rules. These posts excepting for the post of Fishery Surveyor may be filled by taking on deputation officials holding corresponding posts in the Department of Industries and Commerce. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents holding these posts may be shifted against corresponding posts in that Department and they may be treated as on deputation to the Department of Fisheries. The scales of pay for these posts may be the same as those for the corresponding posts in the Department of Industries and Commerce.

17.71. The post of Fishery Surveyor may either be filled by promotion from the cadres of Fieldmen, Petty Yard Officers, Fishery Watchers or Fishermen if suitably qualified or by direct recruitment of a person who has passed the S.S.L.C. Examination with Biology as one of the "elective" subjects. The Rules of Recruitment may be framed accordingly. The scale of pay for this post may be fixed as Rs. 85—2—95—3—125—EB—4—145.

<i>Laboratory Attenders</i>	..	} (37) (Rs. 55—1—65—2—85)
<i>Petty Yard Officers</i>	..	
<i>Demonstration Maistry</i>	..	
<i>Fieldmen</i>	..	
<i>Manure Operator</i>	..	
<i>Store Attender</i>	..	

17.72. These posts excepting for the post of Petty Yard Officers are to be filled by direct recruitment of candidates who have studied upto VIII Standard. The posts of Petty Yard Officers are to be filled by promotion from the cadre of other Class IV literate staff or by direct recruitment of candidates who have studied upto VIII Standard. The modes of recruitment to these posts excepting for the posts of Laboratory Attenders may be retained.

17.73. The posts of Laboratory Attenders may be filled by taking on deputation officials holding corresponding posts in the Department of Technical Education. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents holding these posts may be shifted against corresponding posts in that Department and they may be treated as on deputation to the Department of Fisheries. The scale of pay for these posts may be the same as that for the corresponding posts in the Department of Technical Education.

17.74. These posts are in the scale of pay of Rs. 55—1—65—2—85. Government in the Agriculture and Forest Department had suggested that the scale of pay of Petty Yard Officers might be revised as Rs. 65—2—85 as the duties and responsibilities of the Petty Yard Officers were higher than those of the Daffedars and Attenders. The Commission is unable to accept the suggestion as no material is placed before it to substantiate this point. The scale of pay for all these posts may be fixed as Rs. 65—1—75—2—95.

*Laboratory Attenders* : (10) (Rs. 55—1—65—2—75)

17.75. These posts are to be filled by direct recruitment of candidates who have studied upto VIII Standard. The Commission suggests that these posts may be filled by taking on deputation officials holding corresponding posts in the Department of Technical Education. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents may be shifted against corresponding posts in that Department and they may be treated as on deputation to the Department of Fisheries. The scale of pay for these posts may be the same as that for corresponding posts in the Department of Technical Education.

Fishermen	}	(406) (Rs. 50—1—60).
Fishery Watchers		
Store-Attenders		
Watchman-cum-Masalachis		
Ice Mazdoors		
Helpers		
Masalachis		
Servants		
Cleaners		

17.76. The posts of Fishermen are to be filled by direct recruitment according to the Rules of Recruitment. This mode of recruitment may be retained. The other posts may also be filled by direct recruitment.

17.77. The scale of pay for these posts may be fixed as Rs. 60—1—80—2—90.

TUTORIAL  
(Class III)

17.78. The teaching staff of the Fisheries Schools consists of the following staff :—

<i>Sl. No.</i>	<i>Category of Post</i>	<i>No. of Posts</i>	<i>Existing Scale of pay</i>
			Rs.
1.	Head Master .. ..	3	130—250
2.	B. T. Assistant (II Grade) .. ..	65	130—250
3.	Workshop Superintendent .. ..	3	110—220
4.	Assistant Teacher .. ..	33	80—150
5.	B. T. Assistant (I Grade) .. ..	1	200—350
6.	Secondary Grade Teacher .. ..	78	80—150
7.	Higher Elementary Grade Teacher .. ..	103	70—110
8.	Craft Teacher .. ..	11	80—150
9.	Craft Instructor .. ..	16	80—150
10.	Craft Instructor .. ..	3	100—200
11.	Manual Training Instructor .. ..	1	80—150
12.	Pandits (Promotional Scale) .. ..	2	200—350
13.	Pandits .. ..	26	130—230
14.	Junior Pandits .. ..	2	80—150
15.	Physical Training Instructor .. ..	15	80—150
16.	Drawing Master .. ..	3	80—150
17.	Sewing Mistress .. ..	1	100—200
18.	Sewing Mistress .. ..	1	80—150
19.	Physical Education Instructor (Diploma) .. ..	1	130—250
20.	Music Teacher .. ..	1	110—250
21.	Hindi-cum-Kannada Pandit .. ..	2	130—230

As recommended already the Fisheries Schools under the control of this Department along with the staff may be transferred to the control of the Department of Public Instruction.

17.79. The scales of pay given to the teaching staff holding comparable posts in the Department of Public Instruction may be given to these officials.

*Common Posts*

<i>Sl. No.</i>	<i>Category of Post</i>	<i>No. of Posts</i>	<i>Existing Scale of Pay</i>
1	2	3	4
			Rs.
1.	Superintendent .. ..	1	225—10—285—15—375
2.	Commercial Accountant .. ..	1	225—10—285—15—375
3.	Sales Managers .. ..	4	180—10—320
4.	Superintendents .. ..	5	180—10—320
5.	Administrative Assistant .. ..	1	180—10—320

Common Posts—*Contd.*

1	2	3	4
			Rs.
6.	Head Accountant .. ..	1	150—8—190—10—270
7.	Manager .. ..	1	150—8—190—10—270
8.	Accountants .. ..	16	110—5—150—6—180—10—220
9.	I Division Clerks .. ..	46	110—5—150—6—180—10—220
10.	Store Keeper .. ..	1	110—5—150—6—180—10—220
11.	Stenographers .. ..	4	110—5—150—6—180—10—220 + Special Pay Rs. 30 per month.
12.	II Division Clerks .. ..	71	80—3—110—4—130—5—150
13.	Typists .. ..	29	80—3—110—4—130—5—150 + Special pay Rs. 10 per month.
14.	Store-keeper .. ..	1	80—3—110—4—130—5—150
15.	Time Keeper .. ..	1	80—3—110—4—130—5—150
16.	Sales Assistants .. ..	16	80—3—110—4—130—5—150
17.	Daffedar .. ..	1	65—2—85
18.	Drivers, Assistant Drivers .. ..	27	70—2—80—3—110
19.	Office Attenders .. ..	2	65—2—85
20.	Peons .. ..	145	50—1—60
21.	Watchmen .. ..	89	50—1—60
22.	Cooks .. ..	2	55—1—65
23.	Cleaners .. ..	8	55—1—65—2—75

17.80. There are corresponding posts in the other Departments of Government and the scales of pay prescribed in Chapter 4 for such posts may be given to these officials.

*Special Pay*

17.81. Special pay that is being paid to the Administrative Assistant, Marine Products Processing Training Centre may be discontinued. Special pay paid to the Accountant in the Office of the Director of Fisheries (for handling cash), Stenographers and Typists, Cycle Orderlies may be regulated in accordance with the general principles laid down in Chapter 5.

17.82. It was represented that special pay might be given to the following posts in view of the arduous nature of duties these officers were required to perform.

1.	Superintendent of Fisheries (Training) ..	Rs. 50 per month
2.	Assistant Superintendent of Fisheries (Training) ..	Rs. 30 per month
3.	Senior Tindal ..	Rs. 20 per month
4.	Marine Diesel Engineer ..	Rs. 30 per month
5.	Junior Tindal ..	Rs. 20 per month
6.	Master Fisherman ..	Rs. 20 per month
7.	Mechanical Instructor ..	Rs. 20 per month

8. Echo Sound Operator	Rs. 20 per month
9. Headmasters of the Elementary and Secondary Schools.	Rs. 15 per month and Rs. 25 per month
10. Ministerial Head (Senior most I Division Clerk) in the Divisional Offices.	Rs. 15 per month
11. Headquarters Assistant to the Director of	Rs. 50 per month

#### *Fisheries*

17.83. The Commission considers that the senior-most clerks in the Divisional Offices could be given the authority to supervise the work of the other officials in the office in addition to attending to the duties entrusted to them and recommends that they may be given special pay of Rs. 10 per month in view of the additional responsibility of supervision over the work of the other officials in the office. The Commission also recommends that special pay may be given to the staff working in the Fishermen's Training Centres which impart training to fishermen at 10 per cent of the mean between the minimum and the maximum of the scales of pay applicable to them. The Commission considers that no special pay need be given to the other categories of staff.

#### *Delegation of Powers*

17.84. All powers now vested in the Director of Fisheries under the Manual of Financial powers may continue ; but no further powers need be delegated to him.



**CHAPTER 17**  
**DEPARTMENT OF FISHERIES**

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special pay	Recommended scale of pay and Special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director .. .. .	1	900—40—1,100—50—1,300	1,100—50—1,300—60—1,600	.. .. .
2.	Deputy Director (Engineer) .. .. .	1	600—40—1,000	700—40—900—50—1,200	.. .. .
3.	Deputy Director .. .. .	1			
	Director, Marine Products Processing Training Centre.	1	400—30—700—40—900	500—30—650—40—850—EB—50—1,000	To be commonly designated as Deputy Directors, Special Pay of Rs. 100 to the Director, Marine Products Processing Training Centre may be continued.
	Heads of Sections, Marine Products Processing Training Centre.	4			
	Assistant Project Officer, Indo-Norwegian Project.	1			
		7			
4.	Assistant Engineer .. .. .	1	300—25—550—30—700	350—25—600—30—780—EB—40—900	.. .. .
5.	Superintendent of Fisheries, Assistant Director of Fisheries, Fisheries Officer.	23	275—20—375—25—600	300—25—550—EB—30—700	To be commonly designated as Assistant Directors.
6.	Administrative Officer, Planning Officer	2	275—20—375—25—600	300—25—550—EB—30—700	To be commonly designated as Assistant Directors.
7.	Headquarters Assistant to the Director .. .. .	1	275—20—375—25—600	250—10—300—15—420—EB—20—500	To be converted as Manager.
8.	Head Masters, Fisheries High Schools .. .. .	16	250—20—350—25—500	275—20—375—EB—25—525	To be transferred to the Department of Public Instruction
9.	Supervisor of Fisheries (Mechanical) .. .. .	1	250—20—350—25—500	275—20—375—EB—25—525	.. .. .
10.	Senior Assistant Superintendent of Fisheries, Gear Technician. . .	3	225—10—285—15—375	250—10—300—15—420—EB—20—500	.. .. .
11.	Senior Research Assistant .. .. .	3	225—10—285—15—375	250—10—300—15—420—EB—20—500	.. .. .
12.	Superintendent (Office) .. .. .	1	225—10—285—15—375	250—10—300—15—420—EB—20—500	To be designated as Manager.
13.	Commercial Accountant .. .. .	1	225—10—285—15—375	250—10—300—15—420—EB—20—500	do

1	2	3	4	5	6
			Rs.		
14.	Superintendent	5	180-10-320	200-10-280-15-370-EB-20-450	To be designated as Superintendent Grade I.
15.	Sales Manager	4	180-10-320	200-10-280-15-370-EB-20-450	To be designated as Superintendent Grade I (Sales)
16.	Administrative Assistant	1	180-10-320	200-10-280-15-370-EB-20-450	To be designated as Superintendent Grade I.
17.	Mechanical Driver	4	180-10-320	200-10-280-15-370-EB-20-450	..
	Senior Tindal	4			
	Marine Diesel Engineer	3			
18.	Assistant Superintendent of Fisheries, Inspector of Fisheries, Fisheries Extension Officer, Processing Assistant, Research Assistant and other equivalent posts	81	150-8-190-10-270-15-375	175-10-275-15-350-EB-20-450	
19.	Asst. Superintendent of Fisheries (Training)	5	150-8-190-10-270-15-375	175-10-275-15-350-EB-20-450	
20.	Asst. Superintendent of Fisheries (Technology).	5	150-8-190-10-270-15-375	175-10-275-15-350-EB-20-450	
21.	Asst. Superintendent of Fisheries (Engineering)	1	150-8-190-10-320	175-10-275-15-350-EB-20-450	
	Draughtsman	1			
22.	Head Accountant	1	150-8-190-10-270	175-10-275-15-350-EB-20-450	To be designated as Superintendent Gr de II.
23.	Manager	1	150-8-190-10-270	175-10-275-15-350-EB-20-450	do
24.	Statistical Assistant	2	150-8-190-10-270	175-10-275-15-350-EB-20-450	
25.	Farm Supervisor	4	150-8-190-10-270	175-10-275-15-350-EB-20-450	
26.	Tindal (Junior)	9	150-8-190-10-270	175-10-275-15-350-EB-20-450	
27.	Carpenter Foreman	2	140-5-150-8-190-10-320	175-10-275-15-350-EB-20-450	
	Mechanical Foreman	2			
	Boilerman	1			
	Mechanic	4			
28.	Seaman	2	140-5-150-8-190-10-320	170-5-180-8-220-EB-10-300	
29.	Refrigeration Mechanic	36	140-5-150-6-180-10-220	170-5-180-8-220-EB-10-300	

1	2	3	4	5	6			
			Rs.	Rs.				
30.	Senior Co-operative Inspectors ..	2	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290.				
31.	Accountant .. ..	16	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290.				
32.	I Division Clerk .. ..	46	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290.				
33.	Store Keeper .. ..	1	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290.				
34.	Stenographer .. ..	4	110-5-150-6-180-10-220 + Spl. pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260-15-290. + Spl. pay Rs. 30 p.m.				
35.	Mechanical Instructor .. ..	5	}	}				
	Assistant Draughtsman .. ..	1						
	Master Boat Builder .. ..	1						
	Artist .. ..	1						
	Master Fisherman .. ..	7						
	Assistant Foreman .. ..	2				110-5-150-6-180-10-220	130-5-170-6-200-EB-10-240	
	Coracle Maker .. ..	1						
	Echo Sound Operator .. ..	1						
	Engine Driver .. ..	2						
	Asst. Mechanical Driver .. ..	1						
	Operator .. ..	2						
36.	Progress Assistant .. ..	1	}	}	}			
	Statistical Assistant .. ..	1				110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290.	
37.	Fitter .. ..	3	100-5-150-6-180-10-200	130-5-170-6-200-EB-10-240				
38.	II Division Clerk .. ..	71	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200				
39.	Typist .. ..	29	80-3-110-4-130-5-150 + Spl. Pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Spl. Pay Rs. 10 p.m.				
40.	Store Keeper .. ..	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200				
41.	Time Keeper .. ..	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200				
42.	Sales Assistant .. ..	16	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200				
43.	Assistant Inspector of Fisheries .. ..	}	}	}				
	Sub-Inspector of Fisheries .. ..							
	Yard Officer, Master Curer, Fishery Assistant Supervisor, Field Assistant, Fishery Enumerator, Assistant Seaman.					76	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200
	Assistant Boilerman .. ..					1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200
45.	Junior Co-operative Inspector .. ..	6	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200				

1	2	3	4	5	6
			Rs.	Rs.	
46.	Laboratory Assistant .. ..	4	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
47.	Laboratory Man .. ..	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
48.	Driver, Assistant Driver .. ..	27	70-2-80-3-110	85-2-95-3-125-EB-4-145	
49.	Turner .. ..	1	} 70-2-80-3-110	85-2-95-3-125-EB-4-145	
	Tool Room Assistant .. ..	1			
	Carpenter .. ..	2			
	Fishery Surveyor .. ..	1			
	Boiler Attender .. ..	1			
50.	Daffedar .. ..	1	65-2-85	80-2-90-3-120-4-110	
51.	Office Attender .. ..	2	65-2-85	85-2-95-3-125-EB-4-145	
52.	Laboratory Attender, Petty Yard	} 37	55-1-65-2-85	65-1-75-2-95	
	Officer, Demonstration Maistry, Field-				
	man, Manure Operator, Store Attender				
53.	Laboratory Attender .. ..	10	55-1-65-2-75	65-1-75-2-95	
54.	Cleaner .. ..	8	55-1-65-2-75	60-1-80-2-90	
55.	Cook .. ..	2	55-1-65	60-1-80-2-90	
56.	Fisherman, Fishery Watcher, Store	} 406	50-1-60	60-1-80-2-90	
	Attender, Watchman-cum-Masalachi, Ice				
	Mazdoor, Helper, Masalachi, Servant,				
	Cleaner.				
57.	Peon .. ..	145	50-1-60	60-1-80-2-90	
58.	Watchman .. ..	89	50-1-60	60-1-80-2-90	

## CHAPTER 18

### Forest Department

18.1. The Forest Department is in charge of conservation, exploitation and regeneration operations of forests in the State. It is classified as a Major Department. The Chief Conservator of Forests is the Head of the Department. He is assisted by one Technical Assistant of the rank of Conservator of Forests one Additional Technical Assistant of the rank of Deputy Conservator of Forests and one Financial Assistant. There are 10 Forest Circles each under the charge of a Conservator of Forests. These Circles have again been divided into Divisions, each under the charge of a Divisional Forest Officer. Under each Divisional Forest Officer, there are ranges under the charge of Range Forest Officers. Besides, there are also some special units under some circles each under the charge of an Assistant Conservator of Forests.

18.2. Various categories of technical and ministerial staff give requisite support to the Officers in charge of these units.

#### *Two Grades of Forest Range Officers*

18.3. At present there are two grades of Forest Range Officers, viz., Grade I in the scale of pay of Rs. 250—10—290—15—350 and Grade II in the scale of pay of Rs. 130—5—150—8—190—10—250. It has been represented that the existing two grades of Forest Range Officers might be merged into one grade with a running scale of Rs. 250—10—300—20—500 as there was no difference in the duties and responsibilities attached to the two grades and as such distinction would lead to unnecessary discrimination besides giving rise to other human problems. The Commission has examined this suggestion and recommends that the existing two grades may continue as the former would provide an avenue of promotion for the latter category of Range Officers.

#### *Creation of posts of Forest Prosecutors :*

18.4. At present there is only one post of Forest Prosecutor with Headquarters at Belgaum for dealing with Forest cases arising in the 4 Districts of the Bombay area. Government Pleaders are asked to deal with Forest cases arising in the other areas of the State. It was represented to the Commission that it would be more convenient and advantageous to appoint Forest Prosecutors for each of the Conservators' Circles instead of asking Government Pleaders to attend to Forest cases as such Forest Prosecutors could in addition to handling the cases, give legal opinions on several matters to the Officers of the Forest Department. It was added that the Forest Prosecutors could represent the Department properly in cases before the courts and that cases need not fail as had now been happening on

account of want of proper representation. The Commission agrees with the points made on behalf of the Department and recommends that Forest Prosecutors may be appointed for each of the Forest Circles and entrusted with all cases of Forest offences pertaining to such Circles.

#### *Furniture making Units*

18.5. Government are spending a lot of money on the purchase of furniture required for the various Government Offices. The Commission was anxious to see if the expenditure could be reduced on this account by entrusting the work to Departments of Government which might be able to attend to it as a part of their normal work.

18.6. The Forest Department is now supplying timber to private parties who manufacture and supply furniture to Government Offices. It has been suggested to the Commission that it would be both economical and convenient if items of furniture were manufactured in the Jails and in the manufactories run by the Forest Department. The Commission has examined this suggestion. The views of the Commission about the manufacture of furniture in the Jails have been recorded separately in Chapter 62.

18.7. The question whether the Forest Department could undertake the manufacture of furniture was discussed with the officers of the Department. They stated that the furniture making units would have to be established as adjuncts to saw mills and not as independent units from the point of view of administrative convenience; that the furniture manufactured in such units could conveniently be supplied only to the offices located nearby and that it would be more economical in other cases to sell the timber to private parties having manufactories in the different Districts and to purchase the furniture from them, as the cost of transport of furniture would be much more than the cost of transport of timber. They also pointed out that the work done even in the manufacturing units attached to Saw Mills might not possibly be economical as the officers of the Forest Department were not trained to manage a factory economically and could not, therefore, compete with the business community successfully. After examining the points both in favour of and against this scheme, the Commission has come to the conclusion that it would be advantageous to attach furniture making units to the Saw Mills of the Forest Department and recommends that such units may be continued in Murkal and Tumkur where they already exist and established in other Saw Mills; and that Officers of the Department of Industries and Commerce may be taken on deputation to this Department for being in immediate charge of such units; the overall control over the working of such units may, however, vest in the officers of the Forest Department who are in charge of these Saw Mills.

18.8. It was represented that the 'Furniture Making Unit' at Tumkur was established primarily for manufacturing and supplying articles of furniture required by the Department of Education, that this Department was placing orders for sizeable quantities of furniture for some time but that gradually the orders tapered off. It was added that as the Department of Education ceased placing orders with

the Furniture Making Unit and as this Unit was not in a position to manufacture and supply furniture at competitive rates either to the other Departments of Government or to the members of the public, it was running at considerable loss and that even the Public Accounts Committee had made severe remarks in this regard. It was ascertained from the Department of Education that they were not able to place orders with this Furniture Making Unit primarily because the cost of transporting articles that were manufactured and supplied by this Unit over long distances to schools located in the various parts of the State was very high.

18.9. As already observed, the Commission agrees with the views of the Officers of the Forest Department that any Furniture Making Unit, could, with advantage, supply furniture only to the offices and other institutions in the district in which it is located or at the most in the neighbouring districts.

18.10. In view of the fact that a Furniture Making Unit has already been established at Tumkur, it is only appropriate that the various Departments of Government including the Department of Education should place orders with this Unit for the furniture which they require, for offices and institutions in this and the neighbouring districts. It would be necessary for the Unit to improve the quality of its work and to ensure that the orders placed with it are executed promptly and well. It is, therefore, recommended that an officer of the Department of Industries and Commerce who has had the necessary experience and background may be taken on deputation to the Forest Department and placed in immediate charge of the Furniture Making Unit at Tumkur, the overall charge, however, being retained by the Forest Department.

#### *Timber enumerator of Coorg District*

18.11. There is one isolated post of Timber Enumerator in Coorg District, the incumbent of this post has represented to the Commission that this post was overlooked at the time the scales of pay were revised in 1961 with the result that he did not get any benefit then and that his case might be considered at least now. It is understood that the scale of pay for this post was not revised then as the equation of the post had not been finalised. The Chief Conservator of Forests stated that he had sent up proposals to equate the post of Timber Enumerator with that of a Forester, since the posts of Enumerators in the Belgaum area had already been equated with the posts of Foresters. The Commission recommends that the post of Timber Enumerator of Coorg District may be converted to the post of a Forester and the present incumbent of the post may be absorbed in that cadre. He would then get the same scale of pay as the other Foresters and would have no ground for complaint.

#### *Forest Engineer*

18.12. There is one post of Forest Engineer in the Department. This post is attached to the Saw Mills, Dandeli and was transferred to the Mysore State from the erstwhile Bombay State, consequent on the reorganisation of States. It is understood that the post has not been filled up for want of a suitable and qualified

person. It was stated that this work was now being looked after by a Deputy Conservator of Forests and that this arrangement was working satisfactorily. The Commission, therefore, recommends that the post of the Forest Engineer in the Saw Mills. Dandeli may be abolished and a post of Deputy Conservator of Forests created instead for being in charge of the Mills.

#### *Supply of Timber to Jails*

18.13. Furniture is being manufactured in all the Central Jails from out of the timber supplied by the Forest Department. It was represented to the Commission on behalf of the Department of Prisons that timber was being supplied to the Bangalore Central Jail from the Dandeli Forest, instead of from the nearest forest resulting in unnecessary increase in the cost of transport. It was, however, stated on behalf of the Forest Department that timber was usually being supplied to the Jails from the nearest Forest Depots and in the instance pointed out by the Department of Prisons, timber might have been supplied to the Bangalore Central Jail from the Dandeli Depot through oversight. The Commission suggests that necessary arrangements may be made to ensure that timber is supplied to the various jails from the Forest Depot nearest to the concerned jails in order to avoid unnecessary expenditure on its transport.

#### *Conveyance allowance to Range Forest Officers*

18.14. It has been represented to the Commission that Motor Cycle Allowance might be granted to all the Range Officers and the vehicles used by them might be exempted from tax as in the Madras State.

The Range Officers get Travelling Allowance and daily allowance as per the Travelling Allowance Rules when they go out on tour and they have not got any intensive touring to do within a short distance from their Headquarters for which they will not be entitled to Travelling Allowance.

There is, therefore, no justification for giving them Motor Cycle Allowance. The Motor Cycles used by the Range Officers are not provided by Government. Some Range Officers use their private vehicles for attending to their Official duties also and they could consequently use them freely as much for attending to their private affairs as for attending to Government work. There is, therefore, no justification for granting exemption from the payment of tax in their cases. The Commission cannot recommend the grant of either of the requests.

#### *Bad Climate Allowance*

18.15. It was brought to the notice of the Commission that Bad Climate Allowance was being paid formerly to Forest Rangers and that it had been discontinued from 1952-53 ; and it was represented that either this allowance might be revived or an "Amenities" allowance might be sanctioned to those officials who were required to live in the interior of the Forest as conditions of living were difficult and the officials would have to incur extra expenditure on securing amenities like medical relief and for the education of their children. The Commission has



recommended in Chapter 6 that the present day conditions do not warrant the payment of Bad Climate Allowance. Following this principle the request for payment of such allowance to the officers of this Department cannot be supported.

18.16. It is, however, true that the conditions in which officers of this Department posted to some of the charges have to live, are very difficult and many of the basic amenities available to their colleagues in Government Service are not available to them; they are consequently obliged to incur out of pocket expenses for securing such amenities. The Commission, therefore, recommends that "amenities" allowance at the rates indicated below and free housing facilities may be provided to the officers of this Department of and below the rank of Range Officers whose duties require, their having to live in the interior of the Forests.

<i>Designation</i>	<i>Rate of amenities allowance</i>
Range Forest Officer Grade—I	} Rs. 8 per month
Range Forest Officer Grade—II	
Forest Surveyor I Grade	
Forest Surveyor Grade II	
Forester	} Rs. 5 per month
Forest Guards	
Game Supervisors	
Game Watchers	

These facilities may be provided to the Officers posted only to such of the places as are certified by the Chief Conservator of Forests to qualify them for this concession.

#### *Cadre and Recruitment Rules and Scales of Pay*

18.17. Some of the senior posts in the Department have been encadred in the Indian Forest Service and it is gathered that the Officers to be appointed to this cadre have also been selected. The cadre has not yet, in fact been constituted. Once the cadre is constituted, the scales of pay applicable to such Posts will be governed by the Indian Forest Service (Pay) Rules. While the post of the Chief Conservator and some posts at the lower levels are encadred, others are not.

18.18. The scales of pay as applicable to the various posts until such time as they are encadred would, however, have to be determined as otherwise the officers concerned will have to continue to draw their pay in the pre-revision scale in the interrugnum. The revised scales of pay for all the posts in the Department have been proposed subject to the understanding that the officers selected for the Indian Forest Service will draw pay in the scales of pay applicable to the posts which they hold in that service as soon as the requisite formalities are completed.

*Chief Conservator of Forests* : (1) (Rs. 1,300—50—1,800)

18.19. According to the Rules of Recruitment, appointment to this post is to be made by promotion by selection of Conservator of Forests.

18.20. The post is encadred in the Indian Forest Service. The scale of pay for the post in the State scale may be Rs. 1,300—60—1,600—50—1,800.

18.21. One additional post of Chief Conservator of Forests designated as Chief Conservator of Forests (Development) has been created up to the end of the IV Five-Year Plan and this post has been filled by transferring the previous Chief Conservator. The scale of pay for this post may be the same as that for the Chief Conservator.

*Conservators of Forests* : (5) (Rs. 800—40—1,000—50—1,100)

18.22. There are 5 posts of Conservators according to the Cadre strength under the Indian Forest Service. It is understood that Government have sanctioned 5 more posts of Conservators recently and that these posts are yet to be encadred in the Indian Forest Service.

18.23. The rules of recruitment provide for these posts being filled by promotion by selection from among the cadre of Deputy Conservators of Forests. This method of recruitment may continue. The State scale of pay for these posts may be Rs. 900—40—1,100—50—1,300.

*Forest Engineer* : (1) (Rs. 450—30—660—40—900)

18.24. There is one post of Forest Engineer in the Saw Mills, Dandeli and the appointment to the post is to be made by direct recruitment of a person holding a degree in Mechanical Engineering from a recognised Indian University or equivalent qualification according to the Rules of Recruitment.

18.25. As stated earlier, this post may be abolished and in its place, a post of Deputy Conservator of Forests may be created to be in charge of the Saw Mills. As the post is now stated to be vacant no revised scale of pay is proposed for this post.

*Deputy Conservators of Forests* : (38) (Rs. 450—30—660—40—900)

18.26. According to the Rules of Recruitment, appointments to these posts are to be made by promotion from the Cadre of Assistant Conservators of Forests who possess a Diploma in Forestry from the Indian Forest College, Dehra Dun or equivalent qualification on the basis of seniority-*cum*-merit. It has been represented that under the existing rules, the "promotee" Assistant Conservators could not be appointed as Deputy Conservators as the minimum qualifications prescribed for the post of Deputy Conservator was a Diploma in Forestry from the Indian Forest College, Dehra Dun. It has, therefore, been urged that this restriction might be removed as there were no such restrictions in other States. It is ascertained from the Department that all the posts of Deputy Conservators excepting three temporary posts are encadred in the Indian Forest Service; and that the Assistant Conservators who have not secured the Diploma in Forestry are not eligible to get encadred in the Indian Forest Service. In these circumstances, the Commission considers that no change need be made and that the existing

qualification prescribed for the promotion of Officers from the Cadre of Assistant Conservators to the Cadre of Deputy Conservators, namely, training in the Indian Forest College may continue. The State scale of pay for these posts may be fixed as Rs. 600—40—1,000.

*Assistant Conservators of Forests :* (37) (Rs. 250—20—350—25—500)

18.27. According to the Rules of Recruitment, the candidates selected by the Public Service Commission are appointed as probationers and deputed for training to the Indian Forest College, Dehra Dun and only such of the candidates who qualify themselves by passing the examination are appointed as Assistant Conservators of Forests, the training period of two years being treated as "Probationary" period; the services of the unsuccessful candidates are terminated. It was represented to the Commission that the candidates selected by the Public Service Commission for being deputed for training might first be appointed as Assistant Conservators of Forests and then sent for training as is being done in Madras as in that event the candidates so sent for training would enjoy a higher status than at present and the period of training would count as service for all purposes. It was, however, stated on behalf of Government that the system obtaining in this State was working very well and might, as well be continued. The Commission considers that the present system under which candidates selected by the Public Service Commission are appointed initially as Probationers and deputed to the Indian Forest College, Dehra Dun for training and are appointed as Assistant Conservators only if they qualify themselves by passing the examination prescribed at the College is sound and that no modification need be made in this system. The scale of pay for these posts may be fixed as Rs. 300—25—550—EB—30—700.

*Second Assistant to the Chief Conservator of Forests :* (1) (Rs. 250-20-350-25-500)

18.28. According to the Rules of Recruitment, appointment to the post is to be made by the promotion from the cadre of Manager and Office Superintendent on the basis of seniority-cum-merit. The mode of recruitment is adequate. The designation of the post may be changed as "Headquarters Assistant" in accordance with the general recommendation made in Chapter 4. The scale of pay for this post may be fixed as Rs. 275—20—375—EB—25—525.

*Forest Rangers I Grade :* (34) (Rs. 250—10—290—15—350)

18.29. The rules of recruitment provide for these posts being filled by promotion from among II Grade Forest Rangers on the basis of seniority-cum-merit. This method of recruitment is adequate and may continue. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525.

*Forest Rangers II Grade* : (177) (Rs. 130—5—150—8—190—10—250)

18.30. As per the rules of recruitment, appointments to these posts are to be made to the extent of  $66\frac{2}{3}$  per cent by direct recruitment of persons possessing a Rangers Course Certificate from any of the Forest Colleges or an equivalent qualification and the remaining  $33\frac{1}{3}$  per cent by promotion of Foresters who have put in at least 5 years of service in that grade on the basis of seniority-*cum*-merit. These modes of recruitment are adequate. The scale of pay for these posts may be fixed as Rs. 170—5—180—8—220—EB—10—300.

*Forest Surveyors I Grade* : (4) (Rs. 150—8—190—10—270)

18.31. According to the rules of recruitment, appointments to these posts are to be made by promotion of Forest Surveyors II Grade on the basis of seniority-*cum*-merit. The existing mode of recruitment may continue. The scale of pay for these posts may be fixed as Rs. 175—10—275—15—350—EB—20—450.

*Forest Surveyors II Grade* : (41) (Rs. 100—5—150—6—180—10—200)

18.32. The rules of recruitment provide for these posts being filled by direct recruitment of persons who have passed the S. S. L. C. examination or possess equivalent qualification. This mode of recruitment may continue. The scale of pay for these posts may be fixed as Rs. 130—5—170—6—200—EB—10—240.

*Stenographers* : (6) (Rs. 110—5—150—8—190—10—260—15—320)

*Steno-Typists* :  
*Typists (II Grade)* : } (34) (Rs. 80—3—110—4—130—5—150)

*II Division Clerks* : (406) (Rs. 80—3—110—4—130—5—150)

18.33. These posts are common to all departments of Government and the scales of pay for these officials may be the same as those for the corresponding posts in other Departments of Government.

*Foresters* : (1,093) (Rs. 80—3—110—4—130—5—150)

18.34. According to the Rules of Recruitment appointments to these posts are to be made to the extent of  $66\frac{2}{3}$  per cent by direct recruitment of persons who have passed the S. S. L. C. examination or possess equivalent qualification and the remaining  $33\frac{1}{3}$  per cent by promotion of Forest Guards on the basis of seniority-*cum*-merit. These modes of recruitment are adequate and may continue. The scale of pay for these posts may be fixed as Rs. 95—3—125—4—145—EB—5—200.

*Draughtsman—Grade I* : (1) (Rs. 150—8—190—10—320)

18.35. According to the Rules of Recruitment, this post is to be filled by promotion from the cadre of II Grade Draughtsmen on the basis of seniority-*cum*-merit. The Commission considers that this post may, with advantage, be filled by taking on deputation an official holding a corresponding post in the Public Works Depart-

ment and recommends that the rules of recruitment may be amended accordingly. The lien of the official now holding this post may be shifted against a corresponding post in the Public Works Department and he may be treated as on deputation to the Forest Department. The scale of pay prescribed for the corresponding post in the Public Works Department may be given to this official.

*Draughtsmen Grade II* : (2) (Rs. 110—5—150—6—180—10—220)

18.36. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons possessing a recognised National Trade Certificate in the Draughtsman (Civil) or Surveyors Trade awarded by the National Council for training in Vocational Trade, Government of India under the Craftsmanship Training Scheme. The Commission considers that these posts may also be filled, with advantage, by taking on deputation officials holding corresponding posts in the Public Works Department and recommends that the Rules of Recruitment may be amended accordingly. The liens of the officials holding these posts may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to the Forest Department. The scale of pay prescribed for the corresponding posts in the Public Works Department may be given to these officials.

*Photographer-cum-Artist* : (1) (Rs. 120—5—150—8—190—10—240)

18.37. According to the Rules of Recruitment, appointment to the post is to be made by direct recruitment of a persons possessing good knowledge of photography including developing, printing and enlarging. This post may, in future be filled by taking on deputation an official holding a corresponding post in the Department of Information and Tourism and the Rules of Recruitment amended accordingly. The lien of the present incumbent of the post may be shifted against a corresponding post in the Department of Information and Tourism and the official treated as on deputation to the Forest Department. The scale of pay for the post may be the same as that for persons holding comparable posts in the Department of Information and Tourism.

*Game Supervisors* : (4) (Rs. 80—3—110—4—130—5—150)

18.38. According to the Rules of Recruitment, appointments to the posts are to be made by promotion from the cadre of literate Game Watchers and Forest Guards on the basis of seniority-cum-merit. The existing mode of recruitment may continue. The scale of pay for these posts may be fixed as Rs. 95—3—125—4—145—EB—5—200.

*Elephant Establishment : Veterinary Inspector* : (1)

(Rs. 175—10—225—15—300—20—400)

18.39. There is one post of Elephant Establishment Veterinary Inspector and the Rules of Recruitment provide for this post being filled either by direct recruitment or by transfer from the Animal Husbandry Department. The Commission considers that the provision of direct recruitment for filling up this post is

not necessary, and that the official may be taken on deputation from the Department of Animal Husbandry and Veterinary Services. The Rules of Recruitment may, therefore, be amended accordingly. The scale of Pay for the post may be the same as that for corresponding posts in the Department of Animal Husbandry and Veterinary Services.

*Elephant Jamedars* : (4) (Rs. 80—3—110—4—130—5—140)

18.40. According to the Rules of Recruitment the posts are to be filled by promotion from the cadre of Elephant Mahouts on the basis of seniority-cum-merit. The existing mode of recruitment may continue. The scale of pay for these posts may be fixed as Rs. 95—3—125—4—145—EB—5—200.

*Elephant Mahouts* : (99) (Rs. 60—1—70—2—90)

18.41. According to the Rules of Recruitment, these posts are to be filled either by direct recruitment or by promotion from the cadre of Elephant Kethals on the basis of seniority-cum-merit. The existing mode of recruitment may continue. The scale of pay for these posts may be Rs. 80—2—90—3—120—4—140.

*Ministerial and other staff* :

*Manager* : (1) (Rs. 225—10—285—15—375)

*Superintendents* : (9) (Rs. 180—10—320)

*Accountants I Grade* : (56) (Rs. 150—8—190—10—270)

*Accountants II Grade* : (101) (Rs. 110—5—150—8—190—10—260—15—320)

*Drivers of Motor Vans and Lorries* : (93) (Rs. 70—2—80—3—110 or 70—1—80—2—100).

18.42. These are posts common to all other Departments of Government and the scales of pay for these officials may be the same as for the corresponding posts in other Departments.

*Wood Preservation plant, Bhadravathi* :

*Operator Foreman* : (1) (Rs. 110—5—150—6—180—10—200)

*Assistant Mechanic* : (1) (Rs. 70—2—80—3—110)

18.43. The Rules of Recruitment provide for the posts being filled by direct recruitment of persons possessing a recognised Diploma in Mechanical Engineering in the case of Operator Foreman and Certificate or higher qualification in Mechanical Engineering from a recognised Institute of Engineering in the case of Assistant Mechanic. It would be better to fill these posts by taking on deputation officials holding corresponding posts in the Public Works Department. The Rules of Recruitment may be amended accordingly. The liens of the present incumbents may be shifted against the corresponding posts in the Public Works Department and they may be treated as on deputation to the Forest Department. The scales of pay for these posts may be the same as for corresponding posts in the Public Works Department.

*Fireman:* (1) (Rs. 55--1--65--2--75)

18.44. According to the Rules of Recruitment, appointment to the post is to be made by direct recruitment of a person with good physique and experience of not less than two years in Boiler maintenance. This mode of recruitment may continue. The scale of pay for this post may be Rs. 65--1--75--2--95.

*Engineering Division, Belgaum:*

*Mechanical Overseer:* (1) (Rs. 150--8--190--10--320)

*Civil Overseer:* (1) (Rs. 150--8--190--10--320)

*Skidding Overseer:* (1) (Rs. 130--5--150--8--190--10--250)

18.45. All these posts are to be filled according to the Rules of Recruitment by direct recruitment of persons possessing a recognised Diploma in Mechanical or Civil Engineering with practical experience in a Saw Mill. It would be better to fill these posts by taking on deputation of officials holding corresponding posts in the Public Works Department. The Rules of Recruitment may be amended accordingly. The liens of the present incumbents may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to the Forest Department.

18.46. The scales of pay for these officers may be the same as of those for the corresponding posts in the Public Works Department.

*Murkgl Saw Mills:*

*Supervisor :* (1) (Rs. 80--3--110--4--130--5--150)

18.47. The Rules of Recruitment provide for this post being filled by direct recruitment of a person possessing a recognised Diploma in Mechanical Engineering and practical experience in Saw Mills. It would be better to fill this post by taking on deputation an official holding a corresponding post in the Department of Industries and Commerce. The Rules of Recruitment may be amended accordingly. The lien of the present incumbent may be shifted against a corresponding post in the Industries and Commerce Department and he may be treated as on deputation to the Forest Department.

18.48. The scale of pay for this post may be the same as that for corresponding posts in the Department of Industries and Commerce.

*Carpentry Instructor :* (1) (Rs. 100-5-150-6-180-10-200)

18.49. According to the Rules of Recruitment, appointment to this post is to be made by direct recruitment of a person possessing a recognised Diploma in Carpentry with practical experience. It would be better to fill this post by taking on deputation an official holding a corresponding post in the Department of Industries and Commerce. The Rules of Recruitment may be amended accordingly. The lien of the present incumbent may be shifted against a corresponding post in the Industries and Commerce Department and he may be treated as on deputation to the Forest Department.

18.50. The scale of pay for this post may be the same as that for persons holding corresponding posts in the Department of Industries and Commerce.

*Carpentry Foreman* : (1) (Rs. 110-5-150-6-180-10-220)

18.51. According to the Rules of Recruitment, appointment to this post is to be made by direct recruitment of persons possessing a recognised Diploma in Carpentry with practical experience. It would be better to fill this post by taking on deputation an official holding a corresponding post in the Department of Industries and Commerce. The Rules of Recruitment may be amended accordingly. The lien of the present incumbent may be shifted against a corresponding post in the Industries and Commerce Department and he may be treated as on deputation to the Forest Department.

18.52. The scale of pay for this post may be the same as that for persons holding corresponding posts in the Department of Industries and Commerce.

*Forest Guards* : (3,269) (Rs. 55-1-65-2-75)

18.53. According to the Rules of Recruitment, appointments to these posts are to be made by direct recruitment of persons knowing reading and writing in Kannada. This system may continue. The scale of pay for these posts may be fixed as Rs. 65-1-75-2-95.

*Game Watchers* : (9) (Rs. 55-1-65-2-75)

18.54. The Rules of Recruitment provide for these posts being filled by promotion from the Cadre of Lower Grade Game Watchers on the basis of Seniority-cum-merit. This system may continue. The scale of pay for these posts may be fixed as Rs. 65-1-75-2-95.

*Game Watchers (Lower Grade)* : (45) (Rs. 50-1-60)

18.55. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons knowing reading and writing in Kannada. This arrangement may continue. The scale of pay for these posts may be fixed as Rs. 60-1-80-2-90.

*Elephant Kethals* : (99) (Rs. 50-1-60)

18.56. According to the Rules of Recruitment, appointments to these posts are to be made by direct recruitment of persons knowing reading and writing in Kannada. This arrangement may continue. The scale of pay for these posts may be fixed as Rs. 60-1-80-2-90.

*Cleaners, Attenders, Dafterbands* : (6) (Rs. 55-1-65-2-75)

*Jamedars* : (2) (Rs. 60-1-70-2-90)

*Naik* : (1) (Rs. 60-1-70-2-90)

*Daffedar* : (1) (Rs. 55-1-65-2-75)

*Peons* : (301) (Rs. 50-1-60)

18.57. These are posts common to all departments of Government and the scales of pay for these officials may be the same as those for corresponding posts in other Departments.



*Caretakers of Forest Lodges : (66) (Rs. 50-1-60)*

18.58. The Rules of Recruitment provide for these posts being filled by direct recruitment. This arrangement may continue.

18.59. The scale of pay for these posts may be the same as for corresponding posts in the Public Works Department.

*Forest Prosecutors : (1) (Rs. 250—10—290—15—350)*

18.60. There is at present one post of Forest Prosecutor at Belgaum. As stated earlier, the posts of Forest Prosecutors may be created for each of the Forest Circles. The scale of pay for these officers may be on par with that for Police Prosecutors.

*Special Pay*

18.61. The Department has proposed that special pay might be sanctioned for some of the posts which do not now carry special pay and that the special pay attached to certain posts might be enhanced. The Commission has examined these proposals and finds that there is no justification for the grant of special pay in respect of posts which do not carry such special pay now or for enhancing the rate at which special pay is now being given in respect of the posts which carry such special pay. The Commission also finds that there is no justification for continuing the special pay now granted temporarily to the Range Surveyor and recommends that this specialpay may be abolished.

18.62. Special pay may however, be given to the staff attached to working Plans and development Circle and Anti-smuggling Squads at the existing rates which are indicated against each of them in the sub-joined table :—

*Working Plans and Development Circle Working Plan Division*

	<i>Recommended.</i>	<i>Existing.</i>
	Rs.	Rs.
1. Conservator of Forests, Working Plan and Development Circle.	100	(100) p.m.
2. Divisional Forest Officer, Working Plans Divisions.	50	(50) p.m.
3. Assistant Conservator of Forests ....	35	(35) p.m.
4. Range Forest Officer ....	20	(20) p.m.

*Anti-Smuggling Squads.*

1. Assistant Conservator of Forests ....	35	(35) p.m.
2. Range Forest Officer ....	30	(30) p.m.
3. Forester ....	15	(15) p.m.
4. Forest Guards ....	7	(7) p.m.
5. Head Constable ....	15	(15) p.m.
6. Constable ....	7	(7) p.m.
7. Drivers (Jeep or Van) ....	7	(7) p.m.

18.63. Special Pay to Stenographers, Typists and other posts may be regulated in accordance with the general principles laid down for similar posts in other Departments.

*Delegation of Powers*

18.64. It has been represented that the Range Forest Officer who actually prepares the individual estimate does not have any financial power and that the powers of sanction of the higher officers are also inadequate and that if Gazetted Officers at the various levels are given adequate financial powers, delay that is now noticed in implementing the various schemes may be avoided. It has been suggested that the financial powers given to the Officers of the Public Works Department might be delegated to the Officers of the corresponding rank in the Forest Department. A statement indicating the powers as now existing, the powers as proposed by the department and the powers recommended to be delegated for sanctioning estimates is appended.

Sl. No.	Nature of powers	Chief Conservator of Forests			Conservator of Forests			Divisional Forest Officers.		
		Existing.	Proposed.	Recommended.	Existing.	Proposed.	Recommended.	Existing.	Proposed.	Recommended.
		Rs.		Rs.	Rs.		Rs.	Rs.		Rs.
1	To sanction capital expenditure on (a) Road, Bridges, including Culverts, Buildings, Wells.	25,000	May be delegated powers as given to Chief Engineers in Public Works Department, that is, 1 lakh.	50,000	5,000	May be delegated powers as given to Superintending Engineer, that is Rs. 50,000.	25,000	2,000	May be delegated powers as given to Executive Engineer, that is, Rs. 25,000.	10,000
2	To take up departmentally construction of Buildings Roads, and Wells.	25,000	Do	50,000	5,000	Do	25,000	2,000	Do	10,000

18.65. All the other powers vested in the Chief Conservator and in other officers of the Forest Department under the Manual of Financial Powers may continue.

CHAPTER 18  
FOREST DEPARTMENT

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay.	Remarks
			Rs.	Rs.	
1	Chief Conservator of Forests ...	1	1,300-50-1,800	... 1,300-60-1,600-50-1,800	
	Chief Conservator of Forests (Development). ...			... 1,300-60-1,600-50-1,800	
2	Conservator of Forests ...	5	800-40-1,000-50-1,100	... 900-40-1,100-50-1,300	
3	Forest Engineer ...	1	450-30-660-40-900	... ..	... Post proposed to be abolished.
4	Deputy Conservator of Forests ...	38	450-30-660-40-900	... 600-40-1,000	
5	Assistant Conservator of Forests ...	37	250-20-350-25-500	... 300-25-550-EB-30-700	
6	Second Assistant to the Chief Conservator of Forests. ...	1	250-20-350-25-500	... 275-20-375-EB-25-525	
7	Forest Ranger Grade I ...	34	250-10-290-15-350	... 275-20-375-EB-25-525	
8	Forest Prosecutor ...	1	250-10-290-15-350	... 275-20-375-EB-25-525	
9	Forest Ranger Grade II ...	177	130-5-150-8-190-10-250	... 170-5-180-8-220-EB-10-300	
10	Forest Surveyor Grade I ...	4	150-8-190-10-270	... 175-10-275-15-350-EB-20-450	
11	Forest Surveyors Grade II ...	41	100-5-150-6-180-10-200	... 130-5-170-6-200-EB-10-240	
12	Forester ...	1093	80-3-110-4-130-5-150	... 95-3-125-4-145-EB-5-200	
13	Draughtsman Grade I ...	1	150-8-190-10-320	... 175-10-275-15-350-EB-20-450	
14	Draughtsman Grade II ...	2	110-5-150-6-180-10-220	... 130-5-170-6-200-EB-10-240	
15	Photographer-cum-Artist ...	1	120-5-150-8-190-10-240	... 175-10-275-15-350-EB-20-450	
16	Game Supervisor ...	4	80-3-110-4-130-5-150	... 95-3-125-4-145-EB-5-200	

CHAPTER 18 (contd.)

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
17	Elephant Establishment Veterinary Inspector.	1	175--10--225--15--300--20--400...	250--10--300--15--420--EB--20--500	
18	Elephant Jamedar	4	80--3--110--4--130--5--150	95--3--125--4--145--EB--5--200	
19	Elephant Mahauts	99	60--1--70--2--90	80--2--90--3--120--4--140	
20	Manager	1	225--10--285--15--375	250--10--300--15--420--EB--20--500	
21	Superintendent	9	180--10--320	200--10--280--15--370--EB--20--450	To be designated as Superintendent, Grade I.
22	Accountant Grade I	56	150--8--190--10--270	175--10--275--15--350--EB--20--450	To be designated, as Superintendent, Grade II.
23	Accountant Grade II	101	110--5--150--6--180--10--220	140--5--150--8--190--EB--10--260--15--290	To be designated as I Division Clerk.
24	Stenographer and Steno-typist Grade I.	16	110--5--150--8--190--10--260--15--320 110--5--150--6--180--10--220 +Spl. pay Rs. 30 p.m.	175--10--275--15--350--EB--20--450 140--5--150--8--190--EB--10--260--15--290 +Spl. pay Rs. 30 p.m.	
25	Typist	34	80--3--110--4--130--5--150 +Spl. pay Rs. 10 p.m.	95--3--125--4--145--EB--5--200 +Spl. pay Rs. 10 p.m.	
26	II Division Clerk	406	80--3--110--4--130--5--150	95--3--125--4--145--EB--5--200	
27	Driver of Motor Vans and Lorries	93	70--2--80--3--110 or 70--1--80--2--100	85--2--95--3--125--EB--4--145	
(Industrial Establishment) Wood Preservation Plant, Bhadravathi.					
28	Operator Foreman	1	110--5--150--6--180--10--200	175--10--275--15--350--EB--20--450	
29	Assistant Mechanic	1	70--2--80--3--110	95--3--125--4--145--EB--5--200	
30	Fireman	1	55--1--65--2--75	65--1--75--2--95	

CHAPTER 18 (concl'd.)

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
<b>Engineering Division, Belgaum</b>					
31	Mechanical Overseer	...	1 150-8-190-10-320	... 175-10-275-15-350-EB-20-450	
32	Civil Overseer	...	1 150-8-190-10-320	... 175-10-275-15-350-EB-20-450	
33	Skidding Overseer	...	1 130-5-150-8-190-10-250	... 175-10-275-15-350-EB-20-450	
<b>Murkal Saw Mills</b>					
34	Supervisor	...	1 80-3-110-4-130-5-150	... 175-10-275-15-350-EB-20-450	
35	Carpentry Instructor	...	1 100-5-150-6-180-10-200	... 175-10-275-15-350-EB-20-450	
36	Carpentry Foreman	...	1 110-5-150-6-180-10-220	... 175-10-275-15-350-EB-20-450	
37	Forest Guards	3,269	55-1-65-2-75	... 65-1-75-2-95	
38	Game Watcher	9	55-1-65-2-75	... 65-1-75-2-95	
39	Game Watcher (Lower Grade)	45	50-1-60	... 60-1-80-2-90	
40	Elephant Kethals	99	50-1-60	... 60-1-80-2-90	
41	Cleaners, Attenders and Daftarbands.	6	55-1-65-2-75	... 60-1-80-2-90 85-2-95-3-125-EB-4-145 80-2-90-3-120-4-140	(Cleaners) (Attenders) (Daftarbands)
42	Jamedar	...	2 60-1-70-2-90	... 85-2-95-3-125-EB-4-145	
43	Naik	...	1 60-1-70-2-90	... 85-2-95-3-125-EB-4-145	
44	Daffedar	...	1 55-1-65-2-75	... 80-2-90-3-120-4-140	
45	Peon	301	50-1-60	... 60-1-80-2-90	
46	Caretaker of Forest Lodge	...	66 50-1-60	... 60-1-80-2-90	

## CHAPTER 19

### Department of Horticulture.

19.1. Prior to 1956, the activities of the Department, which was then designated as "Gardens Department", had been confined mainly to the maintenance of parks and gardens, certain Hill Stations in the State, and the Zoological Gardens at Mysore.

19.2. Early in 1963, Government decided to transfer certain schemes under the Third Five Year Plan dealing with the Horticultural and Plantation Crops from the Agricultural Department to the Horticultural Department. In partial implementation of the decision, twenty schemes were transferred to the Horticultural Department from the Agricultural Department under Government Order No. AFD 37 AHT 63 dated 13th February, 1963.

19.3. During 1965, the designation of the Head of the Department was changed from the Director, Government Gardens, to the Director of Horticulture, while the designation of the Department was changed to the Department of Horticulture and the scale of pay for the Head of the Department was equated with that for the Director of Agriculture. The post of Joint Director of Horticulture in the scale of pay of Rs. 900-40-1,100-50-1,300 was also created in 1965. Some of the Class II posts were also upgraded to Class I (Junior) scale and the scales of pay for Horticultural Assistants and others were rationalised bringing down the number of scales of pay considerably (*vide* G. O. No. AFD 77 AEG 65 dated 3rd November 1965).

19.4. The main activities of the Department comprise (1) Development of Fruit Production ; (2) Development of Vegetable Production ; (3) Development of Commercial Floriculture ; (4) Development of crops of economic and industrial potential ; (5) Development of ornamental plants including trees, shrubs, creepers and other flower and foliage plants ; (6) Development of landscape gardening including maintenance of existing gardens and laying out new ones ; (7) Spread of horticultural knowledge among the people ; (8) Organising horticultural trades, nursery trade, cut-flower trade etc., (9) Development work through organised horticultural propaganda and demonstration work. The Department maintains the Lalbagh in Bangalore, the Zoological Garden at Mysore and all the other Government parks and gardens throughout the State. Hill Stations at Nandi and Kemmangundi are also under the control of this Department.

19.5. This Department is classified as a Major Department. The Director of Horticulture is the Head of the Department. He is assisted by two Joint Directors and subject-matter specialists at the State level. The Department has eight Divisional Offices, under the charge of Class I Officers and nineteen District Horticultural Offices under the control of Assistant Directors of Horticulture. There are Horticultural Assistants at the taluk level.

*Additional posts.*

19.6. It was represented to the Commission that certain additional posts at the Divisional level and at lower levels were required in the interest of efficient working of the Department. The Commission considers that not only is there no need for the creation of additional posts but that some of even the existing posts appear to be superfluous. The Commission accordingly suggests that the Department should conduct a proper internal evaluation of the work done by the officers at the various levels, locate the surplus or redundant staff and abolish such posts. It was represented on behalf of the Department that every two or three Districts should be constituted into a Division and a Deputy Director appointed for each Division so as to keep close supervision over the work of the District Officers. For the reasons given in Chapter 3 the Commission does not consider it necessary to have an intermediary level between the Director and the District Officers. These Divisional level posts need not, therefore, be created.

*Abolition of certain Posts of Specialists :*

19.7. The Department has several subject-matter specialists like the Fruit Development Officer, the Vegetable Development Officer, the Viticulturist, the Botanist, the Entomologist, the Micologist, etc., each in charge of a field of narrow specialisation. These posts have generally been filled by persons with a Degree in Agriculture. While, it is true that there should be specialisation in certain fields of activity, it is not necessary to entrust very limited items of work to each specialist and it should be possible to place a specialist in charge of more than one scheme in the interest of economy without loss of efficiency. The Commission is strengthened in this view by the fact that it has been represented on behalf of the Department itself that there could be common cadres for posts at each level and that promotions could be effected from one cadre to another on the basis of seniority-cum-efficiency as also by the fact that at the lower levels the Horticultural Officer is able to attend to the work pertaining to the various schemes and gain experience of all aspects of the work. If necessary, grounding could be given to officers in all aspects of Horticultural operations at the time of joining service in the Department and in due course "job-oriented" and other training given to those posted for specialised items of work and placements made according to each officer's background and experience.

19.8. At the State level, some specialists would be necessary for assisting the Director and for conducting research work. In the circumstances indicated in the preceding paragraphs, 4 out of the existing 8 posts in the cadre of Deputy Directors may be retained, the work that is now being done by the 8 Deputy Directors redistributed among them and the other four posts retrenched.

*Abolition of Divisional Level Offices*

19.9. Besides the Taluk and District setup, the Department is having 8 Divisional Units at Gulbarga, Bellary, Dharwar, Shimoga, Coorg, Mysore, Chitradurga and Bangalore. The Commission considers that in the field departments, supervision at the Taluka and District levels is sufficient and that



the Divisional Level Units are superfluous and therefore recommends that they may be abolished. The officers holding these posts may be appointed as District Level Officers for eight of the districts in which the work is heavy, Assistant Directors appointed as District Level Officers for the other 11 districts and 8 posts of Assistant Directors abolished. These 8 Divisional Units may be treated as District Offices in charge of the Districts in which they have now got their Headquarters and the existing setup of the District Offices in these places may be abolished. In other Districts, the existing pattern may continue.

### *Horticultural Farms*

19.10. It was suggested that it was necessary to establish one Horticultural Farm in each Taluk with at least 50 acres in extent, to raise Horticultural crops which would cater to the needs of the local citizens immediately. It was added that such farms would not only cater to the needs of the people, but would definitely bring income to Government and serve as demonstration farms. Taking into consideration all the aspects of the matter, the Commission recommends that Horticultural Farms may be opened in each of the Taluks and sufficient land may be made available for the purpose. In this connection, the Commission suggests that though these farms would essentially be demonstration farms, they should not be losing concerns and that they should be really self-supporting and be able to earn some profits at least within about five or six years after they are established as in the case of the Maddur Farm.

### *Upgrading the post of Assistant Director of Horticulture working as Headquarters Assistant.*

19.11. There is one post of Assistant Director of Horticulture in the Class I (Junior) scale of Rs. 350-25-650-30-800 who is working as Headquarters Assistant to the Director. It was represented that it was necessary to upgrade the post from Class I Junior to that of Class I Senior scale as this officer had to deal with all matters connected with the Administrative as well as technical problems of the Department and should have appropriate status to deal with corresponding officers in other Departments. The Commission does not consider it necessary to upgrade the existing post; the present Headquarters Assistant may be redesignated as Technical Assistant to the Director and entrusted with the technical work. The chief ministerial officer in the Department may be appointed as Headquarters Assistant in Class II as recommended in the case of the Heads of all Major Departments in Chapter 4 (iii).

### *Staff Structure of the Zoological Gardens*

19.12. It was represented that the existing structure of the Zoological Gardens at Mysore was not adequate as the present staff was sanctioned at the time the Gardens were transferred from the Agricultural Department to the Horticultural Department 16 years ago, that the Zoological Gardens had developed considerably and were having a strength of 1,300 animals and birds of 160 species; besides 70 acres of land of "Kensington" adjacent to it had been acquired for their expansion and in the circumstances, it was necessary to strengthen the staff

considerably. The Commission considers that there is justification for creating some additional posts, but the extent to which such posts need be created cannot be assessed on the material placed before the Commission. It is accordingly recommended that a proper evaluation of the work done by the officers at the various levels may be got conducted by Government and a decision taken in this regard; and that the staff need not be increased on any *ad hoc* basis in the meantime. The Commission also suggests that the Zoological Gardens may be kept as a separate unit and a separate cadre constituted for the unit, but the administrative control over this unit may continue to rest with the Director of Horticulture.

#### *Officials transferred from the Agricultural Department*

19.13. Consequent on the transfer of various schemes from the Agricultural Department to the Horticultural Department, the staff working on those schemes were also transferred from the Agricultural Department to this Department. The Commission recommends that all those officers who have come from the Agricultural Department to this Department along with the Schemes during 1963 and are retaining their liens on posts in the parent Department and who have been further promoted in their parent Department by virtue of their seniority in that Department may be treated as on deputation to this Department retaining their liens on posts in the Agricultural Department. Such of the other officers who have come from the Agricultural Department to this Department and are willing to get absorbed in this Department may be so absorbed, their rank and position as on the date of the transfer of the Schemes being taken into consideration for purposes of such absorption. The others may be repatriated to the Agricultural Department as soon as possible.

#### *Research Schemes*

19.14. It was stated that all the Research Schemes of this Department had been handed over to the University of Agricultural Sciences and that only a small unit had been continued in the Department for conducting such research as might be necessary for the day-to-day working of the Department. The Commission was told that as matters stood, the research work had to be attended to by the University but the results of research were to be communicated to the Department for implementation, but that the University was reluctant to do so as they wanted to have extension work also with them and that there was no co-ordination between the University and the Department. The Commission considers that the University should come forward with new schemes and assist the Department in handling the existing schemes or introduction of new schemes as the Department has executive staff throughout the State. The University should do pioneering work, undertake research and pass on the results of such research to the Department so that the latter can undertake extension work and spread the knowledge of the results of such research among the horticulturists. Such co-ordination would conduce to better understanding between the University and the Department and pave the way for the spread and advancement of Horticulture in the State, which, the Commission considers, is the common objective of both.

*Transfer of Apiary (Bee-keeping) Section*

19.15. At present, the Apiary (Bee-keeping Section) is under the control of the Industries and Commerce Department. As Bee-keeping fits in with the setup of this Department, the Commission suggests that the Apiary Section may be transferred to this Department from the Industries and Commerce Department.

*Cadre and Recruitment Rules and Scales of Pay*

19.16. The present Cadre and Recruitment Rules were issued in the Year 1966. Subsequent to this, several posts have been sanctioned for the implementation of the various schemes, etc., but they have not been included in the Cadre and Recruitment Rules. It is understood that proposals have been sent to Government for amending the Cadre and Recruitment Rules suitably. The Commission has accordingly based its recommendation on the existing Cadre and Recruitment Rules.

*Common Designation for the Officers*

19.17. Many of the Class I posts are earmarked for officers having different specialisations e.g., Coconut Development Officer and Areca Development Officer. It was represented that difficulties were experienced in the matter of promotion as not all officers in Class II had specialised in those branches, and that while seniority should normally count for promotion, want of specialisation in that particular subject in respect of which the promotional post in Class I was sanctioned would come in the way of the promotion of the Class II Officers on the basis of seniority-cum-merit. As such it was suggested to the Commission that the posts must have common designation and no particular post must be earmarked for the promotion of persons possessing only particular specialisation. After examining all aspects of this issue including the difficulties experienced actually in the administration, the Commission considers that there may be common designation for officers of the same rank irrespective of 'Speciality' all along the line viz., Deputy Director, Senior Assistant Director, Assistant Director, etc. There could also be common designation with regard to officers at the Taluk level. If this is done, the line of promotion will be clear and the rule of promotion on the basis of seniority-cum-merit would work smoothly. The several posts which are to be manned by officers at the several levels may be determined and indicated separately. The promotion of officers from one cadre to the next may be ordered on this basis and the Cadre and Recruitment Rules may be amended to the extent necessary to secure this result. The posting of officers according to their speciality may be done in respect of Class II Officers and below by the Head of the Department and in respect of Class I Officers by Government.

*Land scape Division*

19.18. Landscape Officer in the scale of Rs. 275-20-375-25-600 and the officials subordinate to him viz.,

- (1) Supervisor, Lalbagh (1) --(Rs. 180-10-320)
- (2) Artist, Lalbagh (1) —(Rs. 150-10-250-15-400)
- (3) Artist-cum-Photographer (1) —(Rs. 120-5-150-8-190-10-240)
- (4) Sub-Overseer-cum-Draughtsman (2) —(Rs. 100-5-150-6-180-10-200)

constitute an isolated cadre. The liens of the Artist, Lalbagh, and the Artist-cum-Photographer may be transferred to the Department of Information and Tourism where there are promotional opportunities and they may be taken to the Department on deputation. The liens of other officers *viz.*, Land scape Officer, Supervisor, Lalbagh, and Sub-Overseer-cum-Draughtsman may be transferred to the Public Works Department where there are promotional opportunities and they may be taken to this Department on deputation. The Rules of Recruitment may be amended accordingly. The scales of pay for these posts may be the same as those applicable to the corresponding posts in the Department of Information and Tourism and Public Works Department.

*Veterinary Inspector, Zoological Gardens*

19.19. It was represented to the Commission that the post of Veterinary Inspector, Zoological Gardens, Mysore might be transferred from this Department to the Department of Animal Husbandry as there were no promotional posts in this Department. The Commission considers that this request is reasonable and has accordingly recommended in Chapter 15 while dealing with matters relating to the Department of Animal Husbandry and Veterinary Services that the lien of the Veterinary Inspector may be transferred to the Department of Animal Husbandry and Veterinary Services and that he may be treated as on deputation to this Department. The scale of pay for this post may be the same as is applicable to the corresponding posts in the Department of Animal Husbandry and Veterinary Services. The Special Pay of Rs. 20 that is being paid now may be continued in consideration of the fact that the work in the Zoological Gardens is of a special nature.

*Director :—(1) (Rs. 1,100-50-1,600)*

19.20. According to the Rules of Recruitment, the appointment to the post of Director can be made either by promotion by selection from the cadre of Joint Directors of Horticulture or by direct recruitment by selection after interview. The Commission suggests that the latter mode of recruitment *viz.*, direct recruitment may be deleted as such a recruitment will deny an opportunity for promotion to persons in service. The Rules of Recruitment may be amended accordingly.

19.21. The scale of pay for the post may be revised as Rs. 1300—60—1,600—50—1,800.

*Joint Directors:—(2) (Rs. 900—40—1,100—50—1,300)*

19.22. These posts are to be filled under the Rules of Recruitment either by promotion by selection from the Cadre of Mysore Horticulture Service Class I Senior or by direct recruitment by selection after interview. For the reasons already stated, the latter mode of recruitment, namely, direct recruitment may be deleted. The Rules of Recruitment may be amended accordingly.

19.23. The scale of pay for these posts may be fixed as Rs. 1,100-50-1,300-60-1,600.

*Class I (Senior Posts) :—(8) (Rs. 600-40-1,000)*

19.24. The Officers under this category are variously designated as Horticulturists, Spices Research Officer, Cytogenitist, Nematologist, etc. These posts are to be filled either by promotion by selection from the cadre of Mysore Horticulture Service Class I (Junior) or by direct recruitment. The Commission considers that the former mode of recruitment is sufficient and the latter mode of recruitment, *viz.*, direct recruitment may be deleted. As indicated earlier, the posts may be designated as "Deputy Directors". The Rules of Recruitment may be amended accordingly.

19.25. The scale of pay for these posts may be revised as Rs. 700-40-900-50-1,200.

*Class I (Junior Posts) :—(17) (Rs. 350-25-650-30-800)*

19.26. These officers are also variously designated as Vegetable Development Officer, Cashew Development Officer, Cardamom Development Officer, etc., according to the subjects in which they have specialised. These posts are to be filled either by promotion on the basis of seniority-*cum*-merit from the cadre of Mysore Horticulture Service (Class II) or by direct recruitment. As in the case of posts in Class I (Senior Scale), the latter mode of recruitment, *i. e.*, direct recruitment may be deleted. These posts may be designated as "Senior Assistant Directors". The Rules of Recruitment may be amended accordingly.

19.27. The scale of pay for these posts may be fixed as Rs. 400-30-700-EB-40-900.

*Class II Posts :—(44) (Rs. 275-20-375-25-600)*

19.28. The Officers under this category are variously designated as Assistant Fruit Development Officers, Assistant Directors of Horticulture, Viticulturists, Assistant Superintendents of Horticulture, Seed Production Officer, etc. The posts are to be filled either by promotion on the basis of seniority-*cum*-merit from the cadre of Horticultural Assistants (Grade I) or by direct recruitment of graduates with Horticulture or Agriculture or Botany or Zoology as a major subject. The Commission considers that these two modes of recruitment are necessary for this cadre and suggests that the existing arrangement may continue. These posts may be designated as "Assistant Directors of Horticulture".

19.29. The scale of pay for these posts may be revised as Rs. 300-25-550-EB-30-700.

*Horticultural Assistants Grade I :—(241) (Rs. 150-10-250-15-400)*

19.30. The officers in this category are also variously designated as District Horticultural Inspectors, Farm Managers, Assistant Viticulturist, Assistant Herbal Botanist, etc. Twenty per cent of these posts are to be filled by promotion from the cadre of Horticultural Assistants (Grade II) on the basis of seniority-*cum*-merit and the other 80% by direct recruitment of graduates in Horticulture or Agriculture or Zoology or Botany or Chemistry. The Commission suggests that

the two modes of recruitment may be continued, but the percentage for direct recruitment may be reduced to 66 $\frac{2}{3}$ %. These posts may be given the common designation of "Assistant Horticultural Officers". The Rules of Recruitment may be amended accordingly.

19.31. The scale of pay for these posts may be fixed as Rs. 250-10-300-15-420-EB-20-500.

*Horticultural Assistants (Grade II) : (52)*

1. Rs. 100—5—150—6—180—10—200
2. Rs. 100—5—150—6—180—10—220
3. Rs. 140—10—250
4. Rs. 140—5—150—8—190—10—250

19.32. The officers in these categories are variously designated as Plant Propagators, Herbalist, Seed Collectors, Plant Disease Inspectors. These posts are filled either by direct recruitment of graduates in Agriculture, or Horticulture or Botany or by promotion from the cadre of the Horticultural Assistants (Grade III) on the basis of seniority-cum-merit. Twenty-five per cent of the posts are filled by direct recruitment and 75% by promotion. The Commission suggests that these two modes of recruitment may be continued. These posts may be given the common designation of "Horticultural Assistants".

19.33. There are four scales prescribed for these posts as indicated above. It was represented that they should be brought into a common scale of pay excepting for the posts of Mechanical Foreman and Pump Operator, Lalbagh which were in the scale of pay of Rs. 140-10-250 and Rs. 140-5-150-8-190-10-250 respectively. These are promotional posts also for Horticultural Assistants (Grade III).

19.34. The scale of pay for these Horticultural Assistants may be fixed as Rs. 140-5-150-8-190-EB-10-260-15-290 and for the Mechanical Foreman and Pump Operator as Rs. 170-5-180-8-220-EB-10-300.

*Horticultural Assistants (Grade III) : (483)*

1. Rs. 90/- fixed
2. Rs. 80—3—125
3. Rs. 80—2—110—3—140
4. Rs. 70—2—80—3—110
5. Rs. 65—1—70—2—90
6. Rs. 80—3—110—4—130—5—150
7. Rs. 80—2—90—3—120
8. Rs. 60—1—70
9. Rs. 55—1—65—2—85
10. Rs. 55—3—85—4—125—5—140
11. Rs. 55—1—65—2—75.

19.35. The officials in these categories are variously designated as Field Assistants, Village Level Workers, Laboratory Assistants, Fieldmen, Kamadars,

Zoo Guide, Warden Zoo; Agricultural Assistants, Pump House Mechanics, Mechanic, etc. These posts are either filled by direct recruitment or by promotion of Head Gardeners, Gardeners, Maistries. The minimum qualification prescribed for these posts except on the mechanical side is a pass in the S.S.L.C. Examination and one year of training under the Mali Training Scheme during probation. The qualification prescribed for Mechanics is a Certificate in the concerned craft issued by the Ministry of Labour and Employment. The existing modes of recruitment may be continued. These posts may be given the common designation of "Field Assistants" and "Mechanics" respectively.

19.36. There are eleven scales prescribed for these posts as indicated above. It was represented that the Field Assistants might be brought into a common scale of pay. The scale of pay for Field Assistants who have passed the S.S.L.C. Examination and received training and are directly recruited to these posts and for those who have been promoted to this cadre from the lower cadres may be revised as Rs. 110-4-130-5-170-EB-6-200.

19.37. As regards the posts of Mechanics, for whom the qualification is a Certificate in the concerned Craft *viz.*,

1. Pump House Mechanic (Rs. 80-3-125)
2. Mechanic (Rs. 80-2-110-3-140)
3. Oil Engine Driver (Rs. 70-2-80-3-110)
4. Engine Driver (Rs. 70-2-80-3-110)
5. Field Mechanic-cum-Blacksmith (Rs. 80-3-110-4-130-5-150)
6. Pump Driver (Rs. 80-3-125)
7. Blacksmith (Rs. 80-3-110-4-130-5-150)
8. Pump House Driver (Rs. 55-1-65-2-75)

the scale of pay may be revised as Rs. 95-3-125-4-145-EB-5-200.

*Horticultural Assistants* (Class IV) (1961)

- (i) Rs. 68/- fixed
- (ii) 65-1-70-2-90
- (iii) 60-1-70
- (iv) 60/- fixed
- (v) 55-1-65-2-75
- (vi) 70-2-80-3-110
- (vii) 50-1-60
- (viii) 50/- fixed
- (ix) 40/- fixed
- (x) 35/- fixed
- (xi) 30/- fixed
- (xii) 25/- fixed

19.38. The posts under this category are to be filled either by promotion from literate gardeners or by direct recruitment. Carpenter-cum-Gardener, Mason, and Blue Printer who are all in the scale of pay of Rs. 70-2-80-3-110 may be placed in the revised scale of pay of Rs. 85-2-95-3-125-EB-4-145. Laboratory

Attenders, Laboratorymen, Helpers, Butlers, Maistries, Demonstration Maistries and Head Gardeners in different scales of pay may be given the common revised scale of pay of Rs. 80-2-90-3-120-4-140. Watch and Ward officials, Pump House Attenders, Cartmen and Bullockmen, Head Watchmen, and Hotel Attender in different scales of pay may be given a common revised scale of pay of Rs. 65-1-75-2-95. All the other posts in the technical cadre of Class IV may be designated as malis and given a common scale of pay of Rs. 60-1-80-2-90.

*Curator, Mysore Zoo :* (1)—(Rs. 275-20-375-25-600)

19.39. It was represented that the Curator of the Zoological Gardens is now a Class II Officer and that he should be given the grade of Deputy Director, *i.e.*, the scale of pay of Rs. 600-40-1,000. This has been suggested on the basis of the scales of pay given to the Curators of the Zoological Gardens in the neighbouring States. It has already been recommended in para 12 that the reorganised setup of the Zoological Gardens must be determined after a detailed study. Pending such study and the issue of orders reorganising the Zoological Gardens in pursuance of such study and taking into consideration the qualifications and the arduous nature of duties performed by the Curator, the scale of pay may be revised as Rs. 350-25-600-30-780-EB 40-900.

*Manager, Head Accountant, Superintendent, Head Clerk, etc.*

Manager, Head Accountant, Superintendent and

Head Clerks (4) (Rs. 180-10-320)

Head Clerks (10) (Rs. 150-8-190-10-270)

Accountants (3) (Rs. 120-5-150-8-190-10-240)

I Division Clerks (30) (Rs. 110-5-150-6-180-10-220)

II Division Clerks, Store Keeper, Cashier (64) (Rs. 80-3-110-4-130-5-150)

Stenographers (4) (Rs. 110-5-150-6-180-10-220+Special pay of Rs. 30 per month).

Typists and Typist-cum-clerks (30) (Rs. 80-3-110-4-130-5-150+Special pay of Rs. 19 and Rs. 5 per month)

Lorry Drivers, Tractor Drivers, Jeep Drivers, Peon-cum-Driver (24) (Rs. 70-2-80-3-110)

Attender, Jamedar, Daffedar (2) (Rs. 65-85)

Peons (97) (Rs. 50-1-60)

19.40. These are posts common to all the Departments and the scales of pay may be the same as are applicable to the corresponding posts in the other Departments. The senior-most Head Clerk may be redesignated as Headquarters Assistant as in the case of other Major Departments and given the scale of pay of Rs. 275-20-375-EB-25-525.

*Special Pay*

19.41. Special pay to Stenographers, Typists, Typists-cum-Clerks, Cashier etc., may be regulated in accordance with the general principles laid down by the Commission in Chapter 5.



19.42. Special Pay of Rs. 100 per month is being drawn by one of the Joint Directors from 1st December 1965 for discharging the additional duties of the post of Horticulturist, Regional Fruit Research Centre, Chettahalli. This Special Pay may be continued so long as the officer continues to discharge the additional duties of the post of Horticulturist, Regional Fruit Research Centre, Chettahalli. Steps may be taken to fill this post immediately. Special Pay that is being paid now to the I Division Clerks, II Division Clerks, Tractor Drivers, Store-Keepers may be discontinued in view of the revised scales recommended by the Commission.

*Delegation of Powers:*

19.43. The Director and his subordinate officers are now exercising the general and special powers vested in them under the Manual of Financial Powers. The Director has proposed the delegation of certain further powers to the officers at different levels. The Commission recommends that additional powers may be delegated to the officers of this Department as specified in the Appendix.

## Delegation of powers proposed by the Department and recommended by the Commission.

Sl. No.	Nature of Powers	Director			Joint Directors		
		Existing	Proposed	Recommended	Existing	Proposed	Recommended
1	2	3	4	5	6	7	8
1	To sanction the deputation of non-gazetted staff for training within the State or elsewhere in India.	Subject to a maximum period of 6 months.	Subject to a maximum period of 3 years.	One year plus the actual period for the journey to & from between the place of deputation and their headquarters in each case.	...	...	...
2	To accord administrative approval on the works relating to the Department being attended by the P.W.D. and to counter-sign the P.W.D. Estimates.	....	Rs. 1,00,000	Rs. 1,00,000 each work.	...	Rs. 50,000 in each case	Rs. 50,000 in each case
3	To sanction purchase of Dead stock articles and Laboratory equipments pertaining to the Department.	Rs. 5,000 at a time upto Rs. 25,000 per annum	Upto Rs. 10,000 at a time & upto Budget Provision.	Rs. 10,000 at a time upto Budget Provision.	Rs. 5,000 at a time	Rs. 5,000 at a time	Rs. 5,000 at a time
4	To sanction expenditure on printing and publishing of Brochures, Bulletins, Booklets, Horticultural Guides & other Departmental publicity matters.	Rs. 3,000 per annum	Full powers	Full powers	Rs. 200 in each case Rs. 5,000 per annum	Rs. 500 in each case Rs. 5,000 per annum	Rs. 500 in each case Rs. 5,000 per annum

Sl. No.	Nature of Powers	Director			Joint Directors		
		Existing	Proposed	Recommended	Existing	Proposed	Recommended
1	2	3	4	5	6	7	8
5	To sanction expenditure on demonstration plots in ryots' lands for conducting varietal propagation and other experiments.	Upto Rs. 500 in each District.	Rs. 2,000 in each case.	Rs. 1,000 in each Taluk per annum.	....	Upto Rs. 500 in each case.	Rs. 500 in each taluk per annum
6	To sanction the purchase of stationery and other articles that are not supplied by the Director, Printing and Stationery but required for immediate use of the Department including engineering materials.	Upto Rs. 100 in each case Rs. 500 per annum	Rs. 500 in each case subject to maximum of Rs. 5,000 per annum.	Rs. 200 in each case subject to maximum of Rs. 1,000 per annum.	....	Up to Rs. 100 in each case subject to maximum of Rs. 1,000 per annum.	Rs. 200 in each case subject to maximum of Rs. 1,000 per annum
7	To hire Bulldozers and Tractors.	Full powers	Full powers	Full powers	....	Full powers	Full powers
8	To sanction and appoint temporary labourers on daily wages.	Rs. 5/- per day to skilled & Rs. 2/- per day to unskilled labourers.	Full powers	Full powers	....	Full powers	Full powers
9	To purchase guns, Air guns, cartridges for use in Horticultural Farms, Nurseries, Orchards to control pests animals, birds and sheatings.	....	Full powers	Full powers	....	Full powers with the approval of the Director.	Full powers with the approval of the Director.
10	To sanction tour advances to the officials from the office imprest in emergent cases.	....	Full powers	Full powers	....	Rs. 100/- in each case.	Rs. 100/- in each case.
11	To lease or rent non-residential buildings of the Department which are lying unused.	....	Full powers	One year each case.			

Sl. No.	Nature of Powers	Director			Joint Directors		
		Existing	Proposed	Recommended	Existing	Proposed	Recommended
1	2	3	4	5	6	7	8
12	To lease and fix up ground rent in respect of the land under the control of the Department.	....	Full powers	Full powers			
13	To buy tractors, power tillers and other Agricultural requirements through Agricultural Department upto Budget provision.	....	Upto Rs. 1,000 at a time and Rs. 15,000 per annum.	Rs. 1,000 at a time and Rs. 15,000 per annum			
14	To sanction purchase of livestock.	....	Full powers	Rs. 10,000 at a time.			
15	To sanction write off the —						
	(a) Value of books, periodicals torn or damaged by usage or lost.	....	Full powers	Rs. 200 per annum per Institution.			
	(b) Charges relating to breakages.	....	Full powers	Rs. 200 in each case.			
	(c) Arrears of hire charges of lorry, tractors, truck, sprayers & Chemicals found irrecoverable for reasons beyond control.	....	Full powers	Rs. 100 in each case.			
16	To sanction expenditure on transports loading and unloading etc., of the Horticultural materials (including Farm produce) done at prevailing rates in casual instances in the absence of schedule rates fixed for the purpose.	....	Upto Rs. 1,000 in each case & Rs. 10,000 per annum.	Rs. 1,000 in each case and Rs. 10,000 per annum.	Upto Rs. 100 in each case and Rs. 1,000 per annum	Upto Rs. 100 in each case and Rs. 1,000 per annum	Rs. 100 in each case and Rs. 1,000 per annum

19.45. Delegation of Powers proposed by the department and recommended by the Commission

Sl. No.	Nature of Powers	Class I (Senior) Deputy Directors			Class I (Junior) Senior Assistant Directors			Class II Assistant Directors		
		Exis-ting	Proposed	Recommen- ded	Exis-ting	Proposed	Recommen- ded	Existing	Proposed	Recommen- ded
1	2	3	4	5	6	7	8	9	10	11
1	To sanction the deputation of non-gazetted staff for training within the State or elsewhere in India.	....								
2	To accord administrative approval on the works relating to the Department being attended by the P.W.D. and to countersign the P. W. D. Estimates.	....	Rs. 25,000 in each case	Rs. 20,000 in each work						
3	To sanction purchase of Dead stock articles and Laboratory equipments pertaining to the Department.	....	Rs. 3,000 at a time and Rs. 12,000 per annum	Upto Rs. 2,000 at a time	....	Rs. 3,000 at a time upto Rs. 12,000 per annum	Rs. 2,000 at a time	Rs. 1,000 at a time upto Rs. 5,000 per annum	Rs. 1,000 at a time upto Rs. 5,000 per annum	Rs. 500 at a time
4	To sanction expenditure on printing and publishing of Brochures, Bulletins, Booklets, Horticultural Guides and other Departmental publicity matters.	....	Rs. 200 in each case Rs. 1,000 per annum	Rs. 200 in each case and Rs. 1,000 per annum						

1	2	3	4	5	6	7	8	9	10	11
5	To sanction expenditure on demonstration plots in ryots, lands for conducting varietal propagation and other experiments.	....	Upto Rs. 500 in each plot and upto Rs. 5,000 per annum	Rs. 300 in each taluk per annum	....	Upto Rs. 500 in each plot and upto Rs. 5,000 per annum	....	Upto Rs. 100 per annum	Upto Rs. 500 in each case and Rs. 5,000 per annum	Upto Rs. 100 per annum
6	To sanction the purchase of stationery and other articles that are not supplied by the Director, Printing and Stationery but required for immediate use of the Department including engineering materials.	...	Upto Rs. 100 in each case and subject to a maximum of Rs. 1,000 per annum	Upto Rs. 50 in each case subject to a maximum of Rs. 250 per annum	....	Upto Rs. 50 in each case subject to a maximum of Rs. 500 per annum	Rs. 50 in each case subject to a maximum of Rs. 250 per annum	Upto Rs. 25 in each case subject to a maximum of Rs. 125 per annum	Upto Rs. 100 in each case subject to a maximum of Rs. 1,500 per annum	Upto Rs. 50 in each case subject to a maximum of Rs. 250 per annum
7	To hire Bulldozers and Tractors.	....	Full powers	Full powers	....	Full powers	Full powers for Horticultural implements, sprayers, oil engines only	....	Full powers	Full powers for Horticultural implements, sprayers, and dusters only
8	To sanction and appoint temporary labourers on daily wages.	....	As per prevailing rates	Full powers as per prevailing rates	....	As per prevailing rates	Full powers as per prevailing rates	Rs. 2 per day to skilled and Rs. 1.50 to unskilled labourers	As per prevailing market rates	As per prevailing market rates

1	2	3	4	5	6	7	8	9	10	11
9	To sanction tour advances to the officials from the office imprest in emergent cases.	....	Upto Rs. 50	Rs. 50 in each case	....	Upto Rs. 50	....	....	Upto Rs. 25	....
10	To sanction expenditure on transports—loading and unloading, etc., of the Horticultural materials (including Farm produce) done at prevailing rates in casual instances in the absence of schedule rates fixed for the purpose.	....	Upto Rs. 50 in each case and Rs. 500 per annum	Rs. 50 in each case and Rs. 500 per annum	....	Upto Rs. 50 in each case and Rs. 500 per annum	Upto Rs. 50 in each case and Rs. 500 per annum	....	Upto Rs. 25 in each case and Rs. 250 per annum	Rs. 25 in each case and Rs. 250 per annum

CHAPTER 19

Department of Horticulture

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Director	.... 1	1,100-50-1,600	1,300-60-1,600-50-1,800	
2	Joint Director	.... 2	900-40-1,100-50-1,300	1,100-50-1,300-60-1,600	
3	Class I Senior Posts	... 8	600-40-1,000	700-40-900-50-1,200	The posts may be designated as "Deputy Directors"
4	Class I Junior Posts	.... 17	350-25-650-30-800	400-30-700-EB-40-900	The posts may be designated as "Senior Assistant Directors"
5	Class II Posts	.... 44	275-20-375-25-600	300-25-550-EB-30-700	The posts may be designated as "Assistant Directors of Horticulture"
6	<i>Horticultural Assistants—</i> Grade I	.... 241	150-10-250-15-400	250-10-300-15-420-EB-20-500	The posts may be designated as "Assistant Horticultural Officers"



Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
	<i>Grade II—</i>				
7	Mechanical Foreman	.... 1	140-10-250	170-5-180-8-220-EB-10-300	} The posts may be designated as "Horticultural Assistants"
8	Operator, Lalbagh	.... 1	140-5-150-8-190-10-250	170-5-180-8-220-EB-10-300	
9	Artist, Lalbagh	.... 1	150-10-250--15-400	175-10-275-15-350-EB-450	
10	Artist-cum-Photographer	.... 1	120-5-150-8-190-10-240	175-10-275-15-350-EB-450	
11	Sub-overseer-cum-Draughtsman.	.... 2	100-5-150-6-180-10-200	140-5-150-8-190-EB-10-260-15-290	
12	Other posts Grade II	.... 47	100-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
	<i>Horticultural Assistants</i>				
	<i>Grade III (Mechanical side)</i>				
13	Pump House Mechanic	.... 3	80-3-125	95-3-125-4-145-EB-5-200	} To be designated as "Mechanics"
14	Mechanic	.... 1	80-2-110-3-140	95-3-125-4-145-EB-5-200	
15	Oil Engine Driver	.... 1	70-2-80-3-110	95-3-125-4-145-EB-5-200	
16	Engine Driver	.... 1	70-2-80-3-110	95-3-125-4-145-EB-5-200	
17	Field Mechanic-cum-Blacksmith	.... 1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
18	Pump Driver	.... 3	80-3-125	95-3-125-4-145-EB-5-200	
19	Blacksmith	.... 1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
20	Pump House Driver	.... 1	55-1-65-2-75	95-3-125-4-145-EB-5-200	
	<i>Posts other than Mechanical side</i>				
21	Daroga	.... 1	Rs. 90 fixed	110-4-130-5-170-EB-6-200	} To be designated as "Field Assisants"
22	Village Level Workers	.... 33	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
23	Laboratory Assistants	.... 2	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
24	Garden Assistant	.... 1	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
25	Field Assistant	.... 126	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
26	Fieldman	.... 144	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
27	Kamdars	.... 11	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
28	Label Writer	.... 3	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
29	Zoo Guide	.... 1	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	

CHAPTER 19 (contd.)

Sl. No.	Designation	No. of Posts	Existing scale of pay and special pay	Recommended scale of pay and Special Pay	Remarks
<i>Posts other than Mechanical side (contd.)</i>					
			Rs.	Rs.	
30	Agricultural Assistant	1	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
31	Warden, Zoo	1	70-2-80-3-110	110-4-130-5-170-EB-6-200	
32	Ticket Examiner, Zoo	1	60-1-70	110-4-130-5-170-EB-6-200	
33	Spraying Attender	37	55-1-65-2-75	110-4-130-5-170-EB-6-200	
34	Deputy Crop Weather Observer	1	55-1-65-2-85	110-4-130-5-170-EB-6-200	
35	Agricultural Assistant, Chilli	1	55-3-85-4-125-5-140	110-4-130-5-170-EB-6-200	
36	Carpenter-cum-Gardener	1	70-2-80-3-110	85-2-95-3-125-EB-4-145	
37	Mason	2	70-2-80-3-110	85-2-95-3-125-EB-4-145	
38	Blue Printer	1	70-2-80-3-110	85-2-95-3-125-EB-4-145	
39	Laboratory Attender	1	65-1-70-2-90	80-2-90-3-120-4-140	
40	Laboratorymen	2	65-1-70-2-90	80-2-90-3-120-4-140	
41	Helper	1	55-1-65-2-75	80-2-90-3-120-4-140	
42	Butler	1	55-1-65-2-75	80-2-90-3-120-4-140	
43	Maistry	2	55-1-65-2-75	80-2-90-3-120-4-140	
44	Demonstration Maistry	4	55-1-65-2-75	80-2-90-3-120-4-140	
45	Head Gardener	3	55-1-65-2-75	80-2-90-3-120-4-140	
46	Watch and Ward	4	60-1-70	65-1-75-2-95	
47	Pump House Attender	1	55-1-65-2-75	65-1-75-2-95	
48	Cartman and Bullock man	21	55-1-65-2-75	65-1-75-2-95	
49	Head Watchman	1	55-1-65-2-75	65-1-75-2-95	
50	Hotel Attender	1	55-1-65-2-75	65-1-75-2-95	
51	All other posts in the technical cadre of Class IV	1819	50-1-60	60-1-80-2-90 To be designated as "Malies"	
52	Curator, Mysore Zoo	1	275-20-375-25-600	250-25-600-30-780-EB-40-900	
53	Veterinary Inspector, Zoological Gardens	1	225-10-275-15-425	250-10-300-15-420-EB-20-500	

Sl. No.	Designation.	Number of Posts	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
			Rs.	Rs.	
54	Landscape Officer ...	1	275—20—375—25—600	... 350—25—600—30—780—EB—40—900	
55	Supervisor, Lal Bagh ...	1	180—10—320	... 175—10—275—15—350—EB—250—450	
56	Manager, Head Accountant, Superintendent, Head Clerk	4	180—10—320	... 200—10—280—15—370—EB—20—450	
57	Head Clerk ...	10	150—8—190—10—270	... 175—10—275—15—350—EB—20—450	
58	Accountant ...	3	120—5—150—8—190—10—240	... 140—5—150—8—190—EB—10—260—15—290	
59	First Division Clerk ...	30	110—5—150—6—180—10—220	... 140—5—150—8—190—EB—10—260—15—290	
60	Second Division Clerk, Store-Keeper, Cashier	64	80—3—110—4—130—5—150	... 95—3—125—4—145—EB—5—200	
61	Stenographer ...	4	110—5—150—6—180—10—220 +Spl. Pay Rs. 30 p.m.	140—5—150—8—190—EB—10—260—15—290 +Spl. Pay Rs. 30 p.m.	
62	Typist, Typist-cum-Clerk ...	30	80—3—110—4—130—5—150 +Spl. Pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200— +Spl. Pay Rs. 10 p.m.	
63	Lorry Driver, Tractor Driver, Jeep Driver, Peon-cum-Driver	24	70—2—80—3—110	... 85—2—95—3—125—EB—4—145	
64	Attender ...	1	65—2—85	... 85—2—95—3—125—EB—4—145	
65	Jamedar ...	1	65—2—85	... 80—2—90—3—120—4—140	
66	Peon ...	97	50—1—60	... 60—1—80—2—90	

## CHAPTER 20.

### Indo-Danish Project.

20.1. The Indo-Danish Project at Hesaraghatta was established in the year 1964 under an agreement entered into between the Government of India and the Government of Denmark. The Project comprises a Dairy Farm to serve as a demonstration and training centre in improved methods of feeding, breeding and maintenance of cows and the processing, handling and distribution of milk and milk products as also extension work in the surrounding villages where co-operative societies of milk producers would be organised. The current agreement is valid till the end of the financial year 1969-70. As per the agreement, the Government of Denmark have provided the following Danish Experts.

1. Director .... One
2. Agriculturists .... Three
3. Veterinary Surgeon.... One

20.2. The salaries of the Danish Experts and the expenditure on their travelling and subsistence allowances are paid by the Government of Denmark.

20.3. The State Government have created the post of one Indian Director assisted by three Agricultural Officers, one Veterinary Surgeon and a complement of ministerial staff.

20.4. The Directors work under the overall control of a Board composed of a representative of the Government of India as Chairman, a representative of the Government of Mysore and a representative of the Government of Denmark appointed by the Danish Ambassador to India as members.

#### *Scales of Pay*

20.5. The Officers working in gazetted and non-gazetted posts are on deputation from the Departments of Animal Husbandry and Veterinary Services and Agriculture. As such, no Cadre and Recruitment Rules have been framed for the Indo-Danish Project. The Indian Director is given the status of the Head of the Department.

20.6. The Commission is of the opinion that the project might be taken over by the State Government on expiry of the present agreement and that there is no need for extension of the agreement in its present form or in any modified form as the work in the project is more or less akin to what is already being done in other similar projects in the State and as such there should be no difficulty in the work being carried on as a normal activity of the Department of the Animal Husbandry and Veterinary Services.

*Director :* (1) ( Rs. 1,100-50-1,300 )

20.7. The post of the Indian Director of the Project was originally created in the cadre of Joint Directors of the Department of Animal Husbandry and Veterinary Services in the grade of Rs. 900-40-1,100-50-1,300 and was subsequently upgraded to the scale of Rs. 1,100-50-1,300. The Director was also given the

status of the Head of the Department to be in a position to deal with his Danish Counterpart on terms of equal status. The post is filled up by taking an Officer on deputation from the Department of Animal Husbandry and Veterinary Services. The Commission considers that the existing arrangement may continue till the expiry of the period of the current agreement and that no change is called for at present. After the expiry of the period, the post of Indian Director of the Project may be treated as equivalent to that of a Joint Director of Animal Husbandry and Veterinary Services in the scale of pay of Rs. 1,100—50—1,300—60—1,600.

*Agricultural Officers:—*(3) (Rs. 275—20—375—25—600)

20.8. The posts of Agricultural Officers are filled by deputation from the Department of Agriculture. The scales of pay sanctioned for the posts in this cadre in the Department of Agriculture may be made applicable to their cases.

*Veterinary Surgeon:—*(1) (Rs. 275—20—375—25—600)

20.9. The post of Veterinary Surgeon is filled by deputation from the Department of Animal Husbandry. The scale of pay fixed for similar posts in the Department of Animal Husbandry and Veterinary Services may be applied to this post also.

#### *Other Categories of Posts*

20.10. The other categories of posts in the Indo-Danish Project together with their number and scales of pay are shown below:—

<i>Category</i>	<i>No of Posts</i>	<i>Scales of Pay</i>
1 Stenographers	2	Rs. 110—220 + Spl. Pay Rs. 30
2 Head Clerk-cum-Accountant	1	Rs. 110—220.
3 I Division Clerk	1	110—220.
4 Stockman	1	80—150.
5 II Division Clerk	1	80—150.
6 Typist	1	80—150. + Spl. Pay Rs. 10
7 Driver	1	70—100.
8 Peons	4	50—60.

20.11. The persons working in these posts are drafted on deputation from the Department of Animal Husbandry and Veterinary Services. These posts are common to all Departments and the scales of pay for these posts may be the same as in other Departments.

20.12. Special pay is given only to the Stenographers and Typists and it may be continued in accordance with the general principles laid down by the Commission.

#### *Delegation of Powers*

20.13. The administrative, financial and statutory powers delegated at present to the Director are adequate and may continue.

CHAPTER 20

Indo-Danish Project Department

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
1	Director	.... 1	1,100-50-1,300	1,100-50-1,300-60-1,600	
2	Agriculture Officer	.... 3	275-20-375-25-600	300-25-550-E.B.-30-700	
3	Veterinary Surgeon	.... 1	275-20-375-25-600	300-25-550-E.B.-30-700	
4	Stenographer	.... 2	110-5-150-6-180-10-220 + Special Pay Rs. 30 p.m.	140-5-150-8-190-E.B.-10-260-15-290 +Special Pay Rs. 30 p.m.	
5	Head Clerk-cum-Accountant	.... 1	110-5-150-6-180-10-220	140-5-150-8-190-E.B.-10-260-15-290	To be designated as First Division Clerk
6	First Division Clerk	.... 1	110-5-150-6-180-10-220	140-5-150-8-190-E.B.-10-260-15-290	
7	Stockman	.... 1	80-3-110-4-130-5-150	95-3-125-4-145-E.B.-5-200	
8	Second Division Clerk	... 1	80-3-110-4-130-5-150	95-3-125-4-145-E.B.-5-200	
9	Typist	... 1	80-3-110-4-130-5-150 + Special Pay Rs. 10 p.m.	95-3-125-4-145-E.B.-5-200+Special Pay Rs. 10 p.m.	
10	Driver	... 1	70-1-80-2-100	85-2-95-3-125-E.B.-4-145	
11	Peon	... 4	50-1-60	60-1-80-2-90	

## CHAPTER 21

### Department of Industries and Commerce

21.1. The main functions of the Department of Industries and Commerce are to promote the growth of large scale, small scale and rural industries in the State and to impart training to artisans in various crafts.

21.2. The present set up of the Department is based on the recommendations made by a Work-Study Team of the Government of India in 1962. The Department is classified as a major Department. The Director is the Head of the Department and is in overall charge of all activities of the Department. He is assisted at the Headquarters by four Joint Directors, each in charge of

- (1) Administration ;
- 2) Small Scale Industries ;
- (3) Rural Industries Project ; and
- (4) Industrial Co-operatives.

The Managing Director of the Mysore State Industrial Corporation is also functioning as *Ex-Officio* Joint Director of Industries and Commerce in charge of Industrial Estates. The Joint Directors are assisted by a number of Deputy Directors and Assistant Directors.

21.3. There is an Assistant Director in each District ; he is the principal District Officer in charge of all the industrial activities in the District ; he is assisted by requisite subordinate staff.

21.4. Recently Government have created an ex-cadre post of Commissioner for Industries and Commerce in the scale of pay identical to the selection grade of the Indian Administrative Service, that is, Rs. 1,800—100—2,000, for a period of one year with effect from the date on which the present incumbent of the post of the Director assumes charge. He has not yet assumed charge of the post. The Commission considers that the two posts of the Commissioner and the Director are not necessary and suggests that in case the post of the Commissioner is filled the post of the Director may be abolished.

21.5. Judging by the nature of work entrusted to them, the Commission considers that some of the posts of Joint Directors, Deputy Directors and Assistant Directors could be abolished and the work entrusted to them could be redistributed among the others. With the limited material available to it, the Commission cannot indicate the precise extent to which the existing posts are superfluous and the manner in which the work could be redistributed among a smaller number of officers if the redundant posts are abolished. The Commission, therefore, suggests that Government may get a study of the work-load of various categories of posts in the Department conducted, determine the extent to which there are redundant posts and retrench them and that, even pending such examination, retrench 1/3rd of the posts in each of the categories at the Headquarters. There is uniform pattern of subordinate staff in all the offices of the

Assistant Directors at the district level. So far as this Department is concerned, the nature and the strength of the staff would depend upon (a) the extent to which industries are developed and (b) the extent of potentialities for such development ; and it is certainly not necessary and correct to have uniform staffing pattern as in the case of some other Departments. Government may, therefore, examine if all those posts are required for all the districts in an uniform manner in view of the nature and functions of this Department.

21.6. For several years an officer in the Junior Scale of Class I of the Mysore Administrative Service used to be the Secretary to the Board of Management for Industrial Concerns. Two years ago, the post of the Secretary was up-graded to the senior time-scale of the Mysore Administrative Service. The Commission is of the view that it is adequate if this post is held by an officer in the junior time-scale (Class I) of the Mysore Administrative Service and it is not necessary to have an officer in the senior time-scale of the Mysore Administrative Service and accordingly recommends that the status of this post may be reduced.

21.7. At present, the Joint Director of Industrial Co-operatives is under the control of two Departments *viz.*, the Department of Industries and Commerce and the Department of Co-operation. It was represented to the Commission that in the interest of effective work, only one of the two Departments should have full control over the Industrial Co-operatives. After examining all aspects of the matter, the Commission is of the opinion that the work relating to Industrial Co-operatives may be handed over to the Department of Industries and Commerce and that the post of Joint Director (Industrial Co-operatives) may be completely under the control of the Director of Industries.

21.8. Consequent on the re-organisation of the erstwhile Department of Civil Supplies, Iron and Steel, 28 posts (one Gazetted and 27 non-gazetted) have been transferred to the Department of Industries and Commerce from the Department of Food and Civil Supplies. Matters relating to their scales of pay are therefore, discussed under this Department only.

*Cadre and Recruitment Rules, Scales of Pay and Special Pay Gazetted Posts*

*Director : (1)*

21.9. The Director of Industries and Commerce is in overall charge and control of the Department. As per the Cadre and Recruitment Rules, the post of the Director is encadred in the senior time-scale of the Indian Administrative Service. Subject to the observations made in para 21.4, this arrangement may continue.

*Joint Directors of Industries and Commerce : (3)*

*Joint Director of Industries and Commerce and Ex-Officio Joint Registrar of Industrial Co-operatives : (1)*

(Rs. 900—40—1,100—50—1,300)

(If Officers in the senior scale of the Indian Administrative Service are posted as Joint Directors, they carry their own scale of pay).



21.10. The Joint Directors of Industries and Commerce are in charge and control of various activities of the Department. They are responsible for formulation, implementation and evaluation of several schemes. As per the Cadre and Recruitment Rules, 66 $\frac{2}{3}$  per cent of the posts are filled by promotion by selection from the cadre of Deputy Directors of Industries and Commerce (including the Chief Planning Officer) and 33 $\frac{1}{3}$  per cent by taking on deputation officers of the Indian Administrative Service, the Mysore Administrative Service and Officers of other technical departments like the Public Works Department. The post of Joint Director of Industries and Commerce and *Ex-Officio* Joint Registrar of Co-operative Societies is filled by taking on deputation an Officer of equivalent rank from the Department of Co-operation. The existing modes of recruitment to the posts of Joint Directors are adequate and may continue. The scale of pay for the posts of Joint Directors of Industries and Commerce may be revised as Rs. 1100—50—1,300—60—1,600.

<i>Deputy Directors :</i>	(6)	} (11) (Rs. 600—40—1,000)
<i>Principal and Superintendent, Chamarajendra Technical Institute, Mysore :</i>	(1)	
<i>Chief Planning Officer :</i>	(1)	
<i>Project Officers :</i>	(3)	

21.11. The Deputy Directors of Industries and Commerce are in charge of the various schemes of the Department. They assist the Joint Directors of Industries and Commerce in the formulation, implementation and evaluation of different schemes. As per the Cadre and Recruitment Rules, the posts of Deputy Directors are filled by promotion by selection from among Assistant Directors of Industries and Commerce or other Class II posts of the ministerial cadre. Consistent with the general recommendations made in this behalf, the Commission recommends that the clause providing for the promotion of Class II Gazetted Officers in the ministerial cadre to the cadre of Deputy Directors may be deleted. The other mode of recruitment to the posts is adequate and may continue. The post of Principal and Superintendent, Chamarajendra Technical Institute, Mysore, which is in the same grade as the posts of Deputy Directors may also be included in the cadre of Deputy Directors.

21.12. The post of the Chief Planning Officer may be filled by direct recruitment or by promotion of the Research Assistant. The qualification for direct recruitment is a First or Second Class Master of Arts Degree in Economics, Statistics or Econometrics and experience of post-graduate research for at least four years, preference being given to those having a Doctorate in the field of applied Industrial Economics. This mode of recruitment is adequate.

21.13. The posts of Project Officers are sanctioned under the plan schemes for the Project areas. There are no Cadre and Recruitment Rules for these posts. At present these posts are filled by transferring the Deputy Directors who are also in the same grade. This arrangement may be continued.

21.14. The Commission suggests that all the posts which are in the present grade of Rs. 600—40—1,000 may be placed in the same cadre and designated as Deputy Directors of Industries and Commerce. The scale of pay for these posts may be revised as Rs. 700—40—900—50—1,200.

*Fruit Preservation Expert*: (1) (Rs. 300—25—550—30—700)

(*Personal scale to the present incumbent*: Rs. 600—40—1,000)

21.15. As per the Cadre and Recruitment Rules, this post is filled by direct recruitment of a person who is a graduate in Science and who has secured post-graduate qualification in the Central Food Technological Research Institute, Mysore. It was represented to the Commission that the post of Fruit Preservation Expert might be up-graded to the status of the Deputy Directors of the Department in view of the technical nature of his work and the importance of the post. It was also brought to the notice of the Commission that the present incumbent was already in the grade Rs. 600—40—1,000 which is the same as that of Deputy Directors. The Commission agrees with this suggestion and recommends that the post of Fruit Preservation Expert may be equated with the posts of Deputy Directors. The scale of pay for this post may be the same as for the posts of Deputy Directors.

*Metallurgist*: (1) (Rs. 300—25—550—30—700)

(*Personal scale to the present incumbent*: Rs. 350—25—650—30—800)

21.16. The Metallurgist is responsible for locating the raw materials besides giving advice and help to the industrialists and entrepreneurs. It was represented to the Commission that this post of Metallurgist might also be up-graded to the status of Deputy Directors of the Department in view of the importance of the post in the preparation of Departmental Projects and in view of the highly technical nature of the work. The Commission recommends that the post of the Metallurgist may be up-graded to the status of Deputy Directors of the Department. As per the Rules of Recruitment, this post is filled by direct recruitment of a person who has secured a degree in Metallurgy, Ore dressing or Applied or Industrial Chemistry or equivalent qualification, preference being given to a person who has taken such a degree in First Class. As this is an isolated post in the Department, the Commission suggests that the post may be filled by taking on deputation an officer holding a corresponding post in the Department of Mines and Geology and that the provision for direct recruitment may be deleted. The present incumbent of the post is, however, an officer transferred from the Department of Mines and Geology. An Officer of the status of Deputy Director of Mines and Geology may, in future, be taken on deputation for the post of Metallurgist and he may carry the scale of pay applicable to him in the parent Department. Hence no separate revised scale of pay is proposed for this post.

*Planning-cum-Survey Officers*: (3) (Rs. 400—40—800)

21.17. The posts of Planning-cum-Survey Officers are sanctioned under the Plan schemes for survey of industrial potentialities of project areas. There are no

Cadre and Recruitment Rules for these posts. They are now filled by posting persons from the cadre of Assistant Directors. The posts of Planning-cum-Survey Officers may be treated as temporary additions to the cadre of Assistant Directors of the Department. The scale of pay for these posts may be the same as for the other Assistant Directors of the Department of Industries and Commerce.

*Accounts Officers :* (2) (Rs. 350—25—650—30—800)

21.18. As per the Rules of Recruitment, these posts are filled by taking on deputation Assistant Controllers from the State Accounts Department, and the same mode of recruitment may continue. The scale of pay for the posts may be the same as for the posts of Assistant Controllers in the State Accounts Department.

*Secretary, Board of Management for Industrial Concerns :* (1)

(Rs. 350—25—650—30—800)

21.19. At present the post of Secretary, Board of Management for Industrial Concerns, is held by an Officer in the senior time-scale of the Mysore Administrative Service. As already suggested in para 21.6, it is adequate if the Secretary, Board of Management for Industrial Concerns, is an officer in the junior time-scale (Class I) of the Mysore Administrative Service. As per the Rules of Recruitment, the post may be filled by promotion of the seniormost Assistant Director of Industries and Commerce or by taking on deputation an Officer of junior time-scale of the Mysore Administrative Service (Class I). These modes of recruitment are adequate and may continue. The scale of pay for the post may be the same as for the officers of the junior time-scale (Class I) of the Mysore Administrative Service.

1. Assistant Directors of Industries and Commerce :	(28)	} (Rs. 300—25—550—30—700)
2. Assistant Superintendent (Crafts), Chamara-jendra Technical Institute, Mysore :	(1)	
3. Assistant Superintendent (Arts), Chamara-jendra Technical Institute, Mysore :	(1)	
4. Information Officer :	(1)	
5. Research Assistant :	(1)	
6. Technical Assistant :	(1)	

21.20. The Assistant Directors of Industries and Commerce at the Headquarters are in charge of various sections and are responsible for the speedy and expeditious disposal of work in the Sections under their control. The Assistant Directors at the District level are responsible for all the industrial activities in the Districts. As per the Rules of Recruitment, 50 per cent of these posts are filled by direct recruitment from among persons who have secured one of the following degrees :

- B. E., (Mechanical, Electrical or Chemical) or  
B. Com., (II Class), or B. Sc., (Textiles).

The period of probation is two years. 30 per cent of the posts are filled by promotion from the cadres of (1) Superintendents of Artisan Training Institutes and Model Carpentry Centres, (2) Research Officer, Handloom Research and Design Centre, and (3) Superintendent, Seasoning Kiln, Shimoga; 20 per cent of the posts are filled by promotion from the cadres of Ministerial Superintendents of the Head Office. Consistent with the general recommendations made in this behalf and in respect of the cadre of Deputy Directors, the provision for promotion of ministerial Officers in the cadre of Managers to these cadres may be deleted. The other modes of recruitment to these posts are adequate and may continue.

21.21. The post of Assistant Superintendent (Crafts) is filled by promotion from the cadre of the Superintendents of Artisan Training Institutes. The post of Assistant Superintendent (Arts) is filled by promotion from the cadre of Senior Instructors, possessing a Diploma in Drawing or Painting. The existing modes of recruitment to the posts may continue.

21.22. The post of Information Officer is filled by direct recruitment of a person with a degree in Journalism and with two years of experience in Journalism. The period of probation is one year. The Director of Industries and Commerce suggested that the post of Information Officer might be included in the cadre of Assistant Directors. The Commission agrees with the suggestion and recommends that the post of Information Officer may be included in the cadre of Assistant Directors, that the post may be filled by appointing an officer in this cadre and that the provision for direct recruitment to the post may be deleted.

21.23. The post of Research Assistant is filled by direct recruitment of a person possessing the Master of Arts Degree in Economics, preference being given to a person possessing a Doctorate in Economics. It was represented that the post might be brought into the cadre of Assistant Directors and made a promotional post. The Commission suggests that the post of Research Assistant may be included in the cadre of Assistant Directors, that it may be filled by posting an officer in this cadre and that the provision for direct recruitment may be deleted.

21.24. The post of Technical Assistant is sanctioned under the plan schemes. At present, there are no Cadre and Recruitment Rules for this post. The Commission suggests that this post may also be designated as a post of an Assistant Director and filled by appointing an Officer in this Cadre. The scale of pay for all these posts may be revised as Rs. 350—25—600—30—780—E.B—40—900.

*Assistant Engineer* : (1) (Rs. 300—25—550—30—700)

21.25. The Assistant Engineer is attached to the Joint Director, Industrial Estates. As per the Rules of Recruitment, the post has to be filled by taking on deputation an Assistant Engineer from the Public Works Department.

The existing mode of recruitment to the post may continue. The scale of pay for the post may be the same as for Assistant Engineers in the Public Works Department.

*Assistant Commissioner : (Labour) (1) (Rs. 300—25—550—30—700)*

21.26. The post of Assistant Commissioner (Labour) is sanctioned for the Labour and Industrial Bureau. There are no Cadre and Recruitment Rules for the post. The Commission suggests that the post may be filled by taking on deputation an officer holding a corresponding post from the Department of Labour. The Rules of Recruitment may be framed accordingly. The scale of pay for the post may be the same as for the posts of Assistant Commissioners of Labour in the Labour Department.

*Commercial Assistant : (1) (Rs. 250—20—350—25—500)*

21.27. The post of Commercial Assistant is sanctioned for the Labour and Industrial Bureau of the Department. There are no Cadre and Recruitment Rules for the post. For the present the post is filled by appointment of a local candidate on a tenure basis. The Commission suggests that after the expiry of the period for which the present incumbent is appointed, this post may be filled by taking on deputation an Assistant Director from the Bureau of Economics and Statistics. The Rules of Recruitment may be framed accordingly. The scale of pay for the post may be the same as for the posts of Assistant Directors in the Bureau.

*Personal Assistant to the Director (1) (Rs. 250—20—350—25—500)*

21.28. As per the Rules of Recruitment, the post is filled by promotion from among Stenographers on the basis of seniority-cum-merit. The scale of pay for the post may be Rs. 275—20—375—E.B—25—525. There is no need to have a Gazetted Post of Personal Assistant in the Department. The post may be continued so long as the present incumbent of the post is in service and after his retirement, the post may be downgraded to the status of other Stenographers in the Department.

*Statistician: (1) (Rs. 250—20—350—25—500)*

21.29. As per the Rules of Recruitment, the post may be filled by direct recruitment of a candidate who has passed the M.A., or M.Sc., (Statistics) Examination or by taking on deputation an Officer from the Bureau of Economics and Statistics. It was represented to the Commission that the Cadre and Recruitment Rules for the post might be amended and that the post of Statistician might be included in the Cadre of Assistant Directors of Industries and Commerce. The Commission is of the view that the post may be filled by taking on deputation an Assistant Director from the Bureau of Economics and Statistics and the provision for direct recruitment deleted. The scale of pay for the post may be the same as for the posts of Assistant Directors in the Bureau.

*Superintendent, Stree Samajas : (1) (Rs. 250—15—310—20—450)*

21.30. The Superintendent for Stree Samajas organises and encourages cottage industries and inspects Stree Samajas in the State. As per the Rules of

Recruitment, the post may be filled by direct recruitment or by promotion from the cadre of (1) Lady Weaving Supervisors for Samajas, or (2) Instructresses who possess a Diploma in Tailoring and Knitting, etc., and have put in five years of service in the lower cadre. For direct recruitment, the qualification prescribed is a degree in Home Science of a recognised University. The Commission recommends that in view of the lack of further promotional prospects for a direct recruit, the post may be treated as a promotional post for Lady Weaving Supervisors and Instructresses on the basis of seniority-*cum*-merit and the provision for direct recruitment deleted. The scale of pay for the post may be Rs. 275 -20—375—E.B—25—525.

*Sub-Editor:* (1) (Rs. 250—15—310—20—450)

21.31. The post of Sub-Editor is sanctioned to the Labour and Industrial Bureau, and there are no Cadre and Recruitment Rules for the post. At present one of the Senior Industrial Supervisors is placed in charge of this work. As there will be no further promotional chances for the Officer holding this post, the Commission suggests that the post may be filled by taking on deputation an Officer of equivalent status from the Department of Information and Tourism. The Rules of Recruitment may be framed accordingly. The scale of pay for the post may be the same as for comparable posts in the Department of Information and Tourism.

*Non-Gazetted Posts*

1. <i>Research Officer, Handloom Research and Designing Centre :</i>	(1)	}	(Rs. 250—10—320—15—440)
2. <i>Superintendents, Artisan Training Institute :</i>	(23)		
3. <i>Superintendents, Model Carpentry and Smithy Centres.</i>	(7)		
4. <i>Foremen:</i>	(4)		

21.32. According to the Rules of Recruitment, the post of Research Officer is filled by promotion by selection from among District Weaving Supervisors who are Textile Graduates and possess experience of five years in the lower cadre.

21.33. The posts of Superintendents of Artisan Training Institutes are filled by promotion from the cadre of (1) Senior Industrial Supervisors, (2) Senior Instructors of Chamarajendra Technical Institute, and (3) Instructors of Artisan Training Centres, (4) Carpentry and Smithy Supervisors (with Diploma in Mechanical Engineering), and (5) District Weaving Supervisors (Textile Graduates.)

21.34. The posts of Superintendents, Model Carpentry and Smithy Centres are filled by promotion on the basis of seniority-*cum*-merit from the cadre of Senior Industrial Supervisors who are Diploma holders in Mechanical Engineering. The Director of Industries and Commerce has suggested that the posts of Superintendents of Model Carpentry and Smithy Centres may be brought into the cadre of Superintendents, Artisan Training Institutes. The Commission agrees that the posts of Superintendents of Artisan Training Institutes and Superintendents of Model Carpentry or Smithy Centres may be placed in one and the same cadre.

21.35. There are no Cadre and Recruitment Rules for the posts of Foremen in grade Rs, 250—440. At present, they are filled by promotion from the cadre of Senior Industrial Supervisors as in the case of the posts of Superintendents of Model Carpentry and Smithy Centres.

21.36. The present mode of recruitment to these categories of posts is adequate and may continue. The scale of pay for all these posts may be Rs. 275—20—375—E.B—25—525.

1. *District Weaving Supervisors*.—(20) (Rs. 180—10—290—15—350)  
(Rs. 150—1—190—10—270)
2. *Technical Organiser, Wool Processing*:—(1) (Rs. 180—10—320)

21.37. As per the Cadre and Recruitment Rules, 66 $\frac{2}{3}$  per cent of the posts of District Weaving Supervisors are filled by direct recruitment of persons who have secured a degree in Textiles of a recognised University. This mode of recruitment may continue. These posts are in grade Rs. 180—350. It was represented to the Commission that the Textile Graduates might be given the same scale of pay as the Engineering Graduates. The Commission considers that it would be more appropriate to give them higher scale of pay than to Graduates in Arts and Science and that the scale of pay for the Weaving Supervisors, filled by direct recruitment, may be Rs. 250—10—300—15—420—E.B—20—500.

21.38. 33 $\frac{1}{3}$  per cent of the posts of Weaving Supervisors are to be filled by promotion of Weaving Demonstrators who have at least 5 years of experience and these posts are in grade Rs. 150—270. The scales of pay for these posts may also be the same as for the posts filled by direct recruitment, as it would not be appropriate to have two different scales of pay for the same category of posts.

21.39. The post of Technical Organiser is filled by direct recruitment of a Graduate in Textile Technology or by promotion by selection from the cadre of Weaving Demonstrators. As the mode of recruitment to the post is the same as for Weaving Supervisors, the scale of pay for this post may be the same as for Weaving Supervisors.

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|---|-----|------------------------|
| 1. <i>Manager, Dasara Exhibition Committee</i>                | (1) | } (Rs. 180—10—320)     |
| 2. <i>Managers, Leather or Non-leather Goods Emporia</i>      | (2) |                        |
| 3. <i>Quality Marketing Inspectors</i>                        | (3) |                        |
| 4. <i>Salesman, Chamarajendra Technical Institute, Mysore</i> | (1) | (Rs. 150—8—190—10—320) |

21.40. According to the Rules of Recruitment, the posts of (1) Manager, Dasara Exhibition Committee, (2) Managers, Leather and Non-leather Goods Emporia; and (3) Salesman, Chamarajendra Technical Institute, are filled by promotion on the basis of seniority-cum-merit from the cadre of First Division Clerks, or Salesmen, who have undergone training in the All India Handloom Board or the Small Industries Service Institute, Madras, in Business Management. This mode of recruitment may continue.

21.41. The post of Quality Marking Inspector is also filled by promotion from among I Division Clerks who are Science Graduates preferably with Chemistry, Botany or Zoology as subjects and who have been trained in Wood Seasoning. This mode of recruitment may continue.

21.42. The scale of pay for all these posts may be revised as Rs. 200—10—280—15—370—E.B—20—450.

*Extension Officers (Industries) (152) (Rs.150—8—190—10—320)*

21.43. The posts of Extension Officers (Industries) are filled by direct recruitment. The qualification prescribed for recruitment is a Diploma in any branch of Engineering or a Degree in Science preferably in Physics, Chemistry and Mathematics or a Degree in Commerce. This mode of recruitment may be continued. The scale of pay for these posts may be Rs. 175—10—275—15—350—E.B—20—450.

1. Senior Industrial Supervisors (23)	} Rs. 150—8—190—10—320
2. Assistant Superintendent, Artisan Training Institute Nelamangala. (1)	
3. Junior Industrial Supervisor (20)	

21.44. The posts of Senior Industrial Supervisors and Assistant Superintendent are in one cadre. These posts were being filled by promotion from the lower cadre Rs. (110—220) of Junior Industrial Supervisors. Now there is only one cadre of Junior Industrial Supervisors in grade Rs. 150—320. The posts of Junior Industrial Supervisors are filled by direct recruitment, the prescribed qualification being a Diploma in Mechanical Engineering.

21.45. The scales of pay for both Senior Industrial Supervisors and Junior Industrial Supervisors are now the same. It was represented to the Commission that both the categories of posts might be placed in the same cadre and designated as Industrial Supervisors and that all the posts might be filled by direct recruitment. It was also suggested that 50 per cent of the posts might be filled by recruiting persons holding Diploma in Mechanical Engineering and the other 50 per cent by recruiting graduates in Science, Commerce or other general subjects. The Commission agrees that this mode of recruitment may be adopted. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

21.46. The post of the Leather Expert has been equated with that of an Industrial Supervisor and the revised pay scale recommended by the Commission is on the basis of this equation. It is, however, understood that the officer has filed a Writ Petition challenging the equation. If he succeeds in the High Court, the question of the equation of his post and his pay in the revised scale will have to be considered by Government.



1. <i>Instructors, Artisan Training Institute</i>	(137)	} (Rs. 150—8—190—10—320)
2. <i>Senior Instructors, Chamarajendra Technical Institute, Mysore.</i>	(8)	
3. <i>Assistant Instructor (Coir Industry)</i>	(1)	
4. <i>Instructors (Handicrafts)</i>	(2)	

21.47. The posts of Instructors of Artisan Training Institutes are filled by promotion from the cadre of Junior Instructors, Chamarajendra Technical Institute, and Assistant Instructors, Rural Artisan Training Institutes in grade Rs. 90—150 with experience of 3 years in the lower cadre. The posts of Senior Instructors are filled by promotion from among Junior Instructors in grade Rs. 90—150 on the basis of seniority-cum-merit. There are no Rules of Recruitment for the posts of Assistant Instructor (Coir Factory) and Instructors (Handicrafts). At present these posts are also filled by promotion from the cadre of Assistant Instructors in grade Rs. 90—150. This mode of recruitment may continue and the Rules of Recruitment framed accordingly, all these posts may be placed in the same cadre and given a common designation of Instructors and the scale of pay for the posts of Instructors may be Rs. 175—10—275—15—350—E. B—20—450.

1. <i>Technical Assistant</i>	... (1)	} (Rs. 150—8—190—10—320)
2. <i>Wool Expert</i>	.... (1)	
4. <i>Ceramic Expert</i>	.... (1)	

21.48. There are no Rules of Recruitment for these posts. It has been proposed to absorb these posts in the Rural Artisan Training Institutes as those of Instructors. The posts may be placed in the cadre of Instructors. The scale of pay for these posts may be the same as for Instructors.

1. <i>Cotton Printing Demonstrator</i>	(1)	} (Rs. 150—8—190—10—320)
2. <i>Senior Dyeing Demonstrator</i>	(1)	

21.49. The post of Cotton Printing Demonstrator is filled by direct recruitment. The qualification prescribed for the post is a pass in the VIII standard and two years of experience in cloth printing.

21.50. There are no Cadre and Recruitment Rules for the post of Senior Dyeing Demonstrator. It has been proposed to absorb the post of Cotton Printing Demonstrator and the post of Senior Dyeing Demonstrator in the cadre of Instructors. The Commission agrees with this view and suggests that these two posts may be placed in the cadre of Instructors. The scale of pay for these posts may be the same as for the posts of Instructors.

*Mechanic, Artisan Training Institute, Channapatna (1)*

(Rs. 150—8—190—10—320)

21.51. The Rules of Recruitment provide for the post being filled by direct recruitment. The qualification prescribed for recruitment is a pass in the National Trade Certificate course conducted by the National Council for Training in National Trades. This mode of recruitment may continue. The scale of pay for this post may be Rs. 175—10—275—15—350—E. B—20—450.

1. Supervisors, Carpentry	(7)	} (Rs. 150—8—190—10—320)
2. Supervisors, Smithy	(7)	
3. Shop Assistants	(38)	
4. Foremen	(8)	

21.52. According to the Rules of Recruitment, the posts of Supervisors (Carpentry) are filled by promotion from the cadre of skilled Carpenters and Assistant Instructors (Carpentry) of Artisan Training Institutes, possessing the National Trade Certificate awarded by the National Council of Training, or by direct recruitment of candidates who have secured a Diploma in Mechanical Engineering. The present mode of recruitment may continue.

21.53. The posts of Supervisors (Smithy) are filled by promotion from among the Assistant Instructors (Smithy) of the Artisan Training Institutes possessing the National Trade Certificate, or by direct recruitment of candidates possessing a Diploma in Mechanical Engineering. This mode of recruitment may be continued.

21.54. There are no rules of recruitment for the posts of Shop Assistants and Foremen. Some of the posts have been filled by appointment of local candidates possessing a Diploma in Engineering. It has been proposed that the posts might be filled by direct recruitment, the proposed qualification being a Diploma in Engineering. The Commission considers that the proposed mode of recruitment to these posts is adequate and may be adopted.

21.55. The scale of pay for all these posts may be fixed as Rs. 175—10—275—15—350—E. B—20—450.

*Draughtsman (1) (Rs. 150—8—190—10—320).*

21.56. The post of Draughtsman is filled by taking on deputation an officer in the cadre of Draughtsmen from the Department of Public Works and this procedure may continue. The scale of pay for the post may be the same as for similar posts in the Public Works Department.

*Librarian (1) (Rs. 150—8—190—10—320)*

21.57. There are no Rules of Recruitment for the post of Librarian. As this is an isolated post, it may be filled by taking on deputation an official from the Department of State Libraries. The Rules of Recruitment may be framed accordingly. The lien of the present incumbent of the post may be shifted against a corresponding post in that Department and he may be treated as on deputation

to this Department. The scale of pay for the post may be the same as for comparable posts in the Department of the State Libraries.

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| <ol style="list-style-type: none"> <li>1. <i>Supervisor, Handloom Research and Designing Centre</i> (1)</li> <li>2. <i>Designers</i> (5)</li> <li>3. <i>Investigators</i> (4)</li> </ol> | } | Rs. 150—8—190—10—270. |
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21.58. According to the Rules of Recruitment, the post of the Supervisor, Handloom Research and Designing Centre, and the posts of Designers are filled by promotion by selection from among Demonstrators who possess experience in designing. The existing mode of recruitment may continue. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450. The posts of Investigators are filled by promotion by selection from among First Division Clerks who are graduates in Statistics or Economics. The Commission suggests that these posts may be filled by taking on deputation, Senior Statistical Assistants from the Bureau of Economics and Statistics. The Rules of Recruitment may be amended accordingly. The liens of the present incumbents of the posts of Investigators may be shifted against corresponding posts in the Bureau and they may be treated as on deputation to this Department. The scale of pay for these posts may be the same as for Senior Statistical Assistants of the Bureau.

*Foremen, Leather Common Facility Centre (Foot Wear)* (5)

(Rs. 150—8—190—10—270).

21.59. According to the Rules of Recruitment, the posts of Foremen, Leather Common Facility Centre are filled by direct recruitment of persons who have passed the S.S.L.C. Examination and the one-and-half years' course in Leather Technology in the Leather Research Institute, Guindy, Madras. The mode of recruitment to these posts is adequate and may continue. The scale of pay for the posts may be Rs. 175—10—275—15—350—E.B—20—450.

*Instructor, Dolls and Toys Centre* (1) (Rs. 140—5—150—8—190—10—200)

21.60. According to the Cadre and Recruitment Rules, the post of Instructor, Dolls and Toys Centre, is filled by promotion of Assistant Instructors with two years of service or by recruitment of persons who have passed the S.S.L.C. examination and the one year's training course in the Handicrafts Training Centres or have eight years of practical experience in the line. These modes of recruitment may continue. The scale of pay for the post may be fixed as Rs. 170—5—180—8—220—E.B—10—300.

*Labour Inspector (Head Office)* (1) (Rs. 120—5—150—8—190—10—240)

21.61. The post is to be filled by taking on deputation an official from the Department of Labour, and the same mode of recruitment may continue. The scale of pay for the post may be the same as for comparable posts in the Department of Labour.

1	Manager, Government Wool Spinning Centre, Kolar.	(1)	}	(Rs. 110—5—10—6—180—10—220) (For Diploma Holders)
2	Instructors, Sheetmetal and Electroplating Centres	(4)		
3	Instructors, Agricultural Machinery Centres	(6)	}	(Rs. 100—5—150—10—200) (for non-Diploma Holders)
4	Mechanics, Sheetmetal and Electroplating, Mechanical Workshop Practice, Repairs to Agriculture Pumpsets and Oil Engines Research Centre	(23)		
5	Printing Assistant, Handloom Research and Designing Centre	(1)		

21.62. According to the Rules of Recruitment, the post of Manager, Government Wool Spinning Centre is filled by promotion from the cadre of Weaving Demonstrators who have passed the S.S.L.C. Examination and possess a Diploma or Certificate in Textile Technology.

21.63. There are no Rules of Recruitment for the posts of Instructors and Mechanics. It has been proposed to fill all these posts of Instructors and Mechanics by direct recruitment. The qualification proposed is a Diploma or Certificate in Electrical Engineering. This mode of recruitment may be adopted. The post of Printing Assistant is filled by direct recruitment of a person who has secured the Diploma or Certificate in Dyeing and Printing from a recognised institution. This mode of recruitment may continue. The Rules of Recruitment may be framed accordingly. The scale of pay for all these posts may be Rs. 130—5—170—6—200—E.B—10—240 for Non-Diploma Holders and Rs. 175—10—275—15—350—EB—20—450 for Diploma Holders.

1	Weaving Supervisor, Government Spinning Centre, Kolar	(1)	}	(Rs. 100—5—150—6—180—10—200)
2	Lady Weaving Supervisor	(1)		
3	Mechanical Assistant, Wool Processing Centre	(1)		
4	Coir Supervisors	(2)		
5	Technical Assistant	(1)		
6	Boiler Mechanic, Chamarajendra Technical Institute, Mysore	(1)		

21.64. The post of Weaving Supervisor, Government Spinning Centre, Kolar, is filled by promotion from the cadre of Weaving Demonstrators. The post of Lady Weaving Supervisor is filled by promotion from among Lady Weaving Demonstrators who have passed the S.S.L.C. examination or by direct recruitment of a person who has passed the S.S.L.C. Examination and Diploma in Tailoring. The existing modes of recruitment to these posts may continue.

21.65. The posts of the Mechanical Assistant and the Technical Assistant of Wool Processing Plant are filled by promotion from the cadre of Weaving Demonstrators who have passed the S.S.L.C. Examination and possess a Certificate in Textile Technology and have put in five years of service. The post of Boiler Mechanic is filled by direct recruitment of a person who has undergone the National Trade Certificate Course. These modes of recruitment may continue.

21.66. There are no Cadre and Recruitment Rules for the post of Coir Supervisors. At present the posts are filled by direct recruitment and the qualification prescribed is a pass in the VIII Standard and in the Certificate Course (Coir Technology). These modes of recruitment may continue and the Rules of Recruitment framed accordingly. The scales of pay for all these posts may be fixed as Rs. 130—5—170—6—200—E B—10—240.

- |   |                                   |
|---|-----------------------------------|
| 1. Artist, Dolls and Toys Centre, Belgaum (1)                 | } (Rs. 100—5—150—9180—<br>10—200) |
| 2. Draughtsman, Chamarajendra Technical Institute, Mysore (1) |                                   |

21.67. According to the Cadre and Recruitment Rules, the post of Artist is filled by direct recruitment of a person who has passed the S.S.L.C. Examination and has undergone the 5 Year's Course in Arts of the Chamarajendra Technical Institute, Mysore, or 3 years' course in the J. J. School of Arts, Bombay. The existing mode of recruitment may continue. The scale of pay for the post may be revised as Rs. 130—5—170—6—200—EB—10—240.

21.68. The post of Draughtsman is filled by direct recruitment of a person possessing a Certificate in Drawing from a recognised Institution. The Commission suggests that the post may be filled by taking on deputation a Draughtsman from the Public Works Department. The Rules of Recruitment may be amended accordingly. The lien of the existing incumbent may be shifted against a suitable post in the Public Works Department, if possible and he may be treated as on deputation to this Department. If his lien cannot, however, be so shifted he may be retained in his present post so long as he continues in service. The scale of pay for the post may be the same as for comparable posts in the Public Works Department.

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|--|--------------------|
| Foremen, Re-tanning and Re-rolling, Barked | } (Rs. 100—10—150) |
| Tanned Leather Centres (4)                 |                    |

21.69. There are no Rules of Recruitment for these posts. It has been proposed to fill these pots by direct recruitment, the qualification proposed being a Diploma in Leather Technology. This method of recruitment may be adopted. The scale of pay for these posts may be revised as Rs. 130—5—170—6—200—EB—10—240.

- |   |                        |
|---|------------------------|
| 1. Assistant Instructorr Artisan Training Institutes (142)            | } (Rs. 90—4—110—5—150) |
| 2. Junior Instructors, Chamarajendra Technical Institute, Mysore (16) |                        |
| 3. Assistant Instructors, (Handicrafts) (4)                           |                        |

21.70. The posts of Assistant Instructors and Junior Instructors are filled by direct recruitment. The qualification prescribed for direct recruitment is a pass in the VIII Standard and in the Certificate Course in a particular Craft. It was suggested to the Commission that the qualification for direct recruitment must be a pass in the S.S.L.C. Examination and possession of a Diploma in the Craft or Certificate in the Craft secured from the Industrial Training Institute or Artisan Training Institute. The Commission suggests that the Cadre and Recruitment

Rules of the posts may be amended accordingly. The posts of Assistant Instructors and Junior Instructors may be placed in the same cadre and given a common designation of Assistant Instructors in the scale of pay of Rs. 110—4—130—5—170—E.B—6—200.

- |  |      |                        |
|--|------|------------------------|
| 1. Skilled Carpenters, Model Carpentry<br>and Smithy Centres : | (14) | } (Rs. 90—4—110—5—150) |
| 2. Blacksmiths, Model Carpentry<br>and Smithy Centres :        | (7)  |                        |

21.71. The posts of Skilled Carpenters are filled by promotion from among Carpentry Helpers with three years of service. The posts of Blacksmiths are filled by direct recruitment of candidates who have passed the VIII Standard Examination and who have undergone Smithy Course of a recognised Institution.

21.72. The present modes of recruitment to these posts may continue. The scale of pay for these posts may be Rs. 110—4—130—5 170—E.B—6—200

- |  |      |                              |
|--|------|------------------------------|
| 1. Weaving Demonstrators :   | (44) | } (Rs. 80—3—110—4—130—5—150) |
| 2. Yarn Inspector :  | (1)  |                              |
| 3. Assistant Instructors,<br>Dolls and Toys Centre,<br>Belgaum :   | (2)  |                              |
| 4. Assistant Instructress,<br>Lady Weaving Supervisors<br>Office : | (1)  |                              |
| 5. Lady Sales Assistants   | (2)  |                              |

21.73. According to the Cadre and Recruitment Rules, the posts of Weaving Demonstrators are filled by direct recruitment of candidates who have passed the S. S. L. C. Examination and who have undergone a two years' course in Weaving in a recognised Institution. The post of Yarn Inspector is filled by direct recruitment from among persons who have passed the S.S.L.C. Examination and possess a Diploma in Textiles or Certificate in Weaving. The posts of Assistant Instructors, Dolls and Toys Centre, Belgaum, are also filled by direct recruitment of candidates who have passed the VIII Standard Examination and have undergone one year's course in Handicrafts Training Centre in doll and toy-making or have had five years of experience in the craft. In the case of all these posts the existing modes of recruitment may be retained.

21.74 There are no Rules of Recruitment for the posts of the Assistant Instructress and the Lady Sales Assistants. It has been proposed to fill the post of the Assistant Instructress by direct recruitment from among persons who have passed the VIII Standard Examination and have undergone a Certificate Course in the Craft. The posts of Lady Sales Assistants are proposed to be filled by direct recruitment by appointing persons who have passed the S.S.L.C. Examination and have undergone Certificate Course in Business Management. The proposed Rules of Recruitment may be adopted. The scale of pay for the post of Yarn Inspector may be Rs. 175—10—275—15—350—EB—20—450 if a diploma holder is appointed and Rs. 110—4—130—5—170—EB—6—200 if a Certificate holder is appointed. The scale of pay for the posts of Weaving Demonstrators and Lady Sales Assistants may be fixed as Rs. 110—4—130—5—170—EB—6—200 and for other posts as Rs. 95—3—125—4—145—EB—5—200.

1. Display Artist :	(1)	} (Rs. 80—3—110—4—130—5—150)
2. Mechanic Operators Leather Common Facility:	(30)	
3. Fitter-cum-Welders :	(7)	
4. Mechanics, Re-tanning and Re-rolling, Bark Tanned Leather Centre :	(8)	

21.75. As per the existing Rules of Recruitment, the post of Display Artist is filled by direct recruitment of a person who has passed the S.S.L.C. Examination and the Drawing Examination (II Grade). The posts of Mechanic operators of Leather Common Facility Centre (Foot Wear) are also filled by direct recruitment of persons who have undergone the S.S.L.C. Course and nine months' course in Leather Technology. These modes of recruitment to these posts may continue.

21.76. There are no Cadre and Recruitment Rules for the posts of Mechanics (Retanning and Re-rolling, Bark Tanned Leather Centre) and for the posts of Fitter-cum-Welders. It is proposed to fill the posts of Mechanics by direct recruitment of persons who have passed the VIII Standard Examination and have undergone the Certificate Course in Leather or Tanning Technology. The posts of Fitters-cum-Welders are proposed to be filled by direct recruitment of persons who have passed the VIII Standard Examination and have undergone Industrial Training Certificate Course in the particular craft. These modes of recruitment to these posts may be adopted. The scale of pay for all these posts may be fixed as Rs. 95—3—125—445—EB—5—200.

1. Lady Weaving Demonstrator :	(1)	} (Rs. 70—2—80—3—110)
2. Cloth Printing Demonstrator :	(1)	
3. Mat Weaving Demonstrators :	(2)	

21.77. The posts of Lady Weaving Demonstrator, Cloth Printing Demonstrators and Mat Weaving Demonstrators are filled by direct recruitment. The prescribed qualification is a pass in the VIII Standard Examination and experience of two years in weaving for Weaving Demonstrators, in cloth printing for Cloth Printing Demonstrators and in mat weaving for Mat Weaving Demonstrators. These modes of recruitment may continue. The scales of pay for all these posts may be fixed as Rs. 85—2—95—3—125—EB—4—145.

1. Carpentry Helpers, Model Carpentry and Smithy Centres :	(21)	} (Rs. 70—2—80—3—110)
2. Fitters, Model Carpentry and Smithy Centres :	(7)	

21.78. The posts of Carpentry Helpers are filled by direct recruitment of persons who have passed the VIII Standard Examination and have undergone the Carpentry Course of a recognised Institute. This mode of recruitment may be continued.

21.79. There are no Rules of Recruitment for the posts of Fitters. It is proposed to fill these posts by direct recruitment, the proposed qualification being

a pass in the VIII Standard Examination and Smithy Course in a recognised Institution. This mode of recruitment may be adopted. The scales of pay for these posts may be fixed as Rs. 85—2—95—3—125—E.B—4—145.

1 Carpenters :	(2)	} (Rs. 60—1—70—2—90)
2 Helpers, Common Facility Centre for Heat Treatment:	(12)	

21.80 It has been proposed to fill these posts by direct recruitment from among persons having experience in the particular craft. This mode of recruitment may be adopted. The scale of pay for these posts may be fixed as Rs. 80—2—90—3—120—4—140.

#### Other Categories of Posts

21.81. The other Class III and Class IV posts in the Department are :

Designation	No. of posts	Scale of pay
1. Superintendents	16	180—10—270—15—360
2. Internal Auditor (on deputation from State Accounts)	1	150—8—190—10—270
3. Accountants	3	120—6—180—10—240
4. Auditors (on deputation from State Accounts Department)	6	120—6—180—10—240
5. First Division Clerks (including Accountant-cum-Cashier Accountants-cum-Store Keepers)	136	110—5—150—6—180—10—220
6. Stenographers	24	110—5—150—6—180—10—220 + Special Pay of Rs. 30.
7. Compiling Assistant	1	110—5—150—6—180—10—220
8. Guide, Dasara Exhibition Committee Office	1	80—3—110—4—130—5—150
9. II Division Clerks (including Clerks - cum - Store Keepers, Clerks-cum-Accountants and Clerks-cum-Typists)	182	80—3—110—4—130—5—150
10. Drivers	3	70—2—80—3—110
11. Jamedars	5	70—2—90
12. Attenders	6	65—2—85
13. Wool clippers	3	} 55—1—65—2—85
14. Weavers	5	
15. Winders	3	
16. Peons, Watchmen, Scavengers	386	50—1—60
17. Boiler Attenders, Hammermen	8	50—1—60

21.82. The recruitment to all these Class III and IV posts (except posts at serial numbers 13, 14 and 15 may be made as per General Rules of Recruitment. The common scales of pay proposed to Class III and IV Posts in other Departments may also apply to these posts. The posts of Clippers, Weavers and Winders are filled by direct recruitment of persons with ability to read and write and with



experience in wool clipping and weaving. This mode of recruitment may continue and the Rules of Recruitment may be framed accordingly. The scale of pay (existing: (55—1—65—2—85) for these posts may be fixed as Rs. 60—1—80—2—90.

#### *Apiary Section*

21.83. This section was transferred from the Department of Agriculture to the control of the Department of Industries and Commerce.

- |   |                                   |     |                           |
|---|-----------------------------------|-----|---------------------------|
| 1 | Apiarist :                        | (1) | } (Rs. 275—20—375—25—600) |
| 2 | Apicultural Development Officer : | (1) |                           |

21.84. There are no Cadre and Recruitment Rules for these posts. The incumbent of the post of Apiarist has retired and temporary in-charge arrangement has been made to carry on the work. As suggested in Chapter 19, the Apiary Unit may be transferred to the Department of Horticulture. The posts of the Apiarist and Apicultural Development Officer may be filled by posting Assistant Directors of Horticulture. The scale of pay for these posts may be the same as for Assistant Directors of Horticulture.

- |   |                                |     |                                |
|---|--------------------------------|-----|--------------------------------|
| 1 | Senior Bee-keeping Organiser : | (1) | } (Rs. 140-5-150-8-190-10-320) |
| 2 | Bee-keeping Organiser :        | (1) |                                |

21.85. There are no Cadre and Recruitment Rules for the posts. It has been proposed to fill these posts by direct recruitment of persons who have taken the B. Sc., Degree in Agriculture. This mode of recruitment may be adopted. The Commission suggests that the posts may be designated as Bee-keeping Organisers and that the scale of pay for the posts may be the same as for Agricultural Graduates. As recommended already, these posts may be transferred to the Department of Horticulture.

*Bee-keeping Demonstrators* : (38) (Rs. 80-3-110-4-130-5-150)

21.86. There are no Rules of Recruitment for the posts of Bee-keeping Demonstrators. It has been proposed that 66 $\frac{2}{3}$  per cent of the posts of Bee-keeping Demonstrators might be filled by direct recruitment from among persons who have passed the S.S.L.C. Examination and have undergone the Certificate Course in Bee-keeping; 33 $\frac{1}{3}$  per cent of the posts are proposed to be filled by promotion of Class IV Bee-Mazdoors, Bee-keeping Attenders and Apiarymen. These modes of recruitment may be adopted. The posts relating to Bee-keeping may be transferred to the Department of Horticulture. The scale of pay for these posts may be the same as for the Field Assistants in the Department of Horticulture.

#### *Class IV*

1. *Bee-keeping Attenders* : (2) (Rs. 65—2—85)
2. *Apiarymen (Bee-Mazdoors)* (38) (Rs. 50—1—60)

21.87 These posts are in the category of Class IV officials. The posts of Attenders are filled by direct recruitment of literate persons, who will be trained in bee-keeping. The scale of pay for these posts may be Rs. 80-2-90-3-120-4-140. The scale of pay for the posts of Apiarymen may be Rs. 60-1-80-2-90.

*Posts transferred from the Department of Civil Supplies :**Gazetted :*

*Assistant Controller of Civil Supplies : (1) (Rs. 300—25—550—30—700)*

21.88. The post may be included in the cadre of Assistant Directors and filled by posting an Officer in this cadre. The scale of pay for the post may be the same as for Assistant Directors.

*Non-Gazetted :*

*Inspector (Grade I) : (1) (Rs. 225—10—285—15—375)*

21.89. This post may be placed in the cadre of Superintendents of Artisan Training Institutes and filled by posting an Officer in that cadre. The scale of pay for the post may be the same as for Superintendents of Artisan Training Institutes.

*Inspectors (Grade II) : (4) (Rs. 180—10—250)*

21.90. This post may be included in the cadre of Industrial Supervisors in the present grade of Rs. 180—320. The scale of pay for the post may be the same as for Industrial Supervisors.

*Supervisor (Civil Overseer) : (1) (Rs. 150—8—190—10—320)*

21.91. This post may be filled by taking on deputation an officer holding a corresponding post in the Public Works Department. The Rules of Recruitment may be framed accordingly. The lien of the present incumbent may be transferred against a corresponding post in the Public Works Department and he may be treated as on deputation to this Department. The scale of pay for the post may be the same as for comparable posts in the Public Works Department.

*Assistant Inspectors : (2) (Rs. 110—5—150—6—180—10—220)*

21.92. These posts may be included in the cadre of First Division Clerks. The scale of pay for the posts may be the same as for First Division Clerks.

*Other Categories of posts*

21.93. A few Class III and Class IV posts have also been transferred. They are :

Designation	No. of Posts	Scales of pay and Special Pay
1. Superintendent	.... 1	180—10—320
2. Head Clerk	.... 1	150—8—190—10—270
3. First Division Clerks	.... 6	110—5—150—6—180—10—220
4. Second Division Clerks	.... 4	80—3—110—4—130—5—150
5. Typists—II Grade	.... 1	80—3—110—4—130—5—150+ Special Pay of Rs. 10 per month.
6. Typist—II Grade (Bombay Scale)	.... 1	75—200
7. Attender	.... 1	70—2—90
8. Peons	.... 2	50—1—60
9. Khalasi	.... 1	50—1—60

21.94. The scales of pay for these posts may be the same as those for officers holding comparable posts in other departments.

*Special Pay*

21.95. A special pay of Rs. 250 per month is being paid to the Director of Industries and Commerce. Government have stated that the special pay at this rate is personal to the present incumbent. It may be continued at this rate so long as the present incumbent holds the post and thereafter reduced to Rs. 150 per month as recommended in Chapter 5.

21.96. The Secretary, Board of Management for Government Industrial Concerns, is given a special pay of Rs. 100 per month. This special pay may be abolished.

21.97. The other categories of posts carrying special pay are the posts of Stenographers and Typists. The grant of special pay in these cases may be governed by the general principles laid down by the Commission in Chapter 5.

*Delegation of Powers*

21.98. The statutory, administrative and financial powers vested at present in the Director may continue. It was represented to the Commission that there was need for decentralisation of powers and that adequate powers might be delegated to the officers at various levels but no specific proposals have been placed before the Commission for consideration. In the absence of specific proposals from the Department, the Commission is unable to advise in the matter. Government may consider this representation and decentralise powers suitably at various levels if found necessary.

*Miscellaneous Matters*

21.99. It was suggested to the Commission that on the pattern of the scheme followed by the Government of India, the State Industries might also be categorised as A, B, C and D and that a separate cadre might be formed for the management of Government Industrial Concerns. The Commission has considered this matter and is of opinion that it is not necessary to create a separate cadre for management of Industrial Concerns in the State Sector.

21.100. It was represented that certain stores requirements of the Department of Industries and Commerce might be exempted from the purview of the Stores Purchase Department, since the Stores Purchase Department would not be of much use in obtaining the machinery required by the Industrial Concerns. The Commission is of the view that the stores requirements of all Government Departments should be obtained through the Stores Purchase Department. This matter has also been considered in Chapter 24.

21.101. It was represented to the Commission that the Welfare Officers of the Government Industrial Concerns might be drawn from the Department of Labour. After examining all aspects of the matter, the Commission considers that it is not desirable to draw the Welfare Officers from the Department of Labour to work in Government Industrial Concerns and that the present arrangement under which these Officers are being appointed directly by the Industrial Concerns may be continued.

CHAPTER 21

Department of Industries and Commerce.

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay		Recommended scale of pay and Special Pay.		Remarks
			Rs.	I.A.S.	Rs.	I.A.S.	
1	Director	1		I.A.S.		I.A.S.	
2	Joint Director (Administration)	1		I.A.S.		I.A.S.	
3	Joint Director	2	900-40-1,100-50-1,300		1,100-50-1,300-60-1,600		
4	Joint Director of Industries and Commerce and <i>Ex-Officio</i> Joint Registrar of Co-operative Societies.	1	900-40-1,100-50-1,300		1,100-50-1,300-60-1,600		
5	Deputy Director	6	600-40-1,000				
6	Principal and Superintendent, Chamarajendra Technological Institute.	1	600-40-1,000		700-40-900-50-1,200		To be designated as Deputy Directors.
7	Chief Planning Officer	1	600-40-1,000				
8	Project Officer	3	600-40-1,000				
9	Planning-cum-Survey Officer	3	400-40-800		350-25-600-30-780-EB-40-900		
10	Secretary, Board of Management for Industrial Concerns.	1	350-25-650-30-800		400-30-700-EB-40-900		
11	Accounts Officer	2	350-25-650-30-800		400-30-700-EB-40-900		
12	Assistant Director	28	300-25-550-30-700		350-25-600-30-780-EB-40-900		
13	Vice-Principal and Assistant Superintendent.	2	300-25-550-30-700		350-25-600-30-780-EB-40-900		To be designated as Assistant Directors
14	Information Officer	1	300-25-550-30-700		350-25-600-30-780-EB-40-900		
15	Fruit Preservation Expert	1	300-25-550-30-700 (Personal Scale : 600-40-1,000)		700-40-900-50-1,200		
16	Assistant Engineer	1	300-25-550-30-700		350-25-600-30-780-EB-40-900		
17	Metallurgist	1	300-25-550-30-700 (Personal Scale : 350-25-650-30-800)		700-40-900-50-1,200		
18	Research Assistant	1	300-25-550-30-700		350-25-600-30-780-EB-40-900		To be designated as Assistant Directors
19	Technical Assistant (Rural Industries Project)	4	300-25-550-30-700		350-25-600-30-780-EB-40-900		

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay		Recommended scale of pay and Special Pay		Remarks
			Rs.	Rs.			
20	Assistant Commissioner of Labour ...	1	300—25—550—30—700	...	400—30—700—EB—40—900		
21	Apiarist ...	1	275—20—375—25—600	...	300—25—550—EB—30—700		
22	Apiculture Development Officer ...	1	275—20—375—25—600	...			
23	Commercial Assistant ...	1	250—20—350—25—500	...	275—20—375—EB—25—525		
24	Personal Assistant to the Director ...	1	250—20—350—25—500	...			
25	Statistician ...	1	250—20—350—25—500	...			
26	Superintendent, Strce Samajas ...	1	250—15—310—20—450	...			
27	Sub-Editor ...	1	250—15—310—20—450	...			
28	Research Officer, Handloom Research and Designing Centre.	1	250—10—320—15—440	...	275—20—375—EB—25—525		
29	Superintendent, Artisan Training Institute	23	250—10—320—15—440	...			
30	Superintendent, Model Carpentry & Smithy Centres.	7	250—10—320—15—440	...			
31	Foreman, Common Facility Centre, for precision workshop for heat treatment.	3	250—10—320—15—440	...			
32	Foreman, General Purpose Workshop.	1	250—10—320—15—440	...			
33	Audit Superintendent ...	1	220—10—320—15—440	...	250—10—300—15—420—EB—20—500		
34	Superintendent ...	15	180—10—270—15—360	...	200—10—280—15—370—EB—20—450		
35	District Weaving Supervisors ...	20	180—10—290—15—350 (150—8—190—10—270 for Non-Textile Graduates)	...	250—10—300—15—420—EB—20—500		
36	Quality Marking Inspector ...	3	180—10—320	...	200—10—280—15—370—EB—20—450		
37	Manager, Dasara Exhibition Committee, Mysore.	1	180—10—320	...			
38	Manager, Leather and Non-leather Emporium.	1	180—10—320	...			
39	Technical Organiser, Wool Processing Plant, Ranibennur.	1	180—10—320	...	250—10—300—15—420—EB—20—500		
40	Salesman, Chamarajendra Technological Institute,	1	150—8—190—10—320	...	200—10—280—15—370—EB—20—450		
41	Extension Officer (Industries) ...	152	150—8—190—10—320	...	175—10—275—15—350—EB—20—450		

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
42	Senior Industrial Supervisor (Including Assistant Superintendent, Artisan Training Institute, Nelamangala).	24	150—8—190—10—320	...	(42) To be designated as Industrial Supervisor.
43	Instructor, Artisan Training Institutes.	137	150—8—190—10—320	175—10—275—15—350—EB—20—450	(43) To be designated as Instructor.
44	Technical Assistant, Head Office. ...	1	150—8—190—10—320	...	
45	Senior Instructor, Chamarajendra Technological Institute, Mysore.	1	150—8—190—10—320	...	(45) To be designated as Instructor.
46	Mechanic, Artisan Training Institute, Channapatna.	1	150—8—190—10—320	...	
47	Assistant Instructor (Coir Factory at Honnavar)	1	150—8—190—10—320	175—10—275—15—350—EB—20—450	(47) To be designated as Instructor.
48	Wool Expert, Head Office. ...	1	150—8—190—10—320 (180—10—290—15—350 for Textile Graduates)	...	
49	Ceramic Expert	1	150—8—190—10—320	...	
50	Cotton Printing Demonstrator	1	150—8—190—10—320	...	
51	Instructor, Handicrafts	4	150—8—190—10—320	...	(51) To be designated as Instructor.
52	Librarian	1	150—8—190—10—320	...	
53	Draughtsman	1	150—8—190—10—320	...	
54	Senior Dyeing Demonstrator	1	150—8—190—10—320 (180—10—290—15—350 for Textile-Graduates)	...	
55	Junior Industrial Supervisor	20	150—8—190—10—320 (100—5—150—6—180—10—200 for non-diploma holders)	175—10—275—15—350—EB—20—450	(55) To be designated as Industrial Supervisor.
56	Supervisor, Carpentry	7	150—8—190—10—320	...	
57	Supervisor, Smithy	7	150—8—190—10—320	...	
58	Shop Assistant (Common Facility Centre) for heat treatment (Machine Operator, Fitter, Electrician-cum-Machine Operator, Welder-cum-heat treatment Operator).	36	150—8—190—10—320 (for diploma-holders) 100—5—150—6—180—10—200 (for non-diploma holders)	...	

Sl. No.	Designation.	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay.	Remarks.
			Rs.	Rs.	
59	Shop Assistant for General Purpose Workshop, Puttur.	2	150—8—190—10—320		
60	Foreman, Agricultural Machinery Centre.	2	150—8—190—10—320		
61	Foreman, Sheet Metal and Electro-Plating Centre.	2	150—8—190—10—320	175—10—275—15—350—EB—20—450	
62	Foreman, Mechanical Workshop Practice Centre.	2	150—8—190—10—320		
63	Foreman, Repairs to Agricultural Pumpsets and Oil Engine Centre ...	2	150—8—190—10—320		
64	Internal Auditor, Chamarajendra Technological Institute, Mysore.	1	150—8—190—10—270		
65	Supervisor, Handloom Research and Designing Centre, Bangalore.	1	150—8—190—10—270		
66	Designers ...	5	150—8—190—10—270	175—10—275—15—350—EB—20—450	
67	Investigator ...	4	150—8—190—10—270		
68	Foreman, Leather Common Facility Centre (Footwear).	5	150—8—190—10—270		
69	Senior Bee-keeping Organiser ...	1	140—5—150—8—190—10—320 200—10—250—15—400 (For Agricultural Graduates).	250—10—300—15—420—EB—20—500	
70	Bee-keeping Organiser ...	2	140—5—150—8—190—10—320		
71	Instructor, Dolls and Toys Centre ...	1	140—5—150—8—190—10—200	170—5—180—8—220—EB—10—300	
72	Labour Inspector (Head Office) ...	1	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—	
73	Accountants ...	3	120—6—180—10—240	260—15—290	
74	Auditor ...	6	120—6—180—10—240		
75	Manager, Government Wool Spinning Centre, Kolar.	1	110—5—150—6—180—10—220	175—10—275—15—350—EB—20—450	
76	First Division Clerk (Including Accountant-cum-Cashier, Accountant)	127	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
77	Stenographer ...	22	110—5—150—6—180—10—220 + Spl. Pay Rs. 30 p.m.	140—5—150—8—190—EB—10—260—15—290 + Spl. Pay Rs. 30 p.m.	
78	Compiling Assistant ...	1	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	

Sl. No.	Designation.	Number of posts	Existing scale of pay and Special Pay		Recommended scale of pay and Special Pay.		Remarks.
			Rs.		Rs.		
79	Instructor (Sheet Metal and Electroplating Centres).	4	110—5—150—6—180—10—220 (For Diploma Holders)	...	175—10—275—15—350—EB—20—450 (For Diploma Holders)		
80	Instructor (Agricultural Machinery Centre).	6					
81	Mechanic (Sheet Metal and Electroplating Centre).	4	100—5—150—6—180—10—200 (For Certificate Holders)		130—5—170—6—200—EB—10—240 (For Certificate Holders)		
82	Mechanic (Mechanical Workshop Practice Centre).	10					
83	Mechanic (Repairs to Agricultural Pump sets and oil Engine Centre)	8					
84	Weaving Supervisor, Government Wool Spinning Centre, Kolar.	1	100—5—150—6—180—10—200	...	130—5—170—6—200—EB—10—240		
85	Lady Weaving Supervisor for Samajas	1	100—5—150—6—180—10—200	...			
86	Printing Assistant, Handloom Research and Designing Centre, Bangalore.	1	100—5—150—6—180—10—200 (For Certificate Holders)	...	130—5—170—6—200—EB—10—240 (For Certificate Holders)		
			110—5—150—6—180—10—220 (For Diploma Holders)	...	175—10—275—15—350—EB—20—450 (For Diploma Holders)		
87	Mechanic, Research Centre, Bangalore	1	100—5—150—6—180—10—200 (For Certificate Holders)		130—5—170—6—200—EB—10—240 (For Certificate Holders)		
			110—5—150—6—180—10—220 (For Diploma Holders)		175—10—275—15—350—EB—20—450 (For Diploma Holders)		
88	Artist, Dolls & Toys Centre, Belgaum	1	100—5—150—6—180—10—200		130—5—170—6—200—EB—10—240		
89	Boiler Mechanic, Chamarajendra Technological Institute, Mysore.	1	100—5—150—6—180—10—200		130—5—170—6—200—EB—10—240		
90	Draughtsman, Chamarajendra Technological Institute, Mysore.	1					
91	Mechanical Assistant, Wool Processing Plant, Ranibennur.	1	100—10—200		130—5—170—6—200—EB—10—240		
92	Technical Assistant, Wool Processing Plant, Ranibennur.	1					
93	Coir Supervisor	2	100—5—150—10—200		130—5—170—6—200—EB—10—240		
94	Foreman, Re-tanning and Re-rolling Bark Tanned Leather Centres.	4	100—10—150		130—5—170—6—200—EB—10—240		
95	Assistant Instructor, Artisan Training Institute.	142	90—4—110—5—150		110—4—130—5—170—EB—6—200		



Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
96	Assistant Instructor, Handicrafts ...	4	90-4-110-5-150	} 110-4-130-5-170-EB-6-200	To be designated as Assistant Instructor.
97	Junior Instructor, Chamarajendra Technological Institute, Mysore.	16	90-4-110-5-150 110-5-150-6-180-10-220 (For present incumbents)		
98	Skilled Carpenter, Model Carpentry and Smithy Centre.	14	90-4-110-5-150		
99	Blacksmiths ...	7	90-4-110-5-150		
100	Yarn Inspector, Government Wool Spinning Centre, Kolar.	1	80-3-110-4-130-5-150	175-10-275-15-350-EB-20-450 110-4-130-5-170-EB-6-200	(for Diploma Holders) (for Certificate Holders)
101	Weaving Demonstrator ...	44	} 80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
102	Display Artist ...	1			
103	Bee-Keeping Demonstrator (Beeman)	38	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
104	Assistant Instructor, Dolls and Toys Centre, Belgaum.	2	} 80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
105	Guide, Dasara Exhibition Office ...	1			
106	Assistant Instructress, Lady Weaving Supervisor's Office	1			
107	Mechanic, Retanning and Re-rolling Bark Tanned Leather Centre.	8			
108	Machine Operator, Leather Common Facility Centre (Foot-wear) ...	30	} 80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
109	Fitter-cum-Welder ..	7			
110	Lady Sales Assistant ..	1	80-3-110-4-130-5-150	110-4-130-5-170-EB-6-200	
111	II Grade Typist ..	58	80-3-110-4-130-5-150 + Spl. pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Spl. pay Rs. 10 p.m.	
112	II Division Clerk (including Clerk, Typist, Store-Keeper) ...	176	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
113	Lady Weaving Demonstrator ...	1	} 70-2-80-3-110	85-2-95-3-125-EB-4-145	
114	Cloth Printing Demonstrator ..	1			
115	Mat Weaving Demonstrator ...	2			
116	Driver ..	2			
117	Jeep Driver ...	1			
118	Carpentry Helper, Model Carpentry & Smithy Centre ...	21			
119	Fitter, Model Carpentry and Smithy Centre ..	7			

Sl. No.	Designation	Number of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks	
			Rs.	Rs.		
120	Carpenter	2	60-1-70-2-90	80-2-90-3-120-4-140		
121	Helper, Common Facility Centre for Heat Treatment.	12				
122	Jamedar	4	70-2-90	85-2-95-3-125-EB-4-145		
123	Attender	3	65-2-85			
124	Bee-keeping Attenders	2	65-2-85	80-2-90-3-120-4-140		
125	Wool Clippers	3	55-1-65-2-85	... 60-1-80-2-90		
126	Peon, Watchman and Scavenger	340	50-1-60			
127	Apiary-man (Bee-Mazdoor)	38	50-1-60			
128	Boiler-Attender, Chamarajendra Technical Institute, Mysore.	1	50-1-60			
129	Hammerman	7	50-1-60			
130	Weaver, Handloom Research and Designing Centre.	5	55-1-65-2-85			
131	Winder, Handloom Research and Designing Centre.	3	55-1-65-2-85			
132	Assistant Controller, Civil Supply	1	300-25-550-30-700	350-25-600-30-780-EB-40-900		
133	Inspector (I Grade)	1	225-10-285-15-375	275-20-375-EB-25-525		
134	Inspector (II Grade)	4	180-10-250	200-10-280-15-370-EB-20-450		
135	Supervisor (Civil-Overseer)	1	150-8-190-10-320	175-10-275-15-350-EB-20-450		
136	Assistant Inspector	2	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290		
137	Superintendent	1	180-10-320	200-10-280-15-370-EB-20-450		
138	Head Clerk	1	150-8-190-10-270	175-10-275-15-350-EB-20-450		
139	I Division Clerk	6	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290		
140	II Division Clerk	4	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200		
141	Typist	2	80-3-110-4-130-5-150 + Spl. pay Rs. 10 p. m.	95-3-125-4-145-EB-5-200 + Spl. pay Rs. 10 p. m.		
142	Attender	1	70-2-90	85-2-95-3-125-EB-4-145		
143	Peon	1	50-1-60	60-1-80-2-90		
144	Peon	1				
145	Khalasi	1				

## CHAPTER 22

### Department of Mines and Geology.

22.1. The Department of Mines and Geology which is one of the important revenue-earning Departments undertakes geological and mineral surveys and investigations for economic mineral deposits in the State and helps the mineral based industries in securing the required raw materials. Apart from this, in recent years, the Department has undertaken new schemes of development like exploratory surveys for ground water, exploitation and development of lesser minerals and organisation of Diamond Drilling Exploration Unit.

22.2. The Department is classified as a major Department. The Director is the administrative Head of the Department and is responsible for the administration of mines and minerals, survey and exploration of mineral deposits in the State and tendering 'geological advice' to the Government on irrigation and hydro-electric projects and on ground water problems.

22.3. He is assisted at the Headquarters by two Deputy Directors, three Geologists and Twelve Assistant Geologists (Non-Gazetted) in respect of Plan Schemes; by one Senior Geologist, one Technical Assistant, one Geologist and four Assistant Geologists in respect of technical matters; and by one Technical Assistant and one Accounts Officer in respect of administrative and accounts matters. One Chief Chemist and one Mineral Technologist assist the Director by giving detailed chemical analysis of ores and minerals, and dressing of minerals respectively.

22.4. The work of the Department has been organised into ten Units as follows:—

- 1 Administration
- 2 Mineral Surveying and Prospecting
- 3 Library, Geological Laboratory, Museums
- 4 Chemical Laboratory
- 5 Metallurgical Laboratory
- 6 Audit and Inspection
- 7 Diamond Drill Unit
- 8 Ground Water Survey Unit
- 9 Plan Schemes
- 10 Scheme for Survey of Lesser Minerals

22.5. In regard to the field work of the Department, there are four Divisional Offices with Bangalore, Gulbarga, Bellary and Dharwar as Headquarters. Geologists are in charge of the Divisional offices.

*Daily Allowance, Field Establishment Allowance, etc.*

22.6. It has been represented to the Commission that the Assistant Geologists will have to be on tour for 200 to 250 days in a year and that even though they have to camp in remote and out of the way places and in the midst of forests for more than 2 to 3 months continuously for survey work, they are paid normal

rates of daily allowance only for first month and half the normal rates for the second month, and no allowance for the third month and after. It has also been brought to the notice of the Commission that the Assistant Geologists of the Geological Survey of India are paid full daily allowance for the entire period of the Camp and that they are also paid, besides normal daily allowance, field establishment allowance of Rs. 75 per month, if the period of stay in the Camp exceeds one month and a preparatory allowance of Rs. 75 if the stay exceeds five months.

22.7. The Commission recommends that as the Officers of this Department would be staying in camps for months together not out of choice but because the work necessitates such stay, the present rule that daily allowance would be paid in full only for a limited period and would be cut thereafter should be amended providing for payment of normal daily allowance for the entire length of stay in the Camp. The Commission also recommends that, in addition to daily allowance, field establishment allowance of Rs. 50 per month may be paid, if the stay in the camp exceeds three months and preparatory allowance of Rs. 25 may be paid if the tour exceeds 5 months at a stretch.

22.8. The Commission considers that free first aid boxes may be provided to Assistant Geologists whenever they go on tour.

*Cadre and Recruitment Rules and Scales of Pay*

*Director* : (1) (Rs. 900—40—1,100—50—1,300)

22.9. According to the Rules of Recruitment, this post may be filled either by promotion by selection from the cadre of Deputy Directors or by direct recruitment. In the case of a candidate to be appointed by direct recruitment the qualification prescribed is that he should have a Master's Degree in Geology, Mining and Mining Engineering of a recognised University or a Diploma in Applied Geology or Mining Engineering of the Indian School of Mines, Dhanabad, and 10 years of practical work either in the field or in the Laboratory and experience in administration, and that he must not be more than 45 years of age. The method of recruitment to the post of the Director is adequate and may continue.

22.10. It has been represented that the scales of pay of the several technical posts of the Department including the post of the Director should be on par with those of corresponding posts in the Geological Survey of India. The Director, besides being the administrative and technical Head of the Department is responsible for administration of mineral concessions in the State and for collection of mining revenue. While it is not possible to establish relativity between the scales of pay of officers of the State Government and those of the Government of India, the other points made on behalf of the Department deserve consideration. It is accordingly recommended that the scale of pay for this post may be Rs. 1,100—50—1,300—60—1,600.

*Deputy Directors* : (2) (Rs. 600—40—1,000)

22.11. These posts are filled by promotion from the cadre of Senior Geologist on the basis of merit and suitability and if no suitable person is available in that

cadre by promotion by selection from the cadre of Geologists. The mode of recruitment to these posts is adequate and there is no need for any change. The Deputy Directors are required to assist the Director in the efficient implementation of the schemes of the Department in surveying and assessing the ore resources. The scale of pay for the posts of Deputy Directors may be Rs. 700—40—900—50—1,200.

*Senior Geologist* : (1) (Rs. 350—25—650—30—800)

22.12. This post is filled by promotion on the basis of seniority-*cum*-merit from the cadre of Class II Geologists. The present mode of recruitment is considered adequate and may continue. The scale of pay for this post may be Rs. 400—30—700—EB.—40—900.

*Accounts Officer* : (1) (Rs. 350—25—650—30—800)

22.13. This post is filled by taking an officer holding a corresponding post on deputation from the State Accounts Department at present. The Director has proposed that provision may be made in the Cadre and Recruitment Rules for filling the post either by taking an officer on deputation from the State Accounts Department or by promotion by selection from the cadre of Managers or Superintendents conversant with mining accounts. Consistent with the stand taken by the Commission that the posts of Accounts Officers in all the Departments should be manned by Officers deputed by the State Accounts Department, this post also may be filled by taking an officer on deputation from the State Accounts Department. The existing method of recruitment to this post does not require any change. The scale of pay for this post may be the same as that for the corresponding posts in the State Accounts Department.

*Chief Chemist* : (1) (Rs. 400—25—600—30—780—40—900)

22.14. There are no Cadre and Recruitment Rules for the post at present. The Director has proposed that this post might be filled by selection from the cadre of Chemists on the basis of seniority-*cum*-merit. The Commission agrees with the proposal and suggests that the Cadre and Recruitment Rules may be framed accordingly. The Chief Chemist is in charge of the Chemical Laboratory of the Department. The scale of pay for this post may be Rs. 450—30—660—EB—40—900.

*Mineral Technologist* : (Rs. 300—25—550—30—700)

22.15. This post is filled by direct recruitment. The qualification prescribed for the post is a Degree in Ore Dressing or a Degree in Metallurgy, with specialisation in Ore Dressing or a Degree in Chemistry of Geology with practical experience for at least 5 years in Ore Dressing in any one of the laboratories recognised by Government. The present mode of recruitment to the post may continue. The Director has proposed that the period of probation should be increased to two years from the existing period of one year. In view of the qualifications and practical experience prescribed for the post, it is not necessary

to increase the period of probation. The scale of pay for this post may be Rs. 350—25—600—30—780—EB—40—900.

*Geologists* : (16) (Rs. 300—25—550—30—700)

*Technical Assistants* : (3) (Rs. 300—25—550—30—700)

22.16. The three senior-most among the Geologists are appointed as Technical Assistants in the same grade. The Rules of Recruitment provide that 66 $\frac{2}{3}$  per cent of the posts of Geologists may be filled by promotion from the cadre of Assistant Geologists and 33 $\frac{1}{3}$  per cent filled by direct recruitment. At present the qualification prescribed for direct recruitment is a degree in Geology and the period of probation is one year. The Director has proposed that the qualification for direct recruitment should be a Master's Degree and that the period of probation should be two years. Since these posts are technical posts, the Commission agrees that the qualification may be prescribed as a Master's Degree in Geology or Applied Geology for direct recruitment. But in view of the higher educational qualification proposed to be prescribed, the Commission does not consider it necessary to recommend enhancement of the period of probation to two years. The Rules of Recruitment relating to the posts of Geologists may be suitably modified. The scale of pay for these posts may be Rs. 350—25—600—30—780—EB—40—900.

*Chemists* : (2) (Rs. 300—25—550—30—700)

22.17. The Rules of Recruitment provide that these posts may be filled by promotion of Assistant Chemists, who have put in not less than two years of service in that cadre on the basis of seniority-cum-merit. The Director has proposed that for promotion, the period of service in the cadre of Assistant Chemists should not be less than 3 years and that a period of two years should be prescribed as the period of probation. The Commission agrees with the view that the period of service in the cadre of Assistant Chemists should be 3 years for promotion but is of the opinion that the period of probation may continue to be one year as in the case of other officers in similar posts. The Rules of Recruitment may be amended accordingly. The scale of pay for these posts may be fixed as Rs. 350—25—600—30—780—EB—40—900.

*Drilling Engineers* : (2) (Rs. 300—25—550—30—700)

22.18. At present, there are no Cadre and Recruitment Rules for these posts. The Director has now proposed that these posts may be filled by selection from the cadre of Drillers or by direct recruitment. He has suggested that a Diploma in Mechanical Engineering and Mining Engineering or a B. Sc. Degree in Geology may be prescribed as the qualification for direct recruitment. Taking into consideration the fact that there are only two posts of Drilling Engineers and 13 posts of Drillers, the Commission suggests that these posts may be filled only by promotion from among Drillers who have a drilling experience of at least 10,000 feet of drilling and of handling drilling independently. The scale of pay for these posts may be fixed as Rs. 350—25—600—30—780—EB—40—900.

*Survey Officer* : (1) ( Rs. 250—20—350—25—500 )

22.19. According to the Rules of Recruitment, appointment to the post of Survey Officer can be made by promotion from the cadre of Surveyors, or by direct recruitment, when no suitable person is available for promotion. The Director has suggested that provision may also be made for filling up this post by selection from the cadre of Junior Engineers or the cadre of Head Draughtsman, who have put in three years of service. The Commission recommends that this change may be effected in the Cadre and Recruitment Rules of the Department and that the post need not be filled by direct recruitment. The scale of pay for this post may be fixed as Rs. 275—20—375—EB—25—525.

#### Non-Gazetted Posts

*Assistant Geologists* : (31) ( Rs. 200—10—300—15—375 )

22.20. According to the Rules of Recruitment, these posts are filled by direct recruitment from among candidates possessing a Bachelor's Degree in Geology and the period of probation is one year. The Director has proposed that the qualification for the posts of Assistant Geologists may be a Master's Degree in Geology or Applied Geology and that the period of probation should be two years. The posts of Assistant Geologists are non-gazetted and they are also the lowest category of technical posts in the Department. Taking into consideration the nature of their duties the Commission considers that the present rules of recruitment are adequate and that no change is called for. The scale of pay for these posts may fixed as Rs. 225—10—305—15—350—EB—20—450.

*Assistant Chemists* : (6) ( Rs. ) 200—10—300—15—375 )

22.21. These posts are filled by direct recruitment from among candidates possessing a Bachelor's Degree in Chemistry. The Director has suggested that the minimum qualification for recruitment may be a Master's Degree in Chemistry. The Commission considers that the qualification prescribed at present is quite adequate for this category of posts and may continue. The scale of pay for the posts of Chemists may be Rs. 225—10—305—10—350—EB—20—450.

*Junior Mechanical Engineers* : (2) (Rs. 250—15—400)

22.22. There are no Cadre and Recruitment Rules for these posts at present. The Director has proposed that these posts may be filled by direct recruitment from among candidates possessing B.E. Degree in Mechanical Engineering. The Commission suggests that these posts may be filled by drafting officials from the Public Works Department on deputation as these officials will have no promotional opportunities if recruited directly for this department. The liens of the officials working in this cadre may be shifted against corresponding posts in the Public Works Department and they may be treated as on deputation to this Department. The scale of pay given to the Junior Engineers of the Public Works Department may be given to these officials also.

*Junior Engineers (Civil)* : (5) (Rs. 250—15—400)

22.23. As per the proposed Cadre and Recruitment Rules, 50 per cent of these posts are to be filled by direct recruitment and the rest to be filled by promo-

tion by selection from the cadre of Supervisors/Draughtsmen. The Commission suggests that the direct recruitment quota may be filled by taking on deputation officers holding corresponding posts in the Public Works Department, for the reasons already stated in dealing with the similar provision relating to Junior Engineers (Mechanical). Action may be taken in respect of the existing incumbents on the lines indicated in respect of the Junior Engineers (Mechanical). The scale of pay sanctioned to Junior Engineers in the Public Works Department may be given to these officials also.

*Drillers* : (13) (Rs. 200—10—300—15—375)

22.24. These posts are filled by direct recruitment of candidates possessing a Diploma in Mechanical Engineering or a Degree in Geology. The Director has proposed that 33½ per cent of the posts may be filled by promotion of Assistant Drillers and that 66½ per cent may be filled by direct recruitment. The Commission suggests that so far as the direct recruitment quota is concerned, the principles indicated both as regards future recruitment and as regards present incumbents in the case of Junior Engineers may be followed there also. At present these posts carry special pay of Rs. 30 per month. Taking into account the special pay granted to these posts, the scale of pay for these posts may be revised as Rs. 250—10—300—15—420—EB—20—500, and the special pay attached to the posts may be abolished.

*Assistant Drillers* : (19) (Rs. 120—5—150—8—190—10—240)

22.25. There are no Cadre and Recruitment Rules for these posts. The Director has proposed that 50 per cent of the posts may be filled by direct recruitment and the other 50 per cent filled by promotion from the cadre of Helpers. The qualification proposed for direct recruitment is a pass in S.S.L.C. Examination and previous experience in drilling. The Commission agrees with this proposal. The scale of pay for these posts is not proportionate to the qualifications prescribed for them. It is much higher than that recommended for posts with higher qualifications. The Commission recommends that the proper scale of pay for these posts should be Rs. 110—4—130—5—170—EB—6—200. The present incumbents may retain their scale as personal to them.

*Helpers* : (46) (Rs. 60—1—70—2—90)

22.26. There are 46 Helpers in the scale of pay of Rs. 60—1—70—2—90. They also get a special pay of Rs. 10 per month. These posts are filled by direct recruitment of literate persons who have experience in handling machinery. The existing mode of recruitment may continue. The scale of pay of Rs. 85—2—95—3—125—EB—4—145 may be given to them and the special pay abolished.

*Section Cutters* : (4) (Rs. 65—2—85)

22.27. These posts are filled by promotion from the cadre of Lashkars and peons on the basis of seniority-cum-merit. This method of recruitment may



continue. The scale of pay for these posts may be Rs. 80—2—90—3—120—4—140.

*Head Draughtsman* : (1) (Rs. 225—10—285—15—375)

*Assistant Draughtsmen* : (12) (Rs. 150—8—190—10—320)

22.28. These posts are filled by direct recruitment and the qualification prescribed is a diploma in Draughtsmanship or Civil Engineering. The Commission suggests that these posts may be filled by taking on deputation officials holding corresponding posts in the Public Works Department. The Rules of Recruitment may be amended accordingly. The liens of the present incumbents may be shifted against corresponding posts in the Public Works Department and the officials treated as on deputation to this Department. The scale of pay given to the Head Draughtsman and Assistant Draughtsman of the Public Works Department may be given to these officials also.

*Mining Assistant*: (1) (Rs. 200—10—300—15—375)

22.29. As per the proposed Cadre and Recruitment Rules for this post, it is to be filled by direct recruitment of a person who has passed the Diploma in Mining. The Commission considers that the mode of recruitment as proposed for this post is adequate and may be adopted. The scale of pay for this post may be Rs. 225—10—305—15—350—EB—20—450.

*Mechanics* : (4) (Rs. 150—8—190—10—320)

22.30. There are no Cadre and Recruitment Rules for these posts. The Director has suggested that 75 per cent of the posts may be filled by direct recruitment from among persons holding a diploma in mechanical engineering or automobile engineering and 25 per cent by promotion by selection from among the cadre of Drivers. The Commission suggests that while 25 per cent of the vacancies in this cadre may be filled by promotion by selection of persons in the cadre of Drivers, the other 75 per cent of the vacancies may be filled by taking on deputation persons holding corresponding posts in the Public Works Department. The Rules of Recruitment may be framed accordingly. Action may be taken in respect of the present incumbents on the lines indicated in respect of Head Draughtsman and Draughtsmen. The scales of pay for the posts may be the same as for corresponding posts in the Public Works Department.

22.31. The other categories of posts in the Department are :

Sl. No.	Designation	No. of posts	Scales of pay
1	2	3	4
1	Managers	.... 2	225—10—285—15—375
2	Manager-Grade II	.... 1	180—10—320
3	Accounts Superintendent	.... 1	220—10—320—15—440
4	Accounts Superintendent	.... 1	220—10—320—15—440
5	Stores Superintendent-cum- Manager	.... 1	220—10—320—15—440

1	2	3	4
6	Stores Superintendent	.... 1	180—10—320
7	Auditor	.... 1	120—5—150—8—190—10—240
8	I Division Clerks	.... 21	110—5—150—6—180—10—220
9	Accounts Clerks	.... 3	120—5—150—8—190—10—240
10	Stenographers	.... 1	110—5—150—6—180—10—220 +Special pay Rs. 30 p.m.
11	Junior Stenographers	.... 1	80—3—110—4—130—5—150 +Special pay Rs. 20 p.m.
12	Typists	.... 13	80—3—110—4—130—5—150 +Special pay Rs. 10 p.m.
13	II Division Clerks	.... 32	80—3—110—4—130—5—150
14	Van, Tractor and Jeep Drivers	.... 3	70—2—80—3—110
15	Jeep and Lorry Drivers	.... 12	70—1—80—2—100
16	Turners	.... 2	100—5—150—6—180
17	Welders	.... 2	80—3—110
18	Jamedar	.... 1	70—2—90
19	Daffedars	.... 5	65—2—85
20	Mutchi	.... 1	65—2—85
21	Attenders	.... 5	70—2—90
22	Cleaners	.... 14	55—1—65—2—75
23	Peons	.... 98	50—1—60
24	Lorry Cleaners	.... 4	55—1—65—2—75
25	Gardener	.... 1	50 fixed.

22.32. One of the two posts of Managers (Serial No. 1) may be upgraded as the post of Class II Gazetted Headquarters Assistant in grade Rs. 275—20—375—EB—25—525 and filled by promoting one of the present incumbents of these posts on the basis of seniority-cum-merit. The Cadre and Recruitment Rules may be framed accordingly. The scale of pay for the other post of Manager may be the same as for similar posts in other major Departments. The posts of Turners and Welders (Serial Numbers 16 and 17) may be filled by taking on deputation officials holding corresponding posts in the Public Works Department. The Rules of Recruitment may be amended accordingly. The liens of the present incumbents of these posts may be shifted against corresponding posts in that Department and the incumbents treated as on deputation to this Department. The scales of pay for other posts may be the same as for similar posts in all other Departments.

22.33. Special pay to the Cashiers, Stenographers, Typists and Cycle Orderlies may be regulated in accordance with the general principles laid down for similar posts in other departments. All other special pays may be abolished.

*Delegation of Powers :*

22.34. All powers now vested in the Director of Mines and Geology, Deputy Directors, Senior Geologists and Geologists in the Divisions under the Manual of Financial Powers may continue.

22.35. The Director of Mines and Geology has put forward proposals for additional financial powers to Deputy Directors, Senior Geologists, Geologists and Drilling Engineer as indicated below.

*Deputy Directors of Mines and Geology :*

- (1) To grant leave to Class III and Class IV Government servants upto 120 days at a time ;
- (2) To sanction ordinary contingent expenditure upto Rs. 25 per item ;
- (3) To purchase furniture, clocks and time-pieces upto Rs. 50 in respect of each article ;
- (4) To incur repair charges of lorries, tractors, etc., upto Rs. 300 at a time not exceeding Rs. 2,000 per annum ;
- (5) To purchase scientific apparatus, machinery chemicals, acids upto a limit of Rs. 150 in each case at a time ;
- (6) To purchase articles of stationery locally upto Rs. 100 per year ;
- (7) To appoint all categories of field labourers upto Rs. 3.50 per each per day ;
- (8) To incur repair charges of tents upto Rs. 50 at a time for a tent ;
- (9) To incur expenditure for repairs to typewriters up to Rs. 100 per year ;
- (10) To purchase printed Geological Maps and Library books upto Rs. 10 at a time not exceeding Rs. 100 per annum.

*Senior Geologists and Geologists in charge of the Divisional Offices :*

- (1) To sanction ordinary contingent expenditure upto Rs. 25 per item ;
- (2) To purchase articles of stationery locally upto Rs. 50 per year ;
- (3) To incur repair charges of lorries, tractors, etc., upto Rs. 200 at a time not exceeding Rs. 1,200 per annum (including purchase of spare parts) ;
- (4) To incur repair charges of tents upto Rs. 40 at a time for a tent ;
- (5) To purchase scientific apparatus, tools, machinery, chemicals, acids, etc., upto a limit of Rs. 50 in each case at a time ;
- (6) To sanction at a time privilege leave or earned leave to ministerial staff upto 3 months ;
- (7) To purchase furniture, clocks and time-pieces upto Rs. 50 for each article ;
- (8) To incur expenditure for repairs of typewriters upto Rs. 30 per year ;
- (9) To purchase printed Geological maps and library books upto Rs. 10 at a time not exceeding Rs. 100 per annum.

*Drilling Engineers :*

- (1) To purchase articles of stationery locally upto Rs. 50 per year ;
- (2) To incur repairing charges of lorry, tractor, machines etc., upto Rs. 75 at a time upto Rs. 1,000 per year ;
- (3) To purchase drilling accessories upto Rs. 50 at a time not exceeding Rs. 1,000 per year.

22.36. The Commission recommends that the additional financial powers as sought may be given.

CHAPTER 22

Mines and Geology Department

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Director	1	900—40—1100—50—1300	1100—50—1300—60—1600	
2	Deputy Director	2	600—40—1000	700—40—900—50—1200	
3	Senior Geologist	1	350—25—650—30—800	400—30—700—EB—40—900	
4	Accounts Officer	1	350—25—650—30—800	400—30—700—EB—40—900	
5	Chief Chemist	1	400—25—600—30—780—40—900	450—30—660—EB—40—900	
6	Mineral Technologist	1	300—25—550—30—700	350—25—600—30—780—EB—40—900	
7	Geologist	16	300—25—550—30—700	350—25—600—30—780—EB—40—900	
8	Chemist	2	300—25—550—30—700	350—25—600—30—780—EB—40—900	
9	Drilling Engineer	2	300—25—550—30—700	350—25—600—30—780—EB—40—900	
10	Survey Officer	1	250—20—350—25—500	275—20—375—EB—25—525	
11	Technical Assistant	3	300—25—550—30—700	350—25—600—30—780—EB—40—900	
12	Assistant Geologist	31	200—10—300—15—375	225—10—305—15—350—EB—20—450	
13	Assistant Chemist	6	200—10—300—15—375	225—10—305—15—350—EB—20—450	
14	Junior Engineer	7	250—15—400	275—20—375—EB—25—525	
15	Driller	13	200—10—300—15—375	250—10—300—15—420—EB—20—500	
16	Assistant Driller	...	120—5—150—8—190—10—240	110—4—130—5—170—EI—6—200	
17	Manager	...	225—10—285—15—375	1. 275—20—375—EB—25—525 1. 250—10—300—15—420—EB—20—500	
18	Manager (II Grade)	...	180—10—320	200—10—280—15—370—EB—20—450	

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
19	Accounts Superintendent	...	1 220-10-320-15-440	...	250-10-300-15-420-EB-20-500
20	Accounts Superintendent	...	1 220-10-320-15-440	...	250-10-300-15-420-EB-20-500
21	Accounts Superintendent- cum-Manager	...	1 220-10-300-15-440	...	250-10-300-15-420-EB-20-500
22	Stores Superintendent	...	1 180-10-320	...	200-10-280-15-370-EB-20-450
23	Auditor	...	1 120-5-150-8-190-10-24	...	140-5-150-8-190-EB-10-260-15-290
24	I Division Clerk	...	21 110-5-150-6-180-10-220	...	140-5-150-8-190-EB-10-260-15-290
25	Accounts Clerk	...	3 120-5-150-8-190-10-240	...	140-5-150-8-190-EB-10-260-15-290
26	II Division Clerk	...	32 80-3-110-4-130-5-150	...	95-3-125-4-145-EB-5-200
27	Stenographer	...	1 110-5-150-6-180-10-220 +Special Pay Rs. 30.	...	140-5-150-8-190-EB-10-260-15-290 +Special Pay of Rs. 30 p.m.
28	Stenographer (Junior)	...	2 80-3-110-4-130-5-150 +Special Pay of Rs. 20.	...	95-3-125-4-145-EB-5-200 +Special Pay Rs. 20 p.m.
29	Typist	...	13 80-3-110-4-130-5-150 +Special Pay Rs. 10	...	95-3-125-4-145-EB-5-200 +Special Pay Rs. 10
30	Head Draughtsman	...	1 225-10-285-15-375	...	275-20-375-EB-25-525
31	Asst. Draughtsman	...	12 150-8-190-10-320	...	175-10-275-15-350-EB-20-450
32	Supervisor	...	3 150-8-190-10-320	...	175-10-275-15-350-EB-20-450
33	Surveyors	...	3 80-3-110-4-130-5-150	...	95-3-125-4-145-EB-5-200
34	Van. Tractor and Jeep Driver	...	3 70-2-80-3-110	...	85-2-95-3-125-EB-4-145
35	Van. Jeep and Lorry Driver	...	12 70-1-80-2-100	...	85-2-95-3-125-EB-4-145
36	Helper	...	46 60-1-70-2-90	...	85-2-95-3-125-EB-4-145
37	Mining Assistants	...	1 200-10-300-15-375	...	225-10-305-15-350-EB-20-450
38	Mechanic	...	4 150-8-190-10-320	...	175-10-275-15-350-EB-20-450
39	Jamedar	...	1 70-2-90	...	85-2-95-3-135-EB-4-145
40	Daffedar	...	5 65-2-85	...	80-2-90-3-120-4-140
41	Section Cutter	...	4 65-2-85	...	80-2-90-3-120-4-140

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
42	Mutchi	...	1 65-2-85	... 80-2-90-3-120-4-140	
43	Attender	...	5 70-2-90	... 85-2-95-3-125-EB-4-145	
44	Cleaner	...	14 55-1-65-2-75	... 60-1-80-2-90	
45	Peons	..	98 50-1-60	... 60-1-80-2-90	
46	Gardener	...	1 50 fixed	... 60-1-80-2-90	
47	Turner	...	2 100-5-150-6-180	... 80-2-90-3-120-4-140	
48	Welder	...	2 80-3-110	... 80-2-90-3-120-4-140	
49	Lorry Cleaner	...	4 55-1-65-2-75	... 60-1-80-2-90	

## CHAPTER 23

### Department of Sericulture

23.1. The Director of Sericulture is in overall charge of the administrative and technical work of the Department. He is assisted at the headquarters by a Deputy Director, a Headquarters Assistant, an Assistant Director in charge of cocoon markets, a Sericultural Assistant in charge of the technical section, an administrative Assistant in charge of Administration, an Accounts Officer in charge of the Accounts Section and an Assistant Registrar of Co-operative Societies in charge of the Co-operative Societies established in the Department of Sericulture.

23.2. The Department is now classified as a Minor Department. It was urged before the Commission that the Department of Sericulture should be upgraded to a Major Department on the ground that the activities of the Department had expanded vastly under the successive five year plans and were similar to those of the Department of Agriculture. The work of this Department is limited both in content and area and does not, therefore, justify its being upgraded to a Major Department. This question may be considered sometime later if the work develops further.

23.3. It was also represented that the activities of the Department were expanding rapidly due to initiation of several development schemes during the fourth plan period and that it was necessary to create one post of Joint Director to give effective assistance to the Director. The Commissioner has considered the schemes which are proposed to be undertaken and recommends that one post of Joint Director of Sericulture in the scale of pay of Rs. 800—40—1,000—50—1,200 may be created in the Department and that the post may be filled up by promotion by selection from the cadre of Deputy Directors.

23.4. There are seven Assistant Directors of Sericulture each in charge of a Sericultural Division with headquarters at Belgaum, Chamarajanagar, Channapatna, Kolar, Kollegal, Kunigal and Mysore. In each Division, there is field staff comprising Sericultural Assistants and Sericultural Inspectors.

23.5. At present, while sericultural industry is mainly confined only to five districts, namely, Mysore, Bangalore, Kolar, Tumkur and Belgaum, seven divisions have been formed in such a way that a division consists of either only a part of a district or comprises a District and part of another District. The Commission suggests that the number of sericultural divisions may be reduced to five and that the territorial divisions may be so adjusted as to enable an Assistant Director to be in charge of one division comprising only contiguous areas.

23.6. There are five Assistant Directors in charge of cocoon markets with headquarters at Chamarajanagar, Ramanagaram, Chickballapur, Yelandur and T. Narasipura. Fifty-one cocoon markets have been established by Government. In many of them, the revenue earned by way of Market fees is very low and much below the expenditure incurred on the staff in running the market. In some markets, there have been no transactions at all. This unsatisfactory position is

stated to be due to the fact that the Government cocoon markets had to compete with the private cocoon markets all these days and that it was only recently that the Supreme Court has vacated the stay order which it had issued staying the operation of the Mysore Silk Worm Seed and Cocoon Act, 1959. The private cocoon markets have, therefore, to be closed now. The Department has already proposed that 16 uneconomic Government cocoon markets may be closed. It is stated that the functioning of the other Government cocoon markets will improve in the light of the order of the Supreme Court referred to above. The Commission suggests that at the end of one year after the new system is brought into force, the progress made by these markets should be reviewed and the markets having little or no business should be closed down as there would be no propriety in maintaining such markets at heavy cost and that the areas within the jurisdiction of such markets should be attached to suitable prosperous markets.

23.7. The Department is maintaining a Training School at Channapatna and a Research Station at Kollegal for conducting research in Sericultural Industry. There is a Government Silk Conditioning and Testing House at Bangalore.

*Cadre and Recruitment Rules, Scales of Pay and Special Pay*

*Director of Sericulture* : (1) (Rs.800—40—1000—50—1100)

23.8. The Director is the administrative head of the Department. He is in overall charge of the technical work of the Department and is responsible for implementing the various schemes for development of Sericulture. The post of Director can be filled at present by promotion from the cadre of Deputy Directors of Sericulture, or if no suitable candidate is available, by deputation of an officer of the cadre of Joint Directors of Industries and Commerce or of Agriculture or of an Officer in an equivalent grade in any other Department or an Officer in the Senior time scale of the Indian Administrative Service or Mysore Administrative Service.

23.9. If the recommendation for creation of the post of a Joint Director is accepted, the Cadre and Recruitment Rules relating to recruitment to the post of the Director will have to be suitably amended.

23.10. Taking into consideration the scales of pay obtaining for similar posts in other States and the nature of duties and responsibilities attached to it, the Commission considers that the scale of pay for this post may be Rs. 900—40—1100—50—1300.

*Joint Director*:

23.11. As recommended in para 23.3 one post of Joint Director may be created in the scale of pay of Rs. 800—40—1000—50—1200 and this post may be filled by promotion of an Officer in the cadre of Deputy Director.

*Deputy Director*: (1) (Rs. 600—40—1000)

23.12. The Deputy Director is responsible of implementation of the development schemes taken up under the Five Year Plans. The post of the Deputy



Director is filled by promotion by selection from the cadre of Assistant Directors of Sericulture and the Superintendent, Silk Conditioning and Testing House on the basis of seniority *cum-merit*. As there is only one post of Deputy Director, the present mode of recruitment for this post is considered quite adequate and may continue. The scale of pay for this post may be fixed as Rs. 700—40—900—50—1200.

*Accounts Officer:* (1) (Rs. 350—25—650—30—800)

23.13. The post of Accounts Officer is filled by taking an Officer holding a corresponding post in the State Accounts Department on deputation. This mode of recruitment may continue. The scale of pay for the post may be the same as that for an Assistant Controller of the State Accounts Department.

*Assistant Directors of Sericulture:* (16) } (Rs. 275—20—375—  
*Superintendent, Silk Conditioning and Testing Centre:* (1) } 25—600).

23.14. The Assistant Directors of Sericulture are either in charge of implementation of the Departmental schemes at the level of Sericultural Divisions or in charge of cocoon markets. The Superintendent is in charge of supervision over the Government Silk Conditioning and Testing Centre. The posts are filled by promotion from the cadre of Sericultural Assistants who are graduates. The present mode of recruitment is adequate and may continue. The scale of pay for these posts may be Rs. 300—25—550—EB—30—700.

*Assistant Registrar of Co-operative Societies:* (1) (Rs. 275—20—375—25—600)

23.15. The Assistant Registrar of Co-operative Societies is in charge of Co-operative institutions in the Department of Sericulture, and the post is filled by taking on deputation an officer holding a corresponding post in the Department of Co-operation. The present mode of recruitment may continue. The scale of pay for this post may be the same as that for Officers of corresponding rank in the Department of Co-operation.

*Bio-Metric Assistant:* (1) (Rs. 250—20—350—25—500)

23.16. This post is to be filled by deputation of an Assistant Director from the Bureau of Economics and Statistics and the scale of pay for this post may be same as that for an Assistant Director of the Bureau of Economics and Statistics.

*Sericultural Assistants:* (22) (Rs. 250—15—310—20—450)

23.17. As per the Cadre and Recruitment Rules, 50 per cent of the posts of Sericultural Assistants are filled by direct recruitment. The qualification prescribed for direct recruitment is a degree in Chemistry, Botany and Zoology or B.Sc. (Hons.) degree in Botany and Zoology, preference being given to first class graduates. The period of probation is one year. The other 50 per cent are filled by promotion from the cadre of Senior Sericultural Inspectors on the basis of seniority-*cum-merit* provided that they have at least passed the S.S.L.C. Examination and the prescribed Departmental Tests. The Commission considers that the present mode of recruitment to this category of posts is adequate. The scale of pay for these posts may be Rs. 275—25—375—EB—25—525.

*Administrative Assistant* : (1) (Rs. 250—15—310—20—450)

23.18. The Administrative Assistant to the Director is in charge of the supervision of the ministerial work at the Headquarters. The post is filled by promotion on the basis of seniority-cum-merit from the cadre of Office Managers and Superintendents who have put in not less than two years of service (excluding the period of probation) and have passed the Accounts Test (Higher). The present mode of recruitment to this post may continue. According to the general pattern recommended by the Commission, the post of Administrative Assistant to the Head of a Minor Department shall be in the scale of Rs. 250—10—300—15—420—EB—20—500. As the present incumbent is approximately in this scale, he may be transferred to a suitable post carrying the corresponding revised scale of pay or if retained in the present post, with the scale of pay recommended by the Commission.

*Senior Sericultural Inspectors* : (37) (Rs. 150—8—190—10—320)

23.19. The Senior Sericultural Inspectors are in charge of Central Silk Farms and supervise the work of grainages. The posts are filled by promotion on the basis of seniority-cum-merit from the cadre of Pathology Assistants or the cadre of Sericultural Inspectors who have put in not less than 3 years of service and have passed the prescribed Departmental Examinations in Sericulture and Accounts Test (Higher). The present mode of recruitment to these posts may continue. The scale of pay for this category of posts may be Rs. 175—10—275—15—350—EB—20—450.

*Sericultural Inspectors* : (90) (Rs. 120—5—150—8—190—10—240)

23.20. As per the existing Cadre and Recruitment Rules 66½ per cent of the posts are filled by direct recruitment. The qualification prescribed for direct recruitment is a degree in Natural Science of a recognised University, preference being given to graduates with Chemistry, Botany or Zoology as optional subjects. The selected candidates have to undergo the prescribed training in sericulture before appointment. The period of probation after appointment is one year. 33½ per cent of the posts are filled by promotion from the cadre of Sericultural Demonstrators who have passed the prescribed Departmental Examinations and have put in at least three years of service in that cadre. The existing mode of recruitment to these posts is considered adequate and may continue. The scale of pay for these posts may be Rs. 140—5—150—8—190—EB—10—260—15—290.

*Pathology Assistant* : (1) (Rs. 120—5—150—8—190—10—240)

23.21. This post is attached to the Research Station at Kollegal and the mode of recruitment to the post is the same as for the posts of Sericultural Inspectors. At present, there is slight variation in the scale of pay of these posts. It is recommended that the post of Pathology Assistant may be equated with the posts of Sericultural Inspectors and that the post may carry the same scale of pay, Rs. 140—5—150—8—190—EB—10—260—15—290.

*Sericultural Demonstrators* : (274) (Rs. 100—5—150—6—180)

23.22. Fifty per cent of the posts are filled by direct recruitment, 25 per cent by promotion from the cadre of Sericultural Operatives who have passed the S.S.L.C. Examination and 25 per cent from "Non-S. S. L. C" Sericultural Operatives on the basis of merit. The qualification prescribed for direct recruitment is a pass in the S.S.L.C. or equivalent examination. The selected candidates should undergo the prescribed sericultural training before appointment. The period of probation after appointment is one year. For promotion, the candidates should have put in at least five years of service as Sericultural Operatives. At present the qualification prescribed for Sericultural Operatives is a pass in the S. S. L. C. Examination and there is no need to appoint "non-S. S. L. C." candidates hereafter. The Commission, therefore, recommends that the provision in the cadre and recruitment rules relating to eligibility of non-S. S. L. C. candidates may be deleted. The scale of pay for the posts of Sericultural Demonstrators may be fixed as Rs. 130-5-170-6-200-E-B-10-240.

*Sericultural Operatives* : (585) Rs. 80—3—110—4—130—5—150)

23.23. The posts are filled by direct recruitment. The qualification prescribed for the posts is a pass in the S. S. L. C. or equivalent examination and the selected candidates should undergo the prescribed training in sericulture prior to their appointment. The period of probation after appointment is one year. The present Rules of Recruitment are adequate and may be continued.

23.24. There are two scales of pay for Sericultural Operatives, viz., Rs. 80—3—110—4—130—5—150, for those who have passed the S. S. L. C. Examination and Rs. 70—2—80—3—125 for those who have not passed the S. S. L. C. Examination. As the qualification at present prescribed is a pass in the S. S. L. C. Examination and as the candidates who have not passed the S. S. L. C. examination have already put in several years of service, there is no justification for maintaining two different scales of pay. All further recruitment to this cadre may be from among candidates who have passed the S. S. L. C. Examination. It is, therefore suggested that there should be only one scale of pay for these posts, viz., Rs. 95—3—125—4—145—EB—5—200.

*Mechanic (Diploma Holder)* : (1) (Rs. 100—5—150—6—180—10—200)

*Mechanics (Grade II)—Silk Conditioning and Testing House* : (4) (Rs. 70—2—80—3—110).

23.25 The post of Mechanic (Diploma Holder) is filled by direct recruitment. The qualification prescribed for the post is a Diploma in Mechanical Engineering. The period of probation is one year. The post may, in future, be filled by taking on deputation an official holding a corresponding post in the Agricultural Engineering Wing of the Department of Agriculture or from the Department of Industries and Commerce. The Rules of Recruitment may be framed accordingly.

23.26. The lien of the present incumbent of this post may be shifted against a corresponding post in either of these two Departments and he may be treated

as on deputation to the Department of Sericulture. The scale of pay for this post may be the same as for corresponding posts in the other two Departments.

23.27. The posts of Mechanics (Grade II) are filled by direct recruitment. The qualification prescribed for the posts is a pass in VIII Standard and one year's experience as a Workshop Fitter in a Workshop. The existing mode of recruitment to these posts may continue. The scale of pay for these posts may be Rs. 85—2—95—3—125—E.B—4—145.

*Junior Engineer* : (1) (Rs. 250—15—400)

23.28. The post is filled by deputation of a Junior Engineer from the Public Works Department and this arrangement may continue. The scale of pay for this post may be the same as the scale of pay for Junior Engineers in the Public Works Department.

*Supervisors* : (2) (Rs. 150—8—190—10—320)

23.29. These posts are filled by taking on deputation persons holding corresponding posts in the Public Works Department. This arrangement may continue. The scale of pay for these posts may be the same as in the parent department.

*Statistical Assistant* : (1) (Rs. 150—8—190—10—270 )

23.30. As per the Cadre and Recruitment Rules, the post of Statistical Assistant is to be filled by deputation of an official holding a corresponding post in the Bureau of Economics and Statistics. But the present incumbent of this post is appointed directly in the Department. The recommendations made in Chapter 67 in respect of Statisticians working in the several Departments will apply equally to this case. The scale of pay for this post may be the same as for similar posts in the Bureau of Economics and Statistics.

*Audit Superintendents* : (2) (Rs. 220—10—320—15—440 )

23.31. The posts of Audit Superintendents are filled by taking on deputation officials holding corresponding posts in the State Accounts Department. This mode of recruitment may continue. The scale of pay for these posts may be the same as that for Audit Superintendents in the parent Department.

*Audit Clerks* : (2) (Rs. 120—5—150—8—190—10—240 )

23.32. The posts of Audit Clerks are also filled by taking on deputation officials holding corresponding posts in the Department of State Accounts. This mode of recruitment may continue. The scale of pay for these posts may be the same as that for corresponding posts in the parent Department.

*Other categories of Posts*

23.33. The other categories of posts in the Department are :

Categories of posts.	No. of posts.	Scales of pay.	Special pay.
1	2	3	4
		Rs.	Rs.
Office Superintendents.	6	150—8—190—10—270	....
I Division Clerks	31	110—5—150—6—180—10— 220	....
Stenographers	2	110—5—150—8—190—10— 260—15—320	....
		110—5—150—6—180—10— 220	30
II Division Clerks	90	80—3—110—4—130—5—150	....
Compiler	1	80—3—110—4—130—5—180	....
Typists, Grade II	19	80—3—110—4—130—5—150	10
Van Drivers	11	70—2—80—3—110	....
Van Cleaners	3	55—1—65—2—75	....
Daffedar	1	65—2—85	3
Attenders	78	65—2—85	(personal) Conveyance Allowance is given to Cycle Orderlies at Rs. 6 and Rs. 4 p. m.
Peons	131	50—1—60	....
Watchmen	93	50—1—60	....
Sweeper	1	50—1—60	....
Mali	1	55—1—65—2—75	....

23.34. Recruitment to all these categories of posts is made as per General Rules of Recruitment. The scales of pay for these posts may be the same as those for corresponding Class III and Class IV posts as recommended in Chapter 4.

*Special Pay*

23.35. Special pay is given only to the Stenographers, Typists, Cashiers, Daffedar and Cycle Orderlies. The grant of special pay may be regulated in accordance with the general principles laid down in this regard in Chapter 5.

*Delegation of Powers*

23.36. All administrative and financial powers at present vested in the Director, the Deputy Director, Assistant Directors, Sericultural Assistants and Senior Sericultural Inspectors of the Department may continue. The Director has suggested that the existing financial powers may be enhanced by 50 per cent in the context of the general rise in the prices of all articles. The Commission considers that the existing powers are adequate and need not be modified.

**CHAPTER 23**  
**SERICULTURE DEPARTMENT**

Sl. No.	Designation	No. of Posts	Existing Scale of Pay and Special Pay		Recommended Scale of Pay and Special Pay		Remarks
			Rs.	GAZETTED	Rs.		
1	Director	1	8 0—40—1,000—50—1,100	...	900—40—1,100—50—1,300		
2	Joint Director	...	...	...	800—40—1,000—50—1,200		Creation of one post recommended.
3	Deputy Director	1	600—40—1,000	...	700—40—900—50—1,200		
4	Accounts Officer	1	350—25—650—30—800	...	400—30—700—EB—40—900		State Accounts Department Scale.
5	Assistant Director of Sericulture	16	275—20—375—25—600	...	300—25—550—EB—30—700		
6	Superintendent, Silk Conditioning and Testing Centre.	1	275—20—375—25—600	...	300—25—550—EB—30—700		
7	Sericultural Assistant	22	250—15—310—20—450	...	275—25—375—EB—25—525		
8	Administrative Assistant	1	250—15—310—20—450	...	250—10—300—15—420—EB—20—500		
9	Assistant Registrar of Co-operative Societies.	1	275—20—375—25—500	...	300—25—550—EB—30—700		Co-operation Department Scale.
10	Bio-Metric Assistant	1	250—20—350—25—500	...	275—20—375—EB—25—525		Bureau of Economics and Statistics Scale.
<b>NON-GAZETTED</b>							
11	Senior Sericultural Inspector	37	150—8—190—10—320	...	175—10—275—15—350—EB—20—450		
12	Pathology Assistant	1	120—5—150—8—190—10—240	...	140—5—150—8—190—EB—10—260—15—290		
13	Sericultural Inspectors	90	120—5—150—8—190—10—240	...	140—5—150—8—190—EB—10—260—15—290		
14	Sericultural Demonstrator	274	100—5—150—6—180	...	110—4—130—5—170—EB—6—200		
15	Sericultural Operative	585	80—3—110—4—130—5—150 ( S. S. L. C. )	...	95—3—125—4—145—EB—5—200		
16	Statistical Assistant	1	70—2—80—3—125 (Non-SSLC) 150—8—190—10—270	...	175—10—275—15—350—EB—20—450		Bureau of Economics and Statistics Scale.

CHAPTER 23—(contd)

Sl. No.	Designation	No. of Posts	Existing Scale of Pay and Special Pay		Recommended Scale of Pay and Special Pay		Remarks
			Rs.		Rs.		
17	Junior Engineer	1	250—15—400	...	275—20—375—EB—25—525		Public Works Department Scale.
18	Supervisor	2	150—8—190—10—320	...	175—10—275—15—350—EB—20—450		Public Works Department Scale.
19	Mechanic (Grade II)	4	70—2—80—3—110	...	85—2—95—3—125—EB—4—145		
20	Mechanic (Diploma Holder)	1	100—5—150—6—180—10—200	...	175—10—275—15—350—EB—20—450		
21	Audit Superintendent	2	220—10—320—15—440	...	250—10—300—15—420—EB—20—500		S.A.D. Scale
22	Audit Clerk	2	120—5—150—8—190—10—240	...	140—5—150—8—190—EB—10—260—15—290		
23	Office Superintendent	6	150—8—190—10—270	...	175—10—275—15—350—EB—20—450		
24	I Division Clerk	31	110—5—150—6—180—10—220	...	140—5—150—8—190—EB—10—260—15—290		
25	II Division Clerk	90	80—3—110—4—130—5—150	...	95—3—125—4—145—EB—5—200		
26	Compiler	1	80—3—110—4—130—5—180	...	95—3—125—4—145—EB—5—200		
27	Stenographer	2	110—5—150—8—190—10—260—15—320	...	175—10—275—15—350—EB—20—450		
			110—5—150—6—180—10—220	...	140—5—150—8—190—EB—10—260—15—290		
			+ Special pay Rs. 30.		+ Special Pay of Rs. 30 p. m.		
28	II Grade Typist	19	80—3—110—4—130—5—150	...	95—3—125—4—145—EB—5—200		
			+ Special pay Rs. 10.		+ Special Pay of Rs. 10 p. m.		
29	Van Driver	11	70—2—80—3—110	...	85—2—95—3—125—EB—4—145		
30	Van Cleaner	3	55—1—65—2—75	...	60—1—80—2—90		
31	Daffedar	1	65—2—85	...	80—2—90—3—120—4—140		
			+ Special pay Rs. 3 p. m. (PP)				
32	Attender	78	65—2—85	...	85—2—95—3—125—EB—4—145		
			(C. A. is given to Cycle Orderlies at Rs. 6, and Rs. 4 per month)				
33	Peon	131	50—1—60	...	60—1—80—2—90		
34	Watchman	93	50—1—60	...	60—1—80—2—90		
35	Sweeper	1	50—1—60	...	60—1—80—2—90		
36	Mali	1	55—1—65—2—75	...	60—1—80—2—90		

## CHAPTER 24

### Stores Purchase Department

24.1. A Stores Purchase Committee consisting of the Excise Commissioner as the *Ex-Officio* Chairman and two Members, constituted in 1923 for the purchase of stores required by various departments, had been functioning at the date of reorganisation of States. After the reorganisation of the States in 1956, the needs of all departments increased considerably both in volume and in range and it was felt that the Committee was unable to meet the needs of the enlarged State. Some departments were even permitted to make direct purchases of certain kinds of articles. So, it became necessary to reorganise the Committee into a full-fledged and independent organisation to meet the requirements expeditiously, economically and efficiently. That is how the State Government ordered the formation of the Stores Purchase Department in November, 1964.

24.2. The Directorate of Stores Purchase is a single Unit Office with its Headquarters in Bangalore. The Director is the Head of the Department and is assisted by three Assistant Directors. There is also an Executive Committee with the Director as the Chairman and the Secretaries to Government in the Commerce and Industries Department and the Finance Department or their nominees as Members.

24.3. The Stores Purchase Department is essentially a service organisation intended to meet, in time, the stores requirements of various Government Departments. Its main function is to act as purchasing and inspecting agency on behalf of all departments and to ensure that the stores required by various departments are procured and supplied within a reasonable time with due regard to quality and economy. The Department arranges to procure and supply all classes of stores except lethal stores and controlled articles like steel, cement, etc.

24.4. Now that there is a full-fledged centralised purchasing agency, the Commission is of the view that all Government departments should purchase the articles required by them through the Stores Purchase Department, except in the matter of petty purchases. All the articles of common use may be placed on rate-contracts and the departments may purchase such articles from the rate-contract holders only. If any rate-contract holder is unable to supply the articles to the indenting department, the latter may make purchases locally under intimation to the Stores Purchase Department to enable it to take suitable action against the defaulting rate-contract holder.

24.5. Since the Local Bodies are autonomous bodies with statutory powers of their own, they are not required to make purchases through the Stores Purchase Department. But the Local Bodies could be induced to make purchases through the Stores Purchase Department at least in respect of "Commonuser" articles for which rate-contracts are fixed, by authorising the Local Bodies to operate on rate-contracts fixed by the Stores Purchase Department. The Commission, therefore, suggests that Government may issue a suitable circular to the Local Bodies in this



regard and also add a condition in the rate-contract that the holder of the rate-contract should supply the concerned articles at the rates fixed in the contract if the Local Bodies also were to place orders for such articles.

24.6. The Government Industrial Concerns are making purchases directly without reference to the Stores Purchase Department. It was represented before the Commission that the purchases made by the Government Industrial Concerns need not be brought within the purview of the Stores Purchase Department as the articles would have to be purchased at short notice as otherwise the production might suffer and that it would be impracticable to adopt the rules and procedure of the Stores Purchase Department in the case of the purchases to be made by the industrial concerns. The Commission is of the view that the normal purchases of Government Industrial Concerns should be brought within the purview of the Stores Purchase Department while direct purchases might be permitted in the case of emergent requirements, under intimation to the Stores Purchase Department.

24.7. The Directorate has three branches, *viz.*,

- (i) Administration, Accounts and Purchase (I)
- (ii) Purchase (II) ; and
- (iii) Technical

The purchase branches are formed stores-wise and each of them works under an Assistant Director. An Assistant Director who is technically qualified is in charge of the technical branch. The Director suggested that a Statistical and a Technical Cell might be constituted in the Directorate to assist him in dealing with the indents and quotations received by him. The Commission recommends that a Statistical Cell may be formed in the Stores Purchase Department for maintenance of all the required information relating to various types of stores. The quotations received will have to be scrutinised by the indenting Departments with particular reference to the specifications and quality of the articles for which such quotations are offered. The desired result cannot be secured by asking an independent technical wing of the Directorate to undertake such scrutiny as such an independent body cannot substitute its judgement for that of the user department. At the most such body could assist the user-department in examining the quotations. The Commission does not, therefore, consider it necessary to create a Technical Cell as suggested.

24.8. Another suggestion made was that in lieu of the present Executive Committee, Departmental Committees consisting of the Director, Stores Purchase Department, the Secretaries to Government in the Commerce and Industries and the Finance Departments and the Head of the indenting Department might be constituted for examining tenders and taking decisions on the spot in order to eliminate delays. The Commission generally agrees with this suggestion and recommends that Committees consisting of the Director of Stores Purchase Department, Secretary, Commerce and Industries Department, Secretary, Finance Department, the Secretary to Government of the concerned administrative Secretariat Department, and the Head of the concerned field Department should be constituted for this purpose.

*Cadre and Recruitment Rules and Scales of Pay*

24.9. The Cadre and Recruitment Rules are not yet framed since the department has come into existence recently. It is learnt that the Rules are being finalised. In the absence of recruitment rules, an Officer from the Indian Administrative Service or the Mysore Administrative Service is being posted as Director and the Assistant Commissioners from the Mysore Administrative Service and the Assistant Engineers from the Public Works Department are being posted as Assistant Directors in the Stores Purchase Department. The Section Officers from the Mysore Government Secretariat and Superintendents from the State Accounts Department have been taken on deputation against the posts of Superintendents. Similarly, Assistants and Junior Assistants from the Secretariat have been taken on deputation. This arrangement is made as a temporary measure. Some local candidates are also appointed as Assistants and Junior Assistants. The Commission suggests that the process of framing the Cadre and Recruitment Rules for the Department may be hastened and proper staffing arrangements made in the interest of efficiency of the Department, on the lines indicated below.

*Director*: (1) (Rs. 900-50-1000-60-1600-50-1800)

24.10. The Director is the head of the Organisation and is in overall charge of the work of the Department. The post is included in the posts borne on the senior time-scale of the Indian Administrative Service in grade Rs. 900-50-1000-60-1600-50-1800).

*Assistant Directors*: (2) (Rs. 350-25-650-30-800)

(1) (Rs. 300-25-550-30-700)

24.11. The Assistant Directors are in charge of the purchase and Technical Sections and assist the Director in his day-to-day work. Two Assistant Directors who are Assistant Commissioners are in grade Rs. 350-25-650-30-800 and the other Assistant Director who is an Assistant Engineer is in grade Rs. 300-25-550-30-700. As these Officers are on deputation from other Departments, they carry the scales of pay for their own posts in the respective parent Departments. This arrangement may continue even in future.

*Superintendents*: (5) (Rs. 250-20-350-25-500)

24.12. The Superintendents are responsible for the day-to-day work of the Sections and they supervise the work of the Case-workers. These posts are filled by taking on deputation from the Secretariat and the State Accounts Department. There are three Section Officers from the Secretariat and the posts held by them are treated as Class II posts and the posts of Superintendents held by the Accounts Superintendents of the State Accounts Department are treated as Class III posts. The incumbents of these posts may carry their own scales of pay in their parent Departments. This arrangement may also continue in future.

24.13. The other categories of posts in the Department are :

1	Assistants	(40)	Rs. 130—5—150—8—190—10—270
			Rs. 120—5—150—8—190—10—240
2	Junior Assistants	(14)	Rs. 80—3—110—4—130—5—150
3	Stenographers	(2)	Rs. 110—5—150—8—190—10—320
4	Typists	(8)	Rs. 80—3—110—4—130—5—150
5	Attender	(1)	Rs. 65—1—70
6	Peons	(14)	Rs. 50—1—60

24.14. The Assistants on deputation from the Secretariat carry their own scale of pay, while others directly recruited are appointed in grade Rs. 120—240. As this is a small Department, all the officials in categories 1 to 4 above may continue to be taken on deputation from other permanent Departments of Government and they may carry their own scales of pay.

24.15. The attender may be promoted as a Junior Assistant if he is qualified to hold that post; he may, otherwise, be transferred against a parallel post in some other Department and this post abolished. The Peons may be recruited by the Director and they may be given the same scale of pay as persons holding corresponding posts in other Departments, *viz.*, Rs. 60—1—80—2—90.

24.16. The liens of the officials in the clerical cadre who have been recruited directly may be shifted against corresponding posts in other permanent Departments and the officials treated as on deputation to this Department.

#### *Special Pay*

24.17. The only posts carrying special pay are the posts of Stenographers and Typists. These special pays may continue in accordance with the general principles laid down by the Commission. The Director of the Stores Purchase Department has proposed that special pay of Rs.75 to the Assistant Directors and Rs.30 to the Section Officers and 20 percent of basic pay to the Assistants and Junior Assistants may be paid on the ground that the nature of work in the Directorate of Stores Purchase is arduous and responsible. The Commission finds that there is no justification for grant of special pay for these posts as the nature of their work is similar to that in any other Government Department.

#### *Work-load*

24.18. At the instance of the Commission, a rapid work-study of the Stores Purchase Department was conducted to assess the work-load. The Assistants who are in the cadre of First Division Clerks attend initially to the receipts in the office. Out of 40 sanctioned posts of Assistants, only 24 are in position. The work-load was assessed with reference to the number of current letters received in the office. The number of letters received in the Directorate of Stores Purchase was 26,469 during 1966-67 and 25,400 during 1967-68, or a monthly average of 2,200 letters during 1966-67 and 2,120 letters during 1967-68. With

an establishment of 24 case-workers, the work-load per case-worker was about 3 receipts per day. Taking all the holidays into account, the work-load of a case-worker was 4 receipts per day. It is generally agreed that the work-load of Clerks who deal with only correspondence in the offices of Heads of Departments could be determined on the basis of the average of 10 receipts per day. If the number of case-workers in the Directorate of Stores Purchase is fixed purely on the basis of this norm, it is evident that there is scope for reduction of the number of Assistants by at least 60 per cent.

24.19. The Clerical staff of this Department would have to deal with not only correspondence but with enquiries. During 1966-67, the total number of enquiries received was 401 and out of them 361 enquiries or 90 % were attended to. That means, on an average, for the whole year, 17 indents were referred to each case-worker and 15 indents were attended to by him. At this rate, the average number of indents received per month by each case worker was 1.4 and the average number of indents attended to by him was 1.2. Thus the volume of work per case-worker is too low in the Department. The Study Team which studied the working of the Directorate General of Supplies and Disposals, Government of India, has fixed the strength of an ordinary purchase section which should on an average be able to deal with about 260 indents per year at one Assistant Director, one Stenographer, one Assistant and two Lower Division Clerks.

24.20. But, on behalf of the Department, it was represented to the Commission that the working of the Stores Purchase Department could not be compared to that of the Directorate General of Supplies and Disposals, as the latter organisation had got several specialised units which attended to the work relating to the processing of indents, whereas in the State Directorate, the case-workers themselves had to attend to all aspects of the work. Therefore, it was represented that the norms of staff and work-load fixed in the Directorate General could not be applied to this Department. Making allowance for this situation, it should be possible to reduce the staff at the clerical level by 40 % if the work-load is determined on the basis of both the volume of correspondence and of enquiries handled in this office. The Commission suggests that Government may evolve the norms of work-load appropriate to the type of work in this Department, and in the light of these norms and taking into account the likely increase in work if this Department has to fulfil the purchase requirements of local bodies also, examine the extent to which it is possible to reduce the staff and take action on this basis.

### Delegation of Powers

#### *Financial Powers*

24.21. The Director, as the Head of the Department, exercises all the financial powers, delegated to the Heads of Departments under the Manual of Financial Powers.

*Powers of Purchase*

24.22. At present the Director is empowered to finalise tenders of a value not exceeding rupees one lakh with a margin of 10 per cent and the Executive Committee is empowered to finalise tenders of the value not exceeding rupees two lakhs with a margin of 5 per cent. The cases beyond this limit are required to be submitted, with the recommendations of the Executive Committee directly to the Minister-in-charge without the intervention of the concerned Secretariat Department. It is felt that the enhancement of existing purchasing powers of the Director would result in speedier disposal of cases. The Commission, therefore, suggests that the Director may be empowered to dispose of all cases upto the value of Rupees two lakhs and upto Rupees five lakhs if the tender quoted is the lowest and is accepted by the indenting department. The Departmental Committees (to be constituted in place of the Executive Committee) may be empowered to approve purchases beyond the value of Rupees two lakhs and upto the value of Rupees five lakhs in all cases other than those referred to above. Only cases beyond that limit may be referred to the Minister.

*Other matters*

24.23. It was suggested to the Commission that if the Government Departments were to make purchases of common articles from the Government Industrial Concerns, there might not be any need for fixing rate-contracts for such articles and that the departments should be induced to purchase articles manufactured by the Government Industrial Concerns. The Commission agrees with this view and recommends that all Government Departments may purchase articles of common use manufactured by the Government Industrial Concerns and that no rate-contract need be framed in regard to such articles. The Stores Purchase Department may furnish a list of such articles to all the Departments.

24.24. At present, the indenter has the option to purchase articles from any one of the rate-contract holders. As this is likely to result in uneven distribution of orders among the rate-contract holders, it is desirable that as far as possible, specified indentors may be earmarked for each rate-contract holder and likewise, the indentors in different areas may also be earmarked specifically for each of the rate-contract holders in those areas.

24.25. The work-study, taken up under the Pay Commission, revealed that on an average a period of 4-5 months is taken between the date of receipt of indents and the date of issue of supply orders. In a department like the Stores Purchase Department there is need for expeditious disposal of business. Therefore, definite time limits should be prescribed for various stages of purchase activity so that the interval between the date of receipt of indents and the date of issue of orders for supply does not exceed two months. The organisation and the working procedures should adhere strictly to the prescribed time limits, as mere prescription of time limits without genuine efforts at compliance will not eliminate delays.

CHAPTER 24

Stores Purchase Department

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Director	...	1 900—50—1,000—60—1,600—50— 1,800	Indian Administrative Service.	
2	Assistant Director	...	2 350—25—650—30—800	400—30—700—EB—40—900	
		...	1 300—25—550—30—700	350—25—600—30—780—EB—40— 900	
3	Superintendent	...	3 250—20—350—25—500	275—20—375—EB—25—525	
4	Accounts Superintendent	...	2 220—10—320—15—440	250—10—300—15—420—20—500	
5	Assistant	...	40 { 130—5—150—8—190—10—270	170—5—180—8—220—EB—10—300	
		...	{ 120—5—150—8—190—10—240	140—5—150—8—190—EB—10— 260—15—290	
6	Junior Assistant	...	14 80—3—110—4—130—5—150	95—3—125—4—145—EP—5—200	
7	Stenographer	...	2 110—5—150—8—190—10—260— 15—320	175—10—275—15—350—EB— 20—450	
8	Typist	...	8 80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
		...	+ Special Pay Rs. 10 p.m.	+ Special Pay Rs. 10 p.m.	
9	Attender	...	1 65—1—70	85—2—95—3—125—EB—4—145	
10	Peon	...	13 50—1—60	60—1—80—2—90	

## CHAPTER 25

### Department of Co-operation

25.1. The Co-operative Movement was initiated in India with a view to organise and develop a special institutional agency primarily for the provision of credit for agriculture and generally for affording to various classes of people, a means of promoting economic development in different fields wherever co-operative endeavour was possible to augment the resources of the people. The agricultural, credit has received the widest support since the occupation of the largest section of the population is agriculture. The different spheres of activities vitally connected with agriculture *viz.*, marketing, processing etc., have also been covered to bring about economic democracy so as to protect even the interests of the consumers. The emphasis on credit has not ceased till now. The Planning Commission emphasised the stepping up of agricultural production during the First Five Year Plan and observed that in this sphere co-operatives have a very significant contribution to make. In the words of the Planning Commission, "Co-operatives can help to increase the effectiveness of extension work. Other services which a cultivator needs for efficient utilisation of lands can also be made available through co-operative agencies". Schemes have been drawn up from time to time in furtherance of this policy. The activities of co-operatives have now been enlarged so as to include all kinds of collective bargaining and thereby avoiding exploitation by individuals.

25.2. Section 40 of the Mysore Co-operative Societies Act, 1959, enjoins on the State Government the duty of encouraging and promoting the Co-operative movement including co-operative farming. Co-operative societies can be established for the purposes generally described in Section 4 of the Act. The Act provides for the grant of aid to co-operative societies. There are several schemes for providing credit to Co-operative Institutions. One of the essential features of these schemes is the adequacy of staff in the Co-operative Department for supervision over the utilisation and recovery of the loans. Supervision over the working of a Co-operative Society implies the scrutiny of its affairs with reference to the provisions of the Act, Rules and Bye-laws. Statutorily, summary powers have been given to the authorities of the Department to ensure that the Societies function well and efficiently. There is a Tribunal to hear appeals against decisions of the subordinate authorities exercising powers under the Act. At present, the Registrar of Co-operative Societies has the power of inspection, enquiry and audit of accounts. The Mysore Resources and Economy Committee observed that the Department should confine itself to its legitimate duties connected with disputes, liquidation, recovery and consolidation. That Committee had also suggested the transfer of the audit staff of this Department to the State Accounts Department. The Commission, however, considers that the Registrar of Co-operative Societies who is responsible under the law for the proper conduct of Co-operative Societies, cannot fulfil his responsibilities satisfactorily, unless he keeps himself in close touch with the working of these Societies by getting their

accounts audited under his direction and control and by satisfying himself that their affairs are managed in a really democratic way according to law. It is an accepted principle of good administration that the audit staff should be independent of the control of the administrative officers and should be in a position to comment on their omissions and commissions without any inhibitions. The Commission, therefore, considers that there may be a separate audit wing, though within the department itself, under the control of Joint Registrar and that this staff may not be subordinate to any of the "administrative" officers and that the officers in this wing may have their own line of promotion.

25.3. The Act empowers the State Government to appoint the Registrar of Co-operative Societies for the whole of the State and an additional Registrar and as many Joint Registrars, Deputy Registrars and Assistant Registrars as are necessary to assist the Registrar. The Act also empowers the State Government to appoint officers with other designations to assist the Registrar.

*Headquarters Organisation.*

25.4. This Department is classified as a Major Department. The Registrar is the Head of the Department. The post of Additional Registrar was sanctioned in 1967 but it has not been filled now. The Registrar is assisted at the Headquarters by the following officers, namely:—

1. Joint Registrar (Housing),
2. Joint Registrar (Procurement),
3. Joint Registrar (Consumers),
4. Joint Registrar (Audit)
5. Special Officer, Co-operative Farming,
6. Deputy Registrar (Consumers),
7. Dairy Officer,
8. Statistician,
9. Assistant Engineer,
10. Special Officer, Liquidation,
11. Special Auditors (five).
12. Headquarters Assistants in the grade of Assistant Registrars (Twelve).

25.5. The work in the head office is divided among 27 sections and sub-sections. There is no definite or uniform pattern of staff at the Head Office.

The following staff is engaged in various sections, namely :—

1. District Auditors	...	6
2. Senior Grade Auditors	....	10
3. Senior Auditors	....	17
4. Junior Auditors	....	7
5. Superintendents and Senior Grade Inspectors	...	19
6. Head Clerks	....	7
7. Inspectors	....	16



8.	I Division Clerks	....	39
9.	Stenographers	....	11
10.	II Division Clerks	....	39
11.	Typists	....	9
12.	Draughtsman	....	1
13.	Cine Operator	....	1

25.6. The Commission considers that at the Head Office there may be two distinct wings, namely, audit and administration as the Head Office is mainly concerned with the implementation of the policies of Government in accordance with the Act and Rules.

25.7. The various items of work entrusted to the Sections in the Head Office are follows :—

1. Establishment,
2. Accounts,
3. Procurement,
4. Marketing,
5. Credit,
6. Land Mortgaging,
7. Planning,
8. Consumers Co-operatives,
9. Iron and Fertilisers,
10. Housing,
11. Clearance and Administration,
12. Money Lending,
13. Loans,
14. Dairy and Farming,
15. Statistics, and
16. Engineering.

25.8. The Commission considers that these items of work can conveniently be grouped as follows, namely :—

1. Establishment, Accounts, Clearance and Administration ;
2. Procurement, Marketing, Consumers Co-operatives and Iron and Fertilisers ;
3. Credit, Land-mortgaging, Money Lending and Loans,
4. Planning, Dairy and Farming ;
5. Engineering and Housing ; and
6. Statistics.

Each of the groups at Sl. Nos. 1 to 4 may be entrusted to the charge of the Officer of the grade of an Assistant Registrar to be designated as Head-quarters Assistant. The items at S. No. 5 may be entrusted to the charge of an Assistant Engineer taken on deputation from the Public Works Department. The Statistics Section may be entrusted to an Officer taken on deputation from the Bureau of Economics and Statistics. Both these officers may, for administrative convenience be designated

as Head-quarters Assistants. Each of the Sections may be entrusted with one group of the items of work enumerated above and may have the following categories of staff, *i.e.*,

Superintendent,  
I Division Clerks,  
II Division Clerks.

The Engineering Section may have only one Draughtsman as at present. The Statistical Section may have the staff in the following categories :—

I Division Clerks,  
II Division Clerks.

These Sections may work under the control of three Joint Registrars.

25.9 All items of work other than those specifically referred to above may be entrusted to the Administrative Section.

25.10 The Audit Wing at the Head-quarters Office may work under the control of a Joint Registrar assisted by one Officer in Class II Gazetted scale, and the following supporting staff :—

1. Audit Superintendent (new designation)
2. Five Auditors.

*Special Officers for Liquidation, Co-operative Farming and Dairy Co-operatives*

25.11 The Commission considers that Special Officers for these purposes stationed at the Head-quarters would not be able to help the Registrar in implementing the policies or enforcing the provisions of the law effectively.

25.12. Section 73 of the Act empowers the Registrar to appoint a Liquidator where an order has been made for the winding up of a Society. It would, therefore, be more advantageous to appoint an Assistant or Deputy Registrar in charge of a sub-division or district, as the case may be, as Liquidator. From the statistics made available to the Commission the number of Societies against which liquidation proceedings were taken up is decreasing, the figure in 1966-67 being 24 as against 191 in 1961-62. There would, therefore, not be much additional work for the field officers who are entrusted with the work of liquidation.

25.13. There are 627 Farming Co-operatives, 43 Lift Irrigation Societies, 397 Dairy Societies and 6 Dairy Co-operative Unions. Supervision, assistance and guidance in the working of these societies should, in the view of the Commission, be more effective at the peripheral levels of the Department rather than centralising these functions at head-quarters. They may, therefore, form part of the regular functions of the officers at the District and Sub-divisional level.

*Abolition of Surplus Posts*

25.14. Having regard to these observations, the following posts held by Gazetted and non-gazetted officers at the Head-quarters may be abolished :—

1. Additional Registrar	....	1	(this post is already vacant)
2. Deputy Registrar	....	1	
3. Special Officer for Liquidation	....	1	
4. Dairy Officer	...	1	
5. Special Auditors	....	4	
6. Headquarters Assistants	....	8	
7. District Auditors	....	5	
8. Head Clerks	....	7	
9. Inspectors	....	22	

*Divisional Level Offices.*

25.15 The State has been divided into four Divisions co-extensive with the Revenue Divisions. Joint Registrars are incharge of these Divisions. Every Divisional Joint Registrar is given the assistance of two Officers of Class II Gazetted status except in the case of the Mysore Division where four Officers of Class II Gazetted Cadre have been attached. The non-gazetted staff at the Divisional Offices comprise:—

1 Senior Inspector	1
2 I Division Clerks	2 to 4
3 II Division Clerks	2 to 4
4 Stenographer	1
5 Typist	1

The Divisional Joint Registrar now exercises general supervision and administrative control over the entire Division under his charge ; he has also to guide and co-ordinate the activities of the Department. The Joint Registrars exercise statutory powers conferred on them by Government in Notification No. DPC 135 CCS 66, dated 4th January 1967, under Section 2-A of the Act, and the administrative and financial powers of the Registrar delegated to them in Government Order No. DPC 323 CET 66, dated 14th February 1967. The Commission has, in Chapter 3, recommended the abolition of Divisional Level Offices in the State. Having regard to the functions performed by the Divisional Level Officers of this Department and in consonance with the general recommendation, the Commission considers that the Divisional Level Offices may be abolished and the powers and functions which are now being exercised by the officers at this level transferred to the District Level Officers. As regards statutory powers, the Commission considers it sufficient if the delegation of these powers is made in the following manner ; namely :—

- (a) to the Assistant Registrars in respect of Co-operative Societies with their registered offices within their respective sub-divisions and whose area of operation does not extend beyond the District in which the sub-division/s is/are situate ; and

- (b) to the Deputy Registrars of districts in respect of Societies whose registered offices are situated within their respective Districts and whose area of operation extends beyond a District.

*District Level Offices*

25.16 There is one Deputy Registrar of Co-operative Societies for Mysore and Coorg Districts, one for Gulbarga and Bidar Districts, and one for Hassan and Chikmagalur Districts. Each of the other Districts has separate Deputy Registrars. The District level office has an administrative wing and an audit wing. Audit Wing is headed by a Special Auditor in the Class II Gazetted scale. The following is the supporting staff at the District level :—

District Auditors	....	2 to 3
Senior Inspectors	....	3 to 5
Head Clerk	....	1
I Division Clerk	....	1
II Division Clerk	....	1
Stenograher	....	1
Typist	....	1
Senior Grade Auditors	....	3 to 6
I Division Clerk	....	1
II Division Clerk	....	1
Typist	....	1
Junior Auditors	....	2 to 3

*Sub-Divisional Level*

25.17 In the present set up, there is one Assistant Registrar for approximately 500 societies, with jurisdiction as far as possible coterminus with the revenue Sub-Divisions. There are 41 Sub-Divisions in the State. The Commission considers that it should be the function of the officer at this level not only to supervise and guide the working of the existing Societies but also to see that people are educated and encouraged to form societies where there are none. In this view, the Commission considers that there is no need to have a sub-divisional office but that there may be one Assistant Registrar generally for every two Taluks and in special cases for every Taluk if the promotional work or the number of Societies already formed in such Taluks involves so much of the work as to justify the appointment of an Assistant Registrar exclusively for the Taluk. By this arrangement, the Commission feels that the department would be able to extend its activities, guide and control them most effectively, without perhaps the present need for lending the services of its officers for managing the affairs of Societies. Although there is no uniform staffing pattern, every Assistant Registrar has generally the following administrative staff under him, namely:—

1. Head Clerk	....	1
2. Senior Inspectors	....	1—3
3. Inspectors (functional)	...	2—5
4. II Division Clerks	....	2—4
5. Typist	....	1

The Commission considers that in the proposed set up the staff in the Office of the Assistant Registrar may comprise the following, namely :—

I Division Clerk	....	one
II Division Clerks	....	Two
Typist	....	One

#### *Taluk Level*

25.18. At the Taluk level, one Senior Auditor and one Junior Auditor are entrusted with the work of auditing the accounts of the Co-operative Societies. The Senior Inspectors and functional Inspectors attached to the office of the Assistant Registrar, attend to the promotional and regulatory aspects of the work of the Department in the taluks in the sub-division. In addition to these officers, there are Co-operative Extension Officers in each Community Development Block to supervise and assist the Societies in their working in accordance with the general policies and the directions issued by the Assistant Registrars from time to time. Co-operative Extension Officers are working in the Community Development Blocks and are members of the block team. The Commission considers that for the reasons indicated in Chapter 26 these officers should be brought outside the fold of the Community Development Blocks and/or the Taluk Development Boards and should be allowed to function independently of such organisations.

25.19. The Commission is of the view that the Officer at the District Level is the 'Keyman' in the administrative set up of the Co-operative Department. His powers may be augmented to enable him to organise and develop the various categories of Co-operative Societies and to create the necessary atmosphere for the sound growth of the Co-operative Movement in the District. Assistant Registrars were formerly in charge of Districts and they have now been replaced by Deputy Registrars who were formerly divisional officers. The Deputy Registrars are Senior Officers with wide experience in the Department and they ought to be able to accept and discharge all the responsibilities of District administration adequately. They do not require continuous guidance and supervision. The abolition of the posts of the Divisional Joint Registrars would not therefore, affect their work; on the other hand, they can function more effectively hereafter as some of the powers now vested in the Joint Registrars would be vested in them.

25.20. The Commission, therefore, considers that the Department may be reorganised at the District level to ensure adequately (1) the inspection of the working of Co-operative Societies (2) audit of accounts, and (3) administrative supervision.

#### *Audit of the Accounts of Societies*

25.21. Agricultural finance, which forms the core of the co-operative movement, often involves great risk. Credit facilities have now been provided on the basis of creditworthiness of the purpose and not necessarily the creditworthiness of the persons concerned as in the former days. Credit facilities are therefore

extended even to persons who may not be able to offer adequate security in the traditional sense in which this expression was understood. The Co-operative Credit agencies are thus called upon to shoulder heavier responsibilities and greater risks than they have been shouldering so far. The Act provides for adequate summary powers involving inspection and penalties. Section 68 of the Act makes it obligatory for the Registrar to have the accounts of every Co-operative Society audited at least once a year. There are about 18,000 societies in the State. The Commission has been informed that audit of the accounts of the co-operative societies has fallen into arrears. The need for auditing the accounts of the societies is very important in the context of the programmes for expansion of agricultural credit. Though standards for auditing societies have been prescribed, they are not strictly followed. The Commission considers that a team of auditors may be entrusted with this work and held responsible for definite norms of audit work, so as to ensure compliance with the mandatory provisions of the Act. The commission also considers that the cost on account of the audit staff should as far as possible not exceed the audit fees realised, but if it does, the extra expenditure so incurred would be more than justified if the accounts of all the societies are audited regularly and misuse or misutilisation of funds entrusted to their care is strictly avoided.

*Suggested re-organisation of the Department*

25.22. The Commission, having examined the functions of the Department, considers that the Department may be reorganised having regard to the following distinct functions involved at the sub-divisional, district and State level; namely :—

(1) Administrative functions comprising collection of progress reports, watching the progress of work, collection of statistics and other clerical work; including arbitration, inspection, education and propaganda, and

(2) Audit.

In this view, the various categories of posts in the Department may have to be reduced to the following categories, namely :—

1. Registrar,
2. Joint Registrars (Head-quarters),
3. Deputy Registrars,
4. Assistant Registrars including Head-quarters Assistants,
5. Audit Officers,
6. Audit Superintendents,
7. Senior Auditors,
8. Auditors,
9. Senior Inspectors,
10. Inspectors including Co-operative Extension Officers.
11. Superintendents,
12. Head Clerks,
13. I Division Clerks,
14. II Division Clerks,

15. Stenographers,
16. Typists,
17. Cine Operator,
18. Class IV Officers.

The other categories of posts in the Department may be abolished.

25.23. The Gazetted and supervisory staff at various levels may be as follows, namely :—

*Head Office.*

- |    |                          |      |   |
|----|--------------------------|------|---|
| 1. | Registrar                | .... | One   |
| 2. | Joint Registrars         | .... | Four (including the one for audit)  |
| 3. | Head-quarters Assistants | .... | Six (including one Assistant Engineer and one Assistant Director of Statistics) |
| 4. | Audit Officer            | .... | One   |
| 5. | Superintendents          | .... | Sixteen (one in charge of each Section)   |
| 6. | Audit Superintendent     | .... | One   |

*District Level.*

- |    |                  |      |     |
|----|------------------|------|-----|
| 1. | Deputy Registrar | .... | One |
| 2. | Audit Officer    | .... | One |
| 3. | Head Clerk       | .... | One |

*Sub-divisional or Taluka level depending upon the number of Societies.*

- |    |                     |      |     |
|----|---------------------|------|-----|
| 1. | Assistant Registrar | .... | One |
|----|---------------------|------|-----|

*Field :* 1. A team of Auditors

2. Inspectors including Co-operative Extension Officers.

25.24. All supervisory posts with other designations may be abolished. The Commission considers that in this arrangement there would be a compact and efficient organisation which would really serve the cause of the co-operative movement. It appears to the Commission that the strength of officers and officials in the department has been increased not on any scientific basis after a careful assessment of the work-load at different levels but on an *ad-hoc* basis with the result that the administrative expenditure has increased tremendously without actual corresponding benefits to the administration.

25.25. There is, therefore, scope for substantial reduction of staff in the Department. The Commission has recommended in Chapter 9 the strengthening of the Organisation and Methods machinery in the Secretariat. It is suggested that an immediate work study may be undertaken in the department to suggest suitable work-loads at the various levels and for the various categories of officers and in particular for the auditors and inspectors. Creation of posts, if any, in future, may have to be necessarily with reference to the quantum of work involved and not with reference to the schemes or the funds allotted for particular schemes. An internal evaluation unit may, in due course, be constituted by getting the officers

already working in the Department trained in the Organisation and Methods work and a detailed assessment of work-load at each level made and staff readjusted in relation to the actual work-load.

*Deputation of Departmental Officers to Institutions*

25.26. In addition to the Gazetted staff at the various levels in the Department, the following categories and numbers of officers are working on deputation basis in various Co-operative Societies and Institutions, namely :—

1. Joint Registrars	....	7
2. Deputy Registrars	....	13
3. Assistant Registrars	....	105
4. Special Auditors	....	45

The Co-operative Institutions are democratic institutions governed by their own regulations and the provisions of the Act. It is, however, necessary that there should be official guidance and assistance in the development of such institutions till they reach the stage of stability. When once they begin to function on sound lines, there should be no need for the services of officials deputed by the Department. The Commission has no material to pronounce on the justification or otherwise for deputation of such a large number of officials. The Commission, therefore, desires to draw the attention of the Department to the following observations made by the Committee appointed by the Government of India in 1959, headed by Shri V. L. Mehta.

“The role of the State will consist in providing the assistance required by the institutions during the period of their initial growth, but should not extend to the internal administration of the societies and banks, which should be left to the representatives of members themselves. This will involve discontinuance of the practice obtaining in some States of officials occupying responsible positions in boards of directors—such as those of Chairman and Vice-Chairman. The posts of Managing Directors or Secretaries should, according to us, be normally filled by the Board of Management or the general meeting, the appointment to these posts being made by Government only for special reasons and for specified periods. The need for vigorous participation of the people in the actual working of the Societies, Banks etc., is much great, now that the co-operatives are to play an active role in providing credit and other services on an increasing scale. It will be necessary to draw in, for the management of co-operative institutions, public-spirited workers who will subordinate their personal interests and party and political considerations to the common good of the people”.

The Commission recommends to the Government to scrutinize all cases of deputations of officers in the light of the aforesaid observations which reflect the correct policy to be followed in the matter and make suitable adjustments. There appears to be an impression in certain quarters that the Department prevails upon certain societies to take officers on deputation. If this impression has any substantial basis, it is necessary that the department should encourage the societies to have their own officials suitably trained and fitted for the jobs.



25.27. The Mysore State Co-operative Union is exclusively entrusted with the work of training. The Co-operative Societies may be encouraged to appoint suitable staff from the open market and depute the selected candidates for training. The Commission considers that this will improve the working of the Societies and minimise the need to have officers from the Department on deputation.

25.28. The Commission considers that it would be advantageous from the point of view of the effective implementation of Plan schemes, and, in particular, the intensive agricultural development schemes which are taken up by the Co-operative Department in co-ordination with the Department of Agriculture, if the schemes are taken up on a pilot basis in small localised areas so that difficulties in successful implementation of the schemes could be identified and corrected and such difficulties avoided when larger schemes are undertaken. This would also enable the department to have proper assessment of the requirements of the staff for the various stages of the schemes.

#### *Cadre and Recruitment Rules and Scales of Pay*

25.29. The strength of the various cadres of this department was first determined in Notification No. GAD (CM) 17-GRR-67, dated the 8th July 1960 and modes of recruitment have been prescribed in the Mysore Co-operative Services (Recruitment) Rules, 1960. The departmental staff had been strengthened from time to time and was recently re-organised at the sub-divisional, district, divisional and State levels in Government Order No. DPC 133 CET 66, dated 16th September 1966. The Department has suggested modifications to the Rules in the light of the fact that certain posts for which no mode of recruitment was prescribed earlier were created and in order to make specific provision for the officers concerned passing departmental examinations and undergoing training. As regards passing of departmental examinations and undergoing training, the Commission feels that in the case of appointments made by promotion, the concerned officers should have passed all the departmental examinations and should have undergone the specified courses of training before they are promoted to the lowest Gazetted posts, *i.e.*, Assistant Registrar and Audit Officer. In the case of direct recruits, however, provision may be made for their passing the departmental examinations during the period of probation and for undergoing training, as soon as possible, thereafter. Other necessary amendments may be made to the Cadre and Recruitment Rules in the light of the recommendations made in this chapter.

25.30. The Commission has indicated the categories of posts that may be retained in this department. The Cadre and Recruitment Rules and scales of pay in respect of these categories of posts may be revised in the light of the following recommendations:—

#### *Registrar*

25.31. The Registrar is the Head of the Department and the post is encadred in the senior time-scale of the Indian Administrative Service. This mode of recruitment to the post is adequate and may be continued.

*Joint Registrars* : (15) (Rs. 900—40—1,100—50—1,300).

25.32. It has already been suggested that there may be only four posts of Joint Registrars and that all of them should be at the Head-quarters. The posts of Joint Registrars created for purposes of deputation to the Co-operative Societies may, as already suggested, be adjusted suitably. These posts are filled by promotion from the cadre of Deputy Registrars. It has been suggested to the Commission that the posts of Joint Registrars might be filled by promotion by selection. This suggestion is in consonance with the general principle that the posts at the level of the Joint Heads of the Department should be filled on the basis of selection from the next lower cadre. The Commission, therefore, recommends that this mode of recruitment may be adopted. The revised scale of pay for these posts may be Rs. 1,100—50—1,300—60—1,600.

*Deputy Registrars* : (30) (Rs. 600—40—1,000)

25.33. There are 30 posts of Deputy Registrars including one at the State Head-quarters and 13 who are on deputation to various Societies. The other Deputy Registrars are in charge of Districts. In view of the recommendation made in para 15, that the posts of the Divisional Joint Registrars may be abolished, most of the powers now exercised by them may be vested in the Deputy Registrars. There is no need for the post of a Deputy Registrar in the office of the Registrar as there are Joint Registrars to supervise the work of the Sections. These surplus posts may, therefore, be abolished.

25.34. Appointment to the post of a Deputy Registrar is, at present, made by promotion from the cadre of Assistant Registrars who have put in at least five years of service in the cadre. It has been suggested to the Commission that the special auditors, District Co-operative Audit Officers and Officers holding equivalent posts in the Department might also be eligible for promotion to this cadre subject to the condition that they have put in a minimum period of three years of service in such posts. It has also been suggested to the Commission that promotions to this cadre might be made by selection of officers in the lower cadre. The Commission considers that it may not be necessary to fill the post, by promotion by selection and that the present mode of recruitment by promotion from the cadre of Assistant Registrars on the basis of seniority-cum-merit would be adequate as the rule requiring a minimum service of five years as Assistant Registrar would ensure that the officer concerned would have gained adequate experience before he becomes qualified for promotion to the higher post. In the proposed set up, the posts of Head-quarters Assistants (other than those filled by taking on deputation officers from other Departments) and of Audit Officers (Class II Officers) in charge of audit work of a district will be of the same status as those of Assistant Registrars. The posts of Head-quarters Assistants will be filled by transfer of Assistant Registrars and will, therefore, be included in the cadre of Assistant Registrars for purposes of promotion to the post of Deputy Registrars. In view of the recommendation made by the Commission in para 2 that there may be a separate audit wing with a line of promotion only within that wing, the special auditors and persons holding equivalent posts on the

audit side, who, under the new structure would be designated as Audit Officers, may not be considered eligible for promotion to the cadre of Deputy Registrars. The Rules of Recruitment may be amended suitably bearing these points in mind. The Commission considers that the present arrangement under which a Deputy Registrar is in charge of Mysore and Coorg Districts, another in charge of Gulbarga and Bidar Districts, a third in charge of Hassan and Chikmagalur Districts and separate Deputy Registrars for each of the other Districts is working satisfactorily and may continue. The scale of pay for these posts may be Rs. 700—40—900—50—1,200.

*Assistant Registrars and Headquarters Assistants : (172) (Rs. 275—20—375—25—600)*

25.35. According to the Rules of Recruitment 66 $\frac{2}{3}$ % of the posts of Assistant Registrars are filled by direct recruitment and the remaining by promotion from the cadre of Inspectors and Auditors. Direct recruitment to these posts is made by selection of candidates who hold a degree of a recognised University through the competitive examinations held by the Public Service Commission in accordance with the Mysore Recruitment of Gazetted Probationers (Class I and II Posts, Appointment by Competitive Examinations) Rules, 1968. The period of probation is two years during which the candidates have to undergo training in a I Grade Co-operative College. The Commission considers that after the training but before the expiry of the period of probation, the officers may be posted to field charges like those of the Co-operative Extension Officer and Inspector before placing them in independent charge of the posts of Assistant Registrars so that they would have practical experience of all items of work falling within the ambit of their office. In view of the recommendation of the Commission regarding the creation of an independent audit wing in the department and regarding the higher posts in this wing being filled by promotion of officers in it, the Commission considers that 33 $\frac{1}{3}$ % of the vacancies may be filled by promotion (from the cadre of Senior Inspectors) on the basis of seniority-cum-merit of persons who have put in at least five years of service as Senior Inspectors and who have passed all the departmental examinations and have undergone the necessary training.

25.36 The Commission has suggested earlier that one Assistant Registrar may be in charge generally of two Talukas, and in some cases of one Taluka. The strength of the cadre of the Assistant Registrars may be increased suitably. The Commission has also suggested that a deputation reserve may be created for deputing officers to the Co-operative Societies on requisitions received from them. The Commission considers that the strength of the deputation reserve should not normally exceed  $\frac{1}{3}$ rd of the regular cadre strength of the Assistant Registrars.

25.37. The Commission has suggested the creation of four posts of Headquarters Assistants in the cadre of Assistant Registrars; one post of Head-quarters Assistant to be filled by taking on deputation an Assistant Director from the Bureau of Economics and Statistics and one more post of Head-quarters Assistant to be filled by taking on deputation an Assistant Engineer from the Public Works Department as at present.

25.38. The scale of pay for the post of Assistant Registrar is Rs. 275-20-375-25-600 which is higher than that for Class II Gazetted posts in some other departments which is Rs. 250-20-350-25-500. The scale of pay for these posts may be revised as Rs. 300-25-550-E.B.-30-700. The Assistant Director taken on deputation from the Bureau of Economics and Statistics and the Assistant Engineer taken on deputation from the Public Works Department for being appointed as Headquarters Assistants may draw their pay in the scales of pay applicable to them in their parent Departments.

*Audit Officers :* (90) (Rs. 275-20-375-25-600)

25.39. At present, the posts at the district level on the audit side are designated as District Co-operative Auditors, and Special Auditors and their scales of pay are the same as that for the Assistant Registrars. The Commission has suggested earlier that it is enough to have one officer of this rank at the district headquarters responsible for the audit work in the district. It would be administratively convenient to designate these officers as Audit Officers. These officers may work under the technical and administrative control of a Joint Registrar in the Office of the Registrar. No Rules of Recruitment to these posts have been framed so far. It has been proposed by the Department that recruitment to these posts might be made by direct recruitment in the same manner as the Assistant Registrars to the extent of 33 $\frac{1}{3}$ % of the vacancies, the remaining vacancies being filled by promotion from the cadre of District Auditors, District Co-operative Officers, Special Officers and other equivalent posts. Since there are no promotional opportunities for the officers in this cadre and in the lower cadres in the audit wing of the Department, the Commission considers that all the posts in this cadre may be filled by promotion of officers in the next lower cadre of Audit Superintendents on the basis of seniority-cum-merit. The scale of pay for these posts may be revised as Rs. 300-25-550-E.B.-30-700.

*Audit Superintendents :* (16) (Rs. 250-10-320-15-440)

25.40. There are 16 District Auditors whose functions have not been clearly defined. In the Commission's view these officers may be designated as Audit Superintendents and may be in charge of a team of auditors and responsible for auditing the accounts of a specified number of Societies during one year. The Audit Superintendents may work under the control of the Audit Officers and may have their headquarters at the headquarters of the Audit Officers.

25.41. At present, every officer in the audit wing is entrusted with the work of auditing the accounts of Societies. The Special Auditors and District Co-operative Auditors are entrusted with the audit of accounts of ten to twelve Co-operative Societies having fairly large transactions besides test audit, office inspection, etc. The District Auditors are entrusted with the audit of accounts of five to six Taluka Agricultural Co-operative Marketing Societies in addition to statutory audit of other Societies. The Senior Grade Auditors, the Senior Auditors and the Junior Auditors are entrusted with the work of auditing the accounts of Societies independently. The Commission has suggested in para 42 the abolition of the cadre of Junior Auditors and the creation of the posts of Senior Auditors

and Auditors in lieu of the existing cadres of Senior Grade Auditors and Senior Auditors. Audit Teams comprising one Senior Auditor and two or more Auditors may be asked to undertake the work of audit of the Societies at the various levels. The audit conducted by the Auditors of the Department involves not only audit, keeping in view the philosophy of the Co-operative movement, but also the preparation of balance sheets, etc. The Commission, however, feels that whatever the nature of work, the work may be so organised that adequate work-load in terms of the number of Societies of each category is entrusted to each team and that all the teams working in a District are under the control of the Audit Superintendent and able to complete the audit of the accounts of all the Societies entrusted to such team during the year. In connection with the audit work relating to Panchayats and Taluk Boards the Commission has recommended that there may be one Audit Superintendent for every District. The same recommendation would also apply to the number of Audit Superintendents in this Department with the difference that posts of Audit Superintendents may be created so as to have the same jurisdiction as Deputy Registrars. The work-load to be entrusted to each team may be determined after conducting a time and motion study of the work; but all the teams of Auditors may work under the supervision of one Audit Superintendent in the District. The audit conducted by the Accountant General in respect of Societies involving investments of Government to the extent of Rs. 5 lakhs may continue. No rules for recruitment to the cadre of District Co-operative Auditors have been framed so far and it appears that appointments to these posts have been made on an *ad hoc* basis. It has been proposed that these posts might be filled by promotion from the cadre of Senior Inspectors, Senior Grade Auditors, Superintendents, Stenographers and other equivalent posts. In view of the recommendation already made in regard to the audit work in this Department, the Commission considers that the posts of Audit Superintendents (as now designated) may be filled by promotion from the cadre of Senior Auditors on the basis of seniority-cum-merit. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

*Auditors* : (587) (Rs. 180—10—320) ; (Rs. 120—5—150—8—190—10—240) ; (Rs. 80—3—110—4—130—5—150)

25.42. There are 587 auditors in the following categories and scales of pay, namely:—

1. Senior Grade Auditors (93) (Rs. 180—10—320)
2. Senior Auditors (309) Rs. 120—5—150—8—190—10—240)
3. Junior Auditors (185) Rs. 80—3—110—4—130—5—150)

The Junior Auditors are appointed by direct recruitment of persons who have passed the S. S. L. C. or equivalent examination. Senior Auditors are appointed (1) to the extent of 50% of the vacancies by direct recruitment of persons who hold a degree of a recognised University and have rural background ; (2) 40% by transfer of Graduate Gramsevak of the Development Department or promotion of Junior Auditors ; and (3) 10% by promotion of non-graduate Gram-

sevaks who have put in three years of service. No Rules of Recruitment to the cadre of Senior Grade Auditors have been framed and appointments are made on an *ad hoc* basis by promotion on the basis of seniority-cum-merit. The Commission was informed that there was a proposal to abolish the cadre of Junior Auditors. The Commission agrees with this suggestion as these officers are only II Division Clerks and cannot effectively audit the accounts of the Societies. Since the other two categories of Auditors would have higher qualifications than the Junior Auditors, their out-turn of audit work should be better; consequently, a smaller number of auditors (of all categories) should be able to attend to the work efficiently. Such of the Junior Auditors as are qualified to hold the posts of Auditors and are considered suitable may be continued as Junior Auditors in the revised scale of pay of Rs. 95—3 125—4—145—EB—5—200. The vacancies that may arise in this cadre need not be filled. The remaining Junior Auditors may be absorbed in the vacancies of II Division Clerks wherever possible or otherwise retrenched. The Auditors may be appointed in future by direct recruitment of candidates who possess a degree of any recognised University in any subject preferably in Commerce. They may be given the scale of pay of Rs. 140—5—150—8—190—EB—10—260—15—290.

25.43. The Commission considers that it would be adequate if all the Auditors are in a single cadre and accordingly recommends that all the officials in the existing cadres of Senior Grade Auditors and Senior Auditors may be placed in a single cadre designated as "Auditors" and given the scale of pay of Rs. 140—5—150—8—190—EB—10—260—15—290. Persons holding the posts of Senior Grade Auditors in the scale of pay of Rs. 180—10—320 may, however, be allowed a revised scale of pay of Rs. 200—10—280—15—370—EB—20—450 so long as they continue in the cadre of Auditors.

*Superintendents*: (13) (Rs. 180—10—320)

25.44. The Superintendents are in charge of the Sections in the head office. These posts are filled by promotion from the cadre of Head Clerks. This mode of recruitment is adequate and may be continued. The revised scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

*Head Clerks*: (56) (Rs. 150—8—190—10—270)

25.45. The posts of Head Clerks are filled by promotion from the cadre of I Division Clerks. The revised scale of pay for this post may be Rs. 175—10—275—15—350—EB—20—450. The Commission considers that there is no need to have the posts of Head Clerks at any level other than at the district level. The strength of this cadre may be regulated accordingly.

*I Division Clerks*: (136) (Rs. 110—5—150—6—180—10—220).

*II Division Clerks*: (378) (Rs. 80—3—110—4—130—5—150).

*Stenographers*: (33) (Rs. 110—5—150—6—180—10—220).  
+ S. P. Rs. 30 p. m.

(2) (Rs. 110—5—150—6—180—10—320).

*Typists*: (115) (Rs. 80—3—110—4—130—5—150).  
+ S. P. Rs. 10 p. m.

25.46. The scales of pay for and methods of recruitment to these cadres may be the same as in respect of identical posts in other Departments.

25.47. The strength in each cadre may be determined after undertaking a study of the work-load involved at the various levels.

25.48. It has been represented to the Commission that there are no prospects of promotion for Stenographers in the Department and that a cadre of Selection Grade Stenographers might be created to provide an incentive. It appears that there are only I Grade Stenographers in this Department whereas there is a cadre of II Grade Stenographers in some other Departments. Having regard to the functions of this Department the Commission considers that there is no need to have many posts of Stenographers. It may be possible to provide for some of the posts in the cadre of Head Clerks for being filled by promotion of Stenographers. In this regard, the Commission suggests that its general recommendations about the provision of promotional opportunities to Stenographers and creation of the posts of Selection Grade Stenographers may apply to this Department also.

*Inspectors including Co-operative Extension Officers, etc. :* (1119) (Rs. 80—3—110—4—130—5—150) ; (Rs. 120—5—150—8—190—10—240); (Rs. 180—10—320)

25.49. A substantial part of the work of the Department in the field consists of educating the rural population in the principles of Co-operation, encouraging them to form Societies, assisting them in the formation of Societies and in the working of the Societies according to the Act, Rules and the Bye-laws. This is essentially the function of the Co-operative Extension Officers and of Inspectors generally. In addition, the Inspectors have varied functions connected with new schemes under the Co-operative movement as also enforcement of the provisions of the Act, Rules and Bye-laws. For this field work officers are appointed in the following categories of posts and scales of pay, namely:—

1. Co-operative Extension Officers (293)	....	Rs. 120-5-150-8-190-10-240.
2. Junior Inspectors (125)	....	Rs. 80-3-110-4-130-5-150.
3. Inspectors (555)	....	Rs. 120-5-150-8-190-10-240.
4. Senior Inspectors, Sales Officers (144)		Rs. 180-10-320.
5. Special Officer (I.C.P.) (13)	}	Rs. 250-10-320-15-440
District Co-operative Officers (Procurement) (20)		
District Supervisors (Consumers) (20)		

In addition to these, there are Arbitration Inspectors exclusively for attending to matters relating to arbitration cases and Marketing Inspectors exclusively for dealing with Co-operative Marketing Societies. From the evidence placed before the Commission it appears that there is no uniform work-load assigned to Inspectors. The Commission is of the view that an Inspector may be entrusted with all aspects of the work of this Department. The Inspectors may also assist the Assistant Registrar in the matter of collection of statistics and enforcement of the provisions of the Act and Rules thereunder. For this purpose, every

Inspector may be assigned a specific jurisdiction and he may be responsible for all items of work of the Department (other than audit) within his jurisdiction. The Commission does not consider the special officers appointed for special items of work necessary since under the pattern of staffing recommended by the Commission, the Inspectors can handle those items of work within their jurisdictions. These posts may be abolished after the present incumbents are absorbed in suitable vacancies. As the work in the field is of an important nature from the point of view of the public, the Inspectors should be adequately qualified to discharge the various responsibilities proposed to be entrusted to them. In this view, the Commission feels that Junior Inspectors would not be able to carry out these functions with the required efficiency. They may, therefore, be transferred to the cadre of II Division Clerks. The mode of recruitment to the post of Inspectors (including Co-operative Extension Officers) is the same as to the cadre of Auditors indicated above. The Commission had recommended in Chapter 14 that the posts of Gramasevaks may be abolished in their present form and that may be absorbed as Agricultural Assistants in the Department of Agriculture. There is, therefore, no need to provide for the appointment of Gramasevaks to this cadre. Posts in the cadre of Inspectors (including Co-operative Extension Officers) may, therefore, be filled by direct recruitment of candidates who hold a degree of a recognised University.

25.50. The Commission, however, recommends that a cadre of Senior Inspectors may be constituted. The strength of this cadre may be equal to ten per cent of the total strength of the cadre of inspectors including Co-operative Extension Officers. The posts in this cadre may be filled by promotion from the cadre of Inspectors on the basis of seniority-cum-merit. Persons holding the posts of Senior Grade Inspectors in the scale of pay of Rs. 180-10-320 may be treated initially as belonging to the proposed cadre of Senior Inspectors. The cadre of Senior Inspectors will serve as a Selection Grade for the Cadre of Inspectors. The Senior Inspectors may be posted to more important charges and the Inspectors to the others.

25.51. An Inspector may be placed in charge of about 50 Co-operative Societies of all categories. It should normally be enough to have an Inspector for each Taluk ; it may, however, be necessary in some cases to have two Inspectors in a Taluk and it may be adequate in some other cases to have one Inspector for two Taluks depending on the number of Societies already existing and the scope for forming new Societies. The jurisdiction of each Inspector may be fixed on this basis but in doing so, it may be ensured that in no case would an Inspector have to work under more than one Assistant Registrar.

25.52. The scales of pay for the posts of Senior Inspectors and Inspectors (including Co-operative Extension Officers) may be revised as Rs. 200-10-280-15-370-EB-20-450 and Rs. 140-5-150-8-190-EB-10-260-15-290 respectively. Until the posts of Special Officers (I. C. P.), District Co-operative Officers (Procurement) and District Supervisors (Consumers) are abolished, the existing incumbents may be given the scale of pay of Rs. 275-20-375- EB-25-525.

*Cine Operator* : (1) (Rs. 80—3—110—4—130—5—150)

25.53. This post was created in the year 1963-64 for operating the Audio-Visual projector, in connection with publicity and propaganda relating to co-operative farming upto the end of the IV Five Year Plan. The post was filled



in the year 1957. No Rules of Recruitment for this post have been framed so far but the present incumbent holds a diploma in Cinematography. The Commission considers that as the work involves handling costly equipment, the minimum qualification required for appointment to this post should be a diploma course of three years in Cinematography. In their Order No. FD 206 SRP (1) 61, dated the 28th November 1961, Government had prescribed the scale of pay of Rs. 150—8—190—10—320 to certain “diploma holders” including the “diploma holders” in Cinematography. The Commission, however, considers that there is no need to have separate recruitment to this post as it is an isolated post in this Department. There are similar posts in the Department of Information and Tourism and it would be desirable to take Cine Operators on deputation from that Department. The post may be filled, in future, on this basis and the Rules of Recruitment framed accordingly. Since the present incumbent has been appointed by the Department and possesses the same qualifications as those prescribed for similar posts in the Department of Information and Tourism, the Commission recommends that his lien may be shifted to the Department of Information and Tourism in the cadre of Assistant Cameramen and he may be treated as having been taken on deputation from that Department. The revised scale of pay for this post may accordingly be equal to that recommended for the post of the Assistant Cameramen in the Department of Information and Tourism.

*Class IV Officers :*

25.54. There are 1235 Class IV Officers in the Department in the following categories and scales of pay, namely:—

- |   |            |                    |
|---|------------|--------------------|
| 1. Drivers (11)   | ....       | Rs. 70—1—80—2—100. |
| 2. Duplicator Operator                                    | (1) ....   | Rs. 70—1—80—2—100. |
| 3. Attenders, Amins, Process Servers and equivalent posts | (151) .... | Rs. 65—2—85.       |
| 4. Jamedar  | (1) ....   | Rs. 70—1—80—2—100. |
| 5. Daffedars, Naiks and equivalent posts                  | (7) ....   | Rs. 65—2—85.       |
| 6. Peons  | (964) .... | Rs. 50—1—60.       |

25.55. The Commission considers that there is no need for a separate post of a Duplicator Operator. The existing post may be abolished and the work entrusted to any other Class IV Officer as in the Multigraph Section in the Secretariat. The Commission feels that there is no sufficient work in the department to justify the appointment of 151 posts of Amins, Attenders, Process Servers, etc. It is enough to have one post of Process Server for each Sub-Division working under the control of the Assistant Registrar concerned. All the remaining posts in this cadre may be retrenched. The scale of pay for the posts of Process Servers may be the same as that for the Process Servers in the Judicial Department.

25.56. There are seven posts in the scale of pay of Rs. 65—2—85 with the designation such as Daffedars, Naiks, etc. The Commission considers that these

posts may have the common designation 'Daffedars' and have the same scale of pay as the corresponding posts in other Departments.

25.57. There is one post of Jamedar in the scale of pay of Rs. 70—1—80—2—90. The scale of pay for these posts may be the same as for corresponding posts in other departments.

25.58. There are 964 peons in the Department. This appears to be excessive; but the position may be examined in the light of the recommendations made by the Commission in this behalf in Chapter 9, and the strength of the staff regulated accordingly. The scale of pay for these posts may be the same as for corresponding posts in other departments.

#### *Special pay*

25.59. The following officers are in receipt of Special Pay :—

1. Registrar	....	Rs. 100 p. m.
2. Special Officer, Co-operative Farming		Rs. 50 p. m.
3. District Co-operative Officer (Farming)		10% of the mean between the maximum and minimum of the scale of pay of Rs. 250—10—320—15—440.
4. Stenographers	....	30 p. m.
5. Typists	....	10 p. m.

The Registrar is in receipt of the special pay as an officer of the Indian Administrative Service. The Special Pay given to this Officer may be regulated in accordance with the general principles laid down by the Commission in Chapter 5. The Special Pay attached to the posts of Stenographers and Typists may continue in view of the general recommendation in this behalf made in Chapter 5. The Special Officer, Co-operative Farming, is the Secretary of the Mysore State Co-operative Farming Advisory Board. This Officer and the District Co-operative Officer (Farming) are given special pay in view of the additional work which they have to attend to in connection with the affairs of this Board. In para 22, the Commission has recommended the abolition, among others, of the posts of Special Officer, Co-operative Farming and District Co-operative Officers. In these circumstances, another officer of appropriate status may be appointed as the Secretary of the Advisory Board. The grant of special pay to the officer so appointed and to other officers that may be entrusted with additional duties connected with the work of the Board may be regulated in accordance with the principles laid down by the Commission in Chapter 5.

#### *Delegation of powers*

25.60. No new proposals have been sent to the Commission for changes in the delegation of financial and administrative powers exercised by various officers of the Department. The Commission does not, therefore, consider it necessary to make any recommendations regarding the delegation of any further special powers to the officers of this Department. Further powers in accordance with the general principles enunciated by the Commission in this behalf in Chapter 9 may, however, be delegated as in the case of officers of all other Departments.

CHAPTER 25

Department of Co-operation

Sl. No.	Designation	Number of posts	Existing scale of pay and Special pay	Recommended scale of pay and Special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Registrar ...	1	I.A.S. Scale	I.A.S. Scale	
2	Additional Registrar ...	1	(Vacant)	...	To be abolished
3	Joint Registrar ...	15	900—40—1,100—50—1,300	1,100—50—1,300—60—1,600	Seven posts for deputation to Institutions.
4	Deputy Registrar ...	30	600—40—1,000	700—40—900—50—1,200	13 posts for deputation to Institutions.
5	Assistant Registrar ...	172	275—20—375—25—600	300—25—550—EB—30—700	105 posts for deputation to Institutions.
6	Special Officer for Liquidation ...	1	275—20—375—25—600	...	To be abolished
7	Chief Auditor of Co-operative Societies ...	1	275—20—375—25—600	...	To be abolished
8	Statistician ...	1	250—20—350—25—500	275—20—375—FB—25—525	
9	Assistant Engineer ...	1	300—25—550—30—700	350—25—600—30—780—EB—40—900	
10	Special Auditor of Co-operative Societies ...	89	275—20—375—25—600	300—25—550—EB—30—700	To be redesignated as "Audit Officers". 45 posts for deputation to Institutions.
11	Dairy Officer ...	1	275—20—375—25—600	..	To be abolished
12	District Auditor ...	16	250—10—320—15—440	275—20—375—EB—25—525	To be redesignated as "Audit Superintendent"
13	Special Officer (I.C.P.) ...	13	250—10—320—15—440	275—20—375—EB—25—525	To be abolished
14	District Co-operative Officer (Procurement) ...	20	250—10—320—15—440	275—20—375—EB—25—525	To be abolished

CHAPTER 25—(Contd.)

Sl. No.	Designation	No. of posts	Existing scale of pay and Special pay	Recommended scale of pay and Special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
15	District Supervisor (Consumers) ...	12	250—10—320—15—440	275—20—375—EB—25—525	To be abolished
16	Sale Officer ...	59	180—10—320	...	To be abolished
17	Senior Inspector (Housing) ...	20	180—10—320	...	To be abolished
18	Senior Inspector (Farming) ...	20	180—10—320	...	To be abolished
19	Senior Inspector (Consumers) ...	20	180—10—320	...	To be abolished
20	Senior Inspector (Statistics) ...	20	180—10—320	...	To be abolished
21	Senior Inspector ...	144	180—10—320	200—10—280—15—370—EB—20—450	Posts at Sl.Nos. 10 to 20 both inclusive and at Sl. No. 23 to be redesignated as "Senior Inspector"
22	Senior Grade Auditor ...	93	180—10—320	200—10—280—15—370—EB—20—450	To be redesignated as "Auditors".
23	Land Valuation Officer ...	14	180—10—320	.....	To be abolished.
24	Superintendent ...	13	180—10—320	200—10—280—15—370—EB—20—450	
25	Head Clerk ...	56	150—8—190—10—270	175—10—275—15—350—EB—20—450	
26	Assistant Statistician ...	1	150—8—190—10—270	.....	To be abolished.
27	Senior Inspector ...	555	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	To be redesignated as "Inspectors"
28	Senior Auditor ...	309	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	To be redesignated as "Auditors".
29	First Division Clerk ...	136	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
30	Junior Auditor and Junior Inspector,	310	80—3—110—4—130—5—150	.....	To be abolished
31	Second Division Clerk ...	378	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
	Cine Operator ...	1	80—3—110—4—130—5—150	175—10—275—15—350—EB—20—450	

CHAPTER 25—(concl'd.)

Sl. No.	Designation	Number of posts	Existing scale of pay and Special pay	Recommended scale of pay and Special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
33	Dairy Assistant	1	140—5—150—8—190—10—320	...	To be abolished
34	Stenographer	33	110—5—150—6—180—10—220 + Special pay Rs. 30 p.m.	140—5—150—8—190—EB—10—260— 15—290 + Special pay Rs. 30 p.m.	
		2	110—5—150—6—180—10—320	175—10—275—15—350—EB—20—150	
35	Typist	115	80—3—110—4—130—5—150 + Special pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200 + Special pay Rs. 10 p.m.	
36	Driver	11	70—1—80—2—100	85—2—95—3—125—EB—4—145	
37	Duplicator Operator	1	70—1—80—2—100	...	To be abolished
38	Attender	151	70—1—80—2—100	85—2—95—3—125—EB—4—145	(Attenders)
	Amin			95—3—125—4—145—EB—5—200	(Amins)
	Process Servers			65—1—75—2—95	(Process Servers)
39	Jamedar	1	70—1—80—2—100	85—2—95—3—125—EB—4—145	
40	Daffedar, Naik	7	60—2—85	80—2—90—3—120—4—140	To be redesignated as "Daffedars"
41	Peon	964	50—1—60	60—1—80—2—90	

## CHAPTER 26

### Community Development Department

26.1. Matters of a general nature relating to the Community Development Department and Organisation have been considered in Chapter 11 in view of the intimate relationship between them and the Panchayatiraj Institutions.

26.2. It has been recommended *inter alia* in that chapter that no officer/official need be retained in this Department as one "belonging" to the Department, that the liens of such of them as are borne on the cadre of this Department without having liens on posts in other "parent" Departments may be shifted against supernumerary posts or existing vacancies in corresponding cadres in other Departments and that all the officers and officials may be taken hereafter only on deputation from corresponding cadres in other Departments.

26.3. Several representations have been received in regard to promotional prospects, scales of pay and service conditions of officers and officials working in this Department. They have been examined keeping in view the recommendations referred to above.

#### Posts under the Community Development Organisation

*Development Commissioner* : (1) (Rs. 2,500—125/2—2,750)

26.4. The Development Commissioner is the Head of the Department and he is in the super-time scale of the Indian Administrative Service. In the future set-up also the Development Commissioner may be an officer in the super-time scale of the Indian Administrative Service. He is concurrently the Commissioner for Agricultural Production, Special Secretary to Government, Agricultural Production, and Secretary to Government, Planning and Social Welfare Department. As recommended in Chapter 3 he may continue to function as Commissioner for Agricultural Production and may be appointed as the Commissioner for Municipal Administration, but he need not be saddled with Secretarial duties.

*Deputy Development Commissioner* : (1) (Rs. 900—50—1,000—60—1,600—50—1,800)

26.5. It is represented to the Commission that the post of Deputy Development Commissioner now in the senior time scale of the Indian Administrative Service may be filled by promotion by selection from the cadre of District Development Assistants.

26.6. In view of the recommendations made by the Commission that all the posts in this Department might be filled by taking on deputation, officers of appropriate status and rank from other permanent departments of Government and that there need not be any personnel holding permanent liens on posts in this Department, there would be no officers holding their liens on posts in the cadre of District Development Assistants and the officers working against these posts would have to look for their promotion with reference to the posts which

they hold in their parent Departments. In this view, the post of the Deputy Development Commissioner may be filled by taking on deputation, an officer in the senior time scale of the Indian Administrative Service or the Mysore Administrative or other State Service. This post may carry the scale of pay applicable to other posts in the service from which the officer is taken on deputation.

*Director of Training : (1) (Rs. 600—40—1,000)*

26.7. It is represented to the Commission that the Director of Training is in charge of various Gramasevaks' Training Centres and all the other institutions run by the Department for imparting training at various levels, the Principals of which are either in the scale of pay of Rs. 350—800 or Rs. 600—1,000, and that he supervises the work of the Administrative Training Institute at Mysore, the Principal of which would either be an officer in the senior time scale of the Indian Administrative Service or a Joint Director of Agriculture. In view of this it is recommended by the Department that a special pay of Rs. 100 or at 10% of the mean between the minimum and the maximum of the grade pay of the post of Director of Training should be attached to the said post.

26.8. At present the Principal of the Administrative Training Institute at Mysore is drawn from the cadre of Joint Directors of Agriculture. It is but appropriate that the scale of pay for the Director of Training should not be less than that for the heads of institutions under his charge, Considering this aspect and the duties and responsibilities of the post, it is recommended that the Director of Training may be given the status and scale of pay of a Joint Director of Agriculture and that in view of the general principles laid down with regard to the grant of special pay, it is not necessary to attach any special pay to this post. The revised scale of pay for the Director of Training may be the same as that for the Joint Director of Agriculture.

*Assistant Development Commissioners : (2) (Rs. 350—25—650—30—800)*

26.9. These posts may be filled by taking on deputation, officers of Class I junior scale of the Mysore Administrative Service. The scale of pay for the posts may be the same as for officers of corresponding rank in the Administrative Service.

*District Development Assistants : (19) (Rs. 350—25—650—30—800)*

26.10. It is represented to the Commission that (1) one of the Gazetted Assistants to the Divisional Commissioners in each of the Divisions must be from the cadre of District Development Assistants, (2) District Development Assistants should be deputed to work in other departments, (3) that the District Development Assistants who are functioning as Secretaries to the District Development Councils and who are closely associated with the activities of the District Officers should have the rank, status and scale of pay [similar to those of the Deputy Directors of Agriculture, Deputy Registrars of Co-operative Societies, Executive Engineers, District Health Officers, etc., (4) that certain administrative posts in

the departments like Agriculture, Animal Husbandry, Food, Social Welfare, and Co-operation in the cadre of Class I junior scale, posts of Under Secretaries and Deputy Secretaries in the Secretariat, the posts of Principals of up-graded Gramasevaks' Training Centres, and administrative posts in local bodies should be reserved for District Development Assistants, (5) that District Development Assistants might be redesignated as District Development Officers and might be made independent District Officers to guide, supervise and control the Taluk Development Boards and also function as the Chief Executive Officers of the District Development Councils or Zilla Parishads.

26.11. In view of the recommendation already made that as all the posts under the Community Development Department should be filled only by taking on deputation officers of corresponding ranks from permanent departments the question of reserving or earmarking posts in the several Departments of Government for officers in the cadre of District Development Assistants does not arise; the present designation of the officers working in this capacity is appropriate since they function as assistants to the Deputy Commissioners in developmental matters. None of the representations made on behalf of this class of officers deserves to be accepted. The Commission recommends that these posts may in future be filled by taking on deputation officers holding corresponding posts in other departments and that they may be given the scale of pay applicable to them in the parent Departments.

*Principals of Gramasevaks Training Centres :* { (3) (Rs. 600—40—1000)  
(2) (Rs. 350—25—650—30—800)

26.12. It was represented to the Commission that the posts of Principals of the Upgraded Training Centres should also be earmarked for promotion from amongst the cadre of District Development Assistants. Out of the 5 Gramasevaks Training Centres, 3 are Upgraded Centres and 2 are still to be upgraded. In view of the recommendations made that all the posts in this Department should be filled by taking on deputation officers holding corresponding ranks in other Departments of Government, the question of promoting District Development Assistants as Principals of the Upgraded Training Centres does not arise. The present practice of filling the posts of the Principals of the Training Centres, viz., some of them being drawn from among officers working at present in the Agricultural Department and others from among officers working in the Community Development Department, may be continued. The officers who are appointed to these posts may carry the scale of pay applicable to them in their parent Departments.

*Block Development Officers :* (174) (Rs. 250—20—350—25—500)

26.13. In respect of this cadre, the following representations were made to the Commission :



(1) The scale of pay of the Block Development Officers should be raised to Rs. 350—800 or to that of an Assistant Director of Industries and Commerce, or Assistant Engineer of the Public Works Department, (2) higher scale of pay may be prescribed for the Block Development Officers in charge of District Headquarters Blocks and Senior Officers in this cadre who are stagnating without promotion should be promoted and posted against these posts, (3) the Block Development Officers may be given the same status as Assistant Commissioners, (4) the existing officers in the cadre of Block Development Officers may be deputed to other departments against cadres higher than their parent cadre, (5) some more Class I posts like District Panchayat Officers may be created and filled by promoting senior Block Development Officers against such posts, (6) the posts of Block Development Officers in double units or multi-unit Blocks may be converted to Class I posts, (7) certain posts of Assistant Commissioner may be filled by promotion of officers in the cadre of Block Development Officers, (8) as opportunities for the promotion of Class II officers in the Development Department to Class I posts are very limited, posts of Under Secretaries to Government in certain Departments like Development, Agriculture, Information, Animal Husbandry, Forest, Social Welfare, Industries, etc., may be filled by promotion of Block Development Officers, (9) certain percentage of posts in the higher cadres in the parent departments from which the officers working in the Development Department were originally taken may be filled by promoting and posting Block Development Officers against such posts, (10) posts of Municipal Commissioners may be filled by posting Class II Officers of the Development Department, (11) posts of Food Assistants and District Excise Officers in the Class I cadre may be filled by promotion of Block Development Officers, (12) the status and scale of pay of the Block Development Officers may be higher than those of other taluk level officers like Head Masters of High Schools, Assistant Engineers, and Tahsildars, (13) in view of the heavy responsibility and work cast on the Block Development Officers-*cum*-Chief Executive Officers of the Taluk Development Boards in taluks having multi-unit Blocks, the posts of the Block Development Officers in charge of such Blocks may be upgraded to Junior Class I cadre, and (14) a special pay of Rs. 50 may be granted to those who are working as Block Development Officers at the headquarters of the Districts.

26.14. In view of the recommendation made that all the posts in the Community Development Department should be filled by taking on deputation persons holding comparable posts in other Departments, the officers working as Block Development Officers should seek promotions in their parent Departments and there is no need to make any special provisions for giving them promotions to higher posts in other Departments. As already recommended the designation of the posts of the Block Development Officers may be changed as Chief Executive Officers of the Taluk Development Boards and these posts may be filled by taking on deputation officers holding corresponding posts in other departments of Government. The revised scale of pay for these posts may be Rs. 275—20—375—EB—25—525. No special pay need be given to the Chief Executive Officer of the Taluk Development Board at the headquarters of the District as the nature

and quantum of work of this officer would be, in no way, different from those of the Chief Executive Officers of the other Taluk Development Boards. The status and the scale of pay of the Chief Executive Officers of Taluk Development Boards having Multi-Unit Blocks need not be higher than those of the Chief Executive Officers of other Taluk Development Boards as it is proposed to give them relief by posting Taluk Development Officers to be in immediate charge of the work in a portion of such Taluk.

*Deputy Block Development Officers : (49) ( Rs. 250—20—350—EB—25—500 )*

26.15. It has been represented to the Commission that both the Block Development Officer and the Deputy Block Development Officer are exercising more or less the same powers and discharging similar responsibilities excepting to the extent that the Block Development Officer is made the Chief Executive Officer of the Taluk Development Board ; that the Deputy Block Development Officer may be redesignated as Additional Block Development Officer and the Efficiency Bar now introduced in the scale of pay applicable to the Deputy Block Development Officer may be removed.

26.16. As the Commission has recommended that all the posts in the Department may be filled by taking on deputation officers holding corresponding posts in other Departments, the officers now working as Deputy Block Development Officers need no longer look to the betterment of their prospects to this department.

26.17. The number of posts in this cadre may be limited to 20 as indicated in Chapter 11 and the officers in this cadre posted to heavy taluks for giving relief to the Chief Executive Officers of the Taluk Development Boards. These posts may be redesignated as "Taluk Development Officers," and filled by taking on deputation, officers holding corresponding posts in other departments of Government. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

*Extension Officers : ( Agriculture ) (174)*

( Graduates : B. Sc. ( Agri. ) ( Rs. 200—10—250—15—400 )

( Others : Rs. 140—10—320 )

26.18. It was represented to the Commission that the scale of pay for the Agricultural Extension Officers with the qualification of B. Sc. ( Agri. ) was Rs. 200 - 400 whereas that for others either promoted from the rank of Gramasevaks or appointed from among the Licenciates in Agriculture was Rs. 140—320; that the nature of work, duties and responsibilities of both the categories of officers being common, both of them should have a common cadre and a common scale of pay.

26.19. As it is decided that all the posts in the Community Development Department should be filled by taking on deputation, officers of corresponding rank from the respective departments of Government, the posts of Agricultural

Extension Officers should, hereafter, be filled by taking officers of corresponding rank from the Agricultural Department *viz.*, Assistant Agricultural Officers in the scale of pay of Rs. 250--10—300—15--420—EB—20—500.

*Extension Officers (Animal Husbandry) :* (65) (Rs. 225—10—275—15—425)

26.20: These posts may be filled by taking on deputation, officers holding corresponding ranks in their parent department. Their scale of pay may be the same as that for Veterinary Assistant Surgeons in the Department of Animal Husbandry and Veterinary Services.

*Extension Officers (Fisheries) :* (65) (Rs. 225—10—275--15—425)

26.21. These posts may be filled by taking on deputation, officers holding corresponding ranks in their parent department, and posted to the Development Boards of the Taluks in which there is scope for development of fisheries. Their scale of pay may be the same as in their parent department.

*Extension Officers (Rural Engineering) :* (174)

(Junior Engineer : Rs. 250 - 15 --400)

(Supervisor : Rs. 150 - 8—190—10—320)

26.22. These posts may be filled by taking on deputation, officers holding corresponding posts in the Public Works Department as is being done at present. The revised scales of pay for these posts may be the same as for corresponding posts in the Public Works Department.

*Extension Officers (Co-operation) :* (263) (Rs. 120—5--150--8--190—10—240)

26.23. It was represented to the Commission (1) that the scales of pay for the Co-operative Extension Officer, the Extension Officer (Panchayat) and the Agricultural Extension Officer should be identical as their duties were similar, and (2) that the status and scale of pay for Inspectors of Co-operative Societies in the Department of Co-operation might be raised to those of Deputy Tahsildars of the Revenue Department. In view of the recommendation made that all the posts in the Community Development Department should be filled by taking on deputation officers holding corresponding posts in other departments of Government, the scales of pay in the Community Development Department would be the same as in the concerned parent department and the question of equating the scales of pay for all these posts only on the ground that they would be working in the Community Development Department at a given time would not arise.

26.24. The Extension Officer (Co-operation) may be brought outside the purview of the Taluk Development Board and kept directly under the Departmental officers, since he has got to discharge certain statutory duties which he will not be able to discharge equally efficiently if he is under the control of a popular

body like the Taluk Development Board. Matters relating to the status and scale of pay for this post have been considered in Chapter 25. So long as these officers continue as Extension Officers (Co-operation) they may be given the scale of pay Rs. 140—5—150—8—190—EB—10—260—15—290.

*Extension Officers (Social Education Male) : (164)*

*Extension Officers (Women's Programme) (Mukhyasevikas) : (97)*

Rs. 120—5—150—8—190—10—240)

26.25. The following representations were made to the Commission :

(1) The scale of pay for the Social Education Organiser should be on par with that for the other Extension Officers like Agricultural Extension Officer, Panchayat Extension Officer, and Co-operative Extension Officer ; (2) the status and the scale of pay of graduate Social Education Organisers should be the same as those of High School Teachers/Inspectors of Schools, etc., and a common seniority list should be prepared for all these categories of officials in the Education Department, (3) the service conditions of Social Education Organisers should be determined early as they have not been determined even though they were recruited over 15 years ago, (4) notwithstanding the fact that the rules of recruitment provide for 20% of the posts of Deputy Block Development Officers being filled by the promotion of Social Education Organisers, Social Education Organisers have not been promoted to the cadre of Deputy Block Development Officers to the necessary extent, (5) 19 posts of Block Development Officers have been ordered to be kept vacant consequent on their having been appointed as District Planning Officers ; the vacancies caused by their transfer should be ordered to be filled by promoting the senior Social Education Organisers as it would not entail any substantial extra expenditure to Government, (6) scale of pay for the Social Education Organisers should be raised to Rs. 200—8—240—10—310—15—400, (7) Government directed as far back as in 1959 that the Social Education Organisers should form part of the Department of Public Instruction and Government have issued orders on 22nd August 1964 transferring Social Education Organisers amongst others with immediate effect to the Department of Public Instruction with the direction that the incumbents of these posts should be considered as on deputation to the Community Development Blocks ; but action has not so far been taken in pursuance of these orders, (8) taking into consideration the long and varied experience of the Social Education Organisers and the fact that they possess the professional qualification of B.Ed., they may be absorbed in the Education Department subject to the following conditions :

(a) that service and seniority may be protected ; this request is made in pursuance of the provisions of the States' Reorganisation Act and Government Resolution CDB-7354 dated 10th September 1954 of the erstwhile Government of Bombay directing that the posts of Social Education Organisers should be treated as part of the Bombay Education Service Class III, and form part of the cadre of Assistant Deputy Educational Inspectors,

- (b) a separate cadre of graduate Social Education Organisers, may be maintained,
  - (c) selection grade scale may be provided to the extent of 30 per cent of the cadre,
  - (d) the services and posts of Social Education Organisers may be confirmed in the Education Department,
  - (e) opportunities may be provided to the Social Education Organisers to get promoted to higher posts to the extent of 20 per cent;
- (9) the Social Education Organisers should be continued as key functionaries in the Panchayatiraj set up, their liens shifted against suitable posts in the Department of Information and Tourism and the officials continued in the Panchayatiraj set up, (10) the Social Education Organisers who have just entered service may be appointed as Junior Social Education Organisers and given a scale of pay of Rs. 150-8-190-10-250, Social Education Organisers who have put in 8 years of service may be classified as Senior Social Education Organisers and given a scale of pay of Rs. 200-10-320-15-350, and Social Education Organisers who have put in 10 years of service may be treated as promotional grade Social Education Organisers and given a scale of pay of Rs. 250-15-350-20-500 and equated with District Education Officer/Assistant Education Officer/Block Development Officer/Deputy Block Development Officer.

26.26. The Social Education Organisers and the Mukhyasevikas have already been transferred to the Education Department. Out of 275 sanctioned posts of Mukhyasevikas 178 have already been abolished retaining only 97 posts for Applied Nutrition Programme, Child Welfare and Family Planning Programme. It has been represented on behalf of the Education Department that it might not be advisable to appoint all the Social Education Organisers and Mukhyasevikas in the tutorial cadre without giving them any training; that if such of them as have got requisite general educational qualifications volunteer to become teachers after undergoing training subject to the conditions that their seniority would be counted with reference to the service rendered by them in the teaching cadre, they could be absorbed in this cadre; and that other persons in these cadres may be retained in separate cadres either under the Education Department or under the Department of Community Development and their services utilised for social education and adult education.

26.27. The Commission considers that the Development Department may transfer to the Education Department only such of the Social Education Organisers/Mukhyasevikas who accept the conditions mentioned above and retain the rest of them till they are absorbed in the ministerial or executive cadres of other departments like Revenue, Health and Family Planning Services, Agriculture, Information and Tourism, etc., depending on the qualifications and aptitudes of the individuals concerned. For this purpose, Government may constitute a Selection Committee with the Deputy Development Commissioner as Chairman, and one representative each from the Departments of Revenue, Health and Family Planning Services, Agriculture, and Information and Tourism as members to

determine the Department to which each Social Education Organiser/Mukhyasevika may be assigned keeping in view the qualifications and aptitudes of the individuals concerned. The scale of pay for the Social Education Organisers/Mukhyasevikas till their absorption may be fixed as Rs. 140-5-150-8 190-EB-10-260-15-290. Their scale of pay may be refixed on their absorption in the concerned Department as per the Rules contained in the Mysore Civil Services Rules.

*Extension Officers (Panchayat):* (170) (Rs. 120-5-150-8-190-10-240)

26.28. It was represented to the Commission that (1) the scales of pay of the Extension Officers including that of Extension Officer (Panchayat) should be common, (2) that there should be one Extension Officer (Panchayat) for every 25 villages, (3) that the Extension Officer (Panchayat) might either be a direct recruit or promoted from the rank of the Village Panchayat Secretary and Gramasevak, (4) that 20 per cent of the posts in the Chief Officers' Grade I (Gazetted cadre) of the Municipalities, should be reserved for promotion to Panchayat Extension Officers.

26.29. Consequent on the recommendation made that all the officers of the Community Development Department should be taken on deputation from their parent departments, liens have to be created against existing vacancies or against supernumerary posts in some permanent department to accommodate the Panchayat Extension Officers who have no liens on any posts in permanent departments. The nearest approach to the Community Development Department for this limited purpose would be the Revenue Department. The requisite number of supernumerary posts at the rate of one Panchayat Extension Officer for each Taluk may be created in the clerical cadre of the Revenue Department to accommodate the liens of the Extension Officers (Panchayat) and their liens shifted against such posts; the concerned officials may be allowed to continue to attend to the duties and to discharge functions of the Panchayat Extension Officers for the present and the seniority of these Extension Officers fixed in accordance with the normal seniority rules. Over time they may be transferred to the posts against which their liens are now proposed to be shifted so that the officers now working as Panchayat Extension Officers may get adequate experience of the work of the Revenue Department before they become due for promotion to the next higher cadre as their promotional opportunities may otherwise be affected.

26.30. These posts may be filled by taking on deputation I Division Clerks or I Grade Revenue Inspectors from the Revenue Department. The scale of pay for these posts may be the same as that for the I Division Clerk/I Grade Revenue Inspectors *viz.*, Rs. 140-5-150-8-190-EB-10-260-15-290.

*Extension Officers (Rural Industries):* (124) (Rs. 150-8-190-10-270)

26.31. These posts have already been transferred to the Department of Industries. In view of the decision of the Commission that all the Extension Officers excepting for the Extension Officer (Co-operation) working at the taluk

level may be transferred to the Taluk Development Board and placed under the administrative control of the Chief Executive Officer, the posts of the Extension Officers (Industries) may be filled wherever they are considered necessary, keeping in view the local requirements, by taking on deputation, officers holding corresponding posts in the Department of Industries and Commerce. The scale of pay for these posts may be the same as in the parent department.

*Gramasevaks* : (2800) (Graduates : Rs. 110-5-150-8-190-10-220)  
(Non-Graduates : Rs. 100-5-150-6-180)

26.32. It is represented to the Commission that (1) the prize winners at the District and State level competitions from amongst Gramasevaks may be deputed for higher training as an incentive, (2) the Gramasevaks should continue to be the multi-purpose workers at the village level, their activities should be concentrated not only round the agricultural and allied subjects but also extended to all welfare schemes, (3) the Gramasevaks should function as Joint Secretaries of the Panchayats (*Ex-officio*), (4) when Gramasevaks are promoted to the posts of Extension Officers (Panchayat) or Co-operative Extension Officers or Social Education Organisers, they get a scale of pay of Rs. 120-240 while if they are promoted as Extension Officer (Agriculture), they get a scale of pay of Rs. 140-320 resulting in junior Gramasevaks getting higher scale of pay than their seniors, in cases in which the vacancies in the cadre of Extension Officer (Agriculture) arise later than vacancies in the cadre of Extension Officers for Panchayats, Co-operation and Social Education and to overcome this anomaly all the Extension Officers should be given the same scale of pay, (5) the Gramasevaks and Gramasevikas should be treated as technical officers and equated with persons who have secured Diploma in Agriculture, (6) they should have ample promotional opportunities to the cadre of Block Development Officers, (7) a special rural allowance in addition to the fixed Travelling Allowance of Rs. 20 should be paid to Gramasevaks and Gramasevikas, (8) the reservation of posts of Extension Officers for promotion of Gramasevaks should be raised from 15 per cent to 25 per cent, (9) the scale of pay for Gramasevaks should be double of what it is at present, (10) the Gramasevaks should be given office contingency and office furniture, (11) each Gramasevak should be given one motor-cycle and petrol should be supplied at the cost of Government, (12) graduate Gramasevaks are getting the scale of Rs. 100-180 instead of the departmental scale of Rs. 140-320 which is applicable to the second grade Agricultural Extension Officers in the Department of Agriculture, and the higher scale of pay should be given to the graduate Gramasevaks also, (13) there are 11 Agricultural graduates and 33 'Diploma Holders' in Mysore State who are working as Gramasevaks and though most of them have put in more than 10 years of service, they are denied their legitimate promotions and are getting still a low salary in the scale of pay of Rs. 110—220 ; some of the Agricultural graduates working as Gramasevaks have recently been promoted as Extension Officers (Co-operation) and are given a lower scale of pay than the gramasevaks promoted as Agricultural Extension Officers and these anomalies should be removed.

26.33. The posts of Gramasevaks may be abolished in their present form and all the officers holding these posts re-designated as Agricultural Assistants. Till such absorption the graduate gramasevaks may be in the scale of pay of Rs. 140—5—150—8—190—EB—10—260—15—290 and the other gramasevaks may be given the scale of pay of Rs. 130—5—170—6—200—EB—10—240.

*Gramasevikas* : (354) (Rs. 100—5—150—6—180)

26.34. At present there are 354 posts of Gramasevikas in the Community Development Department for Applied Nutrition Programme, Child Welfare and Family Planning Programme, *vide* G.O. No. DPC 83 EDO 67 dated 8th September 1967. Of these 354 posts, 325 are retained for 65 Applied Nutrition Programmes Blocks at the rate of 5 for each Block and the balance of 29 are meant for Family Planning Programmes. The Committee recommend to be constituted in respect of the Social Education Organisers and Mukhyasevikas may examine the cases of the Gramasevikas and recommend their absorption in the concerned Departments keeping in view their qualifications and aptitude. The scale of pay for the Gramasevikas till such absorption may be Rs. 130—5—170—6—200—EB—10—240 and on absorption their pay may be refixed suitably under the provisions of the Mysore Civil Services Rules.

*Accountant-cum-Store Keeper* : (265) (Rs. 150—8—190—10—270)

*I Division Clerks* : (265) (Rs. 110—5—150—6—180—10—220)

*II Division Clerks* : (600) (Rs. 80—3—110—4—130—5—150)

*II Grade Typists* : (375) (Rs. 80—3—110—4—130—5—150)

26.35. All these posts may be filled by taking on deputation, officers holding corresponding posts in other departments of Government and from the new Local Board Service. The scales of pay for these posts may be the same as those for corresponding posts in other Departments.

*Progress Assistants* : (174) (Rs. 110—5—150—6—180—220)

26.36. Progress Assistants may be members of the Taluk Development Board team; but may be entrusted with the statistical work in the entire taluk irrespective of whether this work refers to developmental activities directly under the Board or not; and in respect of those matters in which the Taluk Development Board is not interested directly, the requisite material may be collected and sent to the District Statistical Officer. These posts may be filled by taking on deputation officers of corresponding rank from the Bureau of Economics and Statistics. The scale of pay for these posts may be the same as that for the corresponding posts in the Bureau of Economics and Statistics. The existing incumbents may be given the scale of pay of Rs. 140—5—150—8—190—EB—10—260—15—290 for so long as they continue in these posts.

*Class IV Officers* :—

(1) *Jeep Driver* : (325) (Rs. 70—2—80—3—110 or 70—1—80—2—100)

(2) *Malis* (5) (Rs. 55—1—65—2—75)

(3) *Peons* : (1000) (Rs. 50—1—60)

(4) *Sweepers* : (500) (Rs. 50—1—60)



26.37. They may be recruited locally and may be given the same scale of pay as persons holding equivalent posts in other departments.

26.38. In view of the recommendations made above, the Commission recommends that existing Cadre and Recruitment Rules of the several Departments concerned may be amended suitably.

*Special Pay*

26.39. Special pay to the Typists and Cycle Orderlies may be regulated in accordance with the general principles laid down in Chapter 5.

*Delegation of Powers*

26.40. All powers now vested in the Officers of the Department under the Manual of Financial Powers may be continued. The Department has not requested for any additional powers nor does the Commission consider it necessary to delegate any additional powers.

**CHAPTER 26**  
**COMMUNITY DEVELOPMENT DEPARTMENT**

Sl. No.	Designation	No. of Posts	Existing scale of pay and Special pay	Recommended scale of pay and Special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Development Commissioner ...	1	I. A. S. Scale	I. A. S. Scale	
2	Deputy Development Commissioner and Director of Youth ...	1	I. A. S. Scale or 900—40—1,100—50—1,300	I. A. S. Scale or 1,100—50—1,300—60—1,600	
3	Director of Training ...	1	600—40—1,000	1,100—50—1,300—60—1,600	
4	District Development Assistant and Commissioner of City Municipalities of Davangere, Bellary, Mangalore and Belgaum, and Assistant Development Commissioner. ...	21	350—25—650—30—800	400—30—700—EB—40—900	
5	Principal of Gramsevak Training Centres. ...	3	600—40—1,000	1,100—50—1,300—60—1,600	
		2	350—25—600—30—800	400—30—700—EB—40—900	
6	Block Development Officer ...	180	250—20—350—25—500	275—20—375—EB—25—525	
7	Deputy Block Development Officer ...	49	250—20—350—EB—25—500	275—20—375—EB—25—525	
8	Extension Officer (Agriculture) ...	174	200—10—250—15—400 } 140—10—320 }	250—10—300—15—420—EB—20—500	
9	Extension Officer (Animal Husbandry) ...	65	225—10—275—15—425	250—10—300—15—420—EB—20—500	
10	Extension Officer (Fisheries) ...	65	225—10—275—15—425	250—10—300—15—420—EB—20—500	
11	Extension Officer (Rural Engineering) ...	174	250—15—400 (Junior Engineer) 150—8—190—10—320 (Supervisor)	275—20—375—EB—25—525 175—10—275—15—350—EB—20—450	
12	Extension Officer (Co-operation) ...	263	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
13	Extension Officer (Social Education) (Male).	164	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
14	Extension Officer (Mukhyasevika) (Woman's Programme) ...	97	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	

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1	2	3	4	5	6
			Rs.		Rs.
15	Extension Officer (Panchayats) ...	170	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
16	Extension Officer (Rural Industries).	124	150-5-190-10-270	175-10-275-15-350-EB-20-450	
17	Gramsevak ...	2800	110-5-150-8-190-10-220 (Graduates)	140-5-150-8-190-EB-10-260-15-290 (Graduates)	
			100-5-150-6-180 (non-Graduates)	130-5-170-6-200-EB-10-240 (non-Graduates)	
18	Gramsevika ...	354	100-5-150-6-180	130-5-170-6-200-EB-10-240	
19	Accountants-cum-Store Keeper ...	265	150-8-190-10-270	175-10-275-15-350-EB-20-450	
20	I Division Clerk ...	265	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
21	II Division Clerk ...	600	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
22	II Grade Typist ...	375	80-3-110-4-130-5-150 + Spl. Pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Spl. pay Rs. 10 p.m.	
23	Progress Assistant ...	169	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
24	Jeep Driver ...	325	} 70-2-80-3-110 { 70-1-80-2-100	} 85-2-95-3-125-EB-4-145	
25	Malis ...	5	55-1-65-2-75	60-1-80-2-90	
26	Peon ...	1000	50-1-60	60-1-80-2-90	
27	Sweeper ...	500	50-1-60	60-1-80-2-90	

## CHAPTER 27

### Mysore Housing Board.

27.1. The Mysore Housing Board has been established under the provisions of the Mysore Housing Board Act, 1962 to provide for measures to be taken to deal with and satisfy the need of housing accommodation. The Board is in-charge of the execution of the following schemes :

- (i) Integrated Subsidised Housing Scheme :
  - (a) The Subsidised Industrial Housing Scheme ;
  - (b) Subsidised Rental Housing Scheme for the Weaker Section of the Community.
- (ii) The Low Income Group Housing Scheme ;
- (iii) The Middle Income Group Housing Scheme ;
- (iv) Supervision of work done by Local Bodies under the Slum Clearance Scheme ; and
- (v) Plantation Labour Housing Scheme.

27.2. The Board consists of a Chairman and twelve Members, all appointed by the State Government. The Chairman as the Head of the Board has been vested under the provisions of Section 10 (2) of the Act with all the powers of a Major Head of the Department of the State Government under the Mysore Civil Services Rules in respect of the Officers and servants of the Board. The conditions of service and scales of pay of the Officers of the Board are the same as are applicable to Officers of corresponding grades under the State Government governed by the Mysore Civil Services Rules except as otherwise provided by rules made under the Act.

27.3. The Head Office at Bangalore has two Wings namely, the Technical Wing and the Administrative Wing. While the Technical Wing is headed by an Officer of the rank of Chief Engineer, the different sections in the Administrative Wing are in-charge of four Class II Officers *viz.*, the Secretary, the Revenue Officer, the Accounts Officer and the Additional Accounts Officer. There is one Legal Adviser appointed on contract to advise to the Board on legal matters. One more Class II post of General Assistant has been created to give assistance to the Secretary but this post is kept vacant as a measure of economy. For effective implementation of the Housing Schemes, the Board has opened five Divisional Offices and thirteen Sub-Divisional Offices. While the Divisions are headed by Officers of the rank of Executive Engineers, the Sub-Divisions are headed by Officers of the rank of Assistant Engineers. These Officers are given the assistance of other technical and ministerial staff.

27.4. At present, the Board has powers to create posts carrying a maximum monthly salary not exceeding Rs. 200. It has been suggested to the Commission that the Board should be empowered to create posts carrying a maximum monthly salary not exceeding Rs. 1,000. The Commission has considered the suggestion and has come to the conclusion that it is not necessary to enhance the powers which the Board is now enjoying in this regard since the Board can always make

out a case for posts at higher levels whenever the necessity for creation of such posts arises and obtain the sanction of Government.

27.5. It was urged before the Commission that the post of Secretary to the Board carried very heavy responsibilities and that it was necessary to appoint an officer of a higher status to that post than at present. At present the post of the Secretary is in Class II carrying a scale of pay of Rs. 275—600. The outlay of the Board is about Rs. 8 crores per annum. Considering the duties and responsibilities attached to the post, the Commission considers that the post of Secretary to the Board may be upgraded to Class I Junior Scale (equivalent to the post of an Assistant Commissioner).

27.6. The Board has appointed a Legal Adviser on contract, on a fixed remuneration of Rs. 500 per month. It was represented to the Commission that the legal work in the Board had been increasing steadily and that it was necessary for the Board to have an additional Legal Assistant. After taking into account the volume of legal work in the Board, the Commission considers that one Legal Adviser would be quite sufficient to meet the needs of its work and he may be appointed on contract as heretofore. The Adviser may be appointed either on a part-time or on a whole-time basis depending upon the work load. The Board may, however, engage separate Counsel for representing it before Courts of Law in matters to which it is a party and the remuneration in each of such cases may be determined at rates approved and laid down by Government for Government Pleader or Advocates. It was also represented to the Commission that there was need to create a separate 'Land Acquisition Cell' and separate posts of Town Planner and Architect in the Board. By creating a separate Land Acquisition Cell in the Board, there will not be any appreciable advantage in the matter of acquisition of Land. The situation may, on the other hand, become worse than it is now as the Special Land Acquisition Cell having jurisdiction over a much wider area than the regular Land Acquisition Officers, may find it practically impossible to dispose of cases promptly. The Commission is, therefore, of the view that there is no need for the creation of a separate land acquisition cell in the Housing Board and that the existing arrangement, under which land is being acquired through the Officers of the Revenue Department may continue. The Commission does not also consider it necessary for the Board to have separate posts of Town Planner and Architect as the Board can take the assistance of the Town Planning Department in the matter of Town Planning and forming lay-outs on a scientific basis and of the Government Architect in regard to the designs of buildings proposed to be constructed by the Board.

*Cadre and Recruitment Rules and Scales of Pay :—*

27.7. The present Cadre and Recruitment Rules were issued in the year 1959. Revised Rules have not been issued after the present Housing Board Act was brought into force in the year 1965.

27.8. The Commission has examined the position of the various posts under the aforesaid Rules and has come to the conclusion that certain modifications in the Rules of Recruitment are essential. Steps may, therefore, be taken to revise the rules suitably.

27.9. All the technical and accounts staff are drawn from the Public Works Department and the State Accounts Department respectively on deputation. The posts of Secretary and the Revenue Officer are also filled on deputation of officials from the Revenue Department. Only a few posts such as I Division Clerks, II Division Clerks, Typists, Stenographers etc., are filled by direct recruitment.

27.10. The officials working on deputation in the Housing Board get deputation allowance at ten percent of the mean of the maximum and the minimum of the scales of pay of the posts. The Commission considers that while the present arrangement of drawing officers for several of the posts in the Housing Board from other Departments of Government on deputation may continue, even the other posts should also in future be filled by taking officers from other Departments on deputation since if direct recruitment is made as at present to a few lower categories, these officials will not have any promotional opportunities at all. In the interest of efficiency and in the interest of providing suitable promotional opportunities to the officials concerned, it is desirable to fill all posts in the Housing Board on deputation from other relevant Departments of Government. The liens of the Class III Officers who have been appointed so far directly may be shifted against corresponding posts in other Departments and they may be treated as on deputation to the Board; such officials may be transferred to the "Parent Department" if and when they become due for promotion to higher cadres in such Departments or if they are not found fit at any time for work under the Board. No special pay or deputation allowance need be paid to any of the officers taken on deputation to the Board. Direct recruitment to Class III Posts may, however, be discontinued forthwith.

*Secretary (1) (Rs. 275—20—375—25—600)*

27.11. As already indicated above, the post of Secretary should be upgraded to that of an Assistant Commissioner. The post may be filled by taking on deputation an Assistant Commissioner from the Mysore Administrative Service. The scale of pay for this post may be the same as that for an Assistant Commissioner in the Mysore Administrative Service.

*Revenue Officer (1) (Rs. 250—20—350—25—500)*

27.12. The post may be filled by taking on deputation an officer of the rank of Tahsildar from the Revenue Department. The scale of pay for this post may be the same as that for a Tahsildar in the Revenue Department.

*General Assistant (1) (Rs. 250—20—350—25—500)*

27.13. This is a newly created Class II post. The post is at present kept vacant as a measure of economy. Since, it has been recommended that an Officer

of the status of an Assistant Commissioner should be posted as Secretary, the Commission considers that this Secretary should be able to attend to the work entrusted to him without the support of the General Assistant. The Commission, therefore, recommends the abolition of this Post.

*Technical and Accounts Staff :*

Chief Engineer	(1)	(Rs. 1,300—50—1,800)
Executive Engineer	(5)	(Rs. 600—40—1,000)
Assistant Engineer	(14)	(Rs. 300—25—550—30—700)
Junior Engineer	(24)	(Rs. 250—15—400)
Supervisors	(109)	(Rs. 150—8—190—10—320)
Tracers	(5)	(Rs. 80—3—110—4—130—5—150)
Draughtsmen	(10)	(Rs. 150—8—190—10—320)
Accounts Officer	(1)	(Rs. 350—25—650—30—800)
Additional Accounts Officer	(1)	(Rs. 350—25—650—30—800)
Accounts Superintendent	(8)	(Rs. 220—10—320—15—440)
I Grade Accounts Clerks	(20)	(Rs. 120—5—150—8—190—10—240)

27.14. The members of Technical and Accounts staff are drawn on deputation from the Public Works Department and from the State Accounts Department respectively. The scales of pay applicable to these posts may be the same as are applicable to the corresponding posts in the Public Works Department and the State Accounts Department, respectively.

**Ministerial Staff**

27.15. For the reasons given in para 10 all the posts in the Ministerial Cadre may hereafter be filled by taking officials holding corresponding posts on deputation from suitable Departments of Government.

*Superintendents* (6) (Rs. 180—10—320)

27.16. The scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

I Division Clerks	(56)	(Rs. 110—5—150—6—180—10—220)
II Division Clerks	(60)	(Rs. 80—3—110—4—130—5—150)
Stenographers	(4)	(Rs. 110—5—150—6—180—10—220)
Typists	(9)	(Rs. 80—3—110—4—130—5—150)
Daffedar	(1)	(Rs. 55—1—65—2—75)
Attender	(1)	(Rs. 55—1—65—2—75)
Drivers	(7)	(Rs. 70—1—80—2—100)
Cleaner	(1)	(Rs. 55—1—65—2—75)
Peons	}	(80) (Rs. 50—1—60)
Watchmen		

27.17. The scales of pay applicable to these posts may be the same as are applicable to the corresponding posts in other Departments. The Stenographers and the Typists may get special pay at the prescribed rates.

**Other Non-gazetted posts.**

*Special Grade Clerk* (1) (Rs. 140-5-150-8-190)

27.18. This post may be included in the category of I Division Clerks.

Special Grade Inspectors (2) (Rs. 140-5-150-8-190-10-250)

I Grade Inspectors (3) (Rs. 110-5-150-6-180-10-220)

II Grade Inspectors (4) (Rs. 80-3-110-4-130-5-150).

27.19. It is not necessary to have Inspectors of three different grades in the Board. All the posts may be converted into posts of Inspectors corresponding in status and scales of pay to I Grade Revenue Inspectors of the Revenue Department. The scale of pay for these posts may be Rs. 140-5-150-8-190-EB-10-260-15-290.

*Shroff* (1) (Rs. 80-3-110-4-130-5-140)

*Bill Collectors* (12) (Rs. 55-1-65-2-85)

27.20. The scale of pay applicable to the post of Shroff may be the same as is applicable to the corresponding posts in the Treasury Department. The scale of pay for Bill Collectors in this Department is Rs. 55-85 while that in the Department of Commercial Taxes is Rs. 60-90. Since the Commission is unable to find any justification for such distinction, the Commission recommends that these posts in the two Departments may be in identical scales of pay. The scale of pay for these posts may accordingly be fixed as Rs. 80-2-90-3-120-4-140.

*Co-ordination between the Housing Board and other authorities*

27.21. There is considerable time lag between the completion of the construction of the houses and their actual allotment. The Commission was told that such delay was due to time taken in getting water connections, electric connections, etc. It is absolutely necessary to have proper co-ordination among the different local bodies like the Bangalore Water Supply and Sewerage Board, the Mysore State Electricity Board, the City Improvement Trust Board, Bangalore City Municipal Corporation etc., so that delays which result in loss to the parties or to the Board can be eliminated. The authorities incharge of these local bodies may meet periodically for discussion of common problems, decide on the course of action to be taken in regard to new or incomplete items of work and then ensure that action is taken in pursuance of such decisions. It is necessary that orders of allotment of houses are issued when the houses are nearing completion so that possession could be handed over to the allottees immediately after the buildings are ready for occupation, as any delay in the allotment and delivery of possession of the buildings to the allottees is sure to result in avoidable addition to the interest on the cost of construction and an overall increase in the total cost of the houses.

*Special Schemes.*

27.22. It appears that a proposal for the construction of residential accommodation for Judicial Officers received from the Home Department is pending



consideration. As there is urgent need for providing such residential accommodation, this proposal may be finalised as early as possible in consultation with the concerned Departments. Similarly it appears that there is a scheme for the construction of multi-storeyed quarters at Bangalore for allotment on rental basis to Government Servants. The Commission suggests that these schemes may be implemented as early as practicable. The Commission was also told that a scheme for installation of Erick and Wood Plants was under the consideration of the Housing Board. It is necessary to use and supply building material of good quality at cheaper rates. The Board may take all necessary steps to expedite the scheme.

CHAPTER 27  
Mysore Housing Board

Sl. No.	Designation	Number of Posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks	
1	2	3	4	5	6	
			Rs.	Rs.		
1	Secretary	...	1	275—20—375—25—600	400—30—700—EB—40—900	
2	Revenue Officer	...	1	250—20—350—25—500	275—20—375—EB—25—525	
3	General Assistant	...	1	250—20—350—25—500	...	Post to be abolished
4	Accounts Officer and Additional Accounts Officer.	...	2	350—25—650—30—800	400—30—700—EB—40—900	
5	Superintendent	...	6	180—10—320	200—10—280—15—370—EB—20—450	
6	(i) Special Grade Clerk	...	1	140—5—150—8—190	} ... 140—5—150—8—190—EB—10—260—15—290	
	(ii) I Division Clerk	...	56	110—5—150—6—180—10—220		
	(iii) I Grade Accounts Clerk.	...	20	120—5—150—8—190—10—240		
7	Accounts Superintendent	...	8	220—10—320—15—440	250—10—300—15—420—EB—20—500	
8	(i) Chief Engineer	...	1	1,300—50—1,800	1,300—60—1,600—50—1,800	
	(ii) Executive Engineer	...	5	600—40—1,000	700—40—900—50—1200	
	(iii) Assistant Engineer	...	14	300—25—550—30—700	350—25—600—30—780—EB—40—900	
	(iv) Junior Engineer	...	24	250—15—400	275—20—375—EB—25—525	
	(v) Supervisors	...	109	1508—190—10—320	175—10—275—15—350—EB—20—450	
	(vi) Draughtsman	...	10	150—8—190—10—320	175—10—275—15—350—EB—20—450	
	(vii) Tracer	...	5	80—3—110—4—130—5—150	110—4—130—5—170—EB—6—200	
9	(i) Special Grade Inspector	...	2	140—5—150—8—190—10—250	} 140—5—150—8—190—EB—10—260—15—290	
	(ii) I Grade Inspector	...	3	110—5—150—6—180—10—220		
	(iii) II Grade Inspector	...	4	80—3—110—4—130—5—150		
					} Posts to be converted into posts of Inspector corresponding to the status of Revenue Inspector of the Revenue Department.	

1	2	3	4	5	6
10	Shroff	...	1	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200
11	Bill Collector	...	12	55-1-65-2-85	80-2-90-3-120-4-140
12	Stenographer	...	4	110-5-150-6-180-10-220 +Spl. pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260-15-290 +Spl. pay Rs. 30 p.m.
13	Typist	...	9	80-3-110-4-130-5-150 +Spl. pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 +Spl. pay Rs. 10 p.m.
14	II Division Clerk	...	60	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200
15	Driver	...	7	70-1-80-2-100	85-2-95-3-125-EB-4-145
16	Attender	...	1	55-1-65-2-75	85-2-95-3-125-EB-4-145
17	Cleaner	...	1	55-1-65-2-75	60-1-80-2-90
18	Daffedar	...	1	55-1-65-2-75	80-2-90-3-120-4-140
19	Peon, Watchman	...	80	50-1-60	60-1-80-2-90

## CHAPTER 28

### Marketing Department

28.1. The Registrar of Co-operative Societies is the *Ex-Officio* Chief Marketing Officer. At the State level, he is assisted by a Joint Chief Marketing Officer, a Headquarters Gazetted Assistant, a Senior Marketing Officer and a Marketing Officer with the supporting subordinate staff. The Department has four Divisional Offices, the jurisdiction of the divisions corresponding to the Revenue divisions of the State. Deputy Chief Marketing Officers are in charge of these Divisions.

28.2. The District Marketing Officers of Gulbarga, Belgaum, Mangalore and Chickmagalur have two districts each under their charge, namely, Gulbarga and Bidar, Belgaum and North Kanara, Mangalore and Coorg, and Chickmagalur and Hassan respectively. Independent District Marketing Officers are in charge of each of the other Districts.

28.3. Till recently, some Market Committees used to appoint their own staff, while some others were taking officers of the Marketing Department on deputation. Under the new Agricultural Produce Marketing Regulation Act which has come into effect from 1st May 1968, certain categories of staff of every Market Committee, namely, Secretaries and Assistant Secretaries, and the Accounts and Audit staff, have also been treated as Government servants. Government have prescribed the following five categories of Secretaries for Market Committees on the basis of the annual income of these Committees.

<i>Annual Income</i>	<i>Scale of pay</i>
1 Above Rs. 1½ lakhs ....	Rs. 600—40—1,000
2 Above Rs. 1 lakh but below Rs. 1½ lakhs ....	Rs. 275—20—375—25—600
3 Above Rs. 70,000 but below Rs. 1 lakh ...	Rs. 250—20—350—25—500
4 Above Rs. 40,000 but below Rs. 70,000 ...	Rs. 150—8—190—10—320
5 Below Rs. 40,000 ....	Rs. 120—5—150—8—190—10—240.

28.4. The expenditure on the salary, etc., of the officers working in the Market Committees and other Institutions will be met by the concerned "foreign employers".

28.5. As and when the annual income of any Market Committee in any of these categories exceeds the limit prescribed, the status of the post of the Secretary of that Committee is also upgraded accordingly. The position as existing on 1st September 1968 is considered here.

*Cadre and Recruitment Rules, Scales of Pay and Special pay*

28.6. The Marketing Department is classified as a Major Department. At present there are no Cadre and Recruitment Rules for the Department. It has, however, been stated that the draft Cadre and Recruitment Rules proposed by the Department are under the consideration of Government. The Commission suggests that Government may finalise the Cadre and Recruitment Rules for the Department early.

*Chief Marketing Officer* : (1) (Rs. 1,100—50—1,600)

28.7. The Registrar of Co-operative Societies is the *Ex-Officio* Chief Marketing Officer. In view of the inter-related nature of activities of the Co-operative Department and the Marketing Department, the Commission considers that the two departments may continue to be under the control of the same Head of the Department as at present. No special scale of pay need, therefore, be prescribed for the post.

*Joint Chief Marketing Officer* : (1) (Rs. 900—40—1,100—50—1,300)

28.8. According to the draft Cadre and Recruitment Rules, the post of the Joint Chief Marketing Officer is to be filled by promotion by selection of an Officer in the Cadre of Deputy Chief Marketing Officers. This mode of Recruitment is adequate and may be adopted.

28.9. The Joint Chief Marketing Officer assists the Chief Marketing Officer in all matters including the formulation and implementation of various plan schemes and other schemes. The Chief Marketing Officer has proposed the creation of an additional post of Joint Chief Marketing Officer for implementation of the schemes for market intelligence on the ground that most of the time of the existing Joint Chief Marketing Officer is taken up by routine and regulatory work. The Commission considers that there is no justification for an additional post of Joint Chief Marketing Officer and suggests, that the Gazetted Headquarters Assistant may assist the Chief Marketing Officer in routine administrative matters and that the existing Joint Chief Marketing Officer may himself look after the regulatory work, work relating to market intelligence and other items of work of technical nature. The scale of pay for the Joint Chief Marketing Officer may be fixed as Rs. 1,100-50-1,300-60-1,600.

<i>Deputy Chief Marketing Officers</i> :	(4)	} (Rs. 600—40—1,000)
<i>Key Market Superintendents</i> :	(2)	
<i>Secretaries</i> :	(8)	

28.10. It is proposed that these posts may be filled by promotion by selection from the cadre of Senior Marketing Officers, District Marketing Officers, Headquarters Assistant and Key Market Superintendents (Class II) who have put in not less than 3 years of service. This method of recruitment is adequate and may be adopted.

28.11. The Deputy Chief Marketing Officers who are at the divisional level supervise the work of the Market Committees and the District Marketing Offices. They are responsible for the implementation of all the Plan Schemes within their respective divisions.

28.12. It was represented on behalf of the Department that three posts of Deputy Chief Marketing Officers might be created at the State Headquarters to be in-charge of work relating to grading, collection of commoditywise statistics and study of fluctuation of prices. The Commission is satisfied that there is no need for the existence of the posts of Deputy Chief Marketing Officers at the Divisional level, when there are District Marketing Officers for implementation of all activities of the Department in the districts and that the work of the District Marketing Officers can very well be co-ordinated at the State level but that adequate assistance must be given to the Chief Marketing Officer at the State Headquarters. The Commission accordingly recommends that three posts of Deputy Chief Marketing Officers in the divisions may be shifted to the Headquarters and the work of Market Intelligence, grading, collection of statistics and the study of prices entrusted to them and the fourth post of Deputy Chief Marketing Officer may be abolished.

28.13. The posts of Deputy Chief Marketing Officers, Key Market Superintendents (Class I) and Secretaries in this grade may be designated as Deputy Chief Marketing Officers and may constitute a single cadre ; such of the Deputy Chief Marketing Officers as are posted to work as Secretaries of Market Committees may be designated as Secretaries (Grade I). The scale of pay for these posts may be fixed as Rs. 700—40—900—50—1,200.

*Headquarters Assistant (1), Senior Marketing Officer (1), Marketing Officer (1), District Marketing Officers (15), Key Market Superintendent (1), Senior Market Superintendent (1), Secretaries (9), Principal (1) (Rs. 275—20—375—25—600)*

28.14. As per the proposed Cadre and Recruitment Rules, 25 per cent of the posts in this cadre are to be filled by direct recruitment. The qualification prescribed for direct recruitment is a Degree of a University and the period of probation is one year. 75 per cent of the posts are proposed to be filled by promotion from the cadres of Grading Assistants, Office Superintendents, Senior Marketing Inspectors, Grading Inspectors and Chemists on the basis of seniority-cum-merit in the ratio of 2:1, every third vacancy being filled by Office Superintendents. But in view of the fact that the posts of Secretaries and Assistant Secretaries in grade Rs. 250—20—350—25—500 have now been transferred from the Market Committees, the posts in this cadre which are in the grade of Rs. 275—600 may be filled by promotion from the next lower cadre in the present grade of Rs. 250—500 (proposed grade Rs. 275—525). The Rules of Recruitment may be framed accordingly.

28.15. One Marketing Officer is posted as Headquarters Assistant to the Chief Marketing Officer. The Senior Marketing Officer at Headquarters works as

Technical Assistant to the Chief Marketing Officer and he also attends to the work relating to Planning, Survey and Research as also the work relating to grading of produce. One Marketing Officer looks after the work of grading of betelnut. The Key Market Superintendent and Senior Market Superintendent work as Executive Officers of the Market Committees.

28.16. The District Marketing Officers are in charge of the work of the Department in the districts. There are nine Secretaries of Market Committees and one Officer in this grade is working as Principal of the Karnatak Regulated Market Advisory Committee, Dharwar.

28.17. All these posts may be given a common designation of Senior Marketing Officers and constituted into a single cadre. Such of the Officers in this cadre who are posted to work as Secretaries of Market Committees may be designated as Secretaries (Grade II). The scale of pay for those posts may be Rs. 300—25—550—EB—30—700.

<i>Secretaries</i>	(10)	} (Rs. 250—20—350—25—500)
<i>Assistant Secretaries</i>	(2)	
<i>Assistant Secretaries</i>	(2)	(Rs. 220—15—340—20—440)

28.18. These posts have now been transferred to the Marketing Department from the Market Committees, and no Cadre and Recruitment Rules are proposed for these posts. The Commission suggests that these posts may be filled by promotion from the cadre of Grading Assistants, Office Superintendents and Chemists in the ratio of 2:1 every third vacancy being filled by Office Superintendents. The Rules of Recruitment may be framed accordingly.

28.19. The posts may bear the common designation of Junior Marketing Officers and such of those Marketing Officers as are posted to work as Secretaries of Market Committees may be designated as Secretaries (Grade III). The scale of pay for the posts may be Rs. 275—20—375—EB—25—525.

*Grading Assistants* (3) (Rs. 150—10—250—15—400)

28.20. The Grading Assistants attend to the work connected with the drawing of check samples from the graded lots and the analysis of these samples. The post of Grading Assistants are proposed to be filled by promotion from the cadre of Marketing Inspectors, Junior and Assistant Marketing Superintendents and Graders in the grade of Rs. 120—240. The same mode of recruitment is also proposed for the posts of Senior Marketing Inspectors, Senior Market Superintendents, Junior Market Superintendents, Secretaries and Assistant Secretaries in the grade of Rs. 150-8-190-10-320. The proposed mode of recruitment is adequate and may be adopted. All these posts may be placed in the same cadre with a common designation of Senior Marketing Inspectors and with a common scale of pay of Rs. 175—10—275—15—350—EB—20—450. Such of the Senior Marketing Inspectors as are posted

as Secretaries of Marketing Committees may be designated as Secretaries (Grade IV).

<i>Senior Market Superintendents</i>	(2)	} (Rs. 150—8—190—10—320)
<i>Senior Marketing Inspector</i>	(1)	
<i>Junior Market Superintendents</i>	(2)	
<i>Secretaries</i>	(7)	
<i>Assistant Secretary</i>	(1)	

28.21. The Senior Marketing Inspector is working in the scheme of market intelligence. The Senior and Junior Market Superintendents are the Executive Officers of the Market Committees. The posts of Secretaries and Assistant Secretaries have now been transferred from the Market Committees to the Marketing Department.

28.22. For the reasons noted in regard to Grading Assistants, the posts of Senior and Junior Market Superintendents, Senior Marketing Inspector, Secretaries and Assistant Secretaries in this grade may be equated with the posts of Grading Assistants with a common designation of Senior Marketing Inspectors in the scale of pay of Rs. 175—10—275—15—350—EB—20—450. Such of the Inspectors as are posted as Secretaries of Market Committees may be designated as Secretaries (Grade IV).

*Secretary* : (1) (Rs. 150—10—250)

28.23. This post of Secretary in the grade of Rs. 150—250 has been transferred from the Market Committee. This post may be equated with the posts of Secretaries (Grade IV) and given the scale of pay of Rs. 175—10—275—15—350—EB—20—450.

<i>Marketing Inspectors</i> (19)	} (Rs. 120—5—150—8—190—10—240)
<i>Junior Market Superintendent</i> (1)	
<i>Assistant Market Superintendents</i> (10)	
<i>Graders (Betelnut grading)</i> (3)	
<i>Secretaries</i> (38)	
<i>Assistant Secretaries</i> (10)	

28.24. The posts of Secretaries and Assistant Secretaries in the grade of Rs. 120—240 has been transferred from Market Committees. According to the draft Cadre and Recruitment Rules, 66 $\frac{2}{3}$  per cent of the posts in this cadre are to be filled by direct recruitment. The prescribed qualification for direct recruitment is a Degree of a University and the period of probation is one year. 33 $\frac{1}{3}$  per cent of the posts are proposed to be filled by promotion from the cadre of I Division Clerks and Graders on the basis of seniority-*cum*-merit in the ratio 1:2 every third vacancy being filled by I Division Clerks. The proposed mode of recruitment to these posts is adequate and may be adopted.

28.25. The Marketing Inspectors assist the District Marketing Officers at the District level. The Junior and Assistant Market Superintendents are the Executive Officers of smaller Market Committees. Betelnut Graders attend to the



work connected with grading of betelnuts. All these posts may be placed in a common cadre and designated as Junior Marketing Inspectors. The scale of pay for these posts may be Rs. 140—5—150—8—190—EB—10—260—15—290. Such of the Inspectors as are posted as Secretaries of Market Committees may be designated as Secretaries (Grade V).

*Grading Demonstrator* (1) (Rs. 90—4—110—5—150.)

*Graders* (63) (Rs. 80—3—110—4—130—5—150).

28.26. It is proposed to fill these posts by direct recruitment. The qualification prescribed for both categories is a pass in the S. S. L. C. Examination with Chemistry and Physics as optionals and the period of probation is one year. This method of recruitment is adequate and may be adopted. The posts of Grading Demonstrator and Graders may be placed in the same cadre and given the designation of Graders. Their scale of pay may be Rs. 95—3—125—4—145—EB—5—200.

*Price Reporting Agents* (9) (Rs. 80—3—110—4—130—5—150)

28.27. According to the draft Cadre and Recruitment Rules, the posts of Price Reporting Agents are to be filled by direct recruitment. The prescribed qualification for the posts is a pass in the S.S.L.C. or equivalent examination. The period of probation is one year. The proposed mode of recruitment may be adopted. The scale of pay for these posts may be the same as for Graders, namely, Rs. 95—3—125—4—145—EB—5—200.

*Assistant Secretaries* (2) (Rs. 80—3—110—4—130—5—150)

28.28. The posts of Assistant Secretaries are now transferred from the Market Committees to the Department. There are no Cadre and Recruitment Rules prescribed for these posts. These two posts may be equated with the posts of Second Division Clerks.

*Grading Inspector* (1) (Rs. 150—8—190—10—320.)

*Chemists* (14) (Rs. 140—5—150—8—190—10—320.)

*Chemist* (1) (Rs. 140—5—150—8—190—10—250.)

28.29. According to the proposed Cadre and Recruitment Rules, 75 per cent of the posts of Grading Inspector and Chemists are to be filled by direct recruitment. The qualification prescribed is a degree of a recognised University with Chemistry as an optional subject. The period of probation is one year. The remaining 25 per cent of the posts are to be filled by promotion from the cadre of Laboratory Assistants who have put in 5 years of service as Laboratory Assistants. The proposed modes of recruitment for this category of posts are adequate and may be adopted. The scale of pay for the Grading Inspector and the two categories of Chemists may be Rs. 175—10—275—15—350—EB—20—450.

*Laboratory Assistants (31) (Rs. 80—3—110—4—130—5—180)*

28.30. According to the proposed Cadre and Recruitment Rules, the post of Laboratory Assistants are to be filled by direct recruitment. The prescribed qualification is a pass in the S. S. L. C. Examination with Chemistry and Physics as optional subjects. The period of probation is one year. The proposed mode of recruitment is adequate and may be adopted. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

*Statistician (1) (Rs. 150—8—190—10—270)*

28.31. The post of Statistician is proposed to be filled by taking an official on deputation from the Bureau of Economics and Statistics; it is suggested that it may be filled by taking on deputation a Senior Statistical Assistant from the Bureau. This mode of recruitment may be adopted. The scale of pay for this post may be the same as that for the Senior Statistical Assistants of the Bureau.

*Survey Compiler (1) (Rs. 120—5—150—8—190—10—240.)*

28.32. It is proposed in the draft Cadre and Recruitment Rules that the post of Survey Compiler may be filled by transfer of a person in the cadre of Junior Marketing Inspectors of the Department. The proposed mode of recruitment to this post may be adopted. The scale of pay for this post may be Rs. 140—5—150—8—190—EB—10—260—15—290.

*Assistant Compilers (2) (Rs. 80—3—110—4—130—5—180).*

28.33. It is proposed to fill up the posts of Assistant Compilers by promotion from the cadre of Second Division Clerks. These posts may be filled by the transfer of Second Division Clerks. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

#### *Other Categories of Posts*

28.34. The other categories of posts which are common to all the departments together with their number and scales of pay are shown below. The posts of Accountants, Auditors and Accounts Clerks are now transferred from the Market Committees to the Department.

<i>Sl. No.</i>	<i>Category of posts</i>	<i>No. of posts</i>	<i>Scales of pay</i>
1	Office Superintendents	8	Rs. 180—10—270—15—360.
2	Accountants	2	Rs. 150—8—190—10—270.
3	Head Clerks	4	Rs. 150—8—190—10—270.
4	Accountant	1	Rs. 120—5—150—8—190—10—240.
5	Auditors	2	Rs. 120—5—150—8—190—10—240.
6	I Division Clerks	42	Rs. 110—5—150—6—180—10—220.
7	Accountants	41	Rs. 110—5—150—6—180—10—220.
8	Auditor	1	Rs. 110—5—150—6—180—10—220.

<i>Sl. No.</i>	<i>Category of post</i>	<i>No. of posts</i>	<i>Scales of pay</i>
9	Stenographers	5	Rs. 110—5—150—8—190—10—260—15—320.
10	Stenographers	5	Rs. 110—5—150—6—180—10—220 + Special Pay Rs. 30 p.m.
11	Second Division Clerks	28	Rs. 80—3—110—4—130—5—150.
12	Accountant	1	Rs. 80—3—110—4—130—5—150.
13	Accounts Clerk	2	Rs. 80—3—110—4—130—5—150.
14	Recorder	1	Rs. 80—3—110—4—130—5—150.
15	Typists	6	Rs. 80—3—110—4—130—5—150. + Special pay of Rs. 10 p.m.
16	Clerk-cum-Typists	40	Rs. 80—3—110—4—130—5—150. + Special pay of Rs. 5 p. m.
17	Jeep Driver	1	Rs. 70—2—90—3—110
18	Duplicator Attender	1	Rs. 70—2—90
19	Daffedar	1	Rs. 65—2—85
20	Attender ( Betelnut grading )	3	Rs. 55—1—65
21	Peons	111	Rs. 50—1—60
22	Farash	1	Rs. 50—1—60

28.35. The scales of pay prescribed in Chapter 4 for similar posts in all departments may apply to these officers also. The expenditure incurred towards the salary, etc., of Accountants, Audit and Accounts Clerks posted to work in the Market Committees may be recovered from the concerned "foreign employers".

#### *Special Pay*

28.36. At present, the posts of Stenographers, Typists and Clerk-cum-Typists holding the 1961 scales of pay are the only posts carrying Special pay. The Special pay given to officers in these cadres may be continued in accordance with the general principles laid down in Chapter 5. The Chief Marketing Officer has proposed that Special pay might be given to the Headquarters Assistant, Senior Marketing Officer working in the Head Office and to the Stenographers attending to the work relating to the inspection of offices and accompanying the Joint Chief Marketing Officer on tour. The Commission is of the view that there is no justification for grant of special pay in these cases.

#### *Delegation of powers*

28.37. All powers now vested in the Chief Marketing Officer under the Manual of Financial Powers may continue. The Chief Marketing Officer has proposed that administrative and financial powers might be delegated to the Deputy Chief Marketing Officers and District Marketing Officers as indicated below :

#### *Deputy Chief Marketing Officers—Administrative Powers*

(1) To grant leave (other than maternity leave) to the entire non-gazetted staff upto 2 months and to make in-charge arrangements subject to approval by the Joint Chief Marketing Officer.

- (2) To effect transfer of non-gazetted staff drawing pay upto Rs. 150.
- (3) To sanction charge allowance upto 2 months.
- (4) To maintain confidential reports of Second Division Clerks and other equivalent posts.

*Financial Powers*

(1) To sanction hot weather charges to the extent of Rs. 50 per annum for the officers under his control, provided that the limit fixed for the division by the Head of the Department is not exceeded.

(2) To sanction the renewal charges in respect of the post box fees and telegraphic and abbreviated address fees relating to his office.

(3) To sanction rent upto Rs. 60 per mensem for buildings engaged subject to Budget provision being available in the case of buildings taken temporarily for not more than one year at a time for locating the office and subject to the condition that the general rules regarding consultation with the Public Works Department as regards non-availability of suitable Government building and fixation of rent by the House Rent Controller or the Deputy Commissioners, as the case may be, are followed.

*District Marketing Officers*

(1) To sanction leave to the non-gazetted staff upto one month provided that no substitute is appointed or no officiating appointment is made during the leave period.

(2) To appoint all Class IV Servants.

(3) To sanction pension to Class IV staff.

28.38. In view of the fact that it is recommended that the posts of Deputy Chief Marketing Officers might be shifted from the Divisions to the Head Office, it is not necessary to delegate the powers proposed by the Chief Marketing Officer to the Deputy Chief Marketing Officers. The powers recommended in the case of District Marketing Officers may be sanctioned.

CHAPTER 28

Marketing Department

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Chief Marketing Officer	1	...	...	Ex-officio post
2	Joint Chief Marketing Officer	1	900—40—1,100—50—1,300	1,100—50—1,300—60—1,600	} To be designated as Deputy Chief Marketing Officers.
3	Deputy Chief Marketing Officer	4	600—40—1,000	700—40—900—50—1,200	
4	Key Market Superintendent	2	600—40—1,000	700—40—900—50—1,200	
5	Secretary	8	600—40—1,000	700—40—900—50—1,200	} To be designated as Senior Marketing Officers.
6	Headquarter Assistant	1	275—20—375—25—600	300—25—550—EB—30—700	
7	Senior Marketing Officer	1	275—20—375—25—600	300—25—550—EB—30—700	
8	Marketing Officer	1	275—20—375—25—600	300—25—550—EB—30—700	
9	District Marketing Officer	15	275—20—375—25—600	300—25—550—EB—30—700	
10	Key Market Superintendent	1	275—20—375—25—600	300—25—550—EB—30—700	
11	Senior Market Superintendent	1	275—20—375—25—600	300—25—550—EB—30—700	
12	Secretary	9	275—20—375—25—600	300—25—550—EB—30—700	} To be designated as Junior Marketing Officers.
13	Principal	1	275—20—375—25—600	300—25—550—EB—30—700	
14	Secretary	10	250—20—350—25—500	275—20—375—EB—25—525	
15	Assistant Secretary	2	250—20—350—25—500	275—20—375—EB—25—525	} To be designated as Senior Marketing Inspectors.
16	Assistant Secretary	2	220—15—340—20—440	275—20—375—EB—25—525	
17	Grading Assistant	3	150—10—250—15—400	175—10—275—15—350—EB—20—450	} To be designated as Senior Marketing Inspectors.
18	Senior Market Superintendent	2	150—8—190—10—320	175—10—275—15—350—EB—20—450	
19	Senior Marketing Inspector	1	150—8—190—10—320	175—10—275—15—350—EB—20—450	
20	Junior Market Superintendent	2	150—8—190—10—320	175—10—275—15—350—EB—20—450	
21	Secretary	7	150—8—190—10—320	175—10—275—15—350—EB—20—450	
22	Assistant Secretary	1	150—8—190—10—320	175—10—275—15—350—EB—20—450	
23	Secretary	1	150—10—250	175—10—275—15—350—EB—20—450	

1	2	3	4	5	6
			Rs.	Rs.	
24	Marketing Inspector ...	19	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	} To be designated as Junior Marketing Inspectors.
25	Junior Market Superintendent ...	1	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
26	Assistant Market Superintendent ...	10	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
27	Grader (Betelnut Grading) ...	3	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
28	Secretary ...	38	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
29	Assistant Secretary ...	10	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
30	Grading Demonstrator ...	1	90—4—110—5—150	95—3—125—4—145—EB—5—200	} To be designated as Graders.
31	Grader ...	63	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
32	Price Reporting Agent ...	9	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
33	Assistant Secretary ...	2	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
34	Grading Inspector ...	1	150—8—190—10—320	175—10—275—15—350—EB—20—450	
35	Chemist ...	14	140—5—150—8—190—10—320	175—10—275—15—350—EB—20—450	
36	Chemist ...	1	140—5—150—8—190—10—250	175—10—275—15—350—EB—20—450	
37	Laboratory Assistant ...	31	80—3—110—4—130—5—180	95—3—125—4—145—EB—5—200	
38	Satistician ...	1	150—8—190—10—270	175—10—275—15—350—EB—20—450	On deputation from the Bureau of Economics and Statistics.
39	Survey Compiler ...	1	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
40	Assistant Compiler ...	2	80—3—110—4—130—5—180	95—3—125—4—145—EB—5—200	
41	Office Superintendent ...	8	180—10—270—15—360	200—10—280—15—370—EB—20—450	To be designated as Superintendent Grade I
42	Accountant ...	2	150—8—190—10—270	175—10—275—15—350—EB—20—450	} To be designated as Superintendent Grade II
43	Head Clerk ...	4	150—8—190—10—270	175—10—275—15—350—EB—20—450	
44	Accountant ...	1	120—5—150—8—190—10—240	} 140—5—150—8—190—EB—10—260—15—290	
45	Auditor ...	2	120—5—150—8—190—10—240		
46	I Division Clerk ...	42	110—5—150—6—180—10—220		
47	Accountant ...	41	110—5—150—6—180—10—220		
48	Auditor ...	1	110—5—150—6—180—10—220		

615

1	2	3	4	5	6
			Rs.		Rs.
49	Stenographer	...	5	110-5-150-8-190-10-260-15-320	175-10-275-15-350-EB-20-450
50	Stenographer	...	5	110-5-150-6-180-10-220 + Spl. pay Rs. 30 p.m.	140-5-150-8-190-EB-10-260-15-290 + Spl. pay Rs. 30 p.m.
51	Second Division Clerk	...	28	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200
52	Accountant	...	1	80-3-110-4-130-5-150	
53	Accounts Clerk	...	2	80-3-110-4-130-5-150	
54	Recorder	...	1	80-3-110-4-130-5-150	
55	Typist	...	6	80-3-110-4-130-5-150 + Spl. pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Spl. pay Rs. 10 p.m.
56	Clerk-cum-Typist	...	40	80-3-110-4-130-5-150 + Spl. pay Rs. 5 p.m.	95-3-125-4-145-EB-5-200 + Spl. pay Rs. 5 p.m.
57	Jeep Driver	...	1	70-2-80-3-110	85-2-95-3-125-EB-4-145
58	Duplicator Attender	...	1	70-2-90	85-2-95-3-125-EB-4-145
59	Daffedar	...	1	65-2-85	80-2-90-3-120-4-140
60	Attender (Betelaut grading)	...	3	55-1-65	60-1-80-2-90
61	Peon	...	111	50-1-60	60-1-80-2-90
62	Farash	...	1	50-1-60	60-1-80-2-90

## CHAPTER 29

### Department of Weights and Measures

29.1. The main function of this Department is the enforcement of the laws relating to standard weights and measures. Prior to April 1959, the work was under the administrative control of the Industries and Commerce Department. At present, however, the department functions as an independent unit under the control of the Registrar of Co-operative Societies, who has also been designated as the Controller of Weights and Measures under Section 15 of the Mysore Weights and Measures (Enforcement) Act, 1958. This Department is responsible for the proper administration of the Mysore Weights and Measures (Enforcement) Act, 1958.

29.2. The Controller is assisted at the headquarters by a Joint Controller and an Assistant Controller. Nineteen Assistant Controllers, one in charge of each of the districts and 45 Inspectors are working in the specified local areas. All the officers except the Joint Controller have been appointed under Section 15 of the Act. The Joint Controller could not be so appointed and he will not be able to perform any statutory functions since Section 15 of the Act does not empower Government to appoint a Joint Controller 'for the purposes of the Act'. Since this officer is an important controlling authority in the Department, the Commission considers that it is necessary to amend Section 15 of the Act suitably so that the appointment of the Joint Controller can be legalised.

29.3. There are differing views as to which department should, in future, be the controlling department for this unit. One view is that the *status quo* may be maintained. Both the Secretary to Government, Development, Housing, Panchayat Raj and Co-operation Department and the Controller of Weights and Measures are opposed to the proposal about the merger of this Department with any other Department on the grounds that while such merger would in no way result in economy it is bound to lead to loss of efficiency, that the present system is working satisfactorily and that there are no compelling reasons for making any changes in this system. They also apprehend that in case the Department is not retained as a separate entity the Government of India may not continue to give the assistance which they are now giving. Another view is that it may be merged with the Department of Marketing; and yet another view is that it may be merged with the Department of Labour, as has been done in Madras. Taking all aspects of the matter into consideration the Commission is of the view that while the Department of Weights and Measures could continue as an independent Department as at present, it should eventually be merged with advantage with the Department of Labour. There are two reasons for this suggestion: (1) the Labour Department has already an Inspectorate employed in the implementation of the Shops and Establishments Act, (2) such merger is likely to avoid duplication of staff which may result in economy to the administration. The merger of



the two departments could, however, be made only after ensuring that the staff in the Department of Labour as reconstituted would be able to perform the functions under the statutes relating to both the Departments and that such merger would result in economy. The latter aspect needs further investigation which may be undertaken by the Government. Necessary orientation training would have to be given initially at the level of the Inspectorate and later at the higher levels of both the Departments in regard to matters connected with the Department of Labour and the Department of Weights and Measures, as the case may be, which they are not handling now, so that they would be in a position to perform the functions relating to both the Departments efficiently. Government may, however, initiate action in this direction and instruct the heads of both the Departments to work out all the details and the steps that would have to be taken to achieve the objective of ultimate merger of the two departments. The Central assistance is bound to cease after some time and there is little propriety in continuing duplicate administrative staff of not inconsequential size. The Commission feels that the merger of the two departments would improve the efficiency in the administration of the respective statutes and at the same time result in considerable economy.

29.4. All Officers of the Department appointed under Section 15 of the Act are Inspectors for purposes of the Act. It appears that even the higher officers in the Department are performing the functions of the Inspector involving verification and stamping of weights and measures. The Commission considers that it would be adequate if these functions are performed by the Inspectors and if the higher officers limit their functions to supervision only. Having regard to these functions, the Commission considers that there is no need to have any post of Deputy Controllers of Weights and Measures as suggested by the Department but that this question might be considered when the activities of the Department considerably expand.

29.5. Of the 45 Inspectors 9 are Senior Inspectors in a higher time scale of pay. The Commission considers that having regard to the important statutory duties, which the Inspectors have to perform, it would be necessary to provide adequate promotional opportunities for them. The Commission accordingly recommends that the existing ratio of 1:4 for Senior Inspectors to Inspectors may be maintained. The Senior Inspectors may be placed in charge of slightly more important charges than the Inspectors.

29.6. There were four posts of Maistries in the Bombay area which were transferred to the new State of Mysore. Persons holding these posts were entrusted with the duty of repairing the working standards. At present only one of these posts has been filled by promotion of a Senior Manual Assistant. As the working standards must have a high degree of precision, their repairs may have to be handled by specialised agencies. It is understood that there are firms in Maharashtra and Andhra Pradesh which undertake such work. The Commission considers that this work may be entrusted to proper agencies and the posts of Maistries abolished. Of the four posts, it is understood that three posts have not

been filled up; they may, therefore, be abolished forthwith without any difficulty. The fourth post which has been filled up by promotion of the manual assistant may be abolished when the present incumbent is promoted as Inspector in due course.

29.7. Each Inspector is assisted in his work by one or more manual assistants. There are 75 posts of manual assistants and 77 Class IV servants of various categories. Having regard to the nature of work involved and assistance required from officials of these categories, the Commission considers that such a large number of Class IV Officers may not be necessary. The exact number of Class IV Officers may, however, be regulated with reference to the scale prescribed in Government Order No. FD 124 SRP(2) 62, dated 29th May 1952.

29.8. The other staff of this Department comprises—

- (a) 3 I Division Clerks
- (b) 27 II Division Clerks
- (c) 1 Stenographer
- (d) 26 II Grade Typists

#### *Central Laboratory at Bangalore*

29.9. This laboratory is intended for maintaining standard weights and measures and a Senior Inspector is in charge of the Laboratory. The Commission considers that the existing arrangement is satisfactory and may continue.

#### *General*

29.10. The State Government get authenticated standard weights and measures prepared for being used as working standards for verifying the correctness of commercial weights and measures and weighing and measuring instruments used in transactions for trade and commerce; every weight and measure used in trade or commercial transaction should conform to the working standards specified by Government. The Act empowers Government to levy fees for verification, adjustment and stamping of Weights and Measures. At present, the enforcement of the provisions of the Act has not been extended to cover meters used in taxis, autorickshaws, petrol bunks and meters for measuring consumption of water and electricity and the weights and measures used by the Railways and the Posts and Telegraphs Department. The Commission considers that in the larger public interests, these and similar instruments may be brought within the purview of the Act. The scale of fees for verification, etc., of these meters may be so regulated that the entire expenditure incurred on the staff engaged on this work is fully covered.

#### *Cadre and Recruitment Rules and Scales of Pay*

29.11. *Controller:* There is no wholetime Controller. The Registrar of Co-operative Societies has been appointed as the Controller of Weights and Measures.

*Joint Controller* : (1) (Rs. 900—40—1,100—50—1,300).

29.12. The functions of this post were formerly performed by a Deputy Controller, whose status was subsequently raised to that of a Joint Controller. It has already been indicated that this appointment may be made under the provisions of the statute as the latter is the senior-most whole-time officer of the Department and the *de facto* Chief Controlling authority mainly responsible for the proper administration of the Act. Having regard to the functions and responsibilities attached to this post the scale of pay may be revised as Rs. 1,000-50-1,500.

29.13. No rules of recruitment have been framed so far in respect of this post. In view of the recommendation made above, this post may be filled by promotion by selection from the next lower cadre in the Department. Suitable provision may accordingly be made in the Cadre and Recruitment Rules.

*Assistant Controllers* : (20) (Rs. 250—20—350—25—500).

29.14. Although no Rules of Recruitment to this cadre have, as such, been framed, it appears that appointments have been made both by promotion of persons from the cadre of Inspectors as well as by direct recruitment of candidates selected by the Public Service Commission. According to the qualifications prescribed in Rule 23 of the Mysore Weights and Measures (Enforcement) Rules, 1959, a person to be appointed as an Assistant Controller should be a graduate of a recognised University preferably in Science or Engineering or should have secured a diploma in Engineering and should have the requisite training in the work relating to the Department. These officers should have better specialisation in the subject and should be able to guide the Inspectors. The Commission considers that this could be possible only if the officers functioning as Assistant Controllers have substantial experience as Inspectors or have been given intensive training in the work which they have to handle. Appointments to 50% of these posts may, therefore, be made by promotion from the cadre of Senior Inspectors who have put in not less than 5 years of service in that cadre or by direct recruitment of graduates in Science or Engineering who may be sent for training in the Institution run by the Government of India. The relevant rules may be amended accordingly. The scale of pay for this post may be revised as Rs. 275-20-375-EB-25-525.

*Senior Inspectors* : (9) (Rs. 120—5—150—8—190—10—240)

29.15. Appointment to the post of Senior Inspector appears to have been made on the basis of seniority by promotion from the cadre of Inspectors. It has been suggested that the duties, responsibilities and jurisdiction of this post might be slightly more than those of the Inspector. The Commission also feels that promotion to this post may be made of those persons who have put in a minimum service of 10 years as Inspectors. The relevant Rule may be amended accordingly. Having regard to the qualifications and experience of persons holding these posts and the nature of duties and responsibilities attached to them, the Commission considers that the scale of pay for the post may be Rs. 140—5—150—8—190—EB—10—260—15—290.

*Inspectors* : (36) (Rs. 100—5—150—6—180—10—200)

29.16. Rule 23 of the Mysore Weights and Measures (Enforcement) Rules, 1959, provides for appointment of Inspectors both by the method of direct recruitment and by promotion of manual assistant or maistry who held office as such for a period of not less than fifteen years. The Commission feels that as the main function of the organisation namely verification and stamping of weights and measures has to be performed by inspectors, the posts should be held by persons who have adequate technical qualification. Rule 23 referred to above prescribes *inter alia* that no person shall be appointed as Inspector unless he is a graduate of a recognised University preferably in Science or Engineering or holds a diploma in Engineering. It may not be difficult to secure persons with degree or diploma in Engineering. The Commission, therefore, considers that the provision may be so modified as to prescribe the minimum qualification of a degree or diploma in engineering for appointment to this post. Manual Assistants who have to work constantly with the Inspectors in connection with the work relating to enforcement of the Act, would have sufficient technical experience after a period of time. The Commission, therefore, suggests that a small proportion of 20 per cent of the posts of Inspectors may be filled by promotion of Manual Assistants who possess the minimum educational qualification of a pass in the S. S. L. C. or equivalent examination and who have put in service of not less than ten years as Manual Assistants. Necessary amendment to Rule 23 (b) of the Mysore Weights and Measures (Enforcement) Rules, 1959, may be made in the light of this recommendation.

29.17. The scale of pay for the post is Rs. 100—5—150—6—180—10—200 ; but officials possessing a diploma in Engineering are given the scale of pay of Rs. 150—8—190—10—320. Having regard to the qualification and the nature of duties and responsibilities of the post of Inspector, the Commission considers that the scale of pay for this post may be Rs. 130—5—150—6—200—EB—10—240. The Inspectors who possess a diploma in Engineering may be given the same scale of pay as the officials with similar qualification in the Public Works Department.

*Maistry*: (1) (Rs. 100—5—150—6—180—10—200)

29.18. It has already been suggested that this post is not necessary. It is ascertained that the present incumbent has passed the S. S. L. C. Examination and has put in about five years of service as Manual Assistant ; he may be promoted to the cadre of Inspectors in due course and the post abolished thereafter. The scale of pay for this post so long as it continues may be revised as Rs. 130—5—170—6—200—EB—10—240.

*Manual Assistants*: (75) (Rs. 65—1—70—2—90)

29.19. No Rules have been framed for recruitment of candidates to these posts so far. Having regard to the fact that the Manual Assistants have to assist the Inspectors in the discharge of their statutory functions and the fact that some posts of Inspectors are to be filled by promotion of Manual Assistants, the Commission considers that the minimum qualification for the post may be a pass in the

S. S. L. C. or equivalent examination. The Rules of Recruitment may be framed accordingly. The scale of pay for these posts may be Rs. 80—2—90—3—120—4—140. If the recommendation that in future only those candidates who have passed the S. S. L. C. Examination are to be appointed against these posts is accepted they may be given the scale of pay of Rs. 95—3—125—4—145—EB—5—200.

<i>First Division Clerks</i>	(3)	(Rs. 110—5—150—6—180—10—220)
<i>Second Division Clerks</i>	(27)	(Rs. 80—3—110—4—130—5—150)
<i>Stenographer</i>	(1)	(Rs. 110—5—150—6—180—10—220) + Special pay Rs. 30. p.m.
<i>Second Grade Typists</i>	(26)	(Rs. 80—3—110—4—130—5—150) + Special pay Rs. 10 p.m.
<i>Driver</i>	(1)	(Rs. 70—2—80—3—110)
<i>Attender</i>	(1)	(Rs. 65—2—85)
<i>Peons</i>	(74)	(Rs. 50—1—60)
<i>Chawkidar</i>	(1)	(Rs. 50—1—60)

29.20. These posts are common to all Departments. The Rules of Recruitment and scales of pay for these posts may be the same as those suggested for similar posts in other Departments.

### *Training*

29.21. The work of the Department is of a technical nature. The Government of India are running an Institution at Patna for the training of Inspectors. Nine Inspectors have already been trained. Seventeen more Inspectors have the requisite qualifications for being admitted to the Institution for training; they may be deputed for training according to a phased programme and got trained early. There are nineteen Inspectors who are not eligible for being trained at Patna unless they are given some intensive training locally. The Commission considers that a training class may be opened in Bangalore for giving them preliminary training and that they may, on completion of such preliminary training, be deputed to the Institute at Patna.

### *Delegation of Powers*

29.22. As a Head of the Department, the Controller of Weights and Measures exercises all the Administrative and Financial Powers which are vested in the Head of a Department, but no powers have been delegated to the subordinate officers in this Department. The Controller has submitted proposals to Government for delegation of powers and they are understood to be under the consideration of Government. The Head of the Department is holding three posts *viz.*, the Registrar of Co-operative Societies, the Chief Marketing Officer and the Controller of Weights and Measures. No Head of a Department can attend to all the details of day-to-day administration in respect of three departments. Adequate powers may be delegated to the Joint Controller of Weights and Measures so that he could attend to the day-to-day administration of the Department putting up only important matters or matters involving policies to the

Controller. There are no officers at the Divisional Level. The Assistant Controllers are in-charge of the work at the District level. Adequate powers may be delegated to them also so as to ensure efficient administration of the Department.

29.23. So far as delegation of administrative powers are concerned, the general principles enunciated by the Commission in the Chapter on "Efficiency and Work-load" would have to be followed and the administrative powers delegated to the subordinate officers of this Department accordingly.

29.24. As regards delegation of financial powers, as per the Mysore Manual of Financial Powers, the Controller exercises financial powers (62 items) as the Head of the Department. The general principles enunciated by the Commission in the Chapter on "Efficiency and Work-load" would have to be followed even in the matter of delegation of the financial powers to the subordinate officers of this Department keeping the general principles in view.

29.25. The Controller exercises the following special powers as per item 6 of Section C—5 Part IV of the Manual of Financial Powers :—

- To purchase:* (i) Equipment for the weights and measures Laboratory ;  
 (ii) Weights and measures standards ;  
 (iii) Year mark punches, dies and other verification and stamping equipment required to be supplied to the Inspectors of Weights and Measures including conversion of old punches, etc.

All the special powers of the Controller as indicated above may be delegated to the Joint Controller.

29.26. The following financial powers might be delegated to the Assistant Controllers:

(1) To sanction hot and cold weather charges to the extent of Rs. 20 per annum for the offices under his control, provided that the limit fixed for the division by the Head of the Department, from within the overall limit for the entire Department, is not exceeded.

(2) To issue Certificates of the reasonableness of rent and non-availability of Government buildings for camp offices if the period does not exceed six months (delegated under G. O. No. DPC 56 CWM 65, dated 25th March 1966).

(3) To incur ordinary non-recurring contingent expenditure upto Rs. 100 in each case subject to the Budget provision.

CHAPTER 29

Department of Weights and Measures

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Controller of Weights and Measures	1	I.A.S.	I.A.S.	Ex-officio
2	Joint Controller	1	900—40—1,100—50—1,300	1,000—50—1,500	
3	Assistant Controllers	20	250—20—350—25—500	275—20—375—EB—25—525	
4	Senior Inspector	9	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
5	Inspectors	36	100—5—150—6—180—10—200 150—8—190—10—320	130—5—170—6—200—EB—10—240 175—10—275—15—350—EB—20—450	For Diploma Holders in Engineering
6	Maistry	1	100—5—150—6—180—10—200	130—5—170—6—200—EB—10—240	
7	Manual Assistants	75	65—1—75—2—90	(1.) 80—2—90—3—120—4—140 (2.) 95—3—125—4—145—EB—5—200 (For S.S.L.C)	(Under existing rules of recruitment <i>re</i> : qualifications)
8	Attender	1	65—2—85	85—2—95—3—125—EB—4—145	
9	I Division Clerks	3	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
10	II Division Clerks	27	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
11	Stenographer	1	110—5—150—6—180—10—220 + Special Pay Rs. 30	140—5—150—8—190—EB—10—260—15—290 + Special Pay Rs. 30 p. m.	
12	Typists	26	80—3—110—4—130—5—150 + Special Pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200 + Special Pay Rs. 10 p.m.	
13	Driver	1	70—2—80—3—110	85—2—95—3—125—EB—4—145	
14	Chowkidar	1	50—1—60	60—1—80—2—90	
15	Peon	74	50—1—60	60—1—80—2—90	

## CHAPTER 30

### Department of Archaeology

30.1. The Department of Archaeology is in charge of renovation and preservation of ancient monuments and of collection and preparation of the National Register of Historical Records. It is also entrusted with the work of excavation and exploration. The administrative control of the museum which was with the Department of Commerce and Industries, was handed over to the Department of Archaeology in 1961.

30.2. The Department is classified as a Minor Department. It is divided into three wings, *viz.*, (i) Archaeology ; (ii) Museum ; and (iii) Survey of historical records. The Professor of Ancient History and Archaeology in the University of Mysore is the *Ex-Officio* Director of this Department and he is declared as the Head of this Department. He is assisted by one part-time Assistant Director with a special pay of Rs. 100 p.m. and one full time Gazetted Assistant in the scale of pay of Rs. 250—450. There are 113 officers and officials in this Department, including the Gazetted Assistant and the part-time Assistant Director ; 23 belong to the technical cadre, 9 to the ministerial cadre and 78 to the Class IV cadre.

30.3. It was represented to the Commission that the work in the Directorate had increased considerably due to the addition of two more Units, *viz.*, the museum administration and collection and preparation of national register of historical records, and that it was necessary to create the post of a Deputy Director (if necessary by abolishing the post of part-time Assistant Director), so that he might look after the routine administrative work and enable the Director to devote more time for research and publication work. The Commission considers that this is a reasonable representation taking into account the nature and volume of work handled by the Department and recommends that a whole-time post of Deputy Director in the scale of pay of Rs. 400—30—700—EB—40—900 may be created and the post of part-time Assistant Director abolished.

#### *Conservation*

30.4. The Department has neither got a Conservation Section of its own nor are any funds kept at its disposal for conservation of monuments under its control. All the works are attended to by the Public Works Department. The amount required for conservation of monuments which are not 'Live' Religious Institutions are met from '50 Civil Works' while in the case of 'Live' Religious monuments, the Muzrai Department places the requisite funds at the disposal of the Public Works Department for execution of the concerned work. It was represented that the officers of the Public Works Department entrusted with the work of conservation had not appreciated and shown



in their work the artistic and aesthetic requirements of the Department of Archaeology; that consequently priority had been given to the execution of some works which were not really urgent by postponing works which were really urgent. Absence of artistic and aesthetic sense in carrying out works of conservation has resulted in the disfigurement of the monuments. In order to obviate such short-comings, the Department considers it necessary to have a small Conservation Section of its own and a small budget allotment of Rs. 25,000 per annum for carrying out urgent minor works. The Commission considers that considerable artistic skill is involved in carrying out works of "Conservation" and substitution of 'pillar for pillar', 'door for door' without an effort at reproduction of the deteriorated or demolished object would surely result in disharmony and ugliness. The Commission, therefore, considers that the existing arrangements under which the Public Works Department is maintaining and conserving ancient monuments may continue but that two posts of Conservation Assistants may be created in the Office of the Director and a budget allotment of Rs. 25,000 per year may be kept at the disposal of this Department, to enable him (1) to get minor items of work executed through the Conservation Assistants out of the special allotment of Rs. 25,000; and (ii) to get the important works executed through the Public Works Department under the relevant budget heads, under the supervision of the Conservation Assistants of his Office.

*Cadre and Recruitment Rules and Scales of pay : Director :* (1) (Special pay—Rs. 100) per month.

30.5. The Professor of Ancient History and Archaeology, University of Mysore, in the scale of pay of Rs. 1,300—1,600 is the Ex-Officio Director of Archaeology with a special pay of Rs. 100 per month. The existing arrangement may continue and the Director may be given the special pay of Rs. 100 per month for his additional work as Director.

*Deputy Director.*

30.6. This post may be created in place of the post of the part-time Assistant Director. It may be filled either by direct recruitment of or by taking on deputation from one of the Universities in the State a person who possesses an M. A. Degree or a Doctorate in Indian History or Archaeology. The scale of pay for this post may be Rs. 400—30—700—EB—40—900.

*Assistant Director :* (1) (Class II—Rs. 250—15—310—20—450)

30.7. This post is filled by promotion from the cadre of Technical Assistants or by direct recruitment, the minimum qualification for direct recruitment being M. A. or B. A. (Hons.) Degree of a recognised University with Indian History and Archaeology as optionals. No change is called for in the method of recruitment. The scale of pay for this post may be Rs. 300—25—550—EB—30—700.

*Technical Assistant :* (1) (Rs. 140—5—150—8—190—10—320)

30.8. This post is filled by promotion from the lower technical cadres, viz., Research Assistant, Archaeological Assistant and Architectural Assistant or by direct

recruitment. The minimum qualification prescribed for recruitment to the post of Architectural Assistant is a pass in the S. S. L. C. Examination with Diploma in Drawing and Painting, Survey and Draughtsmanship, while the minimum qualification prescribed in respect of the posts of Research Assistant/Archaeological Assistant is a Master's Degree. The qualification prescribed for direct recruitment to the post of Technical Assistant is also a Master's Degree or B. A. (Hons ,) with Indian History and Archaeology as optional subjects. Taking into consideration the duties and responsibilities attached to the post of Technical Assistant and the qualifications prescribed for direct recruitment to this post, it would not be proper to fill this post by promoting an Architectural Assistant. The provision relating to the post of the Technical Assistant being filled by promotion of the Architectural Assistant may be deleted from the Rules of Recruitment. The other alternative modes of recruitment to this post may be retained. The scale of pay for this post may be Rs. 275—20—375—EB—25—525.

*Archaeological Assistant* : (1) } (Rs. 140—5—150—8—190—10—250.)  
*Epigraphist* : (1)

30.9. The posts of Archaeological Assistant and Epigraphist carry the same scale of pay of Rs. 140—5—150—8—190—10—250. Both the posts are filled by direct recruitment, the qualification prescribed being a Master's Degree with Indian History and Archaeology as Optional subjects. The existing mode of recruitment may continue.

30.10. It was represented that when the revision of scales of pay were given effect to during 1957 and 1961, the scales of pay for the technical staff were not given due consideration and that these technical posts carried the same scale of pay as for College Lecturers and that there used to be mutual transfers between the technical staff and the Lecturers when the Department was under the University, as the qualifications and duties of both the posts were similar. It was also represented that the duties of the technical staff of the Department which involved attendance to field work were more strenuous than those of Lecturers and that their scale of pay might be at least equal to if not higher than that for Lecturers.

30.11. The commission considers that such an equation cannot be established and the nature of duties and responsibilities of the two categories of posts is different and that their scales of pay should be determined taking into consideration the responsibilities and duties attached to each of them. The Commission accordingly recommends that the scale of pay for the Archaeological Assistant and the Epigraphist, may be Rs. 250—10—300—15—420—EB—20—500.

*Architectural Assistant* : (1) (Rs. 140—5—150—8—190—10—250.)

30.12. This post is filled by direct recruitment and the qualification prescribed is (i) a pass in the S. S. L. C. Examination and (ii) diploma in drawing and painting, survey and draftsmanship of a recognised Institute or equivalent qualification. The present mode of recruitment may continue.

30.13. As the qualification prescribed for filling this post is not identical with that of other technical posts, it may not be proper to equate this post to that of Lecturers or other technical posts. The scale of pay for this post would have to be slightly lower than that for other technical staff who have higher qualifications. His scale of pay may, therefore, be fixed as Rs. 170—5—180—8—220—EB—10—300.

*Surveyor* : (1) (Rs. 150—8—190—10—320—15—350)

30.14. This post is filled by taking an Officer of equivalent rank on deputation from the Public Works Department or by direct recruitment of a candidate with a degree in Civil Engineering. The provision for direct recruitment may be deleted as this official will not have any opportunity for promotion in this Department. The Rules of Recruitment may be amended on the lines suggested. The scale of pay for this post may be identical with that for the corresponding post in the Public Works Department, viz., Rs. 175—10—275—15—350—EB—20—450.

*Draughtsman* : (1) (Rs. 110—5—150—6—180—10—220)

30.15. This post is filled by direct recruitment, the minimum qualification prescribed being a pass in the S.S.L.C. Examination and Diploma in Drawing and Painting from a recognised Institution. As this is an isolated post and the official concerned will not have any promotional opportunities, this may be filled by taking on deputation a draughtsman of the Public Works Department and his pay may be fixed as Rs. 130—5—170—6—200—EB—10—240.

30.16. The lien of the existing incumbent may be shifted to the Public Works Department against a corresponding post in that Department and he may be treated as on deputation to the Department of Archaeology.

*Photographer* : (1) (Rs. 100—5—150—6—180—10—200)

30.17. This post is filled by promotion of the Assistant Photographer or by direct recruitment of a person who has passed the S.S.L.C. Examination and diploma in photography from a recognised Institution. The alternative modes of recruitment may continue. He may be given the same scale of pay as is given to other photographers holding similar qualifications in the other Departments viz., Rs. 130—5—170—6—200—EB—10—240.

*Assistant Photographers* : (2) (Rs. 80—3—110—4—130—5—150)  
(Rs. 70—2—80—3—110)

30.18. The appointment to these posts is made by direct recruitment of persons who have passed the S.S.L.C. Examination and Diploma in Photography of the Occupational Institute, Bangalore, or having equivalent qualification or practical experience in Photography for not less than three years. The present modes of recruitment may continue. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

*Research Assistants* : (1) (Rs. 140—5—150—8—190—10—250)  
 (Rs. 200—10—320—15—350) (Personal)  
 (1) (Rs. 180—10—320).

30.19. There are two posts of Research Assistants one in the Archaeological Wing in the scale of pay of Rs. 200—15—350 (personal to the incumbent holding the post) as against the scale of pay of Rs. 140—5—150—8—190—10—250, admissible to the post and the other in the Survey of Historical Records Wing in the scale of pay of Rs. 180—10—320. The post of Research Assistant in the scale of pay of Rs. 180—10—320 is filled by promotion from the Technical cadre, *viz.*, Archaeological Assistant and Epigraphist or by direct recruitment; the qualification prescribed for direct recruitment is M. A. in Modern History and Indian History, experience in deciphering and preservation of records and manuscripts being preferred. The other post of Research Assistant in the scale of pay of Rs. 140—5—150—8—190—10—250 is filled by promotion from the cadre of Assistant Curators, I Division Clerks, and Clerk-*cum*-Stenographers or by direct recruitment. For direct recruitment the qualification prescribed is a degree of a recognised University with Indian History and Archaeology as optionals.

30.20. The post of the Research Assistant in the scale of pay of Rs. 180—320 is a promotional post for the Archaeological Assistant and the Epigraphist. This post may be redesignated as Senior Research Assistant and taking into account the fact that it is a promotional post and the qualifications prescribed for direct recruitment to this post, its scale of pay may be revised as Rs. 275—20—375-EB-25—525. The designation of the other post of Research Assistant in the lower scale of Rs. 140—250 may be retained and a scale of pay of Rs. 170—5—180—8-220—EB—10—300 may be attached to this post as the qualifications prescribed therefor are lower than those prescribed for the post of Senior Research Assistant.

*Curators of Museums* : (2) (Rs. 180—10—320).  
 (1) Rs. 100 (Honorarium) per month.

30.21. There are two posts of Curators of Museums in the scale of pay of Rs. 180—10—320, one in the State Museum, Bangalore and the other one in the Regional Museum at Mangalore. These posts are filled by promotion from the cadre of Assistant Curators, Guide Instructors and Gallery Assistants or by direct recruitment. For direct recruitment, the qualification prescribed is a Master's degree in subjects connected with the Museums. The alternative modes of recruitment may continue.

30.22. It was represented that the scale of pay for the Curators is utterly inadequate when compared to the scales of pay for similar posts in other States. The scale of pay for the post of Curator in Madras is Rs. 225—10—275—15—425, while in Andhra Pradesh it is Rs. 225—20—425—25—700. As the Bangalore Museum is a State Museum and the Curator of the Museum is the State representative on the Central Advisory Board of Museums, Government have requested the Commission to consider the revision of the scale of pay for this post suitably. As indicated earlier, the Commission has recommended the revision of the scales of

pay for the technical staff in the Department of Archaeology. Taking into account the qualification prescribed, the duties and responsibilities attached to the post and also the fact that there are no avenues for promotion, the scale of pay for the post of the Curator of the State Museum, Bangalore may be revised as Rs. 250—10—300—15—420—EB—20—500. The Curator of the Museum at Mangalore being the head of a smaller Museum, a slightly lower scale of pay would be adequate. The scale of pay for this post may, therefore, be Rs. 225-10-305-15-350-EB-20-450. The honorarium of Rs. 100 per month paid to the Hon. Curator at Chitradurga Museum may continue.

*Assistant Curators* : (6) (Rs. 110—5—150—6—180—10—220)

30.23. These posts are filled by direct recruitment, the qualification prescribed for direct recruitment being a degree in subjects connected with Museums. This mode of recruitment may continue. The scale of pay for these posts may be Rs. 140—5—150—8—190—EB—10—260—15—290.

*Junior Assistant Curator* : (1) (Rs. 80—3—110—4—130—5—180)

30.24. The appointment to this post is made by direct recruitment of a person possessing a Degree with optional subjects connected with Museums. This post may be included in the Cadre of Assistant Curators and the rules of recruitment may be amended suitably.

*Guide Instructor* : (1) (Rs. 110—5—150—6—180—10—220)

30.25. This post is filled by direct recruitment, the qualifications prescribed being a degree or diploma in subjects connected with Museums. The present mode of recruitment may continue. The scale of pay for this post may be Rs. 140—5—150—8—190—EB—10—260—15—290.

*Gallery Assistant* : (1) (Rs. 110—5—150—6—180—10—220)

30.26. This post is filled by promotion from the Cadre of Artist and Assistant Photographer. This mode of recruitment may continue. The scale of pay for this post may be Rs. 140—5—150—8—190—EB—10—260—15—290.

*Artist* : (1) (Rs. 80—3—110—4—130—5—150)

30.27. This post is filled by direct recruitment, the minimum qualification prescribed being a pass in the S.S.L.C. Examination or 5 years' Experience in Fine Arts in Sri Chamarajendra Technical Institute, Mysore or Free Hand, Outline, Geometrical Drawing, Painting, etc., of Madras Technical Board of Examinations or other higher examinations. The existing mode of recruitment may continue. The scale of pay for this post may be Rs. 95—3—125—4—145—EB—5—200.

*Explorer* : (1) (Rs. 65—1—70—2—90).

30.28. This post is filled by promotion from the cadre of Class IV servants or by direct recruitment. For direct recruitment the qualification prescribed is a pass in the S.S.L.C. Examination. Hereafter the post may be filled only by direct recruitment of a candidate with the prescribed qualifications. The Rules of

Recruitment may be amended on the lines suggested. The scale of pay for this post may be Rs. 95—3—125—4—145—EB—5—200.

*Mechanic*: (1) (Rs. 70—2—80—3—110)

30.29. This post is filled by promotion from the cadre of Class IV officials, or by direct recruitment. The qualification prescribed for direct recruitment is a pass in the S.S.L.C. Examination. Considering the nature of the work entrusted to this officer the designation of the post does not appear to be appropriate. A suitable designation may, therefore, be given and the post filled by direct recruitment of a candidate possessing the prescribed qualifications. The Rules of Recruitment may be amended on the lines suggested. The scale of pay for the post may be Rs. 95—3—125—4—145—EB—5—200.

*Butler*: (1) (Rs. 65—1—70—2—90)

30.30. As per the Rules of Recruitment this post is filled by direct recruitment of a person who has passed VII Standard (new) examination. The existing mode of recruitment may continue with the addition that the person to be appointed should have experience of two years as Butler. The scale of pay for the post may be Rs. 80—2—90—3—120—4—140.

#### *Common categories of posts*

The following are the common categories of posts in the department:—

1 I Division Clerks	(2)	Rs. 110—5—150—6—180—10—220.
2 Clerk-cum-Stenographer	(1)	Rs. 110—5—150—6—180—10—220.
3 II Division Clerks	(2)	Rs. 80—3—110—4—130—5—150.
4 Clerks-cum-Typists	(2)	Rs. 80—3—110—4—130—5—150.
5 Typist	(1)	Rs. 80—3—110—4—130—5—150.
6 III Division Clerk	(1)	Rs. 70—1—80—2—100.
7 Attenders	(6)	Rs. 65—2—85.
8 Attender	(1)	Rs. 55—1—65—2—85.
9 Daffeder	(1)	Rs. 65—2—85.
10 (1) Peons	(21)	Rs. 50—1—70.
(2) Watchmen	(5)	Rs. 50—1—60.
(3) Cycle Orderly	(1)	Rs. 50—1—60.
(4) Chowkidars	(34)	Rs. 50—1—60.
(5) Sweepers	(2)	Rs. 50—1—60.
(6) Gardener	(1)	Rs. 50—1—60.
(7) Farrash	(1)	Rs. 50—1—60.
(8) Malan	(1)	Rs. 50—1—60.

The modes of recruitment and the scales of pay for these posts may be the same as those applicable to the corresponding posts in other Departments.

#### *Delegation of Powers*

The powers now vested in the Director under the Manual of Financial powers are being exercised by him. The department has not asked for any additional powers at any stage. The existing powers appear to be adequate and may continue.

**CHAPTER 30**  
**Archaeological Department**

Sl. No.	Designation	Number of posts	Existing Scale of Pay and Special Pay Rs.	Recommended Scale of Pay and Special Pay Rs.	Remarks
1	Director	1	100 Special Pay	100 Special Pay	<i>Ex-Officio</i>
2	Deputy Director	1	...	400—30—700—EB—40—900	New post to be created.
3	Assistant Director	1	250—15—310—20—450	300—25—550—EB—30—700	
4	Assistant Director (Part-time)	1	100 Special Pay	...	To be abolished.
5	Research Assistant	1	140—5—150—8—190—10—250 200—10—320—15—350 (Personal)	170—5—180—8—220—EB—10—300	
6	Research Assistant	1	180—10—320	275—20—375—EB—25—525	
7	Curator of Museums	3	(2) 180—10—320  (1) 100 (Honorarium)	(1) 250—10—300—15—420—EB—20—500  (2) 225—10—305—15—350—EB—20—450  (3) 100 (Honorarium)	For Curator, Bangalore Museum.  For Curator, Mangalore Museum.
8	Surveyor	1	150—8—190—10—320—15—350	175—10—275—15—350—EB—20—450	
9	Technical Assistant	1	140—5—150—8—190—10—320	275—20—375—EB—25—525	
10	Architectural Assistant	1	140—5—150—8—190—10—250	170—5—180—8—220—EB—10—300	
11	Archaeological Assistant	1	140—5—150—8—190—10—250	250—10—300—15—420—EB—20—500	
12	Ephigraphist	1	140—5—150—8—190—10—250		
13	Draughtsman	1	110—5—150—6—180—10—220	130—5—170—6—200—EB—10—240	
14	Assistant Curators	6	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
15	Guide Instructor	1	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
16	Gallery Assistant	1	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
17	Photographer	1	110—5—150—6—180—10—200	130—5—170—6—200—EB—10—240	
18	Assistant Photographer	2	80—3—110—4—130—5—150 70—2—80—3—110	95—3—125—4—145—EB—5—200	
19	Artist	1	80—3—110—4—130—5—140	95—3—125—4—145—EB—5—200	
20	Junior Assistant Curator	1	80—3—110—4—130—5—180	140—5—150—8—190—EB—10—260— 15—290	To be included in the cadre of Assistant Curator.

Sl. No.	Designation	No. of posts	Existing Scale of Pay and Special Pay		Recommended Scale of Pay and Special Pay		Remarks
			Rs.	Rs.			
21	Mechanic	...	1	70—2—80—3—110	95—3—125—5—145—EB—5—200		
22	Explorer	...	1	65—1—70—2—90	95—3—125—4—145—EB—5—200		
23	Butler	...	1	65—1—70—2—90	80—2—90—3—120—4—140		
24	Clerk-cum-Steno	...	1	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260— 15—290		
25	I Division Clerk	...	2	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260— 15—290		
26	II Division Clerk	..	2	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200		
27	Clerk-cum-Typist	...	2	80—3—110—4—130—5—150 + Special pay Rs. 5 p.m.	95—3—125—4—145—EB—5—200 + Special pay of Rs. 5 p.m.		
28	Typist	...	1	80—3—110—4—130—5—150 + Special pay Rs. 10	95—3—125—4—145—EB—5—200 + Special pay of Rs. 10 p.m.		
29	III Division Clerk	...	1	70—1—80—2—100	85—2—95—3—125—EB—4—145		
30	Attenders	...	7	(6) 65—2—85 (1) 55—1—65—2—85	85—2—95—3—125—EB—4—145		
31	Deffedar	...	1	65—2—85	80—2—90—3—120—4—140		
32	Peons	...	21	50—1—60	60—1—80—2—90		
	Watchman	...	5	50—1—60	60—1—80—2—90		
	Cycle Orderly	...	1	50—1—60	60—1—80—2—90		
	Chowkidars	...	34	50—1—60	60—1—80—2—90		
	Sweepers	...	2	50—1—60	60—1—80—2—90		
	Gardener	...	1	50—1—60	60—1—80—2—90		
	Farrash	...	1	50—1—60	60—1—80—2—90		
	Malan	...	1	50—1—60	60—1—80—2—90		



## CHAPTER 31

### Department of Collegiate Education

31.1. The University Education Integration Committee constituted in 1958 recommended that the University should be free from the obligations of maintaining a number of under-graduate Colleges since its main function was to develop and preserve high academic standards in the institutions and to provide facilities for post-graduate research and education. It was in pursuance of this recommendation that a separate Directorate of Collegiate Education was constituted in 1960 to administer the Colleges taken over from the University of Mysore. The Government Colleges which were till then under the control of the Director of Public Instruction were also brought under the new Directorate. When the Directorate was constituted there were 16 Government Colleges and 30 Private Aided Colleges. The strength of Private Colleges has since risen to 120.

31.2. The Department of Collegiate Education is declared a Major Department. The Director is the Head of the Department. She is assisted by one Deputy Director (Class I—Junior) and one Accounts Assistant supported by necessary subordinate staff. Two posts of Assistant Directors in Class II cadre have been created recently.

#### *Creation of the post of Special Accounts Officer*

31.3. It was represented that the work in the Directorate had increased considerably due to the increase in the number of newly started private colleges, the introduction of various scholarship schemes and the sanction of the scales of pay as recommended by the University Grants Commission to the teaching staff of Government and Private Aided Colleges. It was also represented that in implementing the order relating to the scales of pay, as recommended by the University Grants Commission separate accounts indicating the State Government's share and the Central Government's share had to be maintained, that this work could not be entrusted to the present Accounts Assistant as he was already over-burdened with the work which he was handling and that the post of a Special Officer in the Cadre of Deputy Controllers of State Accounts might be created for attending to the work. There is no doubt that as a result of the introduction of a number of schemes for grant of scholarships and financial assistances to various classes of students by the State and the Central Governments, the volume of accounting work has increased considerably and that the accounts staff in the Directorate requires to be strengthened. The Commission, therefore, recommends that the post of a Special Officer in the cadre of Deputy Controllers of the State Accounts Department, may be created and the post filled by taking an officer from that cadre on deputation from the State Accounts Department. The scale of pay for this post may be the same as that for the corresponding posts in the parent Department.

*Continuance of the posts of Assistant Directors in the Gazetted Cadre*

31.4. It was represented to the Commission that there were several categories of Scholarships (both State and Central) the value of which in the aggregate comes to Rs. 58 lakhs per year and for ensuring that the amount was disbursed to the scholars both within and outside the State promptly, the two posts of Assistant Directors originally sanctioned in the Non-Gazetted Cadre and subsequently upgraded to Class II Gazetted Cadre might be continued in such upgraded cadre. The Commission considers that this representation is reasonable and accordingly recommends that these two posts may be continued in the upgraded cadre and may be filled by promotion of officers from the lower cadre. They may be given the scale of pay of Rs. 275—20—375—EB—25—525.

*Administrative Officers in Colleges*

31.5. There are no supervisory posts in the Government Colleges on the administrative side and one of the I Division Clerks has been in addition to his duties, supervising the work of the other members of the staff. It was represented that the arrangement was not satisfactory and that the I Division Clerk placed in supervisory control of the other staff in addition to his own original work was not able to supervise the work of the others effectively as the work had been increasing day by day on account of heavy rush of students for admission to the Pre-University Classes and the Degree Courses. It was suggested that independent posts of Superintendents might be sanctioned for all Government Colleges.

31.6. Government have recently sanctioned 15 posts of Superintendents in the scale of pay of Rs. 180—10—320. It is common knowledge that the Principals of Colleges are pre-occupied at present with the day-to-day administrative work to the detriment of academic work legitimately expected of them and that in the absence of supporting staff which could attend to such administrative work, much of their academic talent is wasted on administrative matters. The Commission, therefore, considers that the posts of Superintendents now sanctioned for all the Government Colleges may be upgraded to Class II Gazetted Cadre and they may be invested with more powers so as to relieve the Principals of much of the routine administrative work. The posts of Superintendents may be filled by promotion of officials from the lower cadre. It should be the primary responsibility of these officers to supervise all administrative work and execute all the decisions taken by the Principals in matters of supervision and control. They should work under the full control of the Principals and should work under their directions. Such Officers may be designated as Registrars of the Colleges and given the scale of pay of Rs. 275—20—375—EB—25—525.

31.7. There is one post of Manager in the scale of pay of Rs. 225—10—285—15—375 in the Directorate. It has been urged that this post might be upgraded to Class II Gazetted Cadre and designated as Registrar, in view of the heavy responsibilities attached to the post. The Commission recommends that in keeping with the general recommendation made about the status of the Chief Ministerial

Officers of the Offices of the Heads of Major Departments, the post may be upgraded to Class II and may be filled by promotion from the cadre of Superintendents.

#### *Vice-Principals*

31.8. It has been represented that in the absence of a provision for appointment of "Vice-Principals", the senior-most Professor in the College has to be asked to look after the duties of the Principal when the latter is absent from duty and difficulties are experienced by Principals when some of the senior Professors decline to accept such responsibility. The Commission considers that it is necessary to designate the senior-most Professor in the College as the Vice-Principal so that he could automatically attend to the supervisory work of the Principal during his absence. It is true that the seniority lists of Professors have not been finalised as yet but there can be no legal objection if the senior-most Professor according to the provisional list is designated as the Vice-Principal, as the provisional list is operative until the publication of the final list. No special pay need be given to the Vice-Principal as he will be called upon to discharge administrative duties only occasionally.

#### *Promotional Opportunities*

31.9. It has been represented to the Commission that Lecturers had few promotional opportunities and that it was necessary to fix the strength in the cadres of Professors, Readers and Lecturers suitably. It is understood that Government propose to adopt the following formula in creating posts at the higher levels :

" For every 8 Lecturers there should be one Reader and for every 3 Readers there should be one Professor. If the number of Lecturers/Readers in any discipline is less than this, a few disciplines could be grouped together and the posts in the higher cadres created in accordance with this formula for this group of officers "

The Commission considers the proposed formula to be reasonable and recommends that it may be adopted so that there would be adequate opportunities of promotion to the officers in the different cadres.

#### *Triple Benefit Scheme*

31.10. It was urged before the Commission that the benefits contemplated under the Triple Benefit Scheme which, at present, cover the teaching and non-teaching staff of State-Aided Primary and Secondary Schools, whether run by Local Bodies or by Private Managements might be extended to the teaching staff of the Private Aided Colleges. It is not possible to introduce this scheme in such Colleges as the teaching staff is normally appointed on contract and there is considerable amount of migration of teachers from one University to another. It would, therefore, be more advantageous to introduce the Contributory Provident Fund Scheme in their cases. The question of framing Model Contributory Provident Fund Rules is stated to be under the consideration of Government. The Commission suggests that the Rules may be finalised early and all the private managements may be persuaded to adopt them. The Contributory Provident

Fund Scheme can be successful only if the Managements of Private Colleges agree to implement it. There should be some provision in the grant-in-Aid Code under which the Management could be pressurised to adopt such scheme. In order that the benefits under this scheme reach the employees of the Private Aided Colleges, Government may, in addition to their share of contribution, contribute the managements' share also, where the managements fail to do so, subject to adjustment from out of the grant-in-aid payable to them.

*Part-time Lecturers and Professors*

31.11. It was urged that the part-time Professor and Reader in Mercantile Law in the Ramnarayan Challaram College of Commerce, Bangalore, might be given enhanced rates of remuneration on par with their counter-parts in the Law College, as the nature of the duties and responsibilities of these posts were one and the same. The Professor and the Reader in the Ramnarayan Challaram College are getting honoraria of Rs. 325 and Rs. 250 p.m. respectively as against Rs. 400 and Rs. 300 p.m. drawn by their counter-parts in the Law College. The Commission recommends that as in the case of the part-time teachers of the Law College, the honoraria for the posts of Professor and Reader in Mercantile Law in the Ramnarayan Challaram College, may be fixed at Rs. 600 p.m. and Rs. 400 p.m. respectively and that no Dearness Allowance need be given to them.

*Allowances to the staff of Hostels*

31.12. It was represented that there were at present 12 hostels attached to Government Colleges under the control of the Director of Collegiate Education and though the nature of duties and responsibilities attached to the posts of Wardens, Clerks and Visiting Doctors in the various hostels were the same, the rates of part-time allowance paid to them were not uniform. As the existing rates of part time allowance were fixed 10 or 15 years ago, Government had suggested their revision suitably. The Commission, on examination of the issue, recommends that the following rates of part-time allowances may be adopted in respect of these posts ; but that no additional Dearness Allowance need be paid to them on such allowances given for part-time work.

	<i>With quarters</i>	<i>Without quarters</i>
1. <i>Warden :</i>		
(i) in case of hostels where boarders' strength does not exceed 100.	Rs. 30 p.m.	Rs. 60 p.m.
(ii) in case of hostels where boarders' strength exceed 100.	Rs. 60 p.m.	Rs. 100 p.m.
2. <i>Part-time Clerks</i> ....                   ....		Rs. 25 p.m.
3. <i>Part-time Visiting Doctors</i> :—The rates of allowances should depend on the strength of boarders in the hostel as follows :—		
(i) Rs. 30 p.m. in case the boarders' strength does not exceed 100.		
(ii) Rs. 50 p.m. in case the boarders' strength exceeds 100.		

31.13. The wardens and part-time clerks may be provided with quarters as early as practicable close to the Hostels; and rent may be recovered from them at 10% of their pay or at 7½% of the capital cost of the buildings whichever is lower.

*Uniform Courses in the Universities*

31.14. There is no uniformity in the curricula of the syllabi adopted by the three Universities in the State. Considerable inconvenience is consequently caused to the students who seek transfer from one University to another either because their parent/parents are transferred as referred to in Chapter 7 or for any other reason. The Commission considers that it would be desirable to have uniformity in the matter of syllabi as such a step would encourage migration of students of one University to the other and facilitate arrangement of lectures of eminent Professors of the three Universities in different subjects at central places chosen by the Universities for the benefit of their students. This will also encourage production of good Text-books. The Commission is also of the opinion that the three Universities should on a co-ordinated basis decide upon the specialization in different disciplines in the three Universities having due regard to the facilities, equipment and laboratories etc. The Universities may be persuaded to bring about such uniformity as soon as possible.

*Grant-in-aid Code—Amendments to*

31.15. Though the cadre of tutors has been abolished there are a few tutors still in service in some of the Colleges. This cadre has not been recognised for sanction of grants-in-aid with the result that the managements concerned have either to meet the expenditure incurred on the pay and allowances of these tutors out of their own resources or to dispense with their services. The Commission, therefore, recommends on consideration of equity that the existing posts of tutors may be recognised for sanctioning the grants under the Grant-in-Aid Code; it should be made clear that fresh recruitments made to this cadre in future would not be recognised for the purpose of sanctioning grants to the concerned institution.

*Provident Fund Contribution —Recognition of*

31.16. It has been represented that the contribution made by the managements of Colleges in the Hyderabad area, towards the Provident Fund, have not been recognised for purposes of grant-in-aid. Although according to the existing Grant-in-aid Code, the managements' contribution towards the Provident Fund, is an admissible item of expenditure, this provision cannot be made applicable to the Hyderabad area as there are no Provident Fund Rules in force in that area. Uniform Contributory Provident Fund Rules applicable to all Private Aided Colleges in the State have, therefore, to be evolved. Such uniform Rules may be finalised and issued early.

*Incentives*

31.17 It was represented to the Commission that even though the Managements of Colleges had been granting advance increments/higher starting pay to

certain employees in recognition of their past services under another management, the Department had not been accepting such increments or higher pay for purposes of Grants-in-Aid and that consequently the Managements had to meet such expenditure out of their funds; and that it was, therefore, necessary to amend the Grant-in-Aid Code so as to recognise such increments/higher pay for the purpose of regulating the grants. While the existing rules do not provide for recognition of such higher starting pay for calculation of grant-in-aid, they do not preclude the managements from paying higher starting pay as long as they do not claim Grant-in-aid in respect of such higher starting pay. If such a practice is, however, recognised for the purpose of regulating the grant-in-aid, there will be large scale movement of teachers from Institution to Institution and the interests of the Institutions themselves may suffer thereby. Besides, arbitrary fixation of pay at higher rates cannot also be ruled out. Under these circumstances, the Commission cannot accept this suggestion.

#### *Equipment Grant*

31.18. Under the existing Grant-in-aid Rules, grants for purchase of articles of equipment required for Colleges are allowed upto 50% of their value subject to certain annual ceiling limits as indicated in the sub-joined statement.

		First Four Years per annum (Rs.)	Thereafter per annum (Rs.)
1	Arts & Science Colleges	.... 20,000	10,000
2	Arts & Commerce Colleges	.... 10,000	5,000
3	Law Colleges	.... 10,000	5,000
4	Arts Colleges	... 6,000	3,000
5	Commerce Colleges	.... 6,000	3,000
6	Science Colleges	.... 15,000	7,500
7	Science and Commerce Colleges.	20,000	10,000
8	Arts & Science and Commerce Colleges	25,000	12,500

31.19 As could be seen therefrom the ceilings are higher during the first four years and they are reduced thereafter. It has been represented that in respect of Arts and Science Colleges, the maximum amount of Rs. 10,000 per year fixed from the 5th year onwards will not be sufficient for the purchase of such articles whenever new courses of instructions/Laboratories are started in the Colleges and that the existing limit of Rs. 10,000 might, therefore, be enhanced suitably. Grants for purchase of articles of equipment are reduced from the 5th year as it is expected that by then the Colleges would have established their laboratories and purchased all the necessary equipment. The Commission considers that where any new courses of instruction are introduced or new Sections of Laboratories are started, it should be possible for the Department to assess the additional expenditure incurred during the year and make an *ad hoc* grant for the year without raising the grants for the subsequent years, unless the new course introduced changes the category of the institution itself in which case, the

institution may become entitled to grant at a higher rate prescribed for such institutions.

31.20. It is laid down in the Grant-in-aid Code that Colleges should obtain competitive quotations for purchase of articles of furniture and Laboratory requirements and that in respect of heavy purchases of each group of articles costing more than Rs. 500 the tender system should be adopted. It was represented that with the limit of Rs. 500 the tender system would have to be adopted in respect of almost every group of articles due to abnormal rise in the prices of such articles in the recent past and that the limit might therefore, be revised suitable. The Commission considers this request to be reasonable and accordingly recommends that the existing limit of Rs. 500 may be raised to Rs. 1,000.

#### *Contingent Expenditure*

31.21. It was represented that the minimum contingent expenditure might be fixed at Rs. 7,500 per annum as against the existing limit of Rs. 5000 per annum. Even though the total expenditure on contingent items is normally limited to Rs. 5,000 per annum at present, this limit is raised in deserving cases upto Rs. 10,000 per annum. The existing provisions work no hardship in genuine cases and, therefore, do not call for any change.

#### *Calculation Sheets*

31.22. One more point urged before the Commission was that "Calculation Sheets" might be supplied to every Institution to enable the management to know the items of expenditure that were disallowed. Items of expenditure approved for purpose of Grant-in-aid are indicated in the Grant-in-aid Code. No provision has, however, been made at present, for intimating to the Institutions, the reasons for reducing the grant. A Hand Book indicating the approved items of expenditure is under compilation in the Department. Copies of the Hand Book, when ready, may be supplied to the Principals of the Institutions for their guidance so that there may not be any uncertainty about the approved and non-approved items of expenditure for calculation of the grant.

#### *Cadre and Recruitment Rules—Special Pay.*

*Director:* (1) (Rs. 1,100—50—1,500).

31.23. According to the Rules of Recruitment, appointment to the post of the Director can be made by promotion by selection from among Professors (Selection Grade) or by appointment of an Officer of the Indian Administrative Service. The Commission does not consider that the provision for appointment of an officer from the Indian Administrative Service cadre to the post is necessary and recommends that the same may be deleted. The Department has urged for revision of the scale of pay for the Director so as to place it on par with that of the Heads of Major Departments like the Director of Public Instruction, the Director of Agriculture, the Chief Engineers, etc. whose scale of pay is Rs. 1,300—50—1,800, as the work-load and responsibilities of the post had increased due to the starting of new

colleges and the growth in the strength of the college students in numerous institutions. The scale of pay for this post may be Rs. 1,300-60-1,600-50-1,800.

*Deputy Director* : (Rs. 350-25-650-30-800).

31.24 Under the existing Rules of Recruitment, the post can be filled by taking on deputation a District Education Officer from the Department of Public Instruction; if no suitable officer in that cadre is available, then by taking on deputation an Under Secretary to Government. Since the posts of the District Education Officers have been proposed to be upgraded to the cadre of Deputy Directors, the post of Deputy Director in this Department may be filled by taking on deputation a suitable officer either in the cadre of Assistant Directors (Class I Junior Scale) of the department of Public Instruction or an Under Secretary to Government. The Rules of Recruitment may be amended to this extent. The officer taken on deputation may draw pay in the scale of pay applicable to him in his parent Department.

*Accounts Assistant* : (1) (Rs. 350—25—650—30—800)

31.25 This post is filled by deputation of an Assistant Controller from the State Accounts Department. The existing mode of recruitment may continue. The scale of pay for this post may be the same as that for the corresponding posts in the State Accounts Department.

*Professors (Selection Grade)* : (2) (Rs. 600—40—1,000) plus special pay of Rs. 100 per month.

*Professors* : (19) (Rs. 400—30—700—40—900).

31.26. As per the Rules of Recruitment the appointments to the posts of Professors (Selection Grade) can be made by selection from the cadre of Professors and if there are no suitable persons in that cadre then by direct recruitment of persons possessing a Second Class Master's Degree and a Research Degree of a Doctorate standard or published work of high standard with five years' teaching experience for Degree and Post Graduate classes and Guiding Research. The posts of Professors (Time-scale) are filled by promotion from the cadre of Readers in the respective subjects, and if no suitable person in that cadre is available then by direct recruitment; for direct recruitment the qualification prescribed is a II Class Master's Degree with experience in teaching degree classes for at least 5 years. The existing modes of recruitment in respect of both the categories of posts may continue.

31.27. The Commission considers that instead of having only one Selection Grade and one Time-scale for Professors, there could be one selection Grade and two Time-scales and that the scales of pay may be as follows :—

- (1) Time scale of pay for Professors : Rs. 600—40—1,000
- (2) Time scale of pay for Senior Professors: Rs. 800—40—1,000—50—1,200
- (3) Scale of pay for selection grade Professors : Rs. 1,000—50—1,500

The number of Readers and Professors may be determined on the basis indicated in para 9. ten per cent of these posts may be in the cadre of Selection Grade



Professors and 15% of the posts may be in the cadre of Senior Professors, the rest of the Professors being in Time Scale. The status and the scale of pay of the Principals may as far as possible be in accordance with the strength of the students in the Colleges as indicated below :

- (a) Professors—Colleges with a strength upto 1500.
- (b) Senior Professors—Colleges with a strength between 1500 & 2000.
- (c) Selection Grade Professors—Colleges with a strength exceeding 2000.

31.28. Professors, Senior Professors or Selection Grade Professors may be posted as Principals of Colleges on the basis of the strength as indicated above. Depending on the total number of Senior Professors and Professors in the Department there may be Senior Professors in a College, the Principal of which is a selection Grade Professor and Professors in the Time scale in a College, of which the Principal is a Selection Grade Professor or Senior Professor. There should not be a separate Professor for the discipline in which the Principal is a Professor. The Professor, the Senior Professor or the Selection Grade Professor who is appointed as Principal should primarily attend to teaching work in the subject of his specialisation in addition to administrative work as Principal.

31.29. The Commission considers that there is no justification for grant of Special Pay to the Principals since: (a) higher scales of pay have been proposed for the Professors, Senior Professors and Selection Grade Professors; and (b) as the status and the scale of pay of the ministerial heads of offices in the Colleges are being raised so that they could be of substantial assistance to the Principals in respect of administrative work.

*Readers* (89) Rs 300—20—400—25—600 (State)  
Rs. 400—30—640—40—800 (Revised) U.G.C. Scale.

31.30. The appointment to 50 per cent of these posts can be made by direct recruitment and to the other 50 per cent by promotion from the cadre of Lecturers in the respective subjects. For direct recruitment, the qualification prescribed is a Second Class Master's Degree or a Second Class Hons. Degree with a Research Degree of Doctorate standard and 5 years' experience of teaching in degree or post graduate classes. The existing modes of recruitment may continue. The scale of pay for the posts of Readers may be revised as Rs. 400—30—700—EB—40—900.

*Part-time Professors* (2) (1) Rs. 325 per month fixed  
(2) Rs. 100 per month fixed

31.31. There is one part-time Professor in mercantile Law on a fixed remuneration of Rs. 325 per month. The remuneration for this post may be raised to Rs. 600 per month as already recommended earlier. Similarly, the part-time allowance of Rs. 100 per month paid to the Part-time Professor of Insurance may be raised to Rs. 200 per month. No Dearness Allowance need be paid to the part-time Professors. The part-time Professors are appointed on tenure basis for a period of 3 years. This arrangement may continue.

*Part-time Reader (1) (Rs. 250 per month)*

31.32. There is one part-time post of Reader in Mercantile Law on a fixed Remuneration of Rs. 250 per month. The appointment to this post is made on tenure basis for a period of 3 years. The existing mode of recruitment may be continued. The remuneration of Rs. 250 per month now paid to the person holding the post may be raised at Rs. 400 per month as recommended earlier. No Dearness Allowance need be paid to the Reader appointed on part-time basis.

*Lecturers (561) (Rs. 230—20—350—25—500)  
Rs. 300—25—600 (Revised) U.G.C. Scale*

31.33. The appointment to 75 per cent of these posts is made by direct recruitment and to the other 25 per cent by promotion of Demonstrators/Tutors subject to their possessing a Second Class Master's Degree in the respective subjects. The existing mode of recruitment is satisfactory and, therefore, no change is suggested. The Lecturers may carry the revised scale of pay of Rs. 300—25—550—EB—30—700.

*Full time or Part-time Lecturers in Hindi and Music (13)*

(Rs. 100 (fixed) per month if work-load exceeds four hours per week).

31.34. According to the Rules of Recruitment, posts of full time and part-time lecturers are grouped together and are shown as posts to be filled by promotion of part-time lecturers in Music and Hindi and if no suitable persons are available among part-time lecturers, then by direct recruitment of persons possessing a degree with proficiency examination in vocal music in the case of music lecturers and Hindi Ratna examination conducted by the Hindi Prachara Parishad, Bangalore or the Praveen Examination conducted by Dakshina Bharat Hindi Prachara Sabha, Madras, or any other examination recognised by the State Government as equivalent, in the case of Hindi Lecturers. These modes of recruitment may be retained in so far as the full time posts are concerned. The posts of part-time lecturers in Music and Hindi may be filled by direct recruitment of persons possessing the qualifications prescribed for the full-time posts in the respective cadres. The Rules of Recruitment may be amended to this extent. The full time lecturers may be given the same scale of pay as that prescribed for lecturers in other subjects. The remuneration for the part-time lecturers of both the categories of posts may be revised as Rs. 125 per month.

*Part-time Lecturers (2) (Rs. 200 per month fixed)*

31.35. There are two part-time Lecturers in Mercantile Law and Accountancy and auditing on a fixed remuneration of Rs. 200 per month. The appointment to these posts is made by direct recruitment on a tenure basis for a period of 3 years. This system may continue. The remuneration for these posts may be refixed as Rs. 300 per month.

*Part-time Doctors (5) (1) at Rs. 50 per month  
(4) at Rs. 100 per month*

31.36. These part-time doctors may be paid uniformly a remuneration of Rs. 100 per month.

*Demonstrators and Tutors* (143) Rs. 150—8—190—10—300

Rs. 250—15—400 (Revised) U.G.C. Scale

31.37. The appointment to this category of posts is made by direct recruitment of persons possessing second Class B.A., or B.Sc., in the Optional Group; M.A. and M.Sc., being preferred. The existing mode of recruitment may continue. Such of the Demonstrators as have post graduate qualifications may be given the scale of pay of Rs. 250—10—300—15—420—EB—20—500 and the other Demonstrators the scale of pay of Rs. 200—10—280—15—370—EB—20—450.

*Physical Culture Instructors.*

Grade I (3)	Rs. 180—10—320
Grade II (5)	Rs. 150—8—190—10—250
Grade III (20)	Rs. 100—5—150—6—180—10—200

31.38. According to the existing Cadre and Recruitment Rules the appointment to the post of Physical Culture Instructor Grade III is made by direct recruitment of persons possessing General Intermediate Course or pass in the Pre-University Examination with Diploma in Physical Education and for the other two grades the appointment is made by promotion from the lower cadre. The Commission considers that since the College of Physical Education has now been established in Bangalore it would be desirable to provide, in addition to the existing modes of recruitment, for the recruitment of Physical Culture Instructors who have secured a pass in the Examination conducted by this Institute. The Rules of Recruitment may, therefore, be amended so as to provide for appointment as Selection Grade Physical Culture Instructors by direct recruitment of persons possessing a degree/Diploma in Physical Education of the Bangalore College or possessing equivalent qualification. The scales of pay for these posts may be—

Selection Grade	Rs. 250—10—300—15—420—EB—20—500.
Grade I	Rs. 225—10—305—15—350—EB—20—450.
Grade II	Rs. 175—10—275—15—350—EB—20—450.
Grade III	Rs. 130—5—170—6—200—EB—10—240.

*Librarians* (15) :—1. Rs. 150—8—190—10—270.

2. Rs. 150—8—190—10—320.

3. Rs. 180—10—320.

31.39. The appointments to these posts are made by direct recruitment of persons possessing a Degree with Diploma in Library Science. The Commission suggests that qualified Librarians with Bachelor's Degree in Library Science may be appointed in College Libraries having not less than 20,000 books and they may be given the scale of pay of Rs. 250—10—300—15—420—EB—20—500. In other Colleges, Librarians with Diploma in Library Science may be appointed as Librarians given a scale of pay Rs. 175—10—275—15—350—EB—20—450. The Rules of Recruitment may be amended suitably.

*Laboratory Assistants* (2) :—(Rs. 80—3—110—4—130—5—150).

31.40. According to the Rules of Recruitment these posts are filled by direct recruitment of graduates (B.Sc.) with Physics, Chemistry, Botany, Geology as one

of the optionals. The existing mode of recruitment may continue. The scale of pay for these posts may be revised as Rs. 140—5—150—8—190—EB—10—260—15—290.

*Compounder/Pharmacists (2)* :—Rs. 80—3—110—4—130—5—140.

31.41. These posts are filled by direct recruitment of persons possessing a pass in the VIII Standard Examination with Compounder's Training Certificate granted by the Medical Department. The existing mode of recruitment may continue. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

*Mechanics (12)* :—10 at Rs. 80—3—110—4—130—5—150.

2 at Rs. 100—5—150—6—180—10—200.

31.42. According to the Rules of Recruitment, these posts are filled by direct recruitment of persons who have passed the IX standard examination and the certificate course in Mechanical Engineering or have practical experience. Hereafter candidates who have successfully undergone the certificate course in the concerned trade awarded by the Industrial Training Institute may be appointed as Mechanics. The Rules of Recruitment may be amended suitably. The scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

*Carpenters (2)* Rs. 80—3—110—4—130—5—150

31.43 According to rules of recruitment these posts are filled by direct recruitment of persons who have passed the Primary V Year examination and have secured a certificate in carpentry issued by a recognised or established Institution. The candidates possessing a certificate in the particular trade awarded by the Industrial Training Institute may hereafter, be appointed to these posts. The Rules of Recruitment may be amended suitably. The scale of pay for those posts may be revised as Rs. 95—3—125—4—145—EB—5—200.

Curator	(1)	Rs. 250—10—320—15—440
Forman	(1)	Rs. 140—5—150—8—190—10—250
Photo Artist	(1)	Rs. 140—5—150—8—190—10—250
Glass Blower	(1)	Rs. 140—5—150—8—190—10—250
Micro Technician	(1)	Rs. 100—5—150—6—180—10—200
Texidermist	(1)	Rs. 80—3—110—4—130—5—150

31.44. These posts have been transferred to the Central College under the university of Bangalore. These categories of posts may therefore be deleted from the cadre and Recruitment Rules of the Department.

*II Division Clerks.*—(120) Rs. 80—3—110—4—130—5—150.

31.45. 90% of the posts of II Division Clerks are filled by Direct Recruitment of persons who have passed the S.S.L.C. Examination and the other 10 % by promotion from the cadre of attenders and Class IV Servents. For promotion, the minimum qualification prescribed is a pass in the VII (New) standard examination with 5 years of service as attender or as Class IV servant. It has been urged that the qualification prescribed for the Attenders and Class IV Government Servants to eligible for promotion against the 10% quota was inadequate, that

only those attenders who have passed the S.S.L.C. Examination might be considered for promotion and that the provision made for class IV Servants might be deleted. As already recommended in Chapter 4, the Attenders who have passed the S.S.L.C. Examination may be promoted as II Division Clerks and such of the Attenders who have not passed the S.S.L.C. Examination may continue as Attenders till they retire, the same principle may be adopted in regard to the promotion of other Class IV Officials as II Division Clerks. No fresh appointments need, however, be made to this cadre of Attenders.

### 31.46 *Common Categories of Posts.*

1	Accounts Superintendents	(4)	Rs. 220—10—320—15—440
2	Office Superintendents	(6)	Rs. 180—10—320.
3	I Division Clerks(from S.A.D.)	(7)	Rs. 120—5—150—8—190—10—240
4	I Division Clerks	(59)	Rs. 110—5—150—6—180—10—220
5	II Division Clerks (including one Hostel Manager and Matron)	(120)	Rs. 80—3—110—4—130—5—150
6	Shroff	.... (1)	Rs. 80—3—110—4—130—5—150
7	Stenographers	.... (2)	Rs. 110—5—150—8—190—10—260— 15—320 plus Rs. 15 Special pay p.m.
8	Typists	.... (29)	Rs. 80—3—110—4—130—5—150 plus Rs. 10 special pay p. m.
9	Attenders	.... (242)	Rs. 70—2—90.
10	Peons and other Class IV servants.	(350)	Rs. 50—1—60.

The scale of pay for these common categories of posts may be the same as for the corresponding posts in other Department.

### *Delegation of Powers.*

31.47 The powers delegated to the Director as the Head of the Department and to the Principals as Heads of Offices are adequate and may be continued.

31.48 The Commission, however, suggests that the following additional powers may be delegated to the Principals of Colleges :—

### *Enhanced powers proposed.*

- 1 To condemn unserviceable articles and to dispose of them. Rs. 100 at a time subject to a ceiling of Rs. 1000 per annum.
- 2 To sanction write off of value of stores. Rs. 100 at a time subject to a ceiling of Rs. 250 per annum.
- 3 To purchase Stationery articles locally. Rs. 300 per annum.
- 4 Power to purchase science equipment. Up to Rs. 1000 per annum.
- 5 Power to call for tenders as regards Cycle Stands, Canteens, etc, and accept them. Full powers.

CHAPTER 31

Collegiate Education Department

Sl. No.	Designation	Number of Posts	Existing scale of pay and Special Pay	Recommended Scale of pay and special Pay.	Remarks.
			Rs.	Rs.	
1	Director	...	1 1100—50—1500	1300—60—1600—50—1800	New post of the status of Deputy Controller S.A.D. to be created.
2	Special Officer	...	1 ...	700—40—900—50—1200	
3	Deputy Director	...	1 350—25—650—30—800	450—30—660—EB—40—900	
4	Professor (Selection Grade)	...	2 600—40—1000	1000—50—1500	
5	Senior Professor	}	19 400—30—700—40—900	(1) 800—40—1000—50—1200	
6	Professor			(2) 600—40—1000	
7	Reader	...	89 300—20—400—25—600	400—30—700—EB—40—900	
8	Part-time Professor	...	2 1. 325-p.m. fixed 2. 100-p.m. fixed	600/-p.m. fixed 200/-p.m. fixed	
9	Part-time Reader	...	1 250-p.m. fixed	400/-p.m. fixed	
10	Accounts Assistant	...	1 350—25—650—30—800	400—30—700—EB—40—900	
11	Assistant Directors	...	2 250—20—350—25—500	275—20—375—EB—25—525	
12	Lecturer	...	561 230—20—350—25—500	300—25—550—EB—30—700	
13	Part-time Lecturer	...	2 200/-p.m. fixed	300/-p.m. fixed	
14	Part-time Lecturer in Hindi & Music	...	13 100/-p.m. fixed	125—p.m. fixed	
15	Part-time Doctors	...	5 1 at Rs. 50/-p.m. } 4 at Rs. 100/-p.m. }	Rs. 100—p.m. fixed	
16	Demonstrators and Tutors	...	143 150—8—190—10—300	1. 250—10—300—15—420—EB—20—500 2. 200—10—280—15—370—EB—20—450	
17	Physical Culture Instructors :—				
	Grade I	...	3 180—10—320	1. 250—10—300—15—450—EB—20—500	(Selection Grade)
	Grade II	...	5 150—8—190—10—250	2. 225—10—305—15—350—EB—20—450	(Grade I)
	Grade III	...	20 100—5—150—6—180—10—200	3. 175—10—275—15—350—EB—20—450	(Grade II)
				4. 130—5—170—6—200—EB—10—240	(Grade III)
18	Laboratory Assistant	...	2 80—3—110—4—130—5—150	140—5—150—8—190—EB—10—260—15—290	

CHAPTER 31 (concl'd.)

Sl. No.	Designation	Number of posts	Existing scale of Pay and Special Pay	Recommended Scale of Pay and Special Pay.	Remarks
			Rs.	Rs.	
19	Librarian	15	1. 150-8-190-10-270 2. 150-8-190-10-320 3. 180-10-320	1. 250-10-300-15-420-EB-20-500 2. 175-10-275-15-350-EB-20-450	
20	Compounder/Pharmacist	2	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
21	Mechanic	12	1. 80-3-110-4-130-5-150 2. 100-5-150-6-180-10-200	95-3-125-4-145-EB-5-200	
22	Carpenter	2	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
23	Manager	1	225-10-285-15-375	275-20-375-EB-25-525	To be upgraded to Class II.
24	Accounts Superintendent	4	220-10-320-15-440	1 250-10-300-15-420-EB-20-500	Drawn from S. A. D. posts of Superintendent in Government Colleges to be upgraded to Class II.
	Superintendent of Colleges	15	180-10-320	2 275-20-375-EB-25-525	
				3 200-10-280-15-370-EB-20-450	
25	Office Superintendents	6	180-70-320		
26	I Division Clerk (including Manager, Govt. College, Mercara).	7 59	120-5-150-8-190-10-240 110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
27	II Division Clerk (including one Hostel Manager and Matron).	120	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
28	Shroff	1	80-3-110-4-130-5-140	95-3-125-4-145-EB-5-200	
29	Stenographer	2	110-5-150-8-190-10-260-15-320 + Special Pay Rs. 15/-	175-10-275-15-350-EB-20-454	
30	Typist (Grade II)	29	80-3-110-4-130-5-150 + Special Pay Rs. 10	95-3-125-4-145-EB-5-200 + Special Pay Rs. 10 p.m.	
31	Attendar	242	70-2-90	85-2-95-3-125-EB-4-145	
32	Daffedar	6	65-2-85	80-2-90-3-120-4-140	
33	Peons and other Class IV servants	350	50-1-60	60-1-80-2-90	

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## CHAPTER 32.

### Government Law College.

32.1. The Government Law College is located at Bangalore. It was started during the year 1943. Initially the teaching in this College was confined to Classes leading to the B.L. degree only. Some courses of study for the M.L. degree were introduced in the year 1960-61. During the current year, Ph.D. course has also been started.

32.2. The Institution is a small independent Unit with the Principal as its Head ; he has been accorded the status of the Head of a Minor Department under the Financial Code. He is assisted by one full time Professor, three part-time Professors and nine part-time Assistant Professors in teaching work. The non-gazetted staff on the administrative establishment consists of one Manager, two I Division Clerks, three II Division Clerks, one Stenographer and one Typist.

32.3. It was represented that the Principal of the Law College had no avenues of promotion and that he was not even eligible for being considered for appointment to the post of either the Director of Collegiate Education or the Director of Public Instruction even though the Professors of other colleges were eligible for being so considered for these posts. The Principal of the Law College is normally an expert in certain branches of law and in that sense, he is a technical person whose talents cannot be wasted over an administrative post like that of a Director. With the addition of new courses of studies for post-graduate degrees, the Principal will have to bestow more time and energy in widening the scope of his own specialization as it will not be in the interest of scholarship in specialised subjects to open channels of promotion to wholly unconnected posts. The Commission does not therefore, see any justification for recommending amendments to the Cadre and Recruitment Rules making the Principal of the Law College eligible for the post of the Director of Public Instruction or of Collegiate Education.

#### *Vice-Principal*

32.4. It has been suggested in Chapter 31, that for the sake of administrative convenience, the seniormost Professor in each College might be designated as the Vice-Principal and kept in charge of the duties of the Principal during the absence of the Principal. Following this principle, the whole-time Professor may be designated as the Vice-Principal.

#### *Part-time Appointment*

32.5. It was brought to the notice of the Commission that at present appointments of teaching staff were not made on any systematic basis and that some change in the mode of recruitment was called for. The Commission suggests that the part-time teaching staff may, in future, be appointed strictly on the recommendations of a Committee consisting preferably of the Secretary to Government, Law Department, the Secretary to Government, Education Department, the



Advocate General and the Principal, Law College; appointments to full-time teaching posts may continue to be made through the Public Service Commission as at present.

32.6. At present, there is only one full-time Professor besides the Principal. There are three part-time Professors and nine part-time Assistant Professors. All these part-time officers are practising advocates. It is common experience that a busy Practitioner cannot get much time for preparation of his class-room lectures. It serves little purpose if very junior advocates are appointed as part-time Professors or Assistant Professors. The Commission, therefore, recommends that in the interests of the Institution, at least 50% of the teaching staff including the Principal and Vice-Principal may be made full-time. The scales of pay for full-time Professors and Assistant Professors may be Rs. 600—40—1,000 and Rs. 400—30—700—EB—40—900 respectively.

32.7. The Commission considers that the College being a small unit, there is no need to recruit candidates directly against posts in the Ministerial Cadre and that all the officials (Non-teaching staff) be taken on deputation from either the Department of Public Instruction or the Department of Collegiate Education. The liens of the existing staff recruited directly may be shifted to the Departments of Public Instruction/Collegiate Education against supernumerary posts or existing vacant posts in those Departments and these officials may be treated as on deputation to the Law College.

#### *Examinership and Remuneration*

32.8. It was represented that the Principals/Professors might be permitted to take examinership whenever they were offered such examinerships and that no restrictions might be imposed by Government in respect of either the number of such examinerships or the remuneration to be received therefor. At present, a Principal, or Professor is permitted to set two papers in a year, work as examiner and get a maximum remuneration of Rs. 1,800 per year. These limitations have been prescribed by Government on the ground that unqualified permission to accept outside engagements is likely to prejudice their legitimate work in the College. The Commission is in agreement with this policy and does not propose to recommend any departure from it.

#### *Seminars/Conferences*

32.9. It was represented that no restrictions might be imposed on the Principals/Professors participating in Seminars and other Conventions sponsored by Universities outside the State. At present, persons attending such Seminars etc., are required to obtain prior permission of Government and such permission is generally granted, if the Seminars/Conventions are sponsored by Recognised Bodies, the persons wishing to attend such conventions possess special knowledge in the subjects fixed for discussion and they show by their studies or papers prepared that they can make some useful contribution to the discussions. The

Commission considers that these principles governing the grant of permission to Principals/Professors of Colleges for attending the Seminars and Conventions are sound and practicable and need no modification.

*Registrar*

32.10. It was represented that a post of Registrar might be created in the Class II Gazetted Cadre for attending to the day to day administrative work without unduly burdening the Principal with such routine work. In consonance with the general recommendations made in respect of all Colleges in Chapter 31, the post of the Chief Ministerial Officer (*viz.*, Manager) of this College may also be upgraded to the Class II Gazetted Cadre and the scale of pay for this post may be fixed as Rs. 275—20—375—EB—25—525.

*Cash Clerk*

32.11. It was represented that a post of a whole-time Cashier might be created. Judging by the volume of the probable work in the College, the Commission considers that there is no need for creating the post of a Cash Clerk. Cash work may be entrusted to one of the existing clerks other than the Accountant and he may be paid an allowance which the Commission has suggested for Cash Clerks in units of this size.

*Non-Gazetted Staff*

32.12. It was represented that at present one post of Physical Culture Instructor in the scale of pay of Rs. 150—250, one post of I Division Clerk in the scale of pay of Rs. 110—220 and one post of Stenographer in the scale of pay of Rs. 120—240 with a Special pay of Rs. 30 were being continued on a temporary basis from year to year. It was urged that in the interest of the Institution and with a view to securing competent and duly qualified hands, these posts might be made permanent. The Commission considers that these three posts may be made permanent and they may be filled in accordance with the principles laid down in the case of the other staff of this College.

*Cadre and Recruitment Rules and Scales of Pay*

*Principal (I) (Rs. 1,000—75—1,225)*

32.13. This post is filled by direct recruitment of a person possessing a II Class degree in Law with at least 10 years practice at the Bar or experience in teaching Law for the same period; by contract or by promotion from the Cadre of Professor including the part-time Professor or by deputation from the Judicial Department. The existing modes of recruitment may continue. It was urged that as there were no further chances of promotion to the Principal, the scale of pay of the post might be equated to that of the District Judges. The scale of pay for the Principal is considered inadequate and the incumbent holding the post has reached the maximum of the scale and is stagnating. The qualifications prescribed for the post are high and the minimum length of experience is 10 years at the Bar or 10 years in teaching. Taking all these aspects of the matter into account, the Commission considers that the scale of pay for the post of the Principal may be equated to that of a District Judge.

*Full-time Professor* (1) (Rs. 400—30—700—40—900)

32.14. According to the Rules of Recruitment this post is filled by promotion from the cadre of Assistant Professor or by direct recruitment. The qualification prescribed for direct recruitment is a II Class Degree in Law with seven years' practice at the Bar or experience in teaching Law for the same period. Since the post of Assistant Professor has been converted into part-time post and no post in that cadre is available at present, the mode of recruitment, viz., by "promotion from the cadre of Assistant Professor" prescribed in the Cadre and Recruitment Rules may be deleted and the Recruitment Rules amended suitably.

32.15. It was represented that the scale of pay for this post was quite inadequate and might be revised suitably. Taking into account the duties and responsibilities attached to the post and the scale of pay given to the Professors of other Colleges, the Commission considers that the scale of pay for the post of the Professor in this College may be raised to Rs. 600—40—1,000.

*Part-time Professors* (3) Rs. 400 fixed and

*Part-time Assistant Professors* (9) Rs. 300 fixed.

32.16. Both the categories of posts are filled by direct recruitment, of persons possessing a Degree of Master of Laws with at least II Class and seven years' experience at the Bar or 5 years' experience in teaching Law in the case of part-time Professors and 5 years' experience at the Bar or 3 years' experience in teaching law in the case of part-time Assistant Professors. The existing modes of recruitment may continue. It was represented that the honoraria now paid were inadequate and the same might be suitably revised. Taking into account the duties and responsibilities attached to the posts, the honoraria to the posts of part-time Professors and part-time Assistant Professors may be raised to Rs. 600 and Rs. 400 per month respectively. No Dearness Allowance need, however, be paid to the part-time teaching staff.

*Librarian* (1) (Rs. 150—6—180—10—270)

32.17. A qualified Librarian is in charge of the Library. This post may be filled by taking on deputation a suitably qualified person from either the Department of Public Instruction or from the Department of Collegiate Education. The Rules of Recruitment may be framed accordingly. The lien of the existing incumbent of this post may be shifted against a suitable post in the Department of Public Instruction or the Department of Collegiate Education and he may be treated as on deputation to this Department. The scale of pay for this post may be the same as for the corresponding posts in the department from which the official has been taken on deputation.

*Physical Culture Instructor* (1) (Rs. 150—6—180—10—250)

32.18. This post has been created recently and filled by direct recruitment. Since the Law College is a small unit, this post, may hereafter, be filled by taking on deputation a suitable person from either the Department of Public Instruction or from the Department of Collegiate Education. The Rules of Recruitment may be framed accordingly. In case, the appointment of the present incumbent, is

regularised, his lien may be shifted against a corresponding post in the Department of Public Instruction or the Department of Collegiate Education and he may be treated as on deputation to this Department. The scale of pay for the post may be the same as for the corresponding posts in the department from which the official is deemed to have been taken on deputation.

32.19. *Common Categories of Posts*

Accountant (1) Rs. 110—5—150—6—180—10—220 *plus* Rs. 10 cash allowance.

I Division Clerks (2) Rs. 110—5—150—6—180—10—220.

Stenographer (1) Rs. 120—5—150—8—190—10—240 *plus* Rs. 30 Special Pay.

II Division Clerks (3) Rs. 80—3—110—4—130—5—150.

Typist (1) Rs. 80—3—110—4—130—5—150 *plus* Rs. 10 Special Pay.

Attenders (2) Rs. 55—1—65—2—75.

Daffedar (1) Rs. 55—1—65—2—75.

Peons and other Class IV servants (11) Rs. 50—1—60.

32.20. The scales of pay for these posts may be the same as for the corresponding posts in the Departments of Public Instruction/Collegiate Education.

*Delegation of Powers*

32.21. The Principal of the Law College is the Head of a Minor Department and is, as such, empowered to exercise the powers vested in the Head of a Minor Department under the Manual of Financial Powers. It was represented that as the Head of the Department, in charge of an Educational Institution, he might be given full powers to purchase furniture for the Institution and books for the Library attached to the Institution. At present, the Principal, Law College, being the Head of a Minor Department, has been empowered to incur expenditure to the extent of Rs. 1,000 at a time during the year for the purchase of books for the Library and furniture for the College. The Commission considers that the existing limits prescribed in regard to purchase of Books for the Library and furniture of the College, are adequate.

CHAPTER 32  
Government Law College

Sl. No.	Designation	No. of Posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	7
			Rs.	Rs.	
1.	Professor Principal	1	1000-75-1225	1300-60-1600-50-1800	
2.	Professor	1	400-30-700-40-900	600-40-1000	
3.	Professor (Part-time)	3	400 P.M. (fixed Honorarium)	600 P. M. (fixed)	
4.	Assistant Professor (Full-time)	...	...	400-30-700-EB-40-900	
5.	Assistant Professor (Part-time)	9	300 P.M. (fixed Honorarium)	400 P.M. (fixed)	
6.	Manager	1	150-8-190-10-270	275-20-375-EB-25-525	Post to be upgraded to the Class II gazet cadre.
7.	Accountant	1	110-5-150-6-180-10-220 (+Rs. 10 cash allowance)	140-5-150-8-190-EB-10-260-15-290.	
8.	Librarian	1	150-6-180-10-270	175-10-275-15-350-EB-20-450	
9.	I Division Clerk	2	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290	
10.	Stenographer	1	120-5-150-8-190-10-240 (+special pay of Rs. 30)	140-5-150-8-190-EB-10-260-15-290 (+special pay of Rs. 30 P.M.)	
11.	Typist	1	80-3-110-4-130-5-150 (+special pay of Rs. 10 P.M.)	95-3-125-4-145-EB-5-200 (+special pay of Rs. 10 P.M.)	
12.	II Division Clerk	3	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
13.	Physical Culture Instructor	1	150-6-180-10-250	170-5-180-8-220-EB-10-300	
<b>Class IV Staff</b>					
14.	Attender	2	55-1-65-2-75	85-2-95-3-125-EB-4-145	
15.	Daffedar	1	55-1-65-2-75	80-2-90-3-120-4-140	
16.	Peons	7	50-1-60		
17.	Maid Servant	1	50-1-60		
18.	Watchman	1	50-1-60	60-1-80-2-90	
19.	Sweeper	1	50-1-60		
20.	Scavenger	1	50-1-60		

## CHAPTER 33

### Directorate of National Cadet Corps

33.1. With the passing of the National Cadet Corps Act, 1949, a new Organisation known as the National Cadet Corps came into being. It made a modest beginning in this State in the year 1948. In the context of the national emergency during 1963, the activities of the organisation were enlarged and the memberships of the Corps which was till then voluntary, was made compulsory in all the Colleges and Polytechnics. This is the largest youth Organisation in the country which is dedicated to developing the character and personality of young students and instilling in them a sense of discipline, unity and patriotism.

33.2. The Government of India have recently announced that the students would, in future, be given the option to join any one of the three alternatives *viz.*, the National Cadet Corps, under the Ministry of Defence, the National Service Corps and the National Sports Organisation under the Ministry of Education.

33.3. In view of this change in policy the strength of the corps is likely to fall steeply and the Department is likely to shrink in size. Consequently the strength of the staff in the Department is also likely to get reduced.

#### *Directorate*

33.4. Unlike the other departments under the State Government, the set up of the Directorate of the National Cadet Corps and of the Unit Offices under its administrative control is quite peculiar inasmuch as, the Director, National Cadet Corps and other Officers Commanding, Group Headquarters and Units are borne on the cadres of the Defences Services, while the Civilian staff, such as Clerks, Drivers, Peons, etc., are borne on the cadre of the State Civil Services. This set up is based on the All India pattern prescribed by the Government of India. The Director, National Cadet Corps, is the Head of the Organisation.

33.5. There was a small National Cadet Corps Cell in the Directorate of Public Instruction till July 1963 to attend to the work connected with the National Cadet Corps Units and the Director of Public Instruction was vested with powers to sanction expenditure upto certain limits, incurred in connection with annual camps etc. In view of the considerable expansion of the National Cadet Corps in the context of National Emergency, a separate Directorate, was established in the State, in July 1963 and the Director National Cadet Corps was authorised to exercise all the powers (till then exercised by the Director of Public Instruction) which are normally vested in the Head of a Major Department of the State Government. The National Cadet Corps Cell with the staff under the control of the Director of Public Instruction was then transferred to the Directorate of the National Cadet Corps.

33.6. The Administrative Officer, (an officer of the status of Under Secretary) who is drawn from the Mysore Government Secretariat, is the Head of the civilian staff. There is one post of Manager in the grade of Rs. 180—10—320. This is the highest post in the ministerial cadre.

33.7. It was represented to the Commission that the promotional avenues for the ministerial cadre were not adequate and that in the present set up, a clerk could, at best, be promoted to the cadre of Head Clerk in the scale of pay of Rs. 150—8—190—10—270.

33.8. During the course of the evidence, it was brought to the notice of the Commission that there were many local candidates working in the Directorate, that many of them had put in nearly ten years of service and that their services had not so far been regularised for want of specific clarifications from Government, on certain points raised by the Directorate. It is unfortunate that the services of local candidates who were appointed prior to 1st January 1965 have not even now been regularised in terms of the orders on the subject issued by Government from time to time.

33.9. In view of the uncertainty created by the change of policy adopted by the Government of India, the strength of the ministerial staff required by the Department in future cannot be determined with any reasonable degree of accuracy. Moreover, opportunities for promotion available to the staff in the Directorate are quite inadequate. The Commission, therefore, considers that all the persons recruited as per rules prior to 1st January 1965 may be absorbed against clear vacancies in clerical cadres in the regular Departments of Government like the Public Instruction and Collegiate Education, corresponding to the posts which they are holding or are entitled to hold in the National Cadet Corps and after they are so absorbed they may be treated as on deputation to the Directorate of the National Cadet Corps. In the present circumstances, this appears to be the safest course so that officials who are treated as on deputation to the Directorate of the National Cadet Corps would not be deprived of their chances of promotion. The cases of persons who were recruited to the Department on or after 1st January 1965 may be treated on the same footing as local candidates recruited on or after the said date to posts in other Departments, in regard to which separate recommendations have been made.

33.10. The Cadre and Recruitment Rules may be framed in consonance with these recommendations. To the extent to which it is proposed to take officials on deputation from the Departments of Public Instruction and Collegiate Education, the Cadre and Recruitment Rules of these Departments will have to be modified so as to provide for increase of strength under the deputation reserve.

#### *Typing Allowance*

33.11. It was represented that Clerk-cum-Typists working in the Department were not allowed Typing Allowance admissible in the case of Typists working in other Departments under the State Government. Since the typing work which the clerical staff of the Corps are called upon to do, is not at all substantial, the Commission considers that there is no justification for the grant of such allowance to them.

*Working Hours, etc,*

33.12. The Commission has examined the requests regarding change in working hours of offices, increase in the number of holidays and increase in the rate of daily allowances while on Camps etc., made by the staff of the Directorate and considers that since the existing practice/rules governing such matters are reasonable and are based on an All India pattern there is no justification or need to alter any of them. These requests are accordingly negatived.

*Cadre and Recruitment Rules*

33.13. As indicated earlier, Cadre and Recruitment Rules have not been framed for this Department; they would have to be framed keeping in view the recommendations made by the Commission in respect of this Department.

*Administrative Officer (1) (Rs. 350—25—650—30—800)*

33.14. This post is filled by taking on deputation an officer from the cadre of Under Secretaries from the Mysore Government Secretariat. This method of recruitment may continue. The scale of pay for this post may be the same as that for the cadre of Under Secretaries of the Mysore Government Secretariat.

*Accounts Officer (1) (Rs. 350—25—650—30—800)*

33.15. This post is filled by taking on deputation an officer from the State Accounts Department. This method of recruitment may continue. The scale of pay for this post may be the same as for similar posts in the State Accounts Department.

*Accounts Superintendents (2) (Rs. 220—10—320—15—440)*

33.16. These posts may be filled by taking on deputation officers from the State Accounts Department. This mode of recruitment may be adopted in the Cadre and Recruitment Rules. The scale of pay for these posts may be the same as for the corresponding posts in the State Accounts Department.

*Accountants (3) (Rs. 120—5—150—8—190—10—240)*

33.17. These posts may be filled by taking on deputation officials from the State Accounts Department. This mode of recruitment may be adopted in the Cadre and Recruitment Rules. The scale of pay for these posts may be the same as for the corresponding posts in the State Accounts Department.

*Manager (1) (Rs. 180—10—320)*

33.18. This post is filled by promotion from the cadre of Head Clerks on the basis of seniority-cum-merit. This mode of recruitment may continue. The scale of pay for this post may be revised as Rs. 200—10—280—15—370—EB-20—450.

*Head Clerks (44) (Rs. 150—8—190—10—270)*

33.19. These posts may be filled by promotion from the cadre of First Division Clerks on the basis of seniority-cum-merit. This mode of recruitment may be adopted in the Cadre and Recruitment Rules. The scales of pay for these posts may be the same as for the corresponding posts in other Departments.



<i>I Division Clerks</i>	(272)	(Rs. 110—5—150—6—180—10—220)
<i>Stenographers</i>	(8)	(Rs. 110—5—150—6—180—10—220) + Special pay Rs. 30/- per mensem.
<i>II Division Clerks</i>	(269)	(Rs. 80—3—110—4—150)
<i>Drivers</i>	(169)	(Rs. 70—1—80—2—100) & (Rs. 70—2—80—3—110) (for entrants prior to 1-11-56)
<i>Attender</i>	(1)	(Rs. 65—2—85)
<i>Boat keepers</i>	(19)	(Rs. 50—1—60)
<i>Lascars</i>	(352)	} (Rs. 50—1—60)
<i>Chowkidars</i>	(38)	
<i>Sweepers</i>	(74)	
<i>Peons</i>	(127)	

33.20. The modes of recruitment to and the scales of pay for these common posts may be the same as for corresponding posts in other Departments.

#### Technical Posts

*Ship Modelling Mechanics* (5) (Rs. 150—8—190—10—300)

33.21. These posts are filled by direct recruitment of persons who have passed the S. S. L. C. examination, with 4 years Apprenticeship in a recognised firm of Ship Modelling, including 2 years experience in Mold Loft and Drawing Office and at least 6 years of practical experience as Instructor in English and Hindi and aptitude for modelling. This mode of recruitment may be adopted in the Cadre and Recruitment Rules. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.

*Aero Modelling Instructors* (4) (Rs. 150—8—190—10—300)

33.22. These posts are filled by direct recruitment of persons who have passed the S.S.L.C. examination with 4 years Apprenticeship in a recognised firm of Aero Modelling, including 2 years experience in Mold Loft and Drawing Office and at least 6 years of practical experience as Instructor in English and Hindi and aptitude for modelling. This mode of recruitment may be adopted in the Cadre and Recruitment Rules. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.

33.23. These two technical cadres may be created in the Department of Public Instruction and the liens of the incumbents may be shown against the posts to be created in that Department. The incumbents could then be shown as on deputation to the Directorate of National Cadet Corps as in the case of the other ministerial staff.

CHAPTER 33  
National Cadet Corps

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	Administrative Officer	...	1 Rs. 350—25—650—30—800 (+Special pay of Rs. 75)	... Rs. 450—30—660—EB—40—900	Under Secretary to Government on deputation
2	Accounts Officer	...	1 350—25—650—30—800	... 400—30—700—EB—40—900	
3	Accounts Superintendent	...	2 220—10—320—15—440	... 250—10—300—15—420—EB—20—500	On deputation from the State Accounts Department
4	Manager	...	1 180—10—320	... 200—10—280—15—370—EB—20—450	To be designated as Superintendent (Grade I).
5	Head Clerk	..	44 150—8—190—10—270	... 175—10—275—15—350—EB—20—450	To be designated as Superintendent (Grade II)
6	Ship-modelling Machanic	...	5 150—8—190—10—300	... 175—10—275—15—350—EB—20—450	
7	Aeromodelling Instructor	...	4 150—8—190—10—300	... 175—10—275—15—350—EB—20—450	
8	Stenographer	...	8 110—5—150—6—180—10—220 (+Special pay of Rs. 30)	... 140—5—150—8—190—EB—10—260—15—290 (+Special pay of Rs. 30 p.m.)	
9	Accountant/Upper Division Clerk	...	272 110—5—150—6—180—10—220	... 140—5—150—8—190—EB—10—260—15—290	
10	II Division Clerk/Store Keeper	...	269 80—3—110—4—130—5—150	... 95—3—125—4—145—EB—5—200	
11	Accountant (State Accounts Department).	3	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	On deputation from the State Accounts Department.
<b>Class IV Staff</b>					
12	Attender	...	1 65—2—85	... 85—2—95—3—125—EB—4—145	
13	Driver	...	169 70—1—80—2—100	... 85—2—95—3—125—EB—4—145	
14	Lascar	...	352 50—1—60	... 60—1—80—2—90	
15	Chowkidar	...	38 50—1—60	... 60—1—80—2—90	
16	Boat Keeper	...	19 50—1—60	... 60—1—80—2—90	
17	Sweeper	...	74 50—1—60	... 60—1—80—2—90	
18	Peon	...	127 50—1—60	... 60—1—80—2—90	

## CHAPTER 34

### Department of Printing, Stationery and Publications.

34.1. Prior to the reorganisation of States, the Department had under its control the Central Press at Bangalore, the Branch Press at Mysore, the Government Stationery Depot and the Book Depot in Bangalore. After the reorganisation of States, the Government Branch Press at Mercara came under its control. The activities of the Department increased considerably and new Branch Presses were established at Dharwar and Gulbarga during the Second and Third Five-Year Plan periods. With the establishment of these two new Branch Presses at Dharwar and Gulbarga all regional printing works of Belgaum and Gulbarga Divisions and supply of all common forms, etc., are undertaken by these Presses and they also assist the Central Press in clearing the pending and other urgent printing works. In the year 1963, a small Press was established in the premises of the High Court, primarily for getting the Cause Lists and other urgent items of work of the High Court printed expeditiously. To begin with, the administrative control of this Press vested in the High Court, the Printing and Stationery Department being responsible only for technical supervision, but at present, the High Court Press is under the control of the Department though treated as a separate unit.

34.2. The Government Branch Press at Mysore was converted into the Government Text Book Press in July 1964, so as to have a full-fledged Government Text Book Press, for printing the Nationalised Text Books. The administrative control over the Press now vests in the Director of Public Instruction but all work relating to technical matters is being attended to under the supervision of the Director of Printing and Stationery.

#### *Functions*

34.3. The Department arranges for the supply of articles of stationery, registers, forms and Gazettes, etc., to almost all the Government offices in the State, as also to a large number of local bodies. This Department also arranges for the supply of Typewriters and Duplicators to all Government offices in the State. The Government Printing Press prints the Gazettes, both in the English and Kannada languages, the Budget and all the material relating to the work of the Legislature. The Department has also undertaken the following training schemes :

- (i) Scheme for training Scheduled Caste candidates in composing, machine work and binding ;
- (ii) Training of displaced Goldsmiths ;
- (iii) Apprenticeship Training.

#### *Structure of the Department*

34.4. This Department is classified as a Minor Department. The Director of Printing and Stationery is the Head of the Department in the scale of pay of Rs. 800—1,100. He is in over-all charge of all the duties both Administrative

and Technical, relating to the Department. He is assisted in his work by one Senior Deputy Director, five Deputy Directors, six Assistant Directors, one Stock Verification Officer and one Labour Welfare Officer and the supporting ministerial staff like Managers, Head Clerks, I and II Division Clerks and Industrial staff consisting of Supervisors, Overseers, Senior Foremen, Foremen, Process Operators, Off-set Printers, etc.

#### General.

##### *Upgrading the Department and treating it as a Major Department*

34.5. It has been represented to the Commission that with the introduction of double shift system in Government Presses in Bangalore and Mercara in the year 1962 and the establishment of new Government Branch Presses at Dharwar and Gulbarga and of a separate Branch Press at the High Court, there has been a phenomenal increase in the work of the Department generally, entailing a heavy burden and responsibility particularly on the Director and other Technical Officers and that therefore the Department should be treated as a Major Department and the status of the Director raised to that of a Head of a Major Department. It was also represented that the technical posts in the Department should be treated on par with the corresponding posts in the Public Works Department.

34.6. After examining all aspects of the matter and taking into consideration the all-round increase in the work of the Department owing to the manifold expansion of its activities and consequently in the total strength of the establishment, the Commission recommends that the Department may be classified as a Major Department and that the technical posts in the Department may be treated on par with the corresponding posts in the Public Works Department.

##### *Simplification of the procedure relating to the repair of Typewriters*

34.7. At present there are no facilities for the repair of Typewriters in the District Headquarters and mofussil areas and the typewriters in such offices have to be brought to Bangalore for all major repairs. This creates a lot of inconvenience to the offices concerned and involves considerable expenditure. It is, therefore, recommended that a post of a Typewriter mechanic may be created in each of the Branch Presses at Dharwar, Gulbarga and Mercara for attending to major repairs of typewriters in the mofussil areas. The typewriter mechanic in each Branch Press may be entrusted with the responsibility of repairing the typewriters in the Taluk and District level offices coming under the jurisdiction of the concerned Branch Press. He may go round the Taluk and District Headquarters and attend to the work at regular intervals according to a predetermined programme which may be intimated to the Heads of all offices having typewriters and in case of emergency, he may, in addition to such programmed visits, pay special visits to the Taluk, Sub-Divisional and District level offices on receipt of indents from them.

##### *Creation of additional posts in the higher cadre at the High Court Press*

34.8. It was represented to the Commission that there were no adequate avenues of promotion for the foreman in the High Court Press as it was treated as

a separate unit and that, therefore, posts in the higher cadre might be sanctioned for this unit. Although the Branch Presses are treated as separate units for purposes of promotions of officials up to the rank of Foremen and those posts are filled on the basis of seniority of officials in the immediate lower cadre in the concerned Branch Presses, the posts above the rank of foremen are treated as State-wide posts for purposes of promotion. There is, therefore, no substance in the grievance of the foreman of the High Court Press that there are no avenues of promotion for him. The Commission, therefore, sees no justification for creating additional posts in the higher cadres in the High Court Press.

*Creation of posts of Book-Binders in the High Court and other Courts*

34.9. It was brought to the notice of the Commission that binding work in the High Court and other Courts was in arrears and that the Book-Binders in the Government Presses were not able to cope up with the work. For facilitating the speedy completion of the binding work in the High Court and other Courts the Commission recommends that two posts of Book-Binders may be created in the High Court and such posts created in the District Courts at the rate of one per District Court and that the Book-Binders in the District Courts might be entrusted with the work of binding the Law Reporters, the registers and documents of the District and subordinate courts in the District. In the case of the High Court the Book-Binder may be taken on deputation from the Government Press as an experimental measure for some time. In case this experiment is not found satisfactory, the binding work may be entrusted to the High Court Press and posts of Book-Binders created in this Press.

*Translation unit in the Government Press*

34.10. There is a small Translation Unit and the posts in this Unit are being filled by direct recruitment or by taking on deputation officials working in the Translation Department. If these posts are filled by direct recruitment, the candidates concerned will not have any avenues of promotion. All the posts in this Section may, therefore, be filled by taking officials working in the Translation Department on deputation. The liens of the officials now working in this unit having been recruited directly, may be shifted against corresponding posts in the Translation Department by creating such posts in that Department, if necessary.

*Special Bureau for devising Kannada Linotype script*

34.11. There is a Special Bureau constituted for devising Kannada Linotype Script. The Bureau may be continued till the job assigned to it is completed and abolished thereafter.

*Creation of more Presses in the Central and District Jails*

34.12. There is at present a small Press in the Bangalore Central Jail which is being supervised by one of the Deputy Directors of the Government Press. The Inspector General of Prisons has sent proposals to Government for opening Printing Presses in other Important Central and District Jails. Since this would serve the twin purpose of imparting training in a useful trade to the inmates of

the Jails, and also at the same time enabling the printing of urgent material at these presses thus relieving the pressure on the Government Presses, the Commission recommends that small units of printing presses may be opened in as many Central and District Jails as possible.

*Economy in the Publication of the "Mysore Gazette"*

34.13. It was found in the course of the examination of the working of the Department that enormous expenditure of the order of Rs. 13 lakhs (per annum) which is wholly disproportionate to the amount realised on account of their sale which is about Rs. 59,966-50 (per annum), is being incurred on the printing of the *Mysore Gazette*. This is mainly because, apart from the Government Departments to which the copies of Gazette are supplied, there are only 425 subscribers for the full Gazette (all parts) and 47 to 375 for particular parts of the Gazette. The huge cost involved in the printing of the Gazette is partly due to the fact that the Compiler is asked to publish in the Gazette all manner of notifications of Government, whole lists of candidates selected by the Public Service Commission and by other Recruitment Committees and awards passed by the Industrial Tribunals and Labour Courts in their entirety.

34.14. Since the printing of all such materials indiscriminately in the Gazette only adds to the cost without serving any useful purpose, the Commission recommends that the matter to be printed in the Gazette should be chosen with the utmost care and jealousy, unnecessary and unimportant matter being scrupulously avoided. For example, it is wholly unnecessary to publish the entire lists of candidates selected by the Public Service Commission and other Recruitment Committees, for all categories of non-gazetted posts, in the Gazette. In all such cases intimation about the selection could be sent to the candidates concerned directly.

34.15. It would be adequate if instead of publishing the Awards of the Industrial Tribunals and Labour Courts *in extenso* only the operative portion could be published. Similarly even in respect of judgments in Election petitions only the operative portion of such judgments need be published instead of the text of the Judgment as is being done now. The Commission recommends that the relevant Rules under the Industrial Disputes Act may be amended and the Government of India moved to have the relevant provisions of the Representation of the Peoples Act amended, and that orders may be issued for publication of the material in the Gazette as indicated above after these amendments are made.

34.16. It is noticed that very lengthy notifications of sale of movable properties involved in criminal cases before Magistrates are published in the Gazette quite frequently. Such notifications are neither required by law, nor are they necessary for giving wide publicity in the State. The movable properties referred to in such notifications are petty articles and the bidders are only people from the locality. So, the high cost of publication can be saved by dispensing with such publication in the Gazette if the High Court frames a rule to the effect that sale of movable properties involved in criminal cases may be notified on the



*Rent-Free Quarters to the Officers of the Press*

34.22. It was represented to the Commission that officers in charge of the various Presses should be provided with residential accommodation in the vicinity of the Press concerned so as to ensure close and constant supervision of the work and that pending provision of quarters they should be given house rent allowance in lieu of rent-free quarters. In the interest of better supervision over the work, the Commission recommends that quarters may be constructed in close proximity to the Presses for the officers in charge of all the Government Presses and allotted to them on rent-free basis. No house rent allowance in lieu of rent-free quarters need be given till such time as the quarters are constructed and allotted to them as they would, in any case, have to stay away from the concerned Press and the purpose in view would not be served.

*Cadre and Recruitment Rules and Scales of Pay*

*Director of Printing and Stationery* : (1) (Rs. 800—40—1,000—50—1,100).

34.23. The post is filled by promotion from the cadre of Senior Deputy Director or Deputy Directors or in the absence of a suitable candidate among the Senior Deputy Director or Deputy Directors for promotion, by direct recruitment, from among candidates not above 48 years of age possessing a degree in Arts and Science or Engineering, and who have passed all the higher examinations in Printing of a Recognised Institute.

34.24. The existing modes of recruitment for the post may continue. The scale of pay for the post may be revised as Rs. 1,100—50—1,300—60—1,600 taking into consideration the recommendation made in para 34.6 that this Department may be classified as a Major Department.

*Senior Deputy Director* : (1) (Rs. 600—40—1,000)

34.25. Originally the post was designated as Joint Director of Printing and Stationery and was later changed to Senior Deputy Director. It was suggested to the Commission that the post might be upgraded and designated as Joint Director. Since the existing set-up is working quite satisfactorily and as the proposed change is likely to create some complications, the Commission considers that the *status quo* may be maintained.

34.26. The post of Senior Deputy Director is filled by promotion by selection from the cadre of Deputy Directors. The existing rules regulating the recruitment to the post may continue. The revised scale of pay for the post may be the same as that prescribed for the corresponding posts in the Public Works Department, *viz.*, Rs. 700—40—900—50—1,200.

*Deputy Directors of Printing*  
including Deputy Director } (5) (Rs. 350—25—650—30—800).  
(Administration and Accounts)

34.27. The posts are filled by promotion by selection from the cadre of Senior Assistant Director and if the Senior Assistant Director is not suitable, by promotion by selection from the cadre of Assistant Directors. Since the post of



Senior Assistant Director which is vacant is proposed to be down-graded to that of Assistant Director, the post of Deputy Directors may be filled by promotion by selection from the cadre of Assistant Directors. The post of Deputy Director (Administration and Accounts) may, however, be filled by promotion from the cadre of Assistant Directors (Non-technical) and Stock Verification Officer, and the other posts of Deputy Directors by promotion from among the Assistant Directors (Technical). The revised scale of pay for the posts may be Rs. 400—30—700—EB—40—900.

*Senior Assistant Director* : (1) (Rs. 275—20—375—25—600)

34.28. The post is filled by promotion from the cadre of Assistant Directors (Technical). At present, however, the post is vacant. Since the post in this intermediary grade is not serving any specific purpose and is already vacant for quite some time, the post may be down-graded to that of Assistant Director.

<i>Assistant Directors (Technical)</i>	(4)	} (Rs. 250—20—350—25—500)
<i>Assistant Directors (Non-technical)</i>	(2)	
<i>Stock Verification Officer</i>	(1)	

34.29. According to the existing mode of recruitment  $\frac{2}{3}$ rd of the posts of Assistant Directors (Technical) are filled by promotion from the cadre of Supervisors of the Industrial Establishment, and Supervisors of the Photo-Zinco Branch and Chief Examiner and  $\frac{1}{3}$ rd of the posts by direct recruitment from among candidates who are not more than 31 years old and who possess a degree in Science or Mechanical Engineering.

34.30. The posts of Assistant Directors (Non-technical) and Stock Verification Officers are filled by promotion from the cadre of Managers and Chief Cost Accountant.

34.31. The existing rules governing the recruitment to these posts may continue. The revised scale of pay for the posts may be Rs. 275—20—375—EB—25—525.

*Labour Welfare Officer* : (1) (Rs. 250—20—350—25—500)

34.32. There are no specific rules regarding appointment to this post. The post may be filled by taking on deputation an officer of corresponding grade from the Department of Labour. The scale of pay for this post may be the same as is proposed for corresponding posts in the Department of Labour.

### *Class III*

<i>Managers</i>	(7)	(Rs. 180—10—320)
<i>Head Clerks</i>	(8)	(Rs. 150—8—190—10—270)

34.33. The posts of Managers are filled by promotion from the cadre of Head Clerks who have put in not less than 5 years of service and the posts of Head Clerks are filled by promotion from the cadre of I Division Clerks.

34.34. The existing Rules relating to the recruitment to the posts of Managers and Head Clerks may continue. The revised scales of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450 for Managers who may be redesignated as Superintendents Grade I and Rs. 175—10—275—15—350—EB—20—450 for Head Clerks who may be redesignated as Superintendents Grade II.

*Chief Cost Accountant* : (1) (Rs. 180—10—320)

34.35. The post is filled by promotion from the cadre of Cost Accountants who have put in not less than 5 years of service. The rules relating to the recruitment to the post may continue and the revised scale of pay for the post may be Rs. 200—10—280—15—370—EB—20—450.

*Cost Accountants* : (3) (Rs. 110—5—150—6—180—10—220)

34.36. The posts are filled by direct recruitment, the minimum qualification prescribed for the posts being a pass in the B. Com. Degree Examination of a Recognised University or equivalent qualification.

34.37. This mode of recruitment to the posts may continue. The scale of pay for these posts may be revised as Rs. 140—5—150—8—190—EB—10—260—15—290.

I Division Clerks	(33)	(Rs. 110—5—150—6—180—10—220)
Stenographers	(2)	(Rs. 110—5—150—6—180—10—220) Plus Special Pay of Rs. 30.
II Division Clerks	(91)	(Rs. 80—3—110—4—130—5—150)
II Grade Typists	(9)	(Rs. 80—3—110—4—130—5—150) Plus Special Pay of Rs. 10 p.m.
II Grade Typist	(1)	(Rs. 80—3—110—4—130—5—180— Old scale without Special Pay).

*Class IV :*

Attenders	(4)	(Rs. 65—2—85)
Jamedar	(1)	(Rs. 70—2—90)
Daffedar	(1)	(Rs. 65—2—85)
Packers (Senior)	(17)	(Rs. 60—1—70—2—90)
Packers	(27)	(Rs. 55—1—65)
Cycle Watchmen	(15)	(Rs. 55—1—65)
Counters (Senior)	(6)	(Rs. 60—1—70—2—90)
Counters	(3)	(Rs. 55—1—65)
Peons and Night Watchmen	(32+4)	(Rs. 50—1—60)

34.38. The general recommendations contained in Chapter 4 may apply to all these posts excepting for those of Packers (Senior) and Counters (Seniors). The posts of Counters (Senior) and Packers (Senior) are filled by promotion from the cadre of Counters and Packers respectively. The posts of Counters are filled by promotion from the cadre of Packers which posts are filled either by promotion from the cadre of other Class IV Staff or by direct recruitment. This arrangement may continue. The revised scales of pay for these posts may be Rs. 65—1—75—2—95.

### Industrial Establishment (Non-Gazetted)

*Supervisors* : (11) (Rs. 180—10—320)

34.39. The posts are filled by promotion from the cadre of Overseers who have passed the Higher Grade Examination, Madras, in Printing or a Diploma in Printing and allied subjects at a Polytechnic and have practical experience in the Department for not less than 5 years.

34.40. The mode of recruitment to the posts may remain unaltered with the condition that the promotions may be made by selection instead of on the basis of seniority-cum-merit. The revised scale of pay for these posts may be Rs. 200—10—280—15—370—EB—20—450.

*Overseers* : (5) (Rs. 140—5—150—6—180—10—220)

34.41. Fifty per cent of the posts are filled by direct recruitment from among candidates possessing a Diploma in Printing, and the remaining 50% by promotion from the cadre of Foremen and Senior Foremen. The Commission considers that the existing mode of recruitment to the posts is in order and may be continued, subject to the condition that in respect of the posts in the promotional quota, promotions may be made on the basis of seniority-cum-merit from amongst Senior Foremen; the present provision for the promotion of Foremen may be deleted. The revised scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

*Senior Foremen* : (4) (Rs. 150—6—180—10—200)

34.42. The Rules of Recruitment provide for these posts being filled by promotion from the cadre of Foremen. This arrangement may continue subject to the modification that the promotions may be made on the basis of seniority-cum-merit. The revised scale of pay for the post may be Rs. 200—10—280—15—370—EB—20—450.

*Foremen* : (22) (Rs. 110—5—150—6—180—10—200)

34.43. According to the rules regulating the recruitment to these posts, 25% of the posts are filled by direct recruitment, the minimum qualification prescribed therefor being (a) a Diploma in Printing of a recognised Institute extending over 3 years and (b) two years' experience in a Printing Press, and the remaining 75% of the posts by promotion from the cadre of Senior Compositors, Senior Machine Minders, Senior Binders with reference to the Branch in which the vacancy occurs, the other conditions for promotion being :

- (i) Ten years' experience in the Department ;
- (ii) A pass in the technical examination of the concerned subject of the Branch, for those who are less than 45 years of age.

34.44. The existing Rules relating to the recruitment to the posts are in order and may be continued. The revised scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

*Works-Clerks* : (7) (Rs. 110—5—150—6—180—10—200)

34.45. These posts are filled by promotion from the cadre of Computers (II Division), II Division Clerks of the Industrial Establishment and Junior Proof Examiners on the basis of seniority, such seniority being determined on the basis of length of service in the respective posts, the other conditions prescribed for such promotion being a pass in the following examinations :—

- (i) Composing (lower)
- (ii) Machine work (lower)
- (iii) Book-binding (lower)
- (iv) Proof-reading (lower).

34.46. The modes of recruitment to the posts are adequate for the purpose and may be continued. The revised scale of pay for these posts may be Rs. 130—5—170—6—200—EB—10—240.

*I Division Clerks* : (5) (Rs. 110—5—150—6—180—10—220)

34.47. The existing Rules relating to the recruitment to the posts according to which they are filled by promotion from the cadre of II Division Clerks of the Industrial Establishment are in order and may be continued. The revised scale of pay for the posts may be Rs. 140—5—150—8—190—EB—10—260—15—290.

*II Division Clerks* : (19) (Rs. 80—3—110—4—130—5—150)

34.48. Ninety per cent of the posts are filled by direct recruitment from among candidates who have passed the S.S.L.C. or an equivalent examination, preference being shown to those who have taken Printing subjects as optionals for the S. S. L. C., etc., and the remaining 10% of the posts are filled by promotion from among officials in the cadres of Attenders, Packers, Counters, Carriers, etc., in the Industrial Establishment subject to the condition that they have passed the VIII Standard (old) or VII Standard (new) and have put in not less than 5 years of service. In future the promotional quota may be filled by promoting officials who have passed the S. S. L. C. or equivalent examination and if no such candidates are available this quota may also be filled by direct recruitment. The other officials in the lower cadres may be allowed to continue in the concerned cadres till they retire from service.

34.49. The Rules relating to the recruitment to these posts may be modified to this extent. The revised scale of pay for these posts may be Rs. 95—3—125—4—145—EB—5—200.

*Computers (I Division)* : (5) (Rs. 110—5—150—6—180—10—220)

*Computers (II Division)* : (14) (Rs. 80—3—110—4—130—5—150).

34.50. The posts of Computers (I Division) are filled by promotion from the cadre of II Division Computers who have passed the examination in Press and Allied Office Manual (Lower) and any one of the following examinations :—

- (i) Compositors Work (Higher).
- (ii) Machine Work (Higher).

- (iii) Book-binding (Higher).
- (iv) Proof-Reading (Higher).
- (v) Diploma in Printing or any two of these examinations in the Lower grade.

34.51. The posts of Computers (II Division) are filled by direct recruitment from among candidates who have passed the S.S.L.C. or equivalent examination, preference being given to those possessing a diploma in printing. The existing modes of recruitment to these two categories of posts may continue. The scales of pay for these posts may be revised as Rs. 140—5—150—8—190—EB—10—260—15—290 for Computers (I Division) and Rs. 95—3—125—4—145—EB—5—200 for Computers (II Division).

*Proof Branch :*

<i>Chief Examiners :</i>	(2)	(Rs. 180—10—320)
<i>Deputy Chief Examiners :</i>	(2)	(Rs. 150—8—190—10—270)
<i>Senior Proof Examiners :</i>	(18)	(Rs. 110—5—150—6—180—10—220)
<i>Junior Proof Examiners :</i>	(59)	(Rs. 80—3—110—4—130—5—150)
<i>Attenders :</i>	(11)	(Rs. 65—2—85).

34.52. According to the Rules of Recruitment, the post of Chief Examiners are filled by promotion from the cadre of Deputy Chief Examiners who have passed the Examinations in Proof-Reading (Higher), Composing (Lower) and Mechine Work (Lower); the posts of Deputy Chief Examiners are filled by promotion from the cadre of Senior Proof Examiners; 50% of the posts of Senior Proof Examiners are filled by direct recruitment of persons who have secured a degree of a recognised University with Kannada as optional and a pass in the Proof-Reading (higher grade) Examination, and the other 50% by promotion from the cadre of Junior Proof Examiners, who have passed the Proof-Reading (Higher) Examination.

34.53. The posts of Junior Proof Examiners are filled by direct recruitment the minimum qualification prescribed for the posts being a pass in the S.S.L.C. or equivalent examination with Kannada as Second Language, preference being given to persons who have taken printing subjects as optionals for the S.S.L.C. Examination or who have taken a Diploma in Printing.

34.54. Fifty per cent of the posts of Attenders are filled by direct recruitment and the remaining 50 per cent by promotion from the cadre of literate Class IV staff. Such of the Attenders as have passed the S.S.L.C. examination may be promoted as Junior Proof Examiners, the others retained as attenders till they retire; the vacancies that occur in this cadre need not be filled up and the cadre may be abolished in due course.

34.55. The existing Rules relating to the recruitment to the other posts need no change. The revised scales of pay for the posts may be :

<i>Chief Examiners.</i>	Rs. 200—10—280—15—370—EB—20—450
<i>Deputy Chief Examiners.</i>	Rs. 175—10—275—15—350—EB—20—450
<i>Senior Proof Examiners.</i>	Rs. 140—5—150—8—190—EB—10—260—15—290

<i>Junior Proof Examiners.</i>	Rs. 95—3—125—4—145—EB—5—200
<i>Attenders.</i>	Rs. 80—2—90—3—120—4—140

*Photo Zinco Branch :*

<i>Supervisors</i>	(2)	(Rs. 180—10—320)
<i>Process Operators</i>	(2)	(Rs. 140—5—150—6—180—10—220).
<i>Assistant Process Operators</i>	(2)	(Rs. 110—5—150—6—180—10—200).
<i>Artist and Fine Etchers</i>	(3)	(Rs. 140—5—150—6—180—10—200).
<i>Engravers and Mounters</i>	(2)	(Rs. 100—5—150—6—180—10—200).
<i>Process Plate Makers</i>	(2)	(Rs. 80—3—110—4—130—5—150).
<i>Assistant Off-set Plate Makers</i>	(2)	(Rs. 70—1—80—2—100).
<i>Plate Grainers</i>	(2)	(Rs. 80—3—110—4—130—5—150).
<i>Assistant Plate Grainers</i>	(2)	(Rs. 70—1—80—2—100).
<i>Senior Off-set Printers</i>	(3)	(Rs. 150—6—180—10—200).
<i>Off-set Printers</i>	(11)	(Rs. 90—4—110—5—150—6—180).
<i>Assistant Off-set Printers</i>	(14)	(Rs. 80—3—110—4—130—5—150).
<i>Dark Room Assistants</i>	(2)	(Rs. 80—3—110—4—130—5—150).

34.56. *Supervisors.*—Fifty per cent of the posts of Supervisors are filled by direct recruitment from among candidates who are below 30 years of age and who possess the following qualifications :—

- (i) A pass in intermediate or Pre-University Examination, with Physics, Chemistry and Mathematics as optionals and Diploma of the School of Arts and Crafts ;
- (ii) A certificate in Cinematography of an Institution recognised by Government ; and
- (iii) Not less than 3 years of experience in Photo Off-set process.

34.57. The remaining 50% of the posts are filled by promotion from the cadre of Process Operators, Artists and Fine Etchers, who have passed the S. S. L. C. Examination and who possess either (i) a certificate in Cinematography ; (ii) a certificate of a recognised School of Arts and Crafts or equivalent qualification.

34.58. *Process Operators.*—These posts are filled either by promotion from the cadre of Assistant Process Operators who have passed the prescribed departmental tests, who have practical experience of not less than five years of running the Process Plant and who have the ability to carry out colour separation or by direct recruitment from among candidates who are not above 30 years of age and who possess the following qualifications :

- (i) A pass in the S. S. L. C. Examination with Mathematics as optionals or equivalent qualification ;
- (ii) A certificate in Cinematography issued by a recognised Polytechnic ; and
- (iii) Three years of practical experience in a Process Plant.

34.59. *Assistant Process Operators.*—The posts are filled either by promotion by selection from among the personnel of the Photo Zinco Section, who have passed the departmental tests and have acquired experience or by direct recruitment of

persons who are not above 30 years of age and who possess a certificate in Photography of a recognised Institution.

34.60. *Artists and Fine Etchers.*—According to the Rules governing the recruitment to the posts, they are filled either by promotion of the Assistant Artists or by direct recruitment of candidates who are not above 30 years of age, who have passed the S.S.L.C. or equivalent examination, who possess a diploma from a recognised school of Arts and Crafts and have experience in a well-established firm for at least five years.

34.61. It is, however, ascertained that there are at present no posts of Assistant Artists, the cadre having been abolished. Hence, the Commission recommends that the Rules relating to the recruitment to the posts of Artists and Fine Etchers may be amended suitably so as to provide for all the posts being filled by direct recruitment only.

34.62. *Engraver and Mounters.*—The posts are filled by promotion by selection from among the personnel of the Photo Zinco or Workshop Section with experience in Mounting and Engraving.

34.63. *Process Plate Makers.*—The posts are filled by direct recruitment from among candidates who have passed the trade test in plate making.

34.64. *Off-set Plate Makers and Assistant Off-set Plate Makers.*—The posts of Off-set Plate Makers are filled by promotion from the cadre of Assistant Off-set Plate Makers which posts in turn are filled by direct recruitment from among candidates who have passed the Trade test in Plate Making.

34.65. *Plate Grainers and Assistant Plate Grainers.*—The posts of Plate Grainers are filled either by promotion of Assistant Plate Grainers who have experience in the trade and have passed the departmental tests or by direct recruitment of candidates who have passed the VIII Standard Examination and have two years of experience in a Process Plant.

34.66. The posts of Assistant Plate-Grainers are filled by direct recruitment from among candidates who have passed the Trade test in Plate-Graining.

*Senior Off-set Printers, Off-set Printers and Assistant Off-set Printers*

34.67. The posts of Senior Off-set Printers are filled by promotion from the cadre of Off-set Printers which posts in turn are filled either by promotion from the cadre of Assistant Off-set Printers who have put in a minimum service of 5 years or by recruitment of candidates who have passed the S. S. L. C. examination and have experience in an off-set printing plant for five years.

34.68. The posts of Assistant Off-set Printers are filled by promotion by selection from the cadre of Assistant Machine Minders.

34.69. *Dark Room Assistants.*—There are no specific Rules relating to the recruitment to the posts. It is proposed that the posts may be filled by direct recruitment prescribing Lower Secondary Course with practical experience as the

necessary qualification. The Commission agrees with this suggestion and recommends that this mode of recruitment may be adopted.

34.70. The Commission considers that the Rules of Recruitment to the various posts are quite adequate. It is, however, noticed that in respect of certain posts like Process Operators, Assistant Process Operators, etc., the exact percentage of the posts to be filled by direct recruitment and by promotion are not prescribed. To avoid ambiguity and uncertainty the Commission recommends that 66 $\frac{2}{3}$ % of the posts in each of such categories may be filled by promotion from the lower cadres concerned and the other 33 $\frac{1}{3}$ % by direct recruitment. The scales of pay for the posts of Supervisors and other posts in the Photo-Zinco Section may be revised as follows:

1. Supervisors	Rs. 200—10—280—15—370—EB—20—450.
2. Process Operators	Rs. 170—5—180—8—220—EB—10—300.
3. Assistant Process Operators	Rs. 130—5—170—6—200—EB—10—240.
4. Artists and Fine Etchers	Rs. 175—10—275—15—375—EB—20—450.
5. Engravers and Mounters	Rs. 130—5—170—6—200—EB—10—240.
6. Process Plate Makers	Rs. 95—3—125—4—145—EB—5—200.
7. Assistant Off-set Plate Makers	Rs. 85—2—95—3—125—EB—4—145.
8. Plate Grainers	Rs. 95—3—125—4—145—EB—5—200.
9. Assistant Plate Grainers.	Rs. 85—2—95—3—125—EB—4—145.
10. Senior Off-set Printers	Rs. 175—10—275—15—350—EB—20—450.
11. Off-set Printers	Rs. 110—4—130—5—170—EB—6—200.
12. Assistant Off-set Printers	Rs. 95—3—125—4—145—EB—5—200.
13. Dark-Room Assistants	Rs. 95—3—125—4—145—EB—5—200.

#### Lino-Type and Mono-Type Branches

Lino Supervisors	(2) (Rs. 180—10—320).
Lino and Mono Mechanics	(2) (Rs. 110—5—150—6—180—10—220)
Lino Operators	(21) (Rs. 110—5—150—6—180—10—220)
Mono Operators	(10) (Rs. 110—5—150—6—180—10—220)
Furnace Attenders	(4) (Rs. 70—1—80—2—100).

34.71. *Lino Supervisors.*—The posts of Lino Supervisors are filled by promotion from the cadre of Overseers and Lino or Mono Operators who have passed all the higher grade examinations in Printing and allied subjects of the Madras Government Examination Board or equivalent qualification and have got five years of practical experience of work on Lino or Mono machines.

34.72. *Lino-Mono Mechanics.*—The posts of Lino and Mono Mechanics are filled either by promotion from the cadre of Mechanics who have experience as Mechanics for not less than three years or by direct recruitment of persons who



are not more than 33 years of age, who have passed the S.S.L.C. Examination and who have two years of experience in Lino-type and Mono-type firms.

34.73. *Lino Mechanic and Lino Operators.*—The posts of Lino Mechanics are filled by transfer from the cadre of Lino operators which posts in turn are filled by appointment of compositors who have undergone training in Lino-type machines and have passed the prescribed Trade Test.

34.74. *Mono Operators.*—The posts of Mono-operators are filled by appointment of compositors who have undergone training on mono-type machines and have passed the prescribed Trade Test.

34.75. *Furnace Attenders.*—The posts are filled by promotion from the literate Class IV Staff.

The mode of recruitment to the various posts in the Section are in order and may be continued except with the modification that in the case of Lino and Mono Mechanic 66 $\frac{2}{3}$ % of the posts may be filled by promotion from the cadre of Mechanics and the remaining 33 $\frac{1}{3}$ % of the posts by direct recruitment. The revised scales of pay for the various posts may be :

(i) Lino-Supervisors	Rs. (200—10—280—15—370—EB—20—450)
(ii) Lino and Mono Mechanics	Rs. (130—5—170—6—200—EB—10—240)
(iii) Lino Operators	Rs. (130—5—170—6—200—EB—10—240)
(iv) Mono Operators	Rs. (130—5—170—6—200—EB—10—240)
(v) Furnace Attenders	Rs. (85—2—95—3—125—EB—4—145.)

#### Type and Mono Casting Branch

1. Head Type Casters	(2)	(Rs. 100—5—150—6—180)
2. Head Mono Casters	(2)	(Rs. 100—5—150—6—180)
3. Type Casters	(6)	(Rs. 80—3—110—4—130—5—150)
4. Mono Casters	(12)	(Rs. 80—3—110—4—130—5—150)
5. Assistant Type Casters	(10)	(Rs. 70—1—80—2—100)
6. Assistant Mono Casters	(3)	(Rs. 70—1—80—2—100)

34.76. The posts of Head Type Casters are filled by promotion from the cadre of Mono Casters and Type Casters who have put in not less than 3 years of service.

34.77. The posts of Mono Casters are filled by promotion from among the employees in the Type Casting and Mono-Casting Branches who have put in not less than 2 years of service or by direct recruitment of candidates who are not more than 33 years of age, who have studied upto the VIII Standard and have three years of experience of mono casting in a Private Press.

34.78. The posts of Type Casters are filled by promotion from the cadre of Assistant Type Casters or if no suitable candidate is available by direct recruitment of candidates who are not more than 33 years of age, who have studied up to the

VIII Standard and have experience of type casting machines for two years either in a Printing Press or in a Type Foundry.

34.79. The posts of Assistant Type Casters are filled by promotion from the cadre of Furnace Attenders or by promotion by selection from the cadre of Attenders, Jamedars, Daffedars, Packers, Counters and Peons.

34.80. There do not seem to be specific Rules relating to the recruitment to the posts of Head Mono-Casters. The Commission recommends that these posts may be filled by promotion from the cadre of Mono Casters and Type Casters. The Rules regulating the recruitment to the remaining posts are in order and may be continued. The revised scales of pay for these posts may be as follows :

1. Head Type Caster (Rs. 130—5—170—6—200—EB—10—240.)
2. Head Mono Caster (Rs. 130—5—170—6—200—EB—10—240.)
3. Type Casters (Rs. 95—3—125—4—145—EB—5—200.)
4. Mono Casters (Rs. 95—3—125—4—145—EB—5—200.)
5. Assistant Type Casters (Rs. 85—2—95—3—125—EB—4—145.)
6. Assistant Mono Casters (Rs. 85—2—95—3—125—EB—4—145.)

#### Workshop Section

<i>Mechanical Overseer</i>	....	(1) (Rs. 180—10—320)
<i>Electricians</i>	....	(2) (Rs. 110—5—150—6—180—10—220)
<i>Stereo Typer</i>	....	(1) (Rs. 90—4—110—5—150—6—180)
<i>Engravers</i>	....	(2) (Rs. 90—4—110—5—150—6—180)
<i>Mechanics</i>	....	(4) (Rs. 90—4—130—5—180)
<i>Assistant Mechanic</i>	....	(1) (Rs. 80—3—110—4—130—5—150)
<i>Carpenters</i>	....	(5) (Rs. 80—3—110—4—130—5—150)
<i>Rubber Stamp Casters</i>	....	(2) (Rs. 80—3—110—4—130—5—150)
<i>Assistant Rubber Stamp Casters.</i>		(2) (Rs. 70—1—80—2—100)
<i>Machine Revisers</i>	....	(3) (Rs. 80—3—110—4—130—5—150)
<i>Fitters</i>	....	(2) (Rs. 80—3—110—4—130—5—140)
<i>Turners</i>	....	(3) (Rs. 80—3—110—4—130—5—140)

34.81. *Mechanical Overseers.*—The post of Mechanical Overseer is filled either by promotion from the cadre of Mechanics or by direct recruitment of a candidate who is within 33 years of age, possesses a Diploma in Mechanical Engineering and has practical experience in a mechanical workshop for two years.

34.82. *Electricians.*—The posts are filled by promotion from the cadre of Mechanics or by direct recruitment of persons who are not more than 33 years of age, who hold a Diploma in Electrical Engineering and who have practical experience in a Mechanical Workshop or firm for two years.

34.83. *Stereo Typer.*—The post is filled by promotion from the personnel of the type casting and Mono casting Branches or by direct recruitment of a person who is not above 35 years of age, has studied up to the VIII Standard and has experience for five years in stereo-typing work in a Press.

34.84. *Engraver.*—The posts are filled by direct recruitment of candidates who are not above the age of 35 years, who possess a certificate in Engraving from the Chamarajendra Technical Institute or equivalent qualification and who have experience in engraving of not less than 3 years in a firm or Institute.

34.85. *Mechanics.*—The posts are filled by promotion by selection from the cadre of Machine Minders, Binders, Compositors, Off-set Printers, Carpenters, Rubber Stamp Casters, Stereo-typer and Assistant Type Casters.

34.86. *Assistant Mechanics.*—No Rules of Recruitment have been prescribed for appointment to this post. It is also ascertained that the post is not filled and is kept vacant for a long time past. The Commission, therefore, recommends that it may be abolished.

34.87. *Carpenters.*—According to the existing Rules of Recruitment as indicated by the Department, the posts of Carpenters are filled by promotion from the cadre of Assistant Carpenters which posts are filled by direct recruitment from among candidates who have got not less than 5 years of experience as carpenters. It is, however, ascertained that there is at present no cadre of Assistant Carpenters. The Commission, therefore, suggests that the Rules governing the recruitment to the posts may be amended so as to provide for the posts of Carpenters being appointed by direct recruitment from among candidates who have got not less than 5 years' service as Carpenters.

34.88. *Rubber Stamp Casters and Assistant Rubber Stamp Casters.*—The posts of Rubber Stamp Casters are filled by promotion from the cadre of Assistant Rubber Stamp Casters which posts in turn are filled by direct recruitment of candidates who have passed the VI Standard Examination.

34.89. There are no specific rules governing the recruitment to the posts of Machine Revisers, Fitters and Turners. It is suggested that the posts of Machine revisers may be filled by promotion from the cadre of Machine Minders, Compositors, Off-set Printers, etc. The posts of Turners may be filled by promotion from the cadre of fitters and the posts of fitters may be filled by direct recruitment from among candidates who have completed the Lower Secondary course and have acquired five years of experience in a reputed workshop.

34.90. The modes of recruitment to the various categories of posts in the Section are in order and no change therein is necessary. The scales of pay for these posts may be revised as follows:—

Mechanical Overseer	....	Rs. 200—10—280—15—350—EB—20—450
Electricians	....	Rs. 175—10—275—15—350—EB—20—450
Stereo-typer	....	Rs. 110—4—130—5—170—EB—6—200
Engravers	....	Rs. 110—4—130—5—170—EB—6—200
Mechanics	....	Rs. 110—4—130—5—170—EB—6—200
Carpenters	....	Rs. 95—3—125—4—145—EB—5—200
Assistant Mechanics	...	Rs. 95—3—125—4—145—EB—5—200
Rubber Stamp Casters	....	Rs. 95—3—125—4—145—EB—5—200

Assistant Rubber Stamp Casters	....	Rs. 85—2—95—3—125—EB—4—145
Machine Reviser	...	Rs. 95—3—125—4—145—EB—5—200
Fitters	....	Rs. 95—3—125—4—145—EB—5—200
Turners	...	Rs. 95—3—125—4—145—EB—5—200

#### Watch and Ward Establishment

1. Chief Time Keeper .... (1) (Rs. 140—5—150—6—180—10—220)  
(1st Division Time-keeper)
2. Time Keepers or II  
Division Time Keepers (2) (Rs. 80—3—110—4—130—5—150)
3. Fall-back Pay Clerk (1) (Rs. 80—3—110—4—130—5—150)
4. Gate Keepers .... (2) (Rs. 70—1—80—2—100)
5. Assistant Gate Keeper .... (1) (Rs. 55—1—65).

34.91. The post of Chief Time Keeper or I Division Time Keeper is filled by promotion from the cadre of Time Keeper or II Division Time Keeper and the posts of Time Keepers/II Division Time Keepers are filled by promotion from the cadre of Gate Keepers or other employees of the Press or by direct recruitment of candidates who have passed the S.S.L.C. or equivalent examination.

34.92. There are no specific rules regarding the recruitment to the post of Fall-Back Pay Clerk. The Commission recommends that the post may be filled by direct recruitment from among candidates who possess the minimum qualification of S. S. L. C.

34.93. *Gate Keepers.*—There are no specific rules relating to the recruitment to the posts. It is necessary that specific rules should be framed for this purpose. The Commission recommends that the post may be filled by promotion from the cadre of Assistant Gate Keepers and other Class IV staff.

34.94. *Assistant Gate Keeper.*—The post is filled by direct recruitment of Ex-Servicemen.

34.95. The Commission considers that the Rules regulating the recruitment to the several categories of posts in the Watch and Ward Section are in order and may continue.

34.96. The revised scales of pay of the different posts may be as follows :

1. Chief Time Keeper  
(I Division Time Keeper) (Rs. 170—5—180—8—220—EB—10—300)
2. Time Keeper (II Division  
Time Keeper) (Rs. 95—3—125—4—145—EB—5—200)
3. Fall-back Pay Clerk (Rs. 95—3—125—4—145—EB—5—200)
4. Gate Keepers (Rs. 85—2—95—3—125—EB—4—145)
5. Assistant Gate Keepers (Rs. 65—1—75—2—95)

### Industrial Work Establishment

1. Senior Compositors	(31) (Rs. 130—5—150—6—180—10—200)
2. Senior Machine Minders	(23) (Rs. 130—5—150—6—180—10—200)
3. Senior Binders	(29) (Rs. 130—5—150—6—180—10—200)
4. Compositors	(162) (Rs. 80—3—110—4—130—5—150)
5. Machine Minders	(103) (Rs. 80—3—110—4—130—5—150)
6. Binders	(106) (Rs. 80—3—110—4—130—5—150)
7. Junior Compositors	(230) (Rs. 65—1—70—2—90)
8. Assistant Machine Minders	(146) (Rs. 65—1—70—2—90)
9. Assistant Binders	(291) (Rs. 65—1—70—2—90)
10. Apprentice Compositors	(28) (Rs. 40 consolidated stipend)
11. Progress Recorder	(1) (Rs. 80—3—110—4—130—5—180)

34.97. The posts of Senior Compositors and Compositors are filled by promotion from the cadre of Compositors and Junior Compositors respectively and the posts of Junior Compositors are filled by direct recruitment of candidates who are not above 30 years, who have passed the VII Standard Examination and who have experience of five years in Letter press Printing.

34.98. The posts of Senior Machine Minders and Machine Minders are filled by promotion from the cadre of Machine Minders and Assistant Machine Minders respectively while the posts of Assistant Machine Minders are filled by direct recruitment from among candidates who have passed the VI Standard Examination.

34.99. The posts of Senior Binders and Binders are filled by promotion from the cadre of Binders and Assistant Binders respectively and the posts of Assistant Binders are filled by direct recruitment of candidates who have passed the VII Standard Examination.

34.100. *Apprentice Compositors* :—The Apprentice Compositors are being trained in composing and allied items of work with a view to their absorption or appointment as Junior Compositors, etc. There are no specific Rules relating to the appointment to these posts but the posts are filled by candidates who have studied up to VII Standard. The Commission considers that the existing mode of recruitment to the posts is adequate for the purpose and may be continued. The Rules of Recruitment may be framed accordingly.

34.101. The modes of recruitment to the various posts are in order and may be continued. There seems to be no specific Rule regarding recruitment to the post of Progress Recorder. This post may be filled by promotion from the cadre of Junior Compositors or Assistant Machine Minder. The revised scales of pay for the various posts may be as follows :—

1. Senior Compositors	Rs. 170—5—180—8—220—EB—10—300
2. Senior Machine Minders	Rs. 170—5—180—8—220—EB—10—300
3. Senior Binders	Rs. 170—5—180—8—220—EB—10—300
4. Compositors	Rs. 95—3—125—4—145—EB—5—200
5. Machine Minders	Rs. 95—3—125—4—145—EB—5—200

6. Binders	....	Rs. 95—3—125—4—145—EB—5—200
7. Junior Compositors	....	Rs. 80—2—90—3—120—4—140
8. Assistant Machine Minders		Rs. 80—2—90—3—120—4—140.
9. Assistant Binders.	....	Rs. 80—2—90—3—120—4—140
10. Apprentice Compositors.		Rs. 50 Consolidated Stipend.
11. Progress Recorder	....	Rs. 95—3—125—4—145—EB—5—200.

#### *Internal Audit Section*

34.102. There is an Internal Audit Section in the Department with one Audit Superintendent in the scale of pay of Rs. 220—440, three I Grade Accounts Clerks (including one temporary post) in the scale of pay of Rs. 120—240 and three II Grade Accounts Clerks (including one temporary post) in the scale of pay of Rs. 80—150.

34.103. There are no specific Rules regarding the mode of recruitment to these posts. It has been represented that the posts of Audit Superintendent and I Grade Accounts Clerk might be filled by taking on deputation officials holding corresponding posts in the State Accounts Department and the post of II Grade Accounts Clerks might be filled by direct recruitment, prescribing the same qualification as for II Division Clerks.

34.104. The Commission recommends that all the three categories of posts may be filled by taking on deputation persons holding corresponding posts in the State Accounts Department. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents may be shifted against corresponding posts in the State Accounts Department if they have the necessary qualifications or against corresponding ministerial posts in the general line in this Department itself. The revised scales of pay for these posts may be the same as are prescribed for corresponding posts in the State Accounts Department.

Lorry Driver	....	(1) (Rs. 70—1—80—2—100).
Jeep Driver	....	(1) (Rs. 70—1—80—2—100).
Cleaner	....	(1) (Rs. 55—1—65)

34.105. No specific Rules are provided in the Cadre and Recruitment Rules of the Department for recruitment to these posts. It has been suggested that these posts might be filled by direct recruitment by prescribing the following qualifications :

For Lorry and Jeep Drivers.—

- (i) should be literate.
- (ii) should possess a current driving licence for a heavy vehicle in the case of Lorry Driver and Light Vehicle in the case of Jeep Driver.
- (iii) should possess a recognised first-aid training Certificate.

34.106. For Cleaners no particular qualification is prescribed.

34.107. The Commission agrees with the suggestions regarding the mode of recruitment to the posts and recommends that the Rules of Recruitment may be framed accordingly. The revised scales of pay for the posts may be the same as are prescribed for similar categories of posts in other Departments of Government.

*Special Pay*

34.108. At present the Director, some of the Deputy Directors and Assistant Directors and other subordinate staff are in receipt of Special pay or teaching allowance as noted below for the reasons mentioned against the concerned posts.

Sl. No.	Designation	Rate of Special Pay or Teaching Allowance	Grounds on which sanctioned
1	Director	Rs. 50 per month Teaching Allowance for 9 months in a year	For imparting instruction in printing subject to students of S. J. Polytechnic, beyond office hours.
2	Senior Deputy Director	Rs. 50 per month for 9 months in a year	For imparting instruction in printing subject to students of S. J. Polytechnic, beyond office hours.
3	Deputy Director (One)	Rs. 55 per month	For supervision of the Central Jail Press, Bangalore.
4	Assistant Director (One)	Rs. 35 per month	For supervision of the High Court Press.
5	Assistant Director (One)	Rs. 40 per month	For supervision of the Press Section for the After-care and Rehabilitation Centre.
6	Manager and Supervisor (One)	Rs. 25 per month	For being in charge of Government Stationery Depot Stores.
7	First Division Clerk (One)	Rs. 15 per month	For being in charge of cash in the Government Central Press.
8	First Division Clerk (One)	Rs. 15 per month	For being in charge of Government Book Depot Stores.
9	First Division Clerk (One)	Rs. 15 per month	For being in charge of Government Stationery Depot Stores.
10	First Division Clerk (One)	Rs. 10 per month	For being in charge of the Typewriters Stores in the Government Stationery Depot.
11	II Division Clerk (One)	Rs. 10 per month	For working as Assistant Cashier in the Government Central Press.
12	II Division Clerk (One)	Rs. 10 per month	For working as Assistant Store-keeper, Government Stationery Depot.
13	II Division Clerk (One)	Rs. 10 per month	For working as Store-keeper in Government Branch Press at Dharwar.
14	II Division Clerk (One)	Rs. 10 per month	For working as Store-keeper in the Government Branch Press at Gulbarga.
15	II Division Clerk (One)	Rs. 10 per month	For working as Cashier, Government Book Depot.

Sl. No.	Designation	Rate of Special Pay or Teaching Allowance	Grounds on which sanctioned
16	Proof Examiner <i>cum</i> Store-keeper, Government Branch Press, Mercara. (One)	Rs. 10 per month	For working as Store-keeper at the Government Branch Press, Mercara.
17	Computer (II Division) (One)	Rs. 5 per month	For operation of Comptometer.
18	Senior Foreman (One)	Rs. 10 per month	For attending to the work of Stamp embossing of receipt books.
19	Engraver and Mounter (One)	Rs. 15 per month	For maintenance of Off-set equipment in one shift in addition to his own duties.
20	Off-set Printer (One)	Rs. 15 per month	For maintenance of Off-set equipment in another shift.
21	Head Type Caster (One)	Rs. 15 per month	For maintenance of casting equipment in each shift in addition to their duties.
22	Head Mono Caster (One)		
23	Mono Operators (Two)	Rs. 15 per month	For maintenance of Mono-equipment in each shift in addition to their own duties.
24	Lino Operators (Two)	Rs. 15 per month	For maintenance of Lino-equipment in each shift in addition to their own duties.
25	Packers (Three)	Rs. 10 per month each	For handling heavy stocks of Gift papers.
26	Senior Machine Minders (Two)	Rs. 10 per month	For stamp embossing of documents.

34.109. Stenographers Grade I and II Grade Typists drawing pay in the clerical scales are in receipt of Special Pay of Rs. 30 and Rs. 10 per month respectively.

34.110. It was represented to the Commission that the Special Pay now being given to the several categories of staff and more particularly to the Managers in charge of Stationery and Stores and Cashiers, etc., are meagre and should be enhanced. It was also suggested that Special Pay should be sanctioned to posts like packers, etc.

34.111. The Special pays given to these officers are in consonance with the principles indicated by the Commission in Chapter 5 and may, therefore, be continued. There is, however, no case for enhancing the rates at which such Special Pays are being given and the representation made for such enhancement cannot be supported.

34.112. The Special allowance (unabsorbable personal allowance) of Rs. 5 per month sanctioned to Shri Andanappa, Peon, Government Central Press, Bangalore, in recognition of the devoted and meritorious service rendered by him may be continued.

#### *Delegation of Powers*

34.113. It is stated that the powers delegated to the Director are generally adequate. The Commission, therefore, does not deem it necessary to offer any remarks in the matter.



CHAPTER 34

DEPARTMENT OF PRINTING, STATIONERY AND PUBLICATIONS

S. No.	Designation	No. of Posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks	
			Rs.	Rs.		
1	Director	...	1	800—40—1,000—50—1,100+Teaching allowance of Rs. 50. p.m. for 9 months in a year.	1,100—50—1,300—60—1,600 (Teaching allowance at the existing rate to be continued).	
2	Senior Deputy Director	...	1	600—40—1,000+Teaching allowance of Rs. 50. p.m. for 9 months in a year.	700—40—900—50—1,200 (Teaching allowance at the existing rate to be continued).	
3	Deputy Director (Technical)	...	4	350—25—650—30—800+special pay of Rs. 55 per month for one of the posts.	400—30—700—EB—40—900 (Special pay at the existing rate for one of the posts to be continued)	
4	Deputy Director (Administration and Accounts)	...	1	350—25—650—30—800	400—30—700—EB—40—900	
5	Senior Assistant Director	...	1	275—20—375—25—600	275—20—375—EB—25—525	Post downgraded as Assistant Director
6	Assistant Director (Technical)	...	4	250—20—350—25—500 (special pay being paid to two Assistant Directors at the rate of Rs. 35 and Rs. 40 p. m. respectively.	275—20—375—EB—25—525 (Special pay at the existing rate to be continued to the two Assistant Directors)	
7	Assistant Director (non-technical)	...	2	250—20—350—25—500	275—20—375—EB—25—525	
8	Stock Verification Officer	...	1	250—20—350—25—500	275—20—375—EB—25—525	
9	Labour Welfare Officer	...	1	250—20—350—25—500	275—20—375—EB—25—525	
10	Manager	...	7	180—10—320 (Special pay of Rs. 25 p. m. to one of the posts)	200—10—280—15—370—EB—20—450 (Special pay at the existing rate to be continued in respect of one of the posts)	Post to be designated as Superintendent Grade I

Department of Printing, Stationery and Publications—Contd.

Sl. No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
11	Chief Cost Accountant	...	1 180—10—320	200—10—280—15—370—EB—20—450	
12	Head Clerk	...	8 150—8—190—10—270	175—10—275—15—350—EB—20—450	To be designated as Superintendent Grade II
13	Cost Accountant	...	3 110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
14	I Division Clerk	...	33 110—5—150—6—180—10—220 + (Special pay at Rs. 15 p. m. to 3 I Division Clerks and at the rate of Rs. 10 p. m. to one I Division Clerk.)	140—5—150—8—190—EB—10—260—15—290 + (Special pay at the rate of Rs. 15 p. m. to 3 I Division Clerks and at the rate of Rs. 10 p. m. to one I Division Clerk to be continued.)	
15	Stenographer	...	2 110—5—150—6—180—10—220 +Special pay Rs. 30 p. m.	140—5—150—8—190—EB—10—260—15—290 +Special pay Rs. 30 p. m.	
16	II Division Clerk	...	91 80—3—110—4—130—5—150 (Special pay Rs. 10 p.m. to 5 II Division Clerks.)	95—3—125—4—145—EB—5—200 (Special pay at the existing rate of Rs. 10 p. m. being paid to the 5 II Division Clerks to be continued.)	
17	Typist	...	8 80—3—110—4—130—5—150 +Special pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200 +Special pay Rs. 10 p. m.	
18	Typist	...	1 80—3—110—4—130—5—180	110—4—130—5—170—EB—6—200	
19	Audit Superintendent	...	1 220—10—320—15—440	250—10—300—15—420—EB—20—500	
20	Attender	...	4 65—2—85	85—2—95—3—125—EB—4—145	
21	Jamedar	...	1 70—2—90	85—2—95—3—125—EB—4—145	
22	Daffedar	...	1 65—2—85	80—2—90—3—120—4—140	

Department of Printing, Stationery and Publications—Contd.

Sl. No.	Designation	No. of posts	Existing scale of pay and special pay		Recommended scale of pay and special pay		Remarks
			Rs.		Rs.		
23	Packer (Senior)	17	60—1—70—2—90	(Special pay Rs. 10 p.m. being paid to 3 packers)	65—1—75—2—95	(Special pay at the existing rate of Rs. 10 p.m. being paid to the 3 packers to be continued)	
24	Packer Cycle Watchman }	42	55—1—65		60—1—80—2—90		
25	Counter (Senior)	6	60—1—70—2—90		65—1—75—2—95		
26	Counter	3	55—1—65		60—1—80—2—90		
27	Peon	32	50—1—60		60—1—80—2—90		
28	Night Watchman	4	50—1—60		60—1—80—2—90		
29	Supervisor	11	180—10—320		200—10—280—15—370	EB—20—450	
30	Overseer	5	140—5—150—6—180—10—220		175—10—275—15—350	EB—20—450	
31	Senior Foreman	4	150—6—180—10—200	(Special pay of Rs. 10 p.m. for one of the Senior Foreman)	200—10—280—15—370	EB—20—450 (Special pay at the existing rate of Rs. 10 p.m. being paid to one of the Senior Foreman to be continued)	
32	Foreman	22	110—5—150—6—180—10—200		175—10—275—15—350	EB—20—450	
33	Works-Clerk	7	110—5—150—6—180—10—200		130—5—170—6—200	EB—10—240	
34	I Division Clerk	5	110—5—150—6—180—10—220		140—5—150—8—190—EB—10—260—15—290		
35	II Division Clerk	19	80—3—110—4—130—5—150		95—3—125—4—145	EB—5—200	
36	Computer I Division	5	110—5—150—6—180—10—220		140—5—150—8—190—EB—10—260—15—290		
37	Computer II Division	14	80—3—110—4—130—5—150	(Special pay Rs. 5 p.m. to one of the II Division Computers for operating Computer)	95—3—125—4—145	EB—5—200 (Special pay at the existing rate of Rs. 5 p.m. being paid to one of the II Division Computers to be continued)	

Department of Printing, Stationery and Publications—Contd.

Sl. No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
38	Chief Examiner	2	180—10—320	200—10—280—15—370—EB—20—450	
39	Deputy Chief Examiner	2	150—8—190—10—270	175—10—275—15—350—EB—20—450	
40	Senior Proof Examiner	18	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
41	Junior Proof Examiner	59	80—3—110—4—130—5—150 (Special pay Rs. 10 p.m. to one of the Proof Examiners at Government Branch Press, Mercara, for working as Store-Keeper at the Press)	95—3—125—4—145—EB—5—200 (Special pay at the existing rate of Rs 10 p.m. being paid to one of the Proof Examiners at the Government Branch Press, Mercara, for attending to the additional duties as Store-Keeper of the Press to be continued.)	
42	Attender	11	65—2—85	85—2—95—3—125—EB—4—145	
43	Supervisor	2	180—10—320	200—10—280—15—370—EB—20—450	
44	Process Operator	2	140—5—150—6—180—10—220	170—5—180—8—220—EB—10—300	
45	Assistant Process Operator	2	110—5—150—6—180—10—200	130—5—170—6—200—EB—10—240	
46	Artist and Fine Etcher	3	140—5—150—6—180—10—200	175—10—275—15—350—EB—20—450	
47	Engraver and Moulder	2	100—5—150—6—180—10—200 (Special pay of Re. 15 p.m. to one of the Engravers and Moulders.)	130—5—170—6—200—EB—10—240 (Special pay at the existing rate of Rs. 15 p.m. being paid to one of the Engravers and Moulders to be continued.)	
48	Process Plate Maker	2	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
49	Assistant Off-set Plate Maker	2	70—1—80—2—100	85—2—95—3—125—EB—4—145	
50	Plate Grainer	2	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	

Department of Printing, Stationery and Publications—Contd.

Sl. No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
51	Assistant Plate Grainer	... 2	70—1—80—2—100	85—2—95—3—125—EB—4—145	
52	Senior Off-set Printer	... 3	150—6—180—10—200	175—10—275—15—350—EB—20—450	
53	Off-set Printer	... 11	90—4—110—5—150—6—180 (Special pay of Rs. 15 p.m. to one of the Off-set Printers.)	110—4—130—5—170—EB—6—200 (Special pay at the existing rate being paid to one of the Off-set Printers to be continued.)	
54	Assistant Off-set Printer	... 14	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
55	Dark Room Assistant	... 2	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
56	Lino Supervisor	... 2	180—10—320	200—10—280—15—370—EB—20—450	
57	Lino and Mono Mechanic	... 2	110—5—150—6—180—10—220	130—5—170—6—200—EB—10—240	
58	Lino Operator	... 21	110—5—150—6—180—10—220 (Special pay Rs. 15 p.m. to two Lino operators.)	130—5—170—6—200—EB—10—240 (Special pay at the existing rate of Rs. 15 p.m. being paid to the two Lino operators to be continued.)	
59	Mono Operator	... 10	110—5—150—6—180—10—220 (Special pay of Rs. 15 p.m. to two Mono-operators)	130—5—170—6—200—EB—10—240 (Special pay at the existing rate of Rs. 15 p.m. being paid to the two Mono-operators to be continued)	
60	Furnace Attender	... 4	70—1—80—2—100	85—2—95—3—125—EB—4—145	
61	Head Type Caster	... 2	100—5—150—6—180 (Special pay of Rs. 15 p.m. to one of the Head Type Casters)	130—5—170—6—200—EB—10—240 (Special pay at the existing rate of Rs. 15 p.m. being paid to one of the Head Type Casters to be continued.)	
62	Head Mono Caster	... 2	100—5—150—6—180 (Special pay of Rs. 15 p.m. to one of the Head Mono-Casters)	130—5—170—6—200—EB—10—240 (Special pay at Rs. 15 p.m. being paid to one of the Head Mono Casters to be continued)	

Department of Printing, Stationery and Publications—Contd.

Sl. No.	Designation	No. of posts	Existing scale of pay and special pay		Recommended scale of pay and special pay		Remarks
			Rs.		Rs.		
63	Type Caster	6	80—3—110—4—130—5—150		95—3—125—4—145—EB—5—200		
64	Mono-Caster	12	80—3—110—4—130—5—150		95—3—125—4—145—EB—5—200		
65	Assistant Type Caster	10	70—1—80—2—100		85—2—95—3—125—EB—4—145		
66	Assistant Mono-Caster	3	70—1—80—2—100		85—2—95—3—125—EB—4—145		
67	Mechanical Overseer	1	180—10—320		200—10—280—15—370—EB—20—450		
68	Electrician	2	110—5—150—6—180—10—220		175—10—275—15—350—EB—20—450		
69	Stereo-typer	1	90—4—110—5—150—6—180		110—4—130—5—170—EB—6—200		
70	Engraver	2	90—4—110—5—150—6—180		110—4—130—5—170—EB—6—200		
71	Mechanic	4	90—4—130—5—180		110—4—130—5—170—EB—6—200		
72	Assistant Mechanic	1	80—3—110—4—130—5—150		95—3—125—4—145—EB—5—200		
73	Capenter	5	80—3—110—4—130—5—150	}	95—3—125—4—145—EB—5—200		
		2	80—3—110—4—130—5—140				
74	Rubber Stamp Caster	2	80—3—110—4—130—5—150		95—3—125—4—145—EB—5—200		
75	Assistant Rubber Caster	2	70—1—80—2—100		85—2—95—3—125—EB—4—145		
76	Machine Reviser	3	80—3—110—4—130—5—150		95—3—125—4—145—EB—5—200		
77	Fitter	2	80—3—110—4—130—5—140		95—3—125—4—145—EB—5—200		
78	Turner	3	80—3—110—4—130—5—140		95—3—125—4—145—EB—5—200		
79	Chief Time Keeper	1	140—5—150—6—180—10—220		170—5—180—8—220—EB—10—300		
80	Time Keeper	2	80—3—110—4—130—5—150		95—3—125—4—145—EB—5—200		

Department of Printing, Stationery and Publications—*Concl'd.*

Sl. No.	Designation	No. of Posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
81	Gate Keeper	...	2 70—1—80—2—100	85—2—95—3—125—EB—4—145	
82	Assistant Gate Keeper	...	1 55—1—65	65—1—75—2—95	
83	Fall back Pay Clerk	...	1 80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
84	Senior Compositor	...	31 130—5—150—6—180—10—200	170—5—180—8—220—EB—10—300	
85	Senior Machine Minder	...	23 130—5—150—6—180—10—200 Special pay of Rs. 10 p.m. to two Senior Machine Minders	170—5—180—8—220—EB—10—300 Special pay at the existing rate of Rs. 10 p.m. being paid to the two Senior Machine Minders to be continued	
86	Senior Binder	...	29 130—5—150—6—180—10—200	170—5—180—8—220—EB—10—300	
87	Compositor	...	162		
88	Machine Minder	...	103	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200
89	Binder	...	106		
90	Junior Compositor	...	230		
91	Asst. Machine Minder	...	146 65—1—70—2—90	80—2—90—3—120—4—140	
92	Asst. Binder	...	291		
93	Apprentice Compositor	...	28 Rs. 40 consolidated	Rs. 50 consolidated stipend	
94	Progress Recorder	...	1 80—3—110—4—130—5—180	95—3—125—4—145—EB—5—200	

## CHAPTER 35.

### Department of Public Instruction.

35.1. The Department of Public Instruction was established in the old Mysore State in the year 1866. At the date of the reorganisation of States, the Government Colleges and Technical Institutions were under the control of the Director of Public Instruction. As different systems of education were obtaining in the different integrated areas, the State Integration Advisory Committee was constituted for evolving a common pattern of education throughout the State. It recommended an eleven years' course for primary and secondary education. This new pattern of education was introduced at the primary stage in the year 1959-60 and at the secondary stage in the year 1960-61.

#### *Direction and Control*

35.2. The Department of Public Instruction is classified as a Major Department. The Director is the Head of the Department and he is in overall charge of both Primary and Secondary Education. There is an Additional Director who is exclusively in charge of the Mysore Secondary Education Examination Board. These two officers are assisted by 23 Class I (Senior Scale) Officers, 61 Class I (Junior Scale) Officers and 401 Class II Officers with a large number of teaching and non-teaching staff as enumerated in the schedule to the Cadre and Recruitment Rules of the Department of Public Instruction.

35.3. At present, there are three Joint Directors in the Directorate, one Joint Director in the Examination Board and one Joint Director is working as Director, State Institute of Education, Dharwar. The Commission has recommended in the subsequent paragraphs for the reasons given therein that officers of the status of Deputy Directors might be appointed as District Level Officers and that many of the powers now vested at higher levels might be delegated to them. Consequently, the work in the Directorate is likely to get reduced and two Joint Directors should be able to deal with the work in the office of the Director. Two posts of Joint Directors in the Office of the Director may, therefore, be retained and the third post retrenched. One of the two Joint Directors may be in charge of Primary Education and the other in charge of Secondary and Higher Secondary Education. The posts of Joint Directors in the Examination Board and in the State Institute of Education may continue.

#### *Educational Administration—Divisional level*

35.4. For the sake of administrative convenience, the State is divided into five "Educational" Divisions each comprising four "Educational" Districts, Deputy Directors (Officers in the cadre of Class I Senior Scale) are in charge of the Divisions. The Divisional Deputy Director is assisted by one Class I (Junior Scale) Officer, four Subject Inspectors and one Gazetted Assistant for attending to routine administrative matters, and for the inspection of High Schools. The



work of Inspection of High Schools has since been entrusted to the District Educational Officers. The services of Subject Inspectors have also been placed at the disposal of the District Educational Officers for implementing the new scheme of payment of salaries to teachers in Private Aided High Schools in the State by cheque system. The Divisional Deputy Directors are at present dealing directly with inspection of High Secondary Schools only.

35.5. The Commission has suggested later in this Chapter that there should be a Class I (Senior Scale) Officer of the status of Deputy Director at the District level in order to ensure effective control and supervision over the Educational Institutions in the District. Consequent on this change, the Commission considers that the Divisional level offices would no longer be necessary. The commission accordingly recommends that all the five Divisional Level Officers may be abolished.

#### *Strengthening of the Inspectorate*

35.6. The pattern of educational administration at the District level is at present not uniform throughout the State. In the Bombay area, the Primary Schools are administered by District School Boards/Municipal School Boards ; for each such Board there is an administrative Officer of Class II Gazetted Cadre ; the inspection of schools is done by Educational Inspectors (Class I—Junior Scale) with the assistance of Deputy Educational Inspectors (Class II) and Assistant Deputy Educational Inspectors (Class III). In the Mysore area, most of the Schools are run by Government and the inspection work is done by District Educational Officers (Class I Junior Scale) assisted by Assistant Educational Officers (Class II) and Inspectors of Schools (Non-Gazetted). In the Madras area, both Primary and Secondary Schools were mostly run by Local Bodies. In the Hyderabad area, nearly 90 per cent of the Primary Schools and 60 per cent of the Secondary Schools were run by Government and the remaining by Private Managements. In Coorg, there were a few Government Schools. The inspection work in this area is also being done by District Educational Officers assisted by Assistant Educational Officers (Class II) and Inspectors of Schools (Non-Gazetted).

35.7. The introduction of the Compulsory Primary Education and other Welfare Schemes for students and teachers in the State has resulted in increase of the work-load considerably. This has in turn, resulted in lack of effective control and supervision over the Institutions.

35.8. With a view to strengthen the Inspectorate and to achieve better results, Government propose to reorganise the District Organisation. Under the proposed reorganised set up, the District Administration will be under the control of an Officer (Class I Senior Scale) of the status of Deputy Director assisted by one or more Class I (Junior Scale) and Class II Officers calculated on the basis of the number of schools in the District for inspection work.

35.9. The Commission considers that there is urgent need for strengthening the Inspectorate at the District level for achieving improvement in the standards of education. The Commission, therefore, considers that at the District level, there should be an Officer (Class I Senior Scale) of the status of a Deputy Director of Public Instruction as the District Level Officer and one Class I Officer (Junior Scale) for every 40 High Schools and a Class II Officer for every 60 Primary Schools in the District, so that the inspection and control over the Institutions might be effective. In cases in which the actual number of High Schools or Primary Schools exceeds or falls short of the norms indicated above, posts in the respective cadres may be created after making marginal adjustments upto about 50 per cent of the norms and where the number of High Schools or Primary Schools is in excess of 50 per cent of these norms additional posts may be created. While posts of District Officers in the Cadre of Deputy Directors may be created immediately, the additional posts of Inspecting Officers may be created according to a phased programme spread over five to ten years as otherwise it may be difficult to find the funds as also the personnel with requisite experience to man all these posts. There are at present several officers in the cadres of Class I (Junior Scale) and Class II (Gazetted) working in the Directorate. Consequent on the raising of the status of the District Level Officers to that of Deputy Directors and delegation of more powers to them, the work in the Directorate will get reduced considerably. In that event, there may not be need for so many officers in the Directorate. Taking these aspects into account, the Commission suggests that half the existing number of officers other than those who have come from the ministerial cadre, may be posted to the field offices against the posts to be created under the reorganised pattern suggested above. It may be ensured that, as far as possible, the Inspecting Authorities conduct one detailed inspection and at least two cursory inspections of each Institution in their jurisdiction every year.

35.10. The Commission also suggests that the status of the Inspector of Schools at the Taluk level may be raised to Class II Gazetted Cadre. There are at present 178 posts of Deputy Inspectors of Schools (Non-Gazetted) created during the III Five Year Plan period. The incumbents of these posts have been promoted from the cadre of Primary School Assistants. These Deputy Inspectors, are assisting the Inspectors of Schools. These posts may continue as an incentive to the Primary School Teachers. These posts may be filled by selection from amongst the Primary School Teachers in the Selection Grade.

35.11. The Commission also suggests that there should be at least one Graduate Teacher as Head Master of a Primary School in each Taluk so that such School may serve as a model for the Schools in the Taluk. This post may be filled by deputation of a Graduate Secondary School Teacher and he may carry his own scale of pay. The effect of these recommendations would be that the Director would be assisted by 2 Joint Directors, 7 Deputy Directors and 10 Assistant Directors, 1 Chief Accounts Officer, 2 Accounts Officers and 7 other Class II

Officers at the Headquarters. The work in the Head Office may be distributed among them as indicated below :—

*Primary Education*

*Joint Director of Primary Education (1)*

<i>Class I Junior Scale</i>		<i>Sections attached</i>
Assistant Director (Primary)	.. 1	Administration II, Teachers Training Education (Primary), Compulsory Primary Education.
Assistant Director (Establishment)	1	Establishment III, Buildings II, Social Education, Education Survey Unit.
Assistant Director Mid-day Meals	1	Mid-day Meals Section.
<i>Class II Gazetted</i>		
Statistical Officer	.. 1	Statistical Section
Librarian, State Education Library	1	Library Unit.

*Secondary Education*

*Joint Director of Secondary Education (1)*

<i>(Class I Junior Scale)</i>		
Assistant Director (Establishment)	1	Establishment I (Gazetted), Office Branch, Administration I, Information, Teachers Training Education (Secondary and Colleges).
Assistant Director, Secondary Education.	1	Establishment I (Non-Gazetted), Establishment II (Aided Institutions), General Section. (Local Bodies Institutions).
<i>Class II (Gazetted Posts)</i>		
Special Officer, Technical Education	1	Technical Education
Special Officer, Commercial Education	1	Commercial Education and Scholarships, General Typing and Records.

Special Officer, Hindi Education ..	1	Hindi Education, Current Section and Building I.
Special Officer, Physical Education ..	1	Physical Education and Audio Visual Education.
Chief Medical Inspector of Schools ..	1	Medical Inspection.

*Note* :—The Assistant Directors/Special Officers may submit papers directly to the Joint Directors concerned who will be the final authority in respect of their subjects ; only matters involving policy need be submitted to the Director.

*General and Miscellaneous*

1. Superintendent, Text Books (Class I Senior Scale).	1	Text Book Press.
2. Director, Evaluation Unit (Class I Senior Scale).	1	Evaluation Unit.
Assistant Director, Evaluation (Class I Junior Scale).	1	Evaluation Unit.
3. Deputy Director, Educational Research Bureau (Class I Senior Scale).	1	Research Bureau.
Assistant Directors, Text Book (Class I –Junior Scale).	2	Text Book Committees Section.
Assistant Director, Educational Vocational Guidance (Class I Junior Scale).	1	Educational Vocational Guidance Unit.
Assistant Director, Research, (Class I Junior Scale).	1	Research Unit
4. Special Officer, Literary and Cultural Development.	1	Literary and Cultural Development Unit.
5. Director, State Institute of Science, (Class I Senior Scale).	1	State Institute of Science Unit
6. Deputy Director, Girls Education (Class I Senior Scale).	1	Girls Education, Home Science, Adult Education.
7. Chief Accounts Officer, (Class I Senior Scale)	1	Accounts Branches I to IV Pension Plan, Special, Accounts/Inspection.
Accounts Officers ..	2	

*Inspection Sections*

8. Deputy Director, (Planning) (Class I Senior Scale).		Planning Section.
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*Note* :—The Deputy Directors/Chief Accounts Officer may directly submit papers concerning their subjects to the Director.

35.12. The posts which do not come under the proposed set up at the Directorate may be diverted to the field Offices.

35.13. The Commission understands that Government are contemplating the constitution of District School Boards, more or less on the pattern obtaining at present in the Bombay area. If this is done, the work in the Department as a whole, including the Directorate will get reduced considerably, as the work in the Department, will then be restricted only to inspection and overall supervision. In that event, there would be scope for further reduction of both the gazetted and the non-gazetted posts at the Directorate.

35.14. There will be no Divisional Level Officers. The District Level Officers may be of the status of Deputy Directors and they may be assisted by Officers of Class I (Junior Scale), designated as Assistant Directors, at the rate of one for every 40 High Schools and by Officers of Class II designated as Inspectors at the rate of one for every 60 Primary Schools (subject to marginal adjustments). The Deputy Directors may inspect Higher Secondary Schools, the Assistant Directors may inspect the High Schools and the Inspectors may inspect the Primary Schools. The Headquarters of the Assistant Directors and the Inspectors may be fixed at central places with reference to the Schools to be inspected by them. Before the full strength of these two categories of Officers is appointed, the jurisdiction and the number of Schools to be inspected by each of these officers may be worked out taking into account the total number of schools in the District and the number of Inspecting Officers available in such District.

#### *Secondary Education Examination Board*

35.15. The Mysore Secondary Education Examination Board has been constituted under the provisions of the Mysore Secondary Education Examination Board Act, 1966. The Board consists of a Chairman, a Vice-Chairman and Members comprising mostly Departmental Officers and other Educationists. The Additional Director is the Chairman of the Board. He is assisted by one Joint Director who is also the Vice-Chairman of the Board, two Senior Assistant Directors, eight Assistant Directors and non-gazetted staff drawn from the Directorate of Public Instruction.

35.16. The question whether the Board might be continued in its present form or whether any change in its composition was necessary was examined. It was represented that in order to have better co-ordination between the Board and the Department, the Director of Public Instruction should be made the Chairman of the Examination Board, the Additional Director being made the Vice-Chairman. It was also urged that the cases of indiscipline on the part of officials working under the Board should be brought to the notice of the Director of Public Instruction, so that deterrent disciplinary action might be taken against the officials concerned.

35.17. It was also represented that the functions of the Board at present were confined to matters concerning the conduct of examinations and that the

Board was not concerned with the curricula and syllabi and that as in the neighbouring State of Maharashtra, the Board should be made an "all comprehensive" Board and the Chairman of the Board placed in charge of all aspects of Secondary Education, if a separate Directorate is set up for Primary Education.

35.18. The Commission considers that the Secondary Education Examination Board may continue in its present form, but that there should be proper co-ordination between the Board and the Department in the public interest and that the Chairman of the Board should refer cases of indiscipline on the part of officials working under the Board to the Director of Public Instruction for taking necessary action under the rules. The Act may be amended to provide for this arrangement.

35.19. It was represented to the Commission that the Evaluation Unit should be brought under the control of the Examination Board as it dealt with the standards of teaching, etc., which were reflected in the standard of performance of the students. The Evaluation Unit has to study the standards of work in the Department as a whole and the results of the Examinations could at best provide an indicator; but there are, however, several other aspects of the work of the Department which would have to be looked into by the Unit. The Commission, therefore, considers that the evaluation unit need not be attached to the Board but may continue in its present form under the Director of Public Instruction.

35.20. It was represented that normally, the managements in charge of Schools provided to the Board all facilities required for the conduct of examinations but that of late there had been a few cases in which the managements of Private Aided Schools had not co-operated with the Board. It was also brought to the notice of the Commission that the existing Rules did not provide for taking any action against such managements in such an event. The Commission suggests that the Mysore Secondary Education Examination Board Act and the Grant-in-Aid Code may be amended so as to require compliance by private managements with the instructions of the Board and for withdrawal or reduction of the grant, in consultation with the Director of Public Instruction, to any management which fails to comply with such instructions.

#### *Status of Sanskrit Colleges*

35.21. It was represented to the Commission that the Sanskrit Colleges should be affiliated to the concerned University as such affiliation would enhance the status of the language and of the teachers in these institutions. Sanskrit is an ancient language and has influenced, not a little, the growth of all the other languages in our country. The sacred books of most of the religions are in that language. The Sanskrit literature has inspired many writers in different Indian Languages. Now that our Universities are thinking of introducing Kannada as the medium of instruction in all classes and the Government has decided to make it the language of administration at the Taluk level to start with, there would be greater need to borrow from Sanskrit all technical terms and expressions. As a first step, these institutions may be affiliated to the concerned University and

after two or three years they could be taken over by the concerned University and run like any other Colleges under the Universities. If the Universities of Mysore and Bangalore within whose jurisdictions the institutions are situated agree to affiliate these Colleges, then the question of prescribing higher scales of pay may be considered.

#### *Higher Secondary Scheme*

35.22. This scheme was introduced in the year 1964-65 to begin with in a few selected High Schools as per the recommendations of the State Integration Advisory Committee. There are at present 227 Higher Secondary Schools in the State. The XI Standard introduced in these schools is equivalent to the Pre-University Course. To provide experienced and qualified staff to handle the XI Standard, more than 400 Graduate Teachers were deputed at the cost of Government for post-graduate studies in different subjects like M.A., M.Sc., M.Com., etc., and their services are being utilised on completion of such training.

35.23. In order to encourage teachers to acquire higher knowledge in their subjects, two advance increments are being given to teachers who acquire Post-Graduate qualifications whether at the cost of Government or at their own cost. The Commission suggests that the existing system under which two advance increments are granted to Graduate Teachers who acquire/have acquired Post-Graduate qualifications whether at the cost of Government or at their own cost may be continued. Similarly, the Graduate Language Teachers who acquire/have acquired Post-Graduate qualification may also be given two advance increments.

35.24. As regards the work-load of teachers handling the XI Standard Classes, the Commission suggests that each period of work in the XI Standard Classes may be equated to two periods of normal work and the total work-load of 26 periods per week may be calculated on this basis. There may, however, be cases in which it may not be possible to adjust the work-load on the basis indicated above and it may become necessary for some of the teachers with Post-Graduate qualifications working in the Institutions concerned or in the neighbouring Institutions to handle the XI Standard Classes in addition to the normal work-load of 26 equated periods per week. The Commission suggests that in such cases, the teachers with the Post-Graduate qualifications who handle the XI Standard Classes may be given part-time allowance at the rate of Rs. 30 per month for part-time work of three hours per week and at Rs. 10 more for every additional part-time work of two hours or part thereof, subject to a maximum of Rs. 50 per month.

#### *Recruitment of Teachers*

35.25. There has been a general feeling that the standard of education has deteriorated right from the Primary to the University level and the Commission agrees with this view. Such deterioration is partly due to the lack of effective

control and supervision over the Institutions by the Inspecting Authorities and partly to recruit out of persons who have no aptitude, initiative and drive required for work in the teaching profession. The present unattractive scales of pay have to some extent, contributed to this situation discouraging talented persons from entering the teaching profession and creating frustration among the existing teachers particularly in the cadre of Primary School Teachers. The standard of education has got to be raised and improved at all levels and in order to achieve this object, right type of persons have to be encouraged to enter the teaching profession. The Commission, therefore, suggests that, in future, while selecting candidates for the posts of teachers both for primary and secondary schools in the State, only persons who have secured in the aggregate not less than 50 per cent of the maximum number of marks at the "qualifying examinations", should be considered eligible for appointment as teachers and that trained Candidates should be preferred to untrained candidates in making such appointments. Candidates for posts of Primary School Teachers should have also secured 50 per cent of the marks in Kannada, Marathi or Urdu, etc., whichever is the medium of instruction in the Schools for which they are selected. The recruitment of untrained candidates should not be resorted to unless trained candidates are not at all available, particularly, because, the recruitment of untrained teachers will involve Government in double expenditure, that is, towards their deputation for training and appointment of substitutes in their places during the period of training.

35.26. It was brought to the notice of the Commission that at present, the non-graduate primary school teachers had absolutely no chances of promotion during the entire period of their service and consequently, this had led to frustration among them. The Commission, therefore, suggests that there should be a selection grade in the cadre of Primary School Teachers to provide an avenue of promotion to deserving Teachers with a long period of service. The Education Commission has suggested that 15 per cent of the posts in this cadre should be in a selection grade. The State Government have adopted 20 per cent as the percentage for the selection grade posts in the cadres of Graduate Teachers and Language Teachers in High Schools. The Department has proposed that 25 per cent of the posts in the cadre of Primary School Teachers might be converted into selection grade posts.

35.27. Taking all these circumstances into account, the Commission recommends that in order to provide effective promotional opportunities for Primary School Teachers, 25 per cent of the posts in the cadre of Primary School Teachers, should be in the Selection Grade and that teachers in the selection grade may be posted as Head Masters of Senior Primary Schools.

#### *Training of Teachers.*

35.28. As per the existing Rules of Recruitment both trained and untrained candidates are appointed as teachers, the trained candidates are put on the time scale, while untrained teachers are given only the minimum of the time scale till they are trained. During the period of training, Secondary School Teachers



and Primary School Teachers are given a stipend of Rs. 75 and Rs. 50 per month respectively.

35.29. It has been represented to the Commission that no principle or rational basis was adopted while deputing teachers for training, with the result, that the untrained teachers with longer service remained untrained for many years and were thereby deprived of increments which they would have got in the time scale, in the normal course if they had been sent for training. The Commission suggests that definite principles like seniority-*cum*-merit, should be laid down for selection of teachers for training and that the principle once laid down should be followed strictly without making exceptions in any case. The existing arrangement regarding grant of leave to untrained teachers who intend to get training at their own cost may be continued. The untrained candidates are appointed as teachers on the minimum of the scale of pay applicable to the posts of teachers till they are trained. As indicated earlier, it often happens that a candidate with longer service is deputed for training later than a candidate with shorter service. Even if this defect is overcome and the deputations are arranged on a more rational basis, it may take quite some time for a candidate to be deputed for training. These teachers are now appointed after they pass the S.S.L.C. Examination and so are the II Division Clerks. The latter earn their increments without having to acquire any additional qualification. The Commission, therefore, considers that it would be wrong in principle to retain the untrained teachers on the minimum of the scale till they acquire such additional qualification. The Commission, therefore, recommends that a running scale of pay may be prescribed for untrained Primary School Teachers and that they may also be given increments in such scale; that this scale may be lower than that for the S.S.L.C. Trained Teachers, but equivalent to that for II Division Clerks and that the scale of pay of the S.S.L.C. Trained Teachers may be slightly higher than that for II Division Clerks.

35.30. The same principle may be followed in the case of Secondary School Teachers in Government High Schools and Training Institutions; the untrained teachers may be given the same scale of pay as I Division Clerks and the trained Teachers a higher scale of pay.

#### *Triple Benefit Scheme*

35.31. The Triple Benefit Scheme comprising (i) Contributory Provident Fund; (ii) Pension; and (iii) Insurance is applicable from 1st April 1963 to the teaching and to the non-teaching staff in the State Aided Institutions run by Local Bodies and Private Managements. It has been urged that the staff working in the "B.Ed. Colleges" also might be brought within the purview of this Scheme as they were under the control of the Director of Public Instruction. These Colleges would, rightly speaking, have to be classed with other Colleges under the control of the Director of Collegiate Education for this purpose and not with the Schools.

35.32. The Commission made its recommendations in Chapter 31 relating to the Department of Collegiate Education about the facilities to be extended to the staff working in the Colleges. The principles laid down therein may apply to the employees of the Aided B.Ed. Colleges under the administrative control of the Director of Public Instruction.

*Scales of pay of staff of Aided Depressed Class Hostels*

35.33. It has been represented that the existing scales of pay for the staff of the Depressed Class Hostels, under the administrative control of the Director of Public Instruction were fixed long back in 1947 and that they had not been revised since then. The Department has proposed that the scales of pay for the staff might be revised as noted below :

		<i>Existing scale</i>	<i>Proposed scale</i>
		Rs.	Rs.
1. Warden	..	10 per month	25 per month
2. I Cook	..	25 „	55 „
3. II Cook	..	20 „	50 „
4. I Servant	..	20 „	50 „
5. II Servant	..	15 „	50 „

35.34. The Commission has examined the question of evolving a uniform system as regards both emoluments and service conditions, in respect of the employees working in the different Hostels under the control of the Department of Education and has laid down in Chapter 4 the principles to be adopted in such cases. These principles would apply equally to the staff employed in the Depressed Class Hostels also.

*Additional Staff for B.Ed. Colleges*

35.35. It has been represented that the administrative work in the B.Ed. Colleges has increased considerably and that there is need for providing a Manager to each of the B.Ed. Colleges. As there are no supervisory posts in the B.Ed. Colleges at present, the Commission considers that one post of Manager may be sanctioned to each of the B.Ed. Colleges so that he may be entrusted with all administrative matters of the College ; as the Principals of the Colleges would then get some relief, they could devote more attention towards academic duties legitimately expected of them. These posts of Managers may be filled by promotion from the Cadre of I Division Clerks.

*School Betterment Committees*

35.36. School Betterment Committees have been constituted in order to secure the co-operation of the local people in the implementation of the Compulsory Primary Education Scheme and in providing amenities and extra facilities to the Schools. The Head Master of the School is the Secretary of the Committee. Though the object of having such committees namely, to look after the welfare of School going children is good, many of them are, unfortunately, reported to be

not functioning efficiently. The Commission therefore, suggests that these Committees should be revitalised and made to function efficiently by giving suitable instructions to the Head Masters who are the Secretaries of the Committees.

#### *Transfers*

35.37. It was represented that transfers in the cadre of teachers were very frequent and that such transfers caused much inconvenience to the teachers. It was urged that frequent transfers should not be made and that only such of the teachers as had voluntarily asked for a transfer or against whom there were valid complaints or allegations should alone be transferred. It was pointed out by the Department that generally teachers, especially of Primary Schools, are allowed to continue upto 5 years in the same place even though it is against the existing rules and that frequent transfers are not being made in view of the large number of teachers in this cadre. The Commission, however, suggests that a specific rule may be framed that teachers may be continued in the same school upto 5 years, unless there are any complaints against them or any of them voluntarily ask for a transfer.

#### *Maintenance of Confidential Rolls*

35.38. It was brought to the notice of the Commission, that confidential rolls of Primary School Teachers were maintained in the Bombay Area but not in the other areas. The Commission considers that maintenance of confidential rolls of Primary School Teachers is quite necessary to judge the ability of the Teachers and that it should be uniformly adopted in all the areas of the State. Such reports should be written clearly indicating the quality and relevant details of work turned out by the teachers during the year.

#### *Private Tuition*

35.39. The question of placing an embargo on the present practice of teachers accepting private tuition to the detriment of their legitimate work of teaching in schools was raised before the Commission by several witnesses. Private tuitions are now governed by the Rules contained in the Mysore Educational Manual Volume V—Part I according to which a teacher could accept not more than two private tuitions with the previous approval of the Head Master and in subjects other than the ones which he handles in the School. It was, however, brought to the notice of the Commission that, of late, some teachers were taking up large numbers of private tuitions while some had even been running parallel tutorial classes. This is against the standing orders issued on the subject and persons indulging in such activities are liable for disciplinary action.

35.40. Taking all the relevant factors into account, the Commission recommends that teachers should be prohibited from taking up private tuitions on a large scale and that the existing rules permitting them to give private tuition to two students only in a subject other than the one which they are teaching in the School and with the prior permission of the Head Master concerned, should be enforced strictly and that failure to comply with the instructions, should entail departmental action against the concerned teacher. If the teachers feel that

quite a large number of students are below average, they may, in such cases, run in the school itself, a class for such students charging nominal fees and distribute among themselves the amount collected by way of such fees.

#### *Work-load*

35.41. It was represented that the existing teacher-pupil ratio of 1 : 40 and the work-load of 26 periods per week per teacher were heavy and that they might be reduced to 1 : 30 and 22 periods per week respectively. It was also represented that with the present work-load the teacher could not fully devote his attention<sup>1</sup> do justice to his work. Though the teacher pupil ratio of 1 : 30 is no doubt desirable in the interest of good education, it cannot be introduced at once as it might result in the appointment of a very large number of additional teachers ; any reduction in the existing work-load is not, therefore, feasible for the present.

35.42. The Commission suggests that the existing teacher-pupil ratio of 1 : 40 and the present work load of 26 periods per week per teacher may continue for the present.

#### *Fisheries Schools*

35.43. It was brought to the notice of the Commission that Fisheries Schools were being run at present by the Department of Fisheries and that the Officers of the Department of Public Instruction were conducting inspections in respect of academic matters only. The Commission recommends that for the sake of administrative convenience, all the schools at present run by different Departments, like, Fisheries, Social Welfare, etc., should be brought under the unitary control of the Department of Public Instruction and that one of the Officers of the concerned Department might be associated with the Inspector or other Inspecting Officer of the Department of Public Instruction in conducting inspections of such Schools.

#### *Grant-in-Aid Code*

35.44. The uniform Grant-in-Aid Code for Secondary Schools has been introduced in the State and it does not require any modifications. The uniform Grant-in-Aid Code for Primary Schools in the State is still to be finalised. The Commission suggests that the Grant-in-Aid Code for Primary Schools may be finalised and introduced as early as possible.

#### *Fee Structure*

35.45. With the enactment of the compulsory Primary Education Act, 1961 and as per the Directive Principles enshrined in Article 45 of the Constitution of India, the Primary Education and the Secondary Education in the State have been made free in respect of tuition fee only, for all the children studying in schools run by Government, Local Boards and Private Aided Institutions regardless of the income of the parents. But children are required to pay other kinds of fees annually viz., Reading Room Fee, Sports Fee, Audio-visual Fee, Betterment Fee, Students' Welfare Fund, etc., at the specified rates. Though students are exempted from payment of tuition fee, the managements of Private Aided Institutions have been unauthorisedly collecting money from the parents every month

in the form of donations, Buildings Fund, etc. This practice is on the increase in the cities and towns where large numbers of Private Institutions are coming up every year. The Commission considers that such unauthorised collection of funds by the Managements of Private Aided Institutions should be put an end to and that the Department should take all possible steps to prohibit such unauthorised collections, if necessary, by stoppage of grants.

35.46. The introduction of free education for all children studying in High Schools irrespective of the income of their parents is, no doubt, a very desirable step but it really amounts to increase in the net expenditure on education denying funds for other equally desirable purposes. The present policy has resulted in the parents who are well-to-do and could afford to pay tuition fees being exempted from such payment. The Commission, therefore, recommends the levy of tuition fees at the following rates, for the standards shown against them in respect of children whose parents pay income-tax :—

VIII Standard	..	Rs. 4 p.m.
IX Standard	..	Rs. 5 p.m.
X Standard	..	Rs. 6 p.m.
XI Standard	..	Rs. 9 p.m.

35.47. If Government do not desire, as a matter of policy, to levy fees even in cases in which the parents could well afford to pay the fees, betterment fee which is being recovered in all cases at Rs. 10 per annum may be recovered at a higher rate, viz., Rs. 20 per annum from the children of whose parents pay income tax.

#### *Art Institutions*

35.48. There are at present, 10 Private Aided Art Institutions in the State imparting Post-Matric Education in different Higher Art Courses. These Institutions are also imparting training to the Drawing Teachers. It has been represented to the Commission that the present service conditions of Art Teachers are not satisfactory and that the scales of pay of the Teaching Staff in Art Institutions should be on par with those of the Teachers of the Training Colleges.

35.49. Since these Institutions are imparting "Post-Matric Education, the Commission suggests that the teachers in the Art Institutions deserve to be given higher scales of pay.

#### *Dearness Allowance Grant*

35.50. It was represented that for want of adequate funds, the Managements of some of the Aided Institutions were not in a position to meet the expenditure towards the payment of Dearness Allowance to their employees at enhanced rates. As at present, only 50% of the amount spent on Dearness Allowance is reimbursed in respect of Primary School Teachers as against 80 to 85 per cent in the case of Aided High School Teachers. The Commission suggests that till such time as a common Grant-in-Aid Code for Aided Primary Schools is evolved, the rates of Dearness Allowance grant paid to Primary Schools may be raised to the rates at which such grants are allowed in respect of Secondary Schools.

35.51. It was suggested to the Commission that the Managements should have sufficient funds to meet extra expenditure over and above the grants permissible. It appears that in the Madras State, the Managements are expected to deposit funds to the extent of Rs. 50,000 to Rs. 60,000 before an Institution is permitted to be started. In our State the Management need deposit only Rs. 10,000 before starting an Institution. The Commission agrees with the suggestion that the Managements should be required to show that they have sufficient property of their own and suggests that they should be required to acquire such property and to show that they have made adequate arrangements for getting some regular income, such as income from lands, rents from buildings, etc., before they are permitted to start new Institutions.

35.52. The Commission also suggests that in order to augment its income, and to meet the cost of construction of new buildings for running the Institution' the Management, may recover building fee at a nominal rate from the parents of pupils for a specified period only, with the express permission of the District Educational Officer and that such recoveries should be made only from the pupils the income of whose parents is subject to income tax.

*Imprest Amount.*

35.53. It was represented that some amount should be kept at the disposal of the Head Master of every School to be spent at his discretion towards purchase of contingent articles. The Commission suggests that an imprest of Rs. 5 may be placed at the disposal of the Head Masters of Primary Schools, that they may be authorised to spend money out of the imprest towards minor items of contingency that it may be reimbursed once a month and that the annual limit of such expenditure may be fixed as Rs. 10.

*Petty Repairs to Buildings.*

35.54. It was represented that some reasonable amount might be kept at the disposal of the Head Master of each School to enable him to have petty repairs done locally. At present all works, however, small they may be, are carried out through the Public Works Department. This procedure results in unnecessary delay in the execution of even petty works and causes inconvenience to the school-going children in cases in which the roof develops a leak, or a door or window shutter is to be repaired or replaced or broken tiles and glasses are to be replaced or other similar minor items of work are to be carried out. The Commission, therefore, suggests that a sum of Rs. 100 per annum may be kept at the disposal of each School and the Head Master may be authorised to utilise the amount for the maintenance of the School Building and for carrying out petty repairs locally to the School Building subject to the production of vouchers and to other normal checks.

*Text Books.*

35.55. It was represented to the Commission that Text-Books in Schools were being changed frequently and that, that had caused much inconvenience to the School-going children. The Commission considers that Text Books should

not be changed very often and that Text Books once prescribed should be continued at least for a minimum period of five years.

35.56. The Commission also suggests that in order to avoid artificial scarcity created by Private Book Sellers and to ensure proper supply of Text Books, Government should open Book Depots at the Taluk level : the Inspector of Schools at the Taluk level may be placed in overall charge of the Book Depot and he may be given the assistance of a II Division Clerk who may be in immediate charge of such Depot.

*School Libraries.*

35.57. It was represented to the Commission that every Primary School should be provided with a Library and equipped with good childrens' literature suitable for different age groups. The Commission is satisfied that it is necessary to provide such School Libraries, especially at the village level and accordingly suggests that Libraries should be built up in all the Primary Schools in the State over a period of ten years at the latest and that a sum Rs. 100 may be sanctioned every year for each village School for the purchase of books. The Department should notify, from time to time, the books that could be purchased for such libraries.

*Absorption of Social Education Organisers.*

35.58. The Commission has made its recommendations in Chapter 26 relating to the Development Department regarding the absorption of the Social Education Organisers in the various Departments of Government. The principles indicated therein may be followed by this Department in so far they relate to the absorption of Social Education Organisers as teachers in the Education Department.

CADRE AND RECRUITMENT RULES

Director	.. (1)	..	} Rs. 1,300—50—1,800
Additional Director	(1)	..	

35.59. Under the Rules of Recruitment, these posts are to be filled (i) by promotion by selection from the cadre of Joint Directors of Public Instruction or (ii) by taking on deputation an officer of the University or from an Arts or Science College or (iii) by appointment of an Officer of the Indian Administrative Service. The last mode of recruitment is unnecessary and may be deleted. The Rules of Recruitment may be amended suitably.

35.60. It was represented that examinations cannot be divorced from Education and that there should be better co-ordination between the Board and the Department and that in order to achieve this object, the Director might be made the Chairman of the Board and the Additional Director its Vice-Chairman. It was also represented that there should be some difference in the emoluments paid to the Director and the Additional Director.

35.61. As already indicated earlier, the Commission is not in favour of any changes being made in the existing composition of the Examination Board. The Commission also feels that the status of the Director and the Additional Director being equal, there is no justification for prescribing different scales of pay for these two posts. The scale of pay for these posts may, therefore, be fixed as Rs. 1,300—60—1,600—50—1,800.

*Joint Directors (5) (Rs. 900—40—1,100—50—1,300)*

35.62. According to the Rules of Recruitment these posts are filled by promotion by selection of officers in the cadre of Deputy Directors of Public Instruction. The existing mode of recruitment is adequate and may be continued. The scale of pay for these posts may be Rs. 1,000—50—1,500.

*Deputy Directors (9) (Rs. 600—40—1,000)*

35.63. According to the existing Rules of Recruitment these posts are filled by promotion by selection from the cadre of District Educational Officers. Since the Commission has recommended in para 9 that Deputy Directors might be posted as District Level Officers, the mode of recruitment may be suitably modified, by substituting the words "Assistant Director" for the words "District Educational Officer". The scale of pay for these posts may be Rs. 700—40—900—50—1,200.

*Principals of Government College of Education and Post Graduate Basic Training College (7) (Rs. 600—40—1,000).*

35.64. These posts have been upgraded from the cadre of District Educational Officers, Class I (Junior Scale). According to the existing Rules of Recruitment, these posts are filled by transfer of suitably qualified officers from the cadre of District Educational Officers; by promotion of officers from the cadre of Class I tutorial cadre or by direct recruitment of persons possessing Masters' or Honours' degree or I Class Bachelor's degree with M.Ed. and 10 years experience in teaching in Teachers' Colleges, Secondary Schools and Training Institutions and in administration, if no suitable persons are available by these modes of recruitment. These posts may be included in the cadre of Deputy Directors and officers in that cadre posted as Principals of these Colleges. The Rules of Recruitment may be amended suitably. The modes of recruitment to and the scales of pay for these posts may, therefore, be the same as those for Deputy Directors.

*Special Officer, Literary and Cultural Development (1) (Rs. 1,000).*

35.65. This post was formerly filled by a suitable officer on contract. At present this post is held by a class I (Junior Scale) Officer on his own grade and pay. The department has proposed that this post might be filled by transfer of an officer in the cadre of Deputy Directors or by contract or by taking on deputation a suitable officer from the University. This post may be included in the cadre of Deputy Directors and an Officer in that cadre with the necessary aptitude posted as Special Officer. The Rules of Recruitment may be framed suitably. The modes of recruitment to and the scale of pay for this post may be the same as those for Deputy Directors.



*Chief Accounts Officer (1) (Rs. 600—40—1,000).*

35.66. This post is filled by taking on deputation a Deputy Controller from the State Accounts Department. The existing mode of recruitment may be continued. The post may carry the scale of pay as for the corresponding posts in the State Accounts Department.

*District Educational Officers and other Officers in Class I (Junior Scale) equivalent cadre (44) (Rs. 350—25—650—30—800).*

35.67. As per the existing Rules of Recruitment, 25 per cent of the posts are filled by direct recruitment of persons possessing Master's or Bachelor's degree with B.T. or B.Ed. and 5 years of experience in the teaching profession ; and the remaining 75 per cent of the posts are filled by promotion of suitably qualified persons from the cadre of Head Masters/Head Mistresses and other officers (tutorial) in the equivalent cadre. In view of the recommendation made in para 9 that the status of the District Level Officers may be raised to that of the Deputy Directors, the posts in Class I (Junior Scale) may be redesignated as Assistant Directors and these posts filled in accordance with the modes of recruitment so far applicable to the posts of " District Educational Officers ". The Rules of Recruitment may be amended suitably. The scale of pay for these posts may be revised as Rs. 400—30—700—EB—40—900.

*Senior Assistant Directors (3) (Rs. 350—25—650—30—800).*

35.68. These posts are filled (i) by transfer of suitably qualified officers of Class I (Junior Scale) in the cadre of District Educational Officers ; (ii) by promotion from among duly qualified class II officers in the cadre of Head Masters/Head Mistresses and others in the tutorial line ; or (iii) by direct recruitment of persons possessing a Master's or Honours Degree of I class Bachelor's Degree with B.T. or B.Ed. and 10 years of experience in teaching or inspection of educational institutions, if no suitably qualified persons are available for appointment by the other two modes. These posts may be included in the cadre of Assistant Directors. The Rules of Recruitment may be suitably amended. The modes of recruitment to and the scales of pay for these posts may be the same as for other Assistant Directors.

*Senior Assistant Director (Home Science) (1) (Rs. 350—25—650—30—800).*

35.69. This post is filled (i) by transfer of a suitably qualified lady officer in Class I (Junior Scale) ; (ii) by promotion of suitably qualified Class II officer in the cadre of Head Mistress and other officers in equivalent grade or (iii) by direct recruitment of a person possessing a Master's Degree in Home Science with B.T. or B.Ed. and teaching experience of at least 5 years in a High School, if no suitably qualified person is available by the other two modes. This post may be included in the cadre of Assistant Directors and filled by appointing a suitably qualified lady officer in the cadre. The Rules of Recruitment may be amended suitably. The modes of recruitment and the scale of pay for this post may be the same as for the other Assistant Directors.

*Principal, Government College of Physical Education, Vice-Principals/ Professors, Government College of Education and Physical Education (10)*  
(Rs. 350—25—650—30—800).

35.70. These posts are filled by transfer of suitably qualified officers in the cadre of Class I (Junior Scale), (ii) by promotion from among the qualified Class II Officers in the cadre of Head Masters/Head Mistresses and other officers in the same cadre or (iii) by direct recruitment, of persons possessing a Master's or Honour's degree or I Class Bachelor's degree, with M.Ed. and 10 years' experience in teaching in Teachers Colleges, Secondary Schools and Training Institutions, if no suitable candidates are available by the other two modes of recruitment. These posts may be included in the cadre of Assistant Directors. The Rules of Recruitment may be amended suitably. The modes of recruitment to and the scales of pay for these posts may be the same as for the other Assistant Directors.

Accounts Officer (1)	..	} (Rs. 350—25—650—30—800)
Accounts Assistant (1)	..	

35.71. These posts are filled by taking on deputation Assistant controllers from the State Accounts Department. The existing mode of recruitment may continue. The scale of pay for these posts may be the same as for the corresponding posts in the State Accounts Department.

*Senior Assistant Director (Examinations) (Ministerial Cadre) (1)*  
(Rs. 350—25—650—30—800).

35.72. This post is filled by promotion of an officer in the Class II Ministerial cadre of Gazetted Assistants now recommended to be redesignated as Head Quarters Assistants. The designation of the post may be changed as Assistant Director (Examinations). While the present incumbent may be continued in this post till his retirement, this post may thereafter be included in the cadre of Assistant Directors and filled by appointment of an officer in that cadre. The scale of pay for this post may be the same as for other Assistant Directors.

Head Masters/ Head Mistresses of Government High/Higher Secondary and Multi-purpose High Schools and other Officers in equivalent Cadre.	} (308) (Rs. 250—20—350—25—500)

35.73. Fifty per cent of these posts are filled by direct recruitment of persons possessing a Bachelor's Degree and they should acquire the 'B.Ed. qualification' within the period of probation; the remaining 50 per cent are filled by promotion of persons from the cadre of Secondary School Assistants (Grade I) and other Officers in the equivalent cadres. The Commission considers that direct recruitment of graduates is not desirable and recommends that all the posts in this cadre may be filled by promotion from the cadres indicated in respect of the promotional quota.

35.74. While considering matters relating to the Department of Collegiate Education (Chapter 31) the Commission has recommended that certain percentage of Professors should be in the Junior time scale/the Senior time scale and certain others in the selection grade. On the same analogy, the Commission also considered that there may be two grades in the cadre of Head Masters ; 20 per cent of the posts may be in Grade I and the others in Grade II and as far as possible they may be posted to various schools as indicated below.

1. Head Masters Grade I in the scale of pay of Rs. 300—25—550—EB—30—700 for schools the strength of students in which is over 700.
2. Head Masters Grade II in the scale of pay of Rs. 275—20—375—EB—25—525 for schools the strength of students in which is 700 or less.

*Assistant Director (Audio-Visual Education) (1) (Rs. 275—20—375—25—600).*

35.75. This post is filled by transfer of a suitably qualified Class II officer in the cadre of Head Masters/Head Mistresses, and other equivalent posts. This post may be diverted to the field offices, as the work relating to Audio Visual Education has been proposed to be attached to the Special Officer, Physical Education. The Rules of Recruitment may be amended suitably. The scale of pay for the post may be the same as for the Head Masters of High Schools depending on the seniority and experience of the incumbent.

Counselling Instructors, State Bureau of } (47)  
 Educational and Vocational guidance and } (Rs. 250—20—325—30—500)  
 other equivalent posts. }

35.76. Under the Rules of recruitment, these posts are filled (i) by transfer of suitably qualified officers in the cadre of Head Masters/Head Mistresses or other officers in the equivalent posts, or (ii) by promotion from among suitably qualified persons in the cadre of Secondary School Assistants (Grade I), or (iii) by direct recruitment of persons possessing M.Ed. or M.A. (Education) or M.S. (Education) with specialisation in Educational and Vocational Guidance or Experimental Education a Mental and Educational Measurements or a Post-Graduate diploma in Guidance, and one year's experience in administration and construction of Psychological and Educational tests and teaching experience for 3 years, if no suitable candidates are available for appointment by the first two modes of recruitment. These posts may be included in the cadre of Head Masters/Head Mistresses and filled by appointing suitable persons in that cadre. The Rules of recruitment may be amended suitably. The modes of recruitment to and the scale of pay for these posts may be the same as in the case of Head Masters/Head Mistresses.

Psychologist, State Bureau of Educational } (5)  
 and Vocational Guidance / Assistant } (Rs. 250—20—350—25—500)  
 Evaluation Officer/Co-ordinators, Depart- }  
 ment of Extension Services, Government }  
 Colleges of Education. }

35.77. These are new posts created recently. The Department has proposed that these posts might be filled as in other cases, (i) by transfer of suitably qualified Class II officers in the cadre of Head Masters/Head Mistresses and other officers in that grade or (ii) by promotion from the cadre of Secondary School Assistants (Grade I) or (iii) by direct recruitment of persons possessing a Master's degree in Psychology or Education with specialisation in Educational Psychology with diploma in Psychological medicine, if no suitable candidates are available for appointment by the other modes of recruitment. The post of Psychologist may be filled by taking on deputation a person holding a corresponding post in the Department of Health and Family Planning Services and the scale of pay for the post may be the same as for the corresponding posts in the parent department. The other posts may be included in the cadre of Head Masters/Head Mistresses and the posts filled by appointing suitable persons in that cadre. The Rules of Recruitment may be amended suitably. The modes of recruitment to and the scale of pay for these posts may be the same as in the case of Head Masters/Head Mistresses.

*Assistant Director (Technical Education) (1)*  
(Rs. 300—25—550—30—700).

35.78. According to the Rules of Recruitment this post is filled by taking on deputation a suitable officer in the cadre of Assistant Engineers from the Technical Education Department or any other Department. The mode of recruitment may be modified as "by taking on deputation an Assistant Engineer from the Public Works Department or an officer holding a corresponding post in the Department of Technical Education". This post may be designated as Special Officer, Technical Education and may carry the same scale of pay as for Assistant Engineers in the Public Works Department.

*Chief Medical Inspector of Schools (1)*  
(Rs. 300—25—550—30—700).

35.79. This post is filled by taking on deputation a suitable officer of the rank of Assistant Surgeon Grade I—*cum*—Second Class Health Officer from the Department of Health and Family Planning Services. The present mode of recruitment may continue. This post may carry the same scale of pay as for the corresponding posts in that Department.

*Principals : (2)—(Rs. 250—20—350—25—500)*

*Senior Professors of Sanskrit Colleges : (4)—(Rs. 225—20—325—25—500)*

35.80. As per the Rules of Recruitment the posts of Principals are filled by transfer of suitably qualified Class II Officers in the cadre of Head Masters/Head Mistresses or other officers in the equivalent cadre ; (ii) by promotion from among the duly qualified persons in the cadre of Secondary School Assistants (Grade I) including Professors of Sanskrit Colleges and Literature Assistants in Government Sanskrit Colleges or (iii) by direct recruitment of persons who

possess M.A., in Sanskrit with Vidwat or an equivalent examination *plus* B.T. or B.Ed., or an equivalent degree of a recognised University. The Commission suggests that, in future, the posts of Principals may be filled by promotion of senior most Professors in the Colleges. The Rules of Recruitment may be amended suitably.

35.81. The posts of Senior Professors, Sanskrit Colleges have recently been upgraded to the Gazetted cadre. The Department has proposed that these posts might be filled by promotion from among Junior Professors. The mode of recruitment as proposed may be adopted, and the Rules of Recruitment framed accordingly. It was represented before the Commission that the Professors and other teachers in the Sanskrit Colleges might be given the scales of pay applicable to Lecturers in Government Colleges under the control of the Director of Collegiate Education. These Sanskrit Colleges are not recognised by the University nor are they affiliated to any of the Universities. The teachers in Sanskrit Colleges are not therefore eligible for the scales of pay given to the teaching staff in the Government Colleges. The scale of pay for these posts may, therefore, be Rs. 300—25—550—EB—30—700. The Principals may be paid a special pay of Rs. 50 per mensem in addition to the pay in this scale of pay.

*Junior Professors (Gazetted Posts) Sanskrit Colleges : (20)—*  
(Rs. 200—20—400)

35.82. These posts have also recently been upgraded to the Gazetted cadre. The Department has proposed that these posts might be filled by promotion from among Assistant Professors (non-gazetted) qualified in the subject concerned or by direct recruitment, of persons possessing a Vidwat Uttama in the concerned subjects, if no such qualified persons are available for appointment by this mode of recruitment. The alternative modes of recruitment proposed by the Department may be adopted. The Rules of Recruitment may be framed on the lines proposed. The scale of pay for these posts may be revised as Rs. 250—10—300—15—420—EB—20—500.

*Assistant Directors (Gazetted Assistants) : (11)—(Rs. 250—20—350—25—500)*

35.83. These posts are filled by promotion from the cadre of Managers in the ministerial cadre. In consonance with the general recommendations contained in Chapter 4 these posts may be redesignated as Head Quarters Assistants. The present mode of recruitment to these posts may continue. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525.

*Statistical Officers (2) (Rs. 250—20—350—25—500)*

35.84. These posts have been created recently. They may be filled by taking on deputation officers in the cadre of Assistant Directors of Statistics, from the Bureau of Economics and Statistics. The scale of pay for these posts may be the same as for the corresponding posts in the Bureau of Economics.

*Class III (Non-Gazetted) Cadre.*

*Secondary School Assistant (Grade I)—(481)—(Graduate Assistant Masters/Assistant Mistresses in Government High/Higher Secondary/Multipurpose High Schools). (Rs. 200—10—320—15—350)*

35.85. According to the Rules of Recruitment these posts are filled by promotion from the cadre of Secondary School Assistants in Grade II. The existing mode of recruitment may continue. The scale of pay for these posts may be fixed as Rs. 225—10—305—15—350—EB—20—450.

*Secondary School Assistant (Grade II)—(3124)—Graduates Assistant Masters/Assistant Mistresses of High/Higher Secondary Multipurpose High Schools etc.—(Rs. 130—5—150—8—190—10—250).—*

35.86. According to the existing Rules of Recruitment 75% of these posts are filled by direct recruitment of persons possessing a Degree in Arts, Science or Commerce with B.T. or B.Ed. as a desirable qualification and the remaining 25 per cent of the posts are filled by promotion of suitably qualified persons (*i.e.* Graduates) from the cadre of Primary School Teachers. The existing modes of recruitment are adequate and may be continued.

35.87. It has been represented to the Commission that several clerks working in the Education Department are graduates and possess the qualification of B.T. or B.Ed., which they have acquired at their own cost; that while the existing rules provide for graduate Primary School teachers being promoted against 25 per cent of the vacancies in this cadre, the graduate clerks are not entitled to such promotion; that these trained graduates would be more useful than the raw recruits and, in fact, there would be savings to Government as they would have acquired the qualification of B.Ed., or B.T. at their own cost. While the argument put forth by these graduate clerks is no doubt true to some extent, the Commission considers that no special treatment could be extended to this category of persons except to the limited extent of raising the age limit prescribed for recruitment of trained candidates to this cadre. The Commission accordingly recommends that the present age limit of 40 years applicable to all qualified persons for entering this cadre may be raised to 45 years, in the case of the graduate trained clerks working in this Department; they may apply for these posts when they are advertised by the Public Service Commission and take their chance along with others in the direct recruitment quota. The age limit for such candidates belonging to the scheduled castes and scheduled tribes may correspondingly be raised to 50 years.

35.88. It was represented to the Commission that the existing practice of allowing two advance increments to graduate teachers appointed prior to 23rd June 1961 and who acquire B.Ed. at their own cost subsequently, might be continued and that this concession might be uniformly extended to all graduate teachers who acquire "training qualification" at their own cost. The Commission considers that there is no need to continue the existing practice of

granting two advance increments to teachers who acquire the B.Ed. degree at their own cost, as two separate scales, one for the trained teachers and another for untrained teachers have been recommended. The scale of pay for the graduate trained teachers may be Rs. 175—10—275—15—350—EB—20—450 and that for untrained graduate teachers may be Rs. 140—5—150—8—190—EB—10—260—15—290.

*Secondary School Language Assistants (Grade I)* (65) (Rs. 200—10—320—15—350).

(Kannada Pandits, Telegu Pandits, Urdu Munshis, Sanskrit Pandits, and Pandits of other Indian Languages in High/Higher Secondary/Multipurpose High Schools and Teachers Training Institutions and Lecturers in Hindi Training Colleges and Literature Assistants in Sanskrit Colleges.)—

35.89. According to the existing orders of Government, 20 per cent of the existing posts of language teachers in (Grade II) should be in the selection grade. These posts are filled by promotion from the cadre of Indian language teachers (in Grade II) and Hindi teachers in Primary Schools and Senior Primary Schools. It has been recommended in the succeeding paragraphs that Hindi Teachers working in Primary/Senior Primary Schools may be given the opportunity of being promoted to the cadre of Language Teachers Grade II. They need not be given a parallel opportunity of being promoted directly to the cadre of Language Teachers Grade I. The provision made in the rules for such promotion may be deleted and the posts in this cadre filled by promotion of Language Assistants (Grade II). The Rules of Recruitment may be amended suitably. The scale of pay for these posts may be Rs. 225—10—305—15—350—EB—20—450.

*Language Assistants (Grade II).*

(Kannada Pandits, Telegu Pandits, Urdu Munshis, Sanskrit Pandits and Pandits in other Indian Languages in High/Higher Secondary/Multipurpose High Schools and Training Institutions and Sanskrit College : (649)—(Rs. 130—5—150—8—190—10—230).

35.90. 75 per cent of these posts are filled by promotion of suitably qualified persons in the cadre of Primary School Language (Assistants) Teachers and the remaining 25 per cent by direct recruitment of persons possessing a degree with the concerned subject as the Optional at the degree level. Both these modes of recruitment may be continued with the modification that Hindi Teachers in Primary/Senior Primary Schools may also be promoted to this cadre along with the Assistants in other Indian Languages against the promotional quota from a common list of seniority.

35.91. It was represented that the existing disparity in the scales of pay between Language Teachers and Graduate Teachers might be removed. The scales of pay for these two categories of posts is almost the same except for a

difference of Rs. 20 in the maximum. The trained Language Graduate Teachers may be given the scale of pay of Rs. 175—10—275—15—350—EB—20—450 and the other Language (Non-graduate) Teachers given the scale of pay of Rs. 140—5—150—8—190—EB—10—260—15—290.

Hindi Pandits in Government Training College for Men and Lecturers in Government Hindi Training College (Grade II). (6) (Rs. 130—5—150—8—190—10—230).

35.92. These posts are filled by transfer of suitably qualified persons from the cadre of Secondary School Language Teachers in Grade II or by direct recruitment of persons possessing M.A. in Hindi with B.Ed., preferably with methods in Hindi as one of the subjects, if no suitably qualified person is available by the former mode of recruitment. The alternative modes of recruitment may continue. The scale of pay for these posts may be the same as for Graduate Teachers in High Schools.

*Chief Inspector of Sanskrit Schools* : (1) :—(Rs. 200—20—400)

35.93. This post is filled by promotion from among duly qualified persons from the cadre of Secondary School Assistants Grade I and of persons from the cadre of Literature Assistants and Professors in Sanskrit Colleges. Since the posts of Professors in Sanskrit Colleges have been upgraded and made gazetted, this category may be deleted and the other modes of recruitment retained. The Rules of Recruitment may be amended suitably. The scale of pay for the post may be revised as Rs. 250—10—300—15—420—EB—20—500.

*Assistant Professors, Government Sanskrit Colleges* : (40) (Rs. 130—5—150—8—190—10—230)

35.94. These posts are filled by direct recruitment of persons possessing Vidwat qualification in the concerned subject. The present mode of recruitment may continue. The scale of pay for these posts may be the same as for the other Language Teachers in High Schools.

*Superintendent in Music, Education* : (1) (Rs. 200—10—320—15—350)

35.95. This post is filled by promotion from among the duly qualified persons from the cadre of Music Teachers in High Schools, Higher Secondary Schools and Training Institutions etc., or by promotion of suitably qualified persons in the cadre of graduate teachers in grade II or by direct recruitment of persons possessing a degree with Music as an optional subject at the degree level or a degree with a pass in the Proficiency (Vidwat) Examination in Music, if no suitable person is available for appointment by the former two modes of recruitment. The existing modes recruitment may continue. The scale of pay for the post may be Rs. 250—10—300—15—420—EB—20—500.



*Music Teachers (Grade I) in High/Higher Secondary Schools/Multipurpose High Schools and Teachers Training Institutions (3) (Rs. 110—5—150—8—190—260—15—320)*

35.96. These posts are filled by promotion from the cadre of Music Teachers in Grade II. The present mode of recruitment may continue. This is a selection grade providing an opportunity for promotion for Music Teachers Grade II.—Consequently, the scale of pay for Music Teachers Grade I may be Rs. 170—5—180—8—220—EB—10—300.

*Music Teachers (Grade II) in High/Higher Secondary Schools, Multipurpose High Schools and Training Institutions (35) Rs. 100—5—150—6—180—10—200*

35.97. As per the Rules of Recruitment, 75 per cent of the posts are filled by direct recruitment of persons who have passed the S.S.L.C. examination and “Proficiency in Music” and the remaining 25 per cent by promotion of persons from the cadre of Primary School Teachers, who possess the same qualifications as are prescribed for direct recruitment. The existing modes of recruitment may continue.

35.98. It has been represented that it takes at least a minimum period of five years for a candidate to pass the highest examination of Vidwat (Proficiency) in Music (after the S.S.L.C. and Junior Grade Examination in Music) prescribed for the post of Music Teachers in Secondary Schools and Training Institutions and that the time taken for obtaining this qualification is the same as the time taken by a person to become a graduate after passing the S.S.L.C. examination; the Music Teachers handle both theory and practicals in Secondary Schools and Training Institutions as in the case of Secondary School Teachers. It has, therefore, been represented that the Music Teachers in Grade II might be given the same scale of pay as the Graduate Teachers in Secondary Schools and Training Institutions. The Commission considers this demand to be reasonable and accordingly suggests that Music Teachers Grade II may be given the scale of pay of Rs. 140—5—150—8—190—EB—10—260—15—290.

*Art and Craft Instructors in Teachers : (2)*

*Colleges and Artist in Educational Vocational Bureau : (1)*

Rs. 200—10—320—15—350. Rs. 140—5—150—8—190—10—250

Rs. 140—5—150—8—190—10—220.

35.99. These posts are filled by promotion from among duly qualified persons from the cadre of Drawing Masters and Art Masters in Government High Schools/Higher Secondary and Multipurpose High Schools or by direct recruitment of persons who have passed the S.S.L.C. Examination and have taken a diploma in Drawing and Painting or Art Master's Certificate or any equivalent recognised qualification, if no suitable persons are available for promotion. The Commission considers that the provision for direct recruitment

may be deleted as qualified persons for promotion from the cadre of Drawing Masters and Art Masters in High Schools who are 136 in number are bound to be available. The Rules of Recruitment may be amended accordingly. The scales of pay as revised may be Rs. 225—10—305—15—350—EB—20—450 in the case of persons who have secured the Art Masters Certificate and Rs. 170—5—180—8—220—EB—10—300 in the case of others.

*Drawing Masters and Art Masters in High Schools and Higher Secondary Schools, Teachers Training Institutions (136) : Rs. 110—5—150—6—180—10—220 (for Diploma holders) Rs. 80—3—110—4—130—5—150) (for others).*

35.100. These posts are filled by direct recruitment of persons who have passed the S.S.L.C. Examination and possess a diploma in Drawing and Painting or Art Master's Certificate or Drawing Master's Certificate. The existing modes of recruitment may continue.

35.101. It has been represented that under the present set up the drawing teachers with lower qualifications, *viz.*, S.S.L.C. with Drawing Teachers Certificate are allowed the lower scale of pay of Rs. 80—3—110—4—130—5—150 and that such teachers even on their acquiring the higher professional qualification of Art Master or Diploma in Drawing and Painting are not given the scale of pay of Rs. 110—5—150—6—180—10—220 though the higher scale of pay is given to Diploma holders who are directly recruited to the cadre of Drawing Masters/Art Masters. The Commission considers this representation to be reasonable and suggests that the Drawing teachers appointed in the lower scales and who acquire higher qualifications subsequently may be fixed in the scale of pay prescribed for persons with such higher qualification.

35.102. It has also been represented that to acquire the highest qualification of Art Master's Certificate or Diploma in Drawing and Painting a minimum period of five years after passing the S.S.L.C. Examination and acquiring the Drawing Teacher's Certificate would be required as in the case of graduate teachers and language teachers and that the drawing teachers with S.S.L.C. and Art Master's Certificate or diploma in Drawing and Painting, appointed in Secondary Schools and training Institutions, might be given the same scale of pay as the Secondary School Teachers.

The Commission considers that the following scales of pay may be given to the Drawing Masters and Art Masters :

*Qualification.*

S.S.L.C. with Drawing Teachers' Certificate Rs. 110—4—130—5—170—EB—6—200.

S.S.L.C. with Drawing Master's Certificate Rs. 130—5—170—6—200—EB—10—240.

S.S.L.C. with Art Master's Certificate Rs. 140—5—150—8—190—EB—10—260—15—290.

*Scales of Pay of Art Institutions*

35.103. It was represented on behalf of the members of the staff of the Art Teachers' Training Institutions that they should be given the scales of pay as represented by them. They have not, however, indicated the scales of pay which they are now getting ; nor has the Department of Public Instruction which was consulted in this matter been able to furnish this information. It is understood from the Department of Public Instruction that there are no Government Institutions of this type and that the applications for grant-in-aid are treated on their merits. The result is that the Commission has no material for consideration either as regards the staffing pattern of these Institutions or the pay-scales fixed for the teachers and the Principal.

35.104. In the absence of adequate information regarding the present scales of pay, the Commission suggests (a) that the members of the staff of the recognised Art Teachers Training Institutions may be given the same scales of pay as are recommended in respect of Art Masters/Drawing Masters depending on their qualifications ; (b) that the Principals of these Institutions may be given the scales of pay applicable to Art and Craft Instructors in the Teachers' Colleges with a special pay not exceeding Rs. 50 per mensem.

35.105. It is understood that the Mysore Educational Grant-in-Aid Code 1951 (1952 edition) is relied upon, though revised, for the purpose of determining Grants to other Special Institutions as contained in Art. 42. for determining Grants to other Special Institutions about which the revised Edition is silent. The Commission considers that such of the Institutions as are recognised by the Government for the purposes of Grant should be given Grants on an equitable basis considering the utility and the purpose which the Institutions serve. The Grants to Arts Institutions are governed by this Article. The Commission suggests that generally Grants to Special Institutions may be approximately on the same pattern as Grants to Sanskrit Pathashalas under Article 40(B). Suitable provisions may be included in the revised Grant-in-Aid Code.

*Physical Education Teachers Grade I : (66) (Rs. 130—5—150—8—190—10—250).*

35.106. According to Rules of Recruitment, 25 per cent of these posts are filled by promotion of suitably qualified persons from the cadre of Physical Education Teachers Grade II and the remaining 75 per cent by direct recruitment of Graduates who have secured a Diploma in Physical Education.

35.107. The Commission has suggested in Chapter 31 that selection grade posts might be created in the Department of Collegiate Education and that persons who have secured a pass in the examination conducted by the College of Physical Education, Bangalore, might be appointed against these posts. This principle might be applied in the case of the Department of Public Instruction also.

35.108. 10 per cent of the posts in this cadre may be filled by direct recruitment of persons who have secured a degree (general) as also a degree/diploma awarded by the College of Physical Education, Bangalore ; 25 per cent of the posts by promotion from the cadre of Physical Education Teachers Grade II ; and 65 per cent by direct recruitment of graduates who have secured a Diploma in Physical Education.

35.109. Graduate teachers may be encouraged to take training in Physical Education and such of them as have secured a diploma or a Certificate in Physical Education may be given two advance increments in the case of persons who have secured a diploma and one advance increment in the case of those who have obtained a certificate. These persons would have, in addition to their normal work as teachers in the school, to take up physical education classes.

35.110 A separate hierarchy may be maintained for Physical Culture Instructors at the district level so that they could inspect all the Physical Culture Sections in the various schools relating to the Physical Culture activities of the various schools in the district. The Commission considers that the existing system of District Physical Education Inspectors may be continued.

35.111. The scale of pay for the selection grade Physical Education Teachers may be fixed as Rs. 175—10—275—15—350—EB—20—450 and that for the Physical Education Teachers, Grade I may be revised as Rs. 170—5—180—8—220—EB—10—300.

*Physical Education Teachers (Grade II) : (214)*  
(Rs. 80—3—110—4—130—5—150)

35.112. These posts are filled by direct recruitment of persons who have passed the S.S.L.C. Examination with a certificate in Physical Education. The scale of pay for these posts may be revised as Rs. 110—4—130—5—170—EB—6—200.

*Chief Agriculture Instructors : (10)* (Rs. 150—10—250—15—400) (For Agriculture Degree holders)

35.113. These posts are filled by taking on deputation officers of equivalent grade from the Department of Agriculture. This mode of recruitment may continue. The scale of pay for these posts may be the same as for the corresponding posts in the Department of Agriculture.

*Agriculture Instructors : (26)* (Rs. 110—5—150—8—190—10—200) (for Diploma holders)

35.114. These posts are filled by taking on deputation officers in equivalent grade from the Department of Agriculture. The present mode of recruitment may continue. The scale of pay for these posts may be the same as for corresponding posts in the Department of Agriculture.

*Yogasana Instructor in Government Sanskrit College :* (1) (Rs. 80—3—110—4—130—5—140).

35-115. This post is filled by direct recruitment of a person who has passed the S.S.L.C. Examination and has obtained a Certificate in Physical Education. The present mode of recruitment may continue. The scale of pay for the post may be Rs. 110—4—130—5—170—EB—6—200.

*Chief Instructors in Technical subjects :* (7) (*Engineering*) (Rs. 200—10—300—15—375) (for degree holders)

35.116. These posts are filled by taking on deputation officers of equivalent grade from the Department of Technical Education. The existing mode of recruitment may continue. The scale of pay for these posts may be the same as for the corresponding posts in the parent Department.

*Assistant Instructors in Technical Subjects (Engineering):* (140) (Rs. 150—8—190—10—320) (For Diploma holders)

35.117. These posts are filled by taking on deputation officers holding corresponding posts from the Department of Technical Education. This mode of recruitment may continue. The scale of pay for these posts may be the same as for the corresponding posts in the parent department.

*Medical Inspectors of Schools :* (4) (Rs. 175—10—225—15—300—20—400)

35.118. These posts are filled by taking on deputation Health Officers, Class III-cum-Assistant Medical Officers or Health Officers-cum-Assistant Surgeons, Grade III from the Department of Health and Family Planning Services. The present mode of recruitment may be continued. The scale of pay for these posts may be the same as for the corresponding posts in the Department of Health and Family Planning Services.

*Science Consultants :* (3) (Rs. 200—10—320—15—350)

35.119. These posts are filled by promotion of suitably qualified persons from the cadre of Secondary School Assistants (Grade I). The present mode of recruitment may continue. The scale of pay for these posts may be Rs. 250—10—300—15—420—EB—20—500.

*Technical Assistants :* (8) (Rs. 200—10—320—15—350)

35.120. These posts are filled by transfer of suitably qualified persons from the category of Secondary School Assistants (Grade I) or by promotion from among the duly qualified persons in the cadre of Secondary School Assistants (Grade II) or by direct recruitment of persons possessing a degree with B.Ed., and recognised post-graduate diploma or degree in Educational and Vocational

Guidance, if no suitable persons are available by either of the former modes of recruitment. These modes of recruitment may continue. The scale of pay for these posts may be revised as Rs. 225—10—305—15—350—EB—20—450.

*Research Assistants : (6) (Rs. 200—10—320—15—350)*

35.121. These posts are filled by promotion from among duly qualified persons in the cadre of Secondary School Assistants (Grade II) or by direct recruitment of persons possessing Master's Degree in Education with specialisation in Experimental Education or Mental and Educational Measurement or Master's Degree in Psychology with specialisation of Test Construction work or Master's Degree in Statistics or Master's Degree in Mathematics with Statistics, if no suitable person is available for promotion. The existing modes of recruitment may continue. The scale of pay for the posts may be Rs. 225—10—305—15—350—EB—20—450.

*Assistant Lecturers in Government Colleges of Education : (19)*

(Rs. 200—10—320—15—350)

35.122. These posts are filled by promotion from among duly qualified persons in the cadre of Secondary School Teachers (Grade II) or by direct recruitment of persons possessing a Master's Degree in Education with five years teaching experience in High Schools, if no suitable person is available for promotion. The alternative modes of recruitment may continue. The scale of pay for these posts may be Rs. 225—10—305—15—350—EB—20—450.

*Assistant Lecturers in Government College of Physical Education : (11)*

(Rs. 200—10—320—15—350)

35.123. These posts are filled by transfer of duly qualified persons from the cadre of Secondary School Assistants (Grade I) or by transfer of suitably qualified persons from the cadre of Secondary School Assistants (Grade II) or by direct recruitment of persons possessing a degree with Post-graduate Diploma in Physical Education, if no suitable persons for appointment by the former modes of recruitment are available. The existing modes of recruitment may continue with the modification that persons in the cadre of Secondary School Assistants, Grade II possessing the requisite qualifications may be promoted to these posts (and not transferred) on the basis of seniority-cum-merit. The scale of pay for these posts may be Rs. 225—10—305—15—350—EB—20—450.

*Primary School Assistants (Head Masters/Head Mistresses/Assistant Masters/Mistresses of Senior Primary and Junior Primary Schools : (56,972)*

(Rs. 80—3—110—4—130—5—150).

35.124. These posts are filled by direct recruitment of persons who have passed the S.S.L.C. Examination and have secured the qualification of training certificate—Higher or Lower. The present mode of recruitment may continue.

35.125. The Commission has already suggested earlier that 25 per cent of the existing cadre of Primary School Assistants should be in the selection grade. No new posts need be created but the existing posts in the cadre of Primary Schools Teachers may be upgraded. These posts may be filled by promotion of Primary School trained Teachers on the basis of seniority-cum-merit and such officials may be posted as Head Masters of Primary Schools. The scale of pay for the selection grade posts may be Rs. 130—5—170—6—200—EB—10—240.

35.126. The Commission has indicated earlier in this Chapter that there should be separate scales of pay for trained and untrained teachers. The scale of pay for "S.S.L.C. trained" Teachers may be Rs. 110—4—130—5—170—EB—6—200 and for "S.S.L.C. untrained" Teachers may be Rs. 95—3—125—4—145—EB—5—200. Similarly, the scales of pay for "Non-S.S.L.C. trained" and for "Non-S.S.L.C. untrained" Teachers may be (1) Rs. 95—3—125—4—145—EB—5—200 and (2) Rs. 85—2—95—3—125—EB—4—145 respectively.

*Statistical Assistants and Planning Assistants : (12)*

(Rs. 150—8—190—10—270)

35.127. Fifty per cent of the posts are filled by transfer of Secondary School Assistants, Grade II possessing a degree, with mathematics or Statistics as optional subjects, and the remaining 50 per cent by direct recruitment of persons possessing a Degree with Mathematics or Statistics as optional subject. While the posts of Planning Assistants may be filled by transferring Secondary School Assistants having the qualification indicated above, the posts of Statistical Assistants may be filled by taking on deputation officers holding corresponding posts in the Bureau of Economics and Statistics. The Rules of Recruitment may be amended suitably. The officials concerned may draw their pay in the scales applicable to them in the posts from which they are transferred.

*Visual Education Servicemen : (2)—(Rs. 110—5—150—6—180—10—220)*

35.128. These posts are filled by direct recruitment of persons who have passed the S.S.L.C. Examination and have obtained a Diploma in Cinematography. Since these are isolated posts, suitably qualified persons from the Department of Information and Tourism or the Department of Health and Family Planning Services may be taken on deputation. The liens of the present incumbents of these posts may be shifted against corresponding posts in either of these two Departments and they may be treated as on deputation to this Department. The Rules of Recruitment may be amended suitably. The scale of pay for the posts may be the same as for the corresponding posts in the other two Departments.

*Music Teachers in Primary Schools : (11)—(Rs. 80—3—110—4—130—5—150)*

35.129. These posts are filled by direct recruitment of persons who have passed the S.S.L.C. Examination and have secured a pass in Music Examination (Senior Grade). The existing mode of recruitment is adequate and may continue. The scale of pay for these posts may be Rs. 110—4—130—5—170—EB—6—200.

*Nursery School Teachers* : (12) (Rs. 80—3—110—4—130—5—140)

35.130. These posts are filled by direct recruitment of persons who have passed the S.S.L.C. Examination and have undergone Nursery Teacher's Training. The existing mode of recruitment may continue. The Commission suggests that the scale of pay for trained Primary and qualified Nursery School Teachers may be uniform and that both of them may be shown in a common cadre to afford opportunities of promotion to this class of teachers. The scale of pay for these Teachers may therefore, be Rs. 110—4—130—5—170—EB—6—200

*Craft Teachers (Grade I)* : (366) -

(1) (Rs. 110—5—150—6—180—10—220 for Diploma holders)

(2) (Rs. 100—5—150—6—180—10—200 for others)

35.131. Fifty per cent of these posts are filled by promotion of suitably qualified persons from the cadre of Craft Teachers (Grade II) and Primary School Assistants who have passed the S.S.L.C. Examination and possess a Diploma or Certificate in the Craft subject concerned and the remaining 50 per cent by direct recruitment of persons who have passed the S.S.L.C. Examination with Diploma or Certificate in the Craft subjects concerned. In future only those candidates who have passed the S.S.L.C. Examination and have secured a Diploma in the Craft concerned may be appointed by direct recruitment. The other modes of recruitment may continue and the Rules of Recruitment amended accordingly. The scales of pay for persons who possess a Diploma may be Rs. 175—10—275—15—350—EB—20—450 ; and for others Rs. 130—5—170—6—200—EB—10—240

*Craft Teachers Grade II* : (165) (Rs. 80—3—110—4—130—5—150)

35.132. These posts are filled by direct recruitment of persons who have passed the VII Standard Examination and possess a certificate in the craft concerned. The scale of pay for the posts may be Rs. 95—3—125—4—145—EB—5—200.

*Fieldmen and Field Assistants* : (15) (Rs. 80—3—110—4—130—5—150)

35.133. These posts are filled by direct recruitment of persons who have undergone fieldmen's training course conducted by the Department of Agriculture. As the number of posts in this cadre is limited and as there will be no avenues of promotion for them, these posts may be filled by taking on deputation persons in the equivalent cadre from the Department of Agriculture. The liens of the present incumbents of these posts may be shifted against corresponding posts in the Department of Agriculture and they may be treated as on deputation to this Department. The Rules of Recruitment may be amended accordingly. The scale of pay for these posts may be the same as for the corresponding posts in the Department of Agriculture.

<i>Weaving Assistants</i>	}	(17)	(Rs. 70—2—80—3—110)
<i>Craft Assistants,</i>			(Rs. 60—1—70—2—90)
<i>Carpenters, etc.</i>			(Rs. 55—1—65—2—85)



35.134. These posts are filled by direct recruitment of persons who have passed the VII Standard (new) Examination and possess at least one year's experience in the concerned trade. The present mode of recruitment may continue. The scale of pay for these posts may be Rs. 80—2—90—3—120—4—140.

*Librarians in Teachers College and Educational Research Bureau : (8)*

(Rs. 130—5—150—8—190—10—250)

35.135. These posts are filled by direct recruitment of persons possessing a degree with a diploma in Library Science. Since a separate Department of Libraries has been established, these posts may be filled by taking on deputation suitably qualified persons from the Department of Public Libraries. The Rules of Recruitment may be framed accordingly. The liens of the present incumbents may be shifted against corresponding posts in the Department of Libraries and they may be treated as on deputation to this Department. The scale of pay for these posts may be the same as for the corresponding posts in the Department of Public Libraries.

*Managers : (2)—(Rs. 225—10—285—15—375)*

35.136. There are two posts of Managers in the scale of pay of Rs. 225—375, one in the office of the Director of Public Instruction and the other in the Mysore Secondary Education Examination Board. In accordance with the recommendation made in Chapter 4 (iii) that the Chief Ministerial Officer in the Office of the Head of a Major Department may be in Class II Gazetted Cadre, these two posts of Managers may be upgraded to Class II Gazetted Cadre and designated as Headquarters Assistants and filled by promotion from the cadre of Managers/Office Superintendents in the lower cadre. The Rules of Recruitment may be amended suitably. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

*Common Categories of posts*

35.137. The following are the common categories of posts in the Department :—

	Rs.
1. Managers ..	(2) 225—10—285—15—375.
2. Superintendent (Accounts Branch).	(1) 225—10—285—15—375.
3. Managers ..	(104) 180—10—320.
4. I Division Clerks ..	(390) 110—5—150—6—180—10—220.
5. II Division Clerks ..	(1,214) 80—3—110—4—130—5—150.
6. Stenographers ..	(27) 110—5—150—8—190—10—260— 15—320.
7. Typists ..	(139) 80—3—110—4—130—5—150.
8. Attenders/Laboratory Attenders, Book-Binders, Daffedars.	(251) 55—1—65—2—75 (office attenders). 60—1—70—2—90 Laboratory Attenders.

Special pay 10 p.m.

9. Peons, Watchman,  
Cooks, Lascars,  
Sweepers, etc. } (4,985) Rs. 50—1—60.

They may be given the scales of pay as in other Departments.

35.138. In addition to this staff, four posts of Computers in the scale of Rs. 110—220, four posts of Book-Depot Managers in the scale of pay of Rs. 150—270, and one post of Office Superintendent in the scale of pay of Rs. 150—250, have been recently sanctioned. The scales of pay for these posts may be :—

<i>Computers</i>	..	Rs. 140—5—150—8—190—EB—10—260— 15—290.
<i>Book Depot Managers</i>	..	Rs. 175—10—275—15—350—EB—20—450.
<i>Office Superintendents</i>	..	Rs. 175—10—275—15—350—EB—20—450.

#### *Special Pay*

35.139. The Department has proposed the continuance of special pay in respect of the posts specified below and in addition has recommended sanction to the grant of special pay at 10 per cent of the basic pay to all the gazetted and non-gazetted officers working in the Directorate in view of the heavy workload and the responsible nature of work attended to by them. The Department has in particular recommended the grant of special pay to officers in the following categories of posts as these posts are required to be filled by persons possessing special academic qualifications and experience and research work to their credit:—

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(1) Senior Assistant Director, (Planning)	..	Rs. 55 per mensem
(2) Director of State Institute of Education, Dharwar		Rs. 75 per mensem
(3) Deputy Director, State Institute of Education, Dharwar.		Rs. 60 per mensem
(4) Principal, Government College of Physical Education, Bangalore.		Rs. 100 per mensem

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(1) Principals of Government Colleges of Education and Post-Graduate Basic Training College.		Rs. 100 per mensem
(2) Special Officer, Literary and Cultural Development.		Rs. 100 per mensem
(3) Senior Assistant Director (Home Science Education).		Rs. 75 per mensem
(4) Senior Assistant Director (State Bureau of Educational and Vocational Guidance).		Rs. 75 per mensem
(5) Text Book Officer, State Educational Research Bureau.		Rs. 75 per mensem
(6) Evaluation Officer, State Evaluation Unit	..	Rs. 75 per mensem

(7) Vice Principals/Professors Government Colleges of Education.	Rs. 75 per mensem
(8) Vice Principal, Government College of Physical Education.	Rs. 75 per mensem
(9) Assistant Director of Public Instruction (Audio Visual Education).	Rs. 50 per mensem
(10) Counselling Instructors, State Bureau of Educational and Vocational Guidance.	Rs. 50 per mensem
(11) Psychologist, State Bureau of Educational and Vocational Guidance.	Rs. 50 per mensem
(12) Assistant Director of Public Instruction (Drawing)	Rs. 50 per mensem
(13) Assistant Director of Public Instruction (Hindi Education).	Rs. 50 per mensem
(14) Assistant Director of Public Instruction (Commercial Education).	Rs. 50 per mensem
(15) Principals of Sanskrit Colleges ..	Rs. 50 per mensem
(16) Gazetted Lecturers in Government Colleges of Education and Post Graduate Basic Training College.	Rs. 50 per mensem
(17) Gazetted Lecturers in Government Colleges of Physical Education and Superintendent of Physical Education.	Rs. 50 per mensem
(18) Superintendents in Hindi Sikshak Training Colleges.	Rs. 50 per mensem
(19) Assistant Evaluation Officer State Evaluation Unit.	Rs. 50 per mensem
(20) Co-ordinators, Department of Extension Services, Government College of Education.	Rs. 100 per mensem
(21) Executive Officer, Kannada Encyclopædia ..	Rs. 50 per mensem
(22) Assistant Director of Public Instruction (Examinations).	Rs. 50 per mensem
(23) Librarian .. ..	Rs. 50 per mensem
(24) Statistical Officers .. ..	Rs. 50 per mensem

35.140. The Commission considers that there is no justification either for the continuance of the existing special pay or for the grant of special pay afresh to any of the officers mentioned above, since the revised scales of pay have been proposed taking into account all the relevant factors, including the duties and responsibilities attached to the posts.

35.141. The Commission, however, suggests that the Principals of Teachers Training Institute and Sanskrit Colleges and Lecturers in B.Ed., Colleges may be given special pay at Rs. 50 per mensem in view of the specially arduous nature of the work which they are called upon to handle.

*Delegation of Powers*

35.142. The Director being the Head of a Major Department, exercises all the powers vested in him as specified in the Manual of Financial Powers. The Director and the other officers in the Department at the Divisional and other levels exercise all the powers delegated to them from time to time by Government.

35.143. The Department has not asked for any specific powers to be delegated but has represented that far too many powers are centralised in the Directorate and that there is need to decentralise powers and to delegate more powers to officers at the District and Divisional levels with a view to increasing efficiency.

35.144. The Commission has recommended the abolition of the Divisional Level posts and the question of delegating any powers to the officers at this level does not arise.

35.145. The Commission has also recommended that officers of the status of Deputy Directors might be appointed as District Level Officers. It, therefore, follows logically that adequate powers should be vested in them and in the Assistant Directors and Inspectors working in the Districts to enable them to discharge their duties more efficiently.

35.146. The Department was asked to give its specific recommendations in regard to the powers to be delegated to the various subordinate officers keeping the requirements of the Department in view. The Department has not been able to furnish its specific recommendations and consequently the Commission is not in a position to make any concrete recommendations in this behalf.

35.147. In this connection, it may be mentioned that the team of officers of the Indian School of Public Administration, New Delhi, who carried out a survey of the Directorate of Public Instruction between January 23, and February 17, 1968, have observed that the existing machinery is not functioning as smoothly as it should and that there is a large amount of arrears of work both in the Directorate and in the Divisional and District Offices. It has also been pointed out that there has been inordinate delay in taking decisions at all levels and that there is no adequate delegation of powers at different levels of administration.

35.148. Taking all these aspects into account, the Commission desires that Government may obtain necessary proposals from the Department, examine them in the light of general observations made by the Commission in Chapter 9 and delegate more powers to the Officers at the various levels.

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CHAPTER 35

Department of Public Instruction

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	1,300—50—1,800	1,300—60—1,600—50—1,800	
2.	Additional Director	1			
3.	Joint Director, Director, State Institute of Education, Dharwar, Secretary, Secondary Education Examination Board.	5	900—40—1,100—50—1,300	1,000—50—1,500	One post of Joint Director at the Directorate to be abolished.
4.	Divisional Deputy Director, Deputy Director, State Educational Research Bureau, Director, State Evaluation Unit, Director, State Institute of Science, Deputy Director, Girls Education.	9	600—40—1,000	700—40—900—50—1,200	Divisional Deputy Directors' offices to be abolished.
5.	Principal, Government Colleges of Education, and Post Graduate Basic Training College.	7	600—40—1,000	700—40—900—50—1,200	
6.	Chief Accounts Officer	1	600—40—1,000	700—40—900—50—1,200	
7.	Special Officer, Literary and Cultural Development.	1	1,000 (fixed)	700—40—900—50—1,200	Qualified Deputy Director to be posted as Special Officer.
8.	District Education Officer	20	350—25—650—30—800	700—40—900—50—1,200	Deputy Directors to be posted as District Education Officer.

1	2	3	4	5	6
			Rs.	Rs.	
9.	Senior Assistant Director—				
	(Establishment) .. ..	1	} 350—25—650—30—800	} 400—30—700—EB—40—900	
	(Planning) .. ..	1			
	(Mid-day meals) .. ..	1			
	(Examination) .. ..	1			
	(Secondary Education) .. ..	1			
	(Home Science) .. ..	1			
	(State Bureau of Educational and Vocational Guidance). (Examination-Secondary Education-Board).	1			
10.	L State Institute of Science, Ban-	1	} 350—25—650—30—800	} 400—30—700—EB—40—900	
11.	§ Educational Survey Officer ..	1			
12.	F , State Institute of Education, Banarwar.	2			
13.	Evaluation Officer .. ..	1			
14.	Text-Book Officer, State Educational Research Bureau.	1	} 350—25—650—30—800	} 400—30—700—EB—40—900	
15.	Principal, Government College of Physical Education.	1			
16.	Vice-Principal/Professor, Government Colleges of Education.	8			
17.	Vice-Principal, Government College of Physical Education.	1	} 350—25—650—30—800	} 400—30—700—EB—40—900	Sanctioned in connection with the strengthening of Inspectorate.
18.	New posts (Class I Junior Scale) ..	15			
19.	Accounts Officer .. ..	1	} 350—25—650—30—800	} 400—30—700—EB—40—900	
20.	Accounts Assistant .. ..	1			

1	2	3	4	5	6
			Rs.	Rs.	
21.	Head Master/Head Mistress of Higher Secondary/Multipurpose Boys and Girls High School.	177	250—20—350—25—500	300—25—550—EB—30—700	For Head Master Grade I.
22.	Superintendent, Government Training College.	3		275—20—375—EB—25—525	For Head Master Grade II and other Class II Officers in the equivalent cadre.
23.	Superintendent, Government Basic Training Institution.	15			
24.	Superintendent, Secondary Teachers' Basic Training School for Men and Women.	2			
25.	Head Master, Basic Training School ..	1	250—20—350—25—500		
26.	Principal, Government Training College for men/women.	3	250—20—350—25—500		
27.	Principal, Government Basic Training College.	1	250—20—350—25—500		
28.	Secretary and Social Education Officer ..	1	250—20—350—25—500	300—25—550—EB—30—700	(For Head Master Grade I) 275—20—375—EB—25—525 (For Head Masters Grade II and other Class II Gazetted Officers in the equivalent Cadre).
29.	Deputy Educational Inspectors ..	4	250—20—350—25—500		
30.	Assistant Education Officers ..	54	250—20—350—25—500		
31.	Administrative Officer, District School Boards.	4	250—20—350—25—500		
32.	Administrative Officer, Defunct District Board Elementary Schools.	2	250—20—350—25—500		
33.	Administrative Officer, Hubli-Dharwar Corporation School Board.	1	250—20—350—25—500		
34.	Assistant Director :				
	Primary Education .. ..	1			
	Planning .. ..	1			
	Compulsory Education .. ..	1	250—20—350—25—500		
	Text-Book Committee .. ..	1			
	State Educational Research Bureau ..	2			
	Examination .. ..	4			
35.	Head Mistress, Government Secondary and Training Schools for women.	2	250—20—350—25—500	300—25—550—EB—30—700 (For Head Masters Grade I). 275—20—375—EB—25—525 (For Head Masters Grade II and other Class II Gazetted Officers in the equivalent cadre).	
36.	Principal, Sanskrit College .. ..	2	250—20—350—25—500	300—25—550—EB—30—700 + Spl. Pay Rs. 50 p.m.	

1	2	3	4	5	6
			Rs.		Rs.
37.	Junior Research Officer, Survey Unit ..	1	250—20—350—25—500	}	
38.	Field Officer (Mid-day Meals Section) ..	2	250—20—350—25—500		
39.	Lecturer, State Institute of Education, Dharwar.	5	250—20—350—25—500		
40.	Vijnan Mandir Officer .. .. .	8	250—20—350—25—500		
41.	Assistant Director, Audio Visual Educa- tion.	1	275—20—375—25—600		
42.	Counselling Instructor, State Bureau of Educational and Vocational Guidance.	4	250—20—350—25—500		
43.	Psychologist, State Bureau of Educational and Vocational Guidance.	1	250—20—350—25—500		
44.	Assistant Director (Drawing) ..	1	250—20—350—25—500		275—20—375—EB—25—525
45.	Assistant Director (Hindi Education) ..	1	250—20—350—25—500		
46.	Assistant Director (Commercial Education)	1	250—20—350—25—500		
47.	Statistical Officer .. .. .	2	250—20—350—25—500		
48.	Gazetted Lecturer in Government College of Education and Post-graduate Basic Training College.	32	250—20—350—25—500		
49.	Lecturer and Superintendent of Physical Education.	2	250—20—350—25—500		
50.	Superintendent, Hindi Shikshak Training College.	3	250—20—350—25—500		
51.	Assistant Education Officer, State Evalu- ation Unit.	1	250—20—350—25—500		
52.	Co-ordinator, Department of Extension Services.	3	250—20—350—25—500		
53.	Assistant Director (Technical Education)	1	300—25—550—30—700	350—25—600—30—780—EB—40—900	
54.	Chief Medical Inspector of Schools ..	1	300—25—550—30—700	400—30—700—EB—40—900	
55.	Senior Professor, Government Sanskrit College.	4	225—20—325—25—550	300—25—550—EB—30—700 ..	
56.	Junior Professor, Government Sanskrit College.	20	200—20—400	250—10—300—15—420—EB—20—500	
57.	Assistant Director :	}			
	(Information) .. .. .		1		
	(Examinations) .. .. .	4			
58.	Gazetted Assistant to Divisional Deputy Director.	5	250—20—350—25—500	275—20—375—EB—25—525 ..	



1	2	3	4	5	6
			Rs.	Rs.	
59.	Junior Research Officer, State Survey Unit.	1	250—20—350—25—500	275—20—375—EB—25—525	
60.	Librarian, Mysore State Educational Library.	1			
61.	Secondary School Assistant (Grade I) : Graduate Assistant Master/Assistant Mistress in Government High/Higher Secondary/Multipurpose High Schools, Teachers' Training Institutions, etc.	481	200—10—320—15—350 ..	225—10—305—15—350—EB—20—450	..
62.	Secondary School Assistant (Grade II) : Graduate Assistant Master/Mistress in Government High/Higher Secondary/Multipurpose High Schools, Teachers' Training Institutions, etc.	3,139	130—5—150—8—190—10—250 ..	175—10—275—15—350—EB—20—450 140—5—150—8—190—EB—10—260—15—290.	For Trained Teachers For untrained Teachers.
63.	Secondary School Language Assistant (Grade I) : Kannads Pandit, Telagu Pandit, Urdu Munshi, Sanskrit Pandit, and Pandit of other Indian Languages in High/Higher Secondary/Multipurpose High Schools and Teachers' Training Institutions, etc., and Lecturer in Hindi Training Colleges Grade I.	62	200—10—320—15—350 ..	225—10—305—15—350—EB—20—450	..
64.	Secondary School Language Assistant (Grade II) : Telugu Pandit, Sanskrit Pandit, Urdu Munshi and Pandit in other Indian Languages in High/Higher Secondary/Multipurpose High Schools and Teachers' Training Institutions, etc.	649	130—5—150—8—190—10—250 ..	175—10—275—15—350—EB—20—450 140—5—150—8—190—EB—10—260—15—290.	For trained Graduate Language Teacher. For untrained Teachers.
65.	Hindi Pandit in Government Training College for Men and Lecturer in Hindi Training College (Grade II).	6	130—5—150—8—190—10—230 ..	175—10—275—15—350—EB—20—450 140—5—150—8—190—EB—10—260—15—290.	For trained Graduate Teachers. For untrained Teachers.
66.	Chief Inspector of Sanskrit Schools	1	200—20—400 ..	250—10—300—15—420—EB—20—500	..
67.	Literature Assistant in Government Sanskrit College.	3	200—10—320—15—350 ..	225—10—305—15—350—EB—20—450	..

1	2	3	4	5	6
			Rs.		
68.	Assistant Professor, Government Sanskrit Colleges.	40	130—5—150—8—190—10—230	{ 175—10—275—15—350—EB—20—450 140—5—150—8—190—EB—10—260—15—290. 250—10—300—15—420—EB—20—500 170—5—180—8—220—EB—10—300	For trained Graduate Teachers. For untrained teachers.
69.	Superintendent in Music Education ..	1	200—10—320—15—350 ..	250—10—300—15—420—EB—20—500	..
70.	Music Teacher (Grade I) in Government High Schools/ Higher Secondary Schools/Multipurpose High Schools and Teachers' Training Institutions, etc.	3	110—5—150—8—190—10—260—15—320.	170—5—180—8—220—EB—10—300	..
71.	Music Teacher (Grade II) in High/Higher Secondary/Multipurpose High Schools and Teachers' Training Institutions, etc.	35	100—5—150—6—180—10—200	140—5—150—8—190—EB—10—260—15—290.	.
72.	Art and Craft Instructor in Teachers' Training College and Artist in Educational Vocational Bureau.	4	200—10—320—15—350 .. 140—5—150—8—190—10—250 } 140—5—150—8—190—10—220 }	225—10—305—15—350—EB—20—450 170—5—180—8—220—EB—10—300	.. ..
73.	Drawing Master and Art Master in Government High Schools/Higher Secondary Schools/Multipurpose High Schools and Teachers' Training Institutions, etc.	136	110—5—150—6—180—10—220 (For diploma holders of J. J. School of Arts).	140—5—150—8—190—EB—10—260—15—290. 130—5—170—6—200—EB—10—240 ..	For S.S.L.C. with Art Master's Certificate. For S.S.L.C. with Drawing Master's Certificate.
			80—3—110—4—130—5—150 (for others).	110—4—130—5—170—EB—6—200 ..	For S.S.L.C. with drawing Teachers Certificate.
74.	Physical Education Teachers (Grade I) ..	66	130—5—150—8—190—10—250	{ 175—10—275—15—350—EB—20—450 170—5—180—8—220—EB—10—300 ..	For Selection Grade Physical Education Teachers. For Physical Education Teachers (Grade I).
75.	Physical Education Teachers (Grade II) ..	214	80—3—110—4—130—5—150 ..	110—4—130—5—170—EB—6—200 ..	..
76.	Yogasana Instructor ..	1	80—3—110—4—130—5—140 ..	110—4—130—5—170—EB—6—200 ..	..
77.	Chief Agricultural Instructors in High/Higher Secondary and Multipurpose High Schools.	10	150—10—250—15—400 (For Agricultural Graduates)	250—10—300—15—420—EB—20—500	..
78.	Assistant Agricultural Instructor in High/Higher Secondary/Multipurpose High Schools.	26	110—5—150—8—190—10—200 (For Diploma holders).	140—5—150—8—190—EB—10—260—15—290.	..

1	2	3	4	5	6
			Rs.	Rs.	
79.	Chief Instructors in Technical Subjects ..	7	200—10—300—15—375 (For Degree holders).	275—20—375—EB—25—525 ..	..
80.	Assistant Instructors in Technical Subjects.	140	150—8—190—10—320 (For Diploma Holders).	175—10—275—15—350—EB—20—450 ..	..
81.	Medical Inspector of Schools..	4	175—10—225—15—300— —20—400.	200—10—280—15—370—EB—20—450 ..	..
82.	Science Consultants .. ..	3	200—10—320—15—350 ..	250—10—300—15—420—EB—20—500 ..	..
83.	Technical Assistant .. ..	8	200—10—320—15—350 ..	225—10—305—15—350—EB—20—450 ..	..
84.	Research Assistant in Vocational Guidance.	6	200—10—320—15—350 ..	225—10—305—15—350—EB—20—450 ..	..
85.	Assistant Lecturer in Government College of Education.	19			
86.	Assistant Lecturer in Government College of Physical Education, and Assistant Superintendent for Physical Education.	11	200—10—320—15—350 ..	225—10—305—15—350—EB—20—450 ..	..
87.	Primary School Assistant—Head Master/ Head Mistress/Assistant Master/ Assistant Mistress in Senior and Junior Primary Schools.	56,972	80—3—110—4—130—5—150..	130—5—170—6—200—EB—10—240 .. 110—4—130—5—170—EB—6—200 .. 95—3—125—4—145—EB—5—200 .. 85—2—95—3—125—EB—4—145 ..	For Selection Grade Teachers. For trained Teachers For S.S.L.C untrained and Non-S.S.L.C. trained Teachers. For Non-S.S.L.C. untrained Teachers.
88.	Statistical Assistant and Planning Assistant.	12	150—8—190—10—270 ..	175—10—275—15—350—EB—20—450 ..	..
89.	Visual Education Serviceman ..	2	110—5—150—6—190—10—220 ..	175—10—275—15—350—EB—20—450 ..	..
90.	Music Teacher in Primary School ..	11	80—3—110—4—130—5—150..	110—4—130—5—170—EB—6—200 ..	..
91.	Nursery School Teacher (Grade I) ..	12	80—3—110—4—130—5—150..	110—4—130—5—170—EB—6—200 ..	..
92.	Craft Teacher in Government High/ Higher Secondary/Multi-purpose High Schools.	366	110—5—150—6—180—10—220 (For diploma holders).	175—10—275—15—350—EB—20—450 ..	..
			100—5—150—6—180—10—200 (For others).	130—5—170—6—200—EB—10—240 ..	..

1	2	3	4	5	6
			Rs.	Rs.	
93.	Craft Teacher (Grade II) in Government High/Higher Secondary/Multipurpose High Schools and Vocational Institute for women.	165	80-3-110-4-130-5-150..	95-3-125-4-145-EB-5-200 ..	..
94.	Fieldman and Field Assistant ..	15	80-3-110-4-130-5-150..	110-4-130-5-170-EB-6-200 ..	..
95.	Weaving Assistant/Craft Assistant/ Carpenter, etc.	17	70-2-80-3-110 .. 60-1-70-2-90 .. 55-1-65-2-85 ..	80-2-90-3-120-4-140 ..	..
96.	Librarian in Teachers College and Educational Research Bureau.	8	130-5-150-8-190-10-250	175-10-275-15-350-EB-20-450	..
97.	Manager .. ..	2	225-10-285-15-375 ..	275-20-375-EB-25-525 ..	To be designated as Head Quarters Assistant.
98.	Superintendent (Accounts Branch) ..	1	225-10-285-15-375 ..	250-10-300-15-420-EB-20-500	To be designated as Manager.
99.	Manager .. ..	104	180-10-320 ..	200-10-280-15-370-EB-20-450	To be designated as Superintendent (Grade I).
100.	I Division Clerk .. ..	390	110-5-150-6-180-10-220	140-5-150-8-190-EB-20-260-15-290	..
101.	II Division Clerk .. ..	+25 1,214	80-3-110-4-130-5-150..	95-3-125-4-145-EB-5-200 ..	..
102.	Stenographer .. ..	+20 27	110-5-150-8-190-10-260-15-320. 110-5-150-6-180-10-220 +Spl. pay Rs. 30 p.m.	175-10-275-15-350-EB-20-450 140-5-150-8-190-EB-10-260-15-290+Spl. pay Rs. 30 p.m.	..
103.	Copyist .. ..	139	80-3-110-4-130-5-150 +Spl. Pay Rs. 10	95-3-125-4-145-EB-5-200 .. + Spl. Pay Rs. 10	..
104.	Computer .. ..	4	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260-15-290.	..
105.	Book Depot Manager .. ..	4	150-8-190-10-270 ..	175-10-275-15-350-EB-20-450 }	..
106.	Office Superintendent .. ..	1	150-8-190-10-250 ..	175-10-275-15-350-EB-20-450 }	To be designated as Superintendent (Grade II).
107.	Driver .. ..	139	70-1-80-2-100 ..	85-2-95-3-125-EB-4-145 ..	..
108.	Attender/Laboratory Attender/Book Binder/Daffedar.	251	60-1-70-2-90 (For laboratory Attender). 55-1-65-2-75 For Office Attender and others).	85-2-95-3-125-EB-4-145 .. 80-2-90-3-120-4-140 ..	(For Attender and Laboratory Attender). (For Daffedar and Book Binder).
109.	Peon, Watchman, Cook, Lascar, Sweeper, etc.	4,985	50-1-60 ..	60-1-80-2-90 ..	..

## CHAPTER 36

### Department of Public Libraries

36.1. The Mysore Public Libraries Act, 1965, which came into force from 1st November 1966, provides for the establishment and maintenance of Public Libraries and organisation of comprehensive rural and urban Library Service in the State.

36.2. With the passing of the Act, a new Department of Public Libraries was established, with the State Librarian, as its head. This Department is classified as a minor Department. The entire management and control of the former Public Library at Bangalore which vested in a Committee of Management, was taken over by the State Library Authority, by converting it into the State Central Library. The Public Library at Mysore was also taken over by the Library Authority, Mysore, on 21st March 1967 and it was converted into the City Central Library. This Department is also running a Training Institute at Bangalore.

36.3. The Act envisages the constitution of City Library Authorities for the five Cities of Bangalore, Mysore, Mangalore, Hubli-Dharwar and Belgaum and District Library Authorities for each of the nineteen Districts in the State. Local Library Authorities have been constituted for the Cities of Bangalore, Mysore and Hubli-Dharwar. The Local Library Authorities for the other two Cities and District Library Authorities for the 19 Districts are still to be constituted. The Commission considers that the District Libraries at the District Headquarters may have two wings one wing—for providing facilities to the people at the District Head-quarters and other wing for providing facilities to the people at Taluk Head-quarters and Villages.

#### *Staffing Pattern*

36.4. The State Librarian is assisted by one Deputy Librarian Class II (Gazetted). The strength of non-Gazetted staff including Class IV servants is 58 at present; and a few more posts already sanctioned by Government are yet to be filled.

36.5. The question of evolving a uniform staffing pattern for the Department, was examined. The Commission considers that, in view of the fact that several Libraries which are to be established under Act, are yet to be established and in view of the fact that the existing Libraries have got to be stabilised, it may be premature to work out a uniform staffing pattern for all the Libraries in the State. For the present, the existing staff of the Department including the staff in the Training Institute, may continue with a suitable leave reserve as recommended in all respect of the Departments. The question of augmenting the staff may be considered in due course, after the existing Libraries get stabilised and acquire adequate number of books and the new Libraries are established.

*Cadre and Recruitment Rules and Scales of Pay.*

36.6. The Department has been constituted recently and the Cadre and Recruitment Rules have not been finalised as yet. The Cadre and Recruitment Rules would have to be framed providing not only for the staff required initially for such of the Libraries as are existing but also for the staff that would be required when the Department is expanded in due course so as to cover the other Libraries which are to be established under the Libraries Act. The officials drawn at present on deputation from other Departments may be repatriated to their parent Departments and duly qualified persons appointed either by direct recruitment or by promotion of suitably qualified officers in the lower cadres.

*State Librarian (1) (Rs. 350—25—650—30—800)*

36.7. Sub section (1) of Section 14 of the Mysore Public Libraries Act provides for appointment of a whole-time officer having prescribed qualifications as the State Librarian and as per rule 13 of the Mysore Public Libraries Rules, 1966, a person to be appointed as the State Librarian shall have the minimum qualification of “ (1) Bachelor's Degree of a recognised University, (2) Diploma or Degree in Library Science preferably Master's Degree in Library Science of a recognised University secured after one academic year's course and (3) with at least ten years of working experience in a recognised Library and as Librarian of responsible post for five years and he should be not less than 40 years of age. ”

36.8. The Department has suggested that the post of State Librarian might be filled by promotion from the cadre of Deputy Librarians and Chief Librarians ; or if duly qualified candidates are not available in Class I Cadre by transfer from Class I Cadre of duly qualified officers of the Education Department ; or by direct recruitment of a person holding the qualifications specified in rule 13 referred to above. The alternative modes of recruitment may be adopted and the rules of recruitment framed accordingly.

36.9. There was a post of Curator of Libraries in the grade (Class I) of Rs. 350—25—650—30—800 at the time the new Department of Public Libraries was constituted and with the formation of this Department the Curator of Libraries was appointed as the State Librarian from 1st November 1966 on his own scale of pay. A Special Pay of Rs. 75 per month was given from the date of his taking charge of the new post. It was represented that the State Librarian might be given the same scale of pay as for a Head of a Major Department. In Madras, the scale of pay for the Librarian is Rs. 300—25—800 while in Kerala it is Rs. 500—25—650—30—800. At present, the State Librarian is declared the Head of a Minor Department. His activities are, at present, limited. Taking all these aspects as also the duties and responsibilities attached to the post into account, the scale of pay for this post may be fixed as Rs. 500—30—650—40—850—EB—50—1,000.

*Deputy Librarian (1) Rs. 250—20—350—25—500*

*Chief Librarians (8) Rs. 250—20—350—25—500*

36.10. As indicated earlier, the Cadre and Recruitment Rules of the Department have not been finalised as yet. Pending issue of these rules, a post of

Deputy Librarian in Class II Gazetted Cadre has been created and this post has been filled by transfer of an officer of the Mysore Administrative Service Class II (Tahsildar) who was duly qualified to occupy the post. The Department has suggested that the posts of Deputy Librarian and Chief Librarians might be filled by promotion from the cadre of Lecturers of Government Library Training School, Bangalore and Heads of Technical Sections or by transfer from Class II Cadre of duly qualified officers of other Departments of Government or by direct recruitment, if suitable persons were not available for appointment by promotion or by transfer. The qualifications proposed to be prescribed for direct recruitment are a Bachelor's Degree and a Diploma in Library Science or B. Lib. Sc. with five years' working experience in a recognised library. The modes of recruitment proposed by the Department may be adopted and the rules of recruitment framed accordingly. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525.

*Heads of Technical Sections* (2) (Rs. 200—10—350)

*Lecturers.* (2) (Rs. 200—10—350)

36.11. These posts are proposed to be filled by promotion from the cadres of Professional Members and Librarians (Grade I) or by transfer of the duly qualified persons of other Departments of Government or by direct recruitment of persons holding Bachelor's Degree and a Diploma in Library Science with three years' working experience in a recognised library. These modes of recruitment may be adopted and the rules of recruitment framed accordingly. The scale of pay for these posts may be fixed as Rs. 225—10—305—15—350—EB—20—450.

*Other Professional Members.* (3) (Rs. 180—10—320)

36.12. These posts are proposed to be filled by promotion from the cadre of Librarians (Grade II) or by direct recruitment of persons holding the Bachelor's Degree and a Certificate in Library Science or Diploma in Library Science of Women's Polytechnic, with two years' experience in a recognised library. These modes of recruitment may be adopted. The scale of pay for these posts may be fixed as Rs. 200—10—280—15—370—EB—20—450.

*Librarians* (2) (Rs. 150—8—190—10—250)

36.13. It is proposed to fill these posts by promotion from the cadre of I Division Clerks who have passed the Certificate Course in Library Science. This mode of recruitment may be adopted and the rules of recruitment framed accordingly. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

*Accounts Superintendent.* (1) (Rs. 220—10—320—15—440)

36.14. This post may be filled by taking an officer in the equivalent cadre on deputation from the State Accounts Department. The scale of pay for this post may be same as is applicable to the corresponding posts in the parent Department.

36.15. *Common Categories of Posts*

Manager (1)	(Rs. 180—10—320)	
Head Clerk (1)	(Rs. 150—8—190—10—270)	
Stenographer (1)	(Rs. 110—5—150—6—180—10—220)	+ Rs. 30 special pay
I Division Clerks (13)	(Rs. 110—5—150—6—180—10—220)	
II Division Clerks (17)	(Rs. 80—3—110—4—130—5—150)	
Typists (1)	(Rs. 80—3—110—4—130—5—150)	+ special pay Rs. 10
Driver (1)	(Rs. 70—1—80—2—100)	
Attenders (6)	(Rs. 65—2—85)	
Attenders (3)	(Rs. 55—1—65—2—85)	
Attenders (8)	(Rs. 55—1—65—2—75)	
Daffedar (1)	(Rs. 55—1—65—2—75)	
Peons (4)	} (Rs. 50—1—60)	
Watchman (1)		
Cycle Orderly (1)		

The modes of recruitment and the scales of pay for these posts may be the same as are applicable to corresponding posts in other Departments.

*Special Pay*

36.16. The State Librarian is in receipt of Special Pay of Rs. 75 in addition to his pay in the scale of pay of Rs. 350—800. The Commission considers that the special pay of Rs. 75 may be discontinued in consonance with the general principles laid down by the Commission and the revised scale has been recommended taking this fact into consideration.

*Delegation of Powers*

36.17. The Department has been constituted recently and the State Librarian has been declared the Head of a Minor Department. He exercises the powers vested in the Head of a Minor Department under the Manual of Financial Powers. The Department has not asked for any additional or specific powers at any level. No suggestions are, therefore, made in this regard.



**CHAPTER 36**  
**Department of Public Libraries**

Sl. No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
1	State Librarian.	1	350—25—650—30—800 + Rs. 75 P.M. Special Pay	500—30—650—40—850—EB—50—1,000	
2	Deputy Librarian.	2	250—20—350—25—500	275—20—375—EB—25—525	
3	Chief Librarian.	8	250—20—350—25—500	275—20—375—EB—25—525	Newly sanctioned not yet filed up
4	Lecturers.	2	200—10—350	225—10—305—15—350—EB—20—450	
5	Heads of Technical Sections.	2	200—10—350	225—10—305—15—350—EB—20—450	
6	Accounts Superintendent.	1	220—10—320—15—440	250—10—300—15—420—EB—20—500	
7	Other Professionals	3	180—10—320	200—10—280—15—370—EB—20—450	
8	Office Manager	1	180—10—320	200—10—280—15—370—EB—20—450	To be designated as Superintendent Grade I
9	Head Clerk	1	150—8—190—10—270	175—10—275—15—350—EB—20—450	To be designated as Superintendent Grade II
10	Librarian	2	150—8—190—10—250	175—10—275—15—350—EB—20—450	
11	Stenographer	1	110—5—150—6—180—10—220 Spl. Pay Rs. 30 P.M.	140—5—150—8—190—EB—10—260— 15—290 + Spl. Pay. Rs. 30 P.M.	
12	I Division Clerk	13	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260— 15—290	
13	II Division Clerk	17	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
14	Typist	1	80—3—110—4—130—5—150 + Spl. Pay Rs 10 P.M.	95—3—125—4—145—EB—5—200 + Spl. Pay Rs. 10 P.M.	
15	Driver	1	70—1—80—2—100	85—2—95—3—125—EB—4—145	
16	(1) Attenders	6	65—2—85	85—2—95—3—125—EB—4—145	
	(2) Attenders	3	55—1—65—2—85	85—2—95—3—125—EB—4—145	
	(3) Attenders	8	55—1—65—2—75	85—2—95—3—125—EB—4—145	
17	Daffedar	1	55—1—65—2—75	80—2—90—3—120—4—140	
18	Peons	24	50—1—60	60—1—80—2—90	
19	Watchman	1	50—1—60	60—1—80—2—90	
20	Cycle Orderly	1	50—1—60	60—1—80—2—90	

## CHAPTER 37

### Department of Technical Education.

37.1. Prior to the formations of a separate Directorate of Technical Education, the Technical Institutions in Mysore State were under the control of the Director of Public Instruction as the *ex-officio* Director. In 1959, a full-time Director of the status of the Head of a Major Department was appointed exclusively to be in charge of Technical Education.

37.2. The Department has now under its control 16 Institutions of the Degree level, 32 Institutions of the Diploma level, 3 Institutions of the Certificate level, 6 Junior Technical Schools and 26 Tailoring Institutions (private) offering craft courses.

37.3. The Director is assisted by one Joint Director, one Deputy Director, one Accounts Officer, one Secretary, Board of Technical Education (Examinations) and 2 Assistant Directors with necessary subordinate staff.

#### *Diploma Holders*

37.4. As an incentive to in-service personnel to acquire higher qualifications, those working in non-Graduate Technical Cadres in the Medical/Public Health/Agriculture and Public Works Departments, who acquire degrees in the respective disciplines are at present given four advance increments as per Government Order No. GAD (S-I) 60 RSR 58, dated, 12th May, 1958.

37.5. It has been represented that the Diploma Holders working in the Technical Education Department, who acquire a higher qualification of a degree in Engineering or Associate Membership of the Institute of Engineers might similarly be given four advance increments. The Commission considers that this request is reasonable and accordingly recommends that the benefit of four advance increments contemplated in the Government Order cited, may be extended to officers in the Technical Education Department, who are similarly circumstanced.

#### *Staffing Pattern.*

37.6. With a view to bring uniformity in the staffing pattern in Government Polytechnics, the Department had suggested that : (a) there should be Principals-Grade I in the Polytechnics at Bangalore, Mangalore, Mysore and Gulbarga where the intake capacity of students is more than 150, Principals Grade II in the other Polytechnics; and a Vice Principal of the status of the Principal-Grade II to assist the Principal in the Sri Jayachamarajendra Polytechnic, Bangalore; (b) the total number of I and II Grade Principals would on this basis be 4 and 15 as against the existing number of 1 and 5 respectively; there would be no change in the strength of Heads of Sections; but 39 Lecturers, 13 Mechanics and 3 Assistant Instructors would become surplus to the requirements in the proposed pattern and these posts could be retrenched ; (c) the savings secured by the retrenchment of this surplus staff might be utilised towards meeting the extra expenditure to be incurred by the appointment of Principals as per the revised pattern.

37.7. According to the proposed scheme, the Principals are expected to take six hours of theory per week and the Heads of Sections are expected to take six hours of theory and nine hours of practical work per week.

37.8. In practice each Department would be self-sufficient and it would not be necessary for the Principal to handle any classes and if he does take classes in the section of his specialisation, there would be less than the standard work for other members of the staff in such section. In view of this position, the feasibility of keeping the post of the Head of the Section vacant in the section in which the Principal has his specialisation so that he could discharge the duties of the Head of the Section in that discipline in addition to the administrative work of the Principal, if necessary, with the assistance of a senior ministerial officer was examined. It was represented that it would be difficult for the Principal to function as the Head of the section, but that he could take the prescribed hours of theory classes in the discipline in which he has specialised in addition to his administrative work, besides tendering technical advice to Heads of Sections in other disciplines. Taking all the factors into account, the Commission considers that the placements could be so adjusted that when the Principal who has specialised in a particular subject is posted to a Polytechnic, the post of the Head of the Section in that particular subject may be kept vacant and the Principal may be asked to attend to administrative duties of the Principal in addition to the teaching work attached to the Head of the Section. Subject to the modifications suggested above, the Commission recommends the adoption of the proposed staffing pattern in the Government Polytechnics.

*Change of designation of "Demonstrators"*

37.9. It has been urged that the designation "demonstrators" given to a specified class of the staff of the Sri Krishnarajendra Silver Jubilee Technological Institute, Bangalore, might be changed as Assistant Lecturers as in the Polytechnics under the control of the Department.

37.10. The Commission was informed that the Demonstrators are not taking lectures for the degree classes and that their main duties are "demonstration". The Commission, therefore, recommends that the existing designation for these posts may be continued.

*Weightage in the scales of pay recommended by the All India Council of Technical Education*

37.11. It has been represented that although the scales of pay as recommended by the All India Council of Technical Education are introduced, only 25% of the persons in the Technical Institutions are getting these scales, as the scales of pay are linked with the qualifications prescribed for each of the categories of posts and that no weightage was given in the revised scales even though the Government of India had agreed to such weightages being given. It is understood that the request for the grant of weightages was not conceded by Government on the ground that the difference between the scales recommended by the All India

Council of Technical Education and the corresponding scales of the State Government was so large that the officers concerned derived considerable benefit even without any weightage being given. It has been represented that weightage in the scales of pay recommended by the Council might be given to the officers of this Department, if the Commission were to recommend the grant of weightage in the revised scales of pay to the other employees of Government.

37.12. The Commission considers that the question relating to the grant of weightage in the scales of pay recommended by the All India Council of Technical Education to persons holding such scales has to be regulated by the rules laid down by the All India Council of Technical Education and as such it is not within the competence of the Commission to revise or modify the rules. The Commission does not, therefore, propose to make any recommendations in this regard.

37.13. The Commission tried to ascertain from the Department whether the higher scales of pay sanctioned temporarily in consonance with the recommendations of the Council would be continued even after the Government of India stop giving assistance and if so, whether there was any need for the Commission to make any recommendations regarding the scales of pay applicable to the posts in the teaching cadre. The position has not been clarified and some of the officers in this cadre who have not got the requisite qualifications as per the standards fixed by the Council are continuing in the State Scales of Pay. The Commission is accordingly making its recommendations in respect of the State Scales of Pay applicable to the various posts. These scales may be given to the members of the staff who are getting pay in the scales recommended by the Council after the central assistance is stopped and to others with effect from the date of implementation of the recommendations.

#### *Amalgamation of Technical Institutions*

37.14. Craftsmen Training Institutions are at present run by the Department of Employment and Training under the control of the Government of India in the Ministry of Labour while training at the Diploma, Degree and Post-Graduate levels is imparted by the Department of Technical Education under the control of the Government of India in the Ministry of Education. This system is in consonance with the pattern laid down by the Government of India. Patterns of assistance are also different from scheme to scheme. The Commission examined the practicability of bringing all aspects of technical education from the Certificate to the Degree level under the control of one Department. There is no objection, in principle, to such unitary control being established and to all the technical institutions being brought under the control of the Director of Technical Education. It was, however, represented to the Commission that the Government of India might not continue to give such aid as they were now giving if the Institutions run by the Department of Employment and Training were to be transferred to the control of the Director of Technical Education. The Commission considers that it may not be difficult to explain the position to the Government of India and to secure aid for the different schemes now undertaken by the different

departments, even in case all the Institutions are brought under the unitary control of a single Department.

37.15. Since there is, however, an apprehension that it may not be possible to get the assistance to the extent to which such assistance is now available, if all the technical Institutions are brought under the unitary control of the Director of Technical Education, the Commission suggests that the existing set up may be continued for the present, and that the change over effected as early as possible in consultation with the Government of India. Such unity of control by the Director of Technical Education is sure, in the opinion of the Commission, to contribute to efficiency and economy in the administration of these institutions.

*Cadre and Recruitment Rules—Scales of pay—Director: (1)—(Rs. 1,100—50—1,500)*

37.16. Under the existing rules of recruitment, the appointment to the post of the Director can be made by promotion by selection from the cadre of Joint Director of Technical Education and if no suitable candidate in that cadre is available, then by taking on deputation a Chief Engineer from the Public Works Department. The existing modes of recruitment may continue with the modification that the expression "by selection" may be deleted as there is only one post of Joint Director.

37.17 In pursuance of the decision of the Government of India, on the recommendation of the All India Council of Technical Education, that the scales of pay of the teaching staff of all Technical Institutions in the country should be improved and made uniform on an All India basis, the State Government, implemented the scales of pay recommended by the Council in respect of the teaching staff both in Government and in Aided Technical Institutions in the State. The revised scales came into force from 1—4—1964 and will be operative for five years during which period cent per cent Central assistance would be available in respect of the additional expenditure to be incurred in this behalf. With the adoption of the revised scales of pay for tutorial staff certain anomalous situations have arisen in that the scales of pay of officers in the tutorial cadre are higher than the scales of pay of officers holding administrative posts which are filled by promotion of officers working in the tutorial cadre; thus the scales of pay of some of the promotional posts on the administrative side are lower than those of the posts from which an officer has been promoted. For instance, the principal of the "B. D. T. College of Engineering", Davangere, is now in the scale of pay of Rs. 1,300—60—1,600—100—1,800 whereas the Joint Director is in a lower scale though the latter is a promotional post for the Principal. It has, therefore, been urged that the scales of pay for the Director and the other 4 officers holding administrative posts in the Directorate might be revised suitably with retrospective effect from 1st July 1964, the date on which the scales of pay as recommended by the All India Council of Technical Education were implemented in the case of the tutorial staff so as to remove the anomaly.

37.18. In Maharashtra, the scale of pay for the post of the Director is Rs. 1,600—100—1,800 and in Madras it is Rs. 1,500—50—1,800; in Andhra Pradesh it is Rs. 1,500—75—1,800 while in Kerala it is Rs. 1,300—1,700.

37.19. Having regard to the position obtaining in the neighbouring States, the nature of duties and responsibilities attached to the post and the fact that one of the modes of filling the post of the Director is by deputation of a Chief Engineer from the Public Works Department, the Commission considers that the scale of pay for the post of the Director may be equivalent to that for the Chief Engineers in the Public Works Department *viz.*, Rs. 1,300—60—1,600—50—1,800.

37.20. As regards the request for giving retrospective effect to the revision of scales of pay from 1st July 1964, the Commission considers that though the claim is equitable, the matter does not fall within its purview and hence prefers to leave it for the decision of the Government.

*Joint Director* : (1) (Rs. 900—40—1,100—50—1,300).

37.21. This post is filled promotion by selection from among the Deputy Director/Principals, Sri Jayachamarajendra Polytechnic, Bangalore and School of Mines, Kolar Gold Fields and Professors/Principals of the Sri Krishnarajendra Silver Jubilee Technological Institute, Bangalore and "B.D.T. College of Engineering", Davangere. The existing modes of recruitment are adequate and may continue. This is one of the five posts, in respect of which the scale of pay was not revised when the scales of pay for the tutorial staff were revised. For the reasons already advanced, the Department has recommended that the scale of pay for the post might be revised to Rs. 1,100—50—1,500. The scale of pay for the post may be Rs. 1,100—50—1,300—60—1,600. In case the post is filled by a Principal whose pay happens to be higher than the revised scale of pay for the Joint Director, he may have the option to retain his own scale of pay on the new post.

*Deputy Director* : (1) (Rs. 600—40—1,000).

37.22. According to the existing rules, this post is filled by transfer of the Principals, Sri Jayachamarajendra Polytechnic, Bangalore and School of Mines, Kolar Gold Fields, Professor and Principals of Sri Krishnarajendra Silver Jubilee Technological Institute, Bangalore/"B.D.T. College of Engineering", Davangere. The alternative modes of Recruitment may continue. Since this post is filled by transfer of officers in the tutorial cadre, the person posted as Deputy Director may carry the scale of pay applicable to him in the Institution concerned prior to his transfer.

*Accounts Officer* : (1) (Rs. 350—25—650—30—800)

37.23. This post is filled by taking on deputation an officer holding the post of Assistant Controller from the State Accounts Department. The existing mode of recruitment may continue. The scale of pay for the post may be the same as for the corresponding posts in the State Accounts Department.

*Assistant Director (Non-Technical)* : (1) (Rs. 250—20—350—25—500)

37.24. This post has been created recently and is proposed to be filled by promotion from the cadre of the Manager Grade I. It has been recommended in para 26 that the post of the Manager Grade I may be abolished and in Para 27 that the Superintendents of certain Institutions may be upgraded as Class I posts. This post may be filled by transfer of officers in that cadre. The designation of

the post may be changed as "Headquarters Assistant" in conformity with the designation given to officers holding comparable posts in other Departments. The scale of pay for the post may be Rs. 275—20—375—EB—25—525.

#### *Superintendents of Technical High Schools*

37.25. It has been represented that officers holding posts of Superintendents of Technical High Schools in the Bombay area did not get the benefit of revision of scales of pay either in 1957 or in 1961, as the equation of these posts was not decided. The posts of Superintendents of Technical High Schools have since been abolished consequent on the closure of such schools and these officers have been promoted to Class II Cadre. It has been urged that the scales of pay for these officers might be revised retrospectively from 1957 and from 1961. The question of revising the scales of pay for these posts retrospectively does not fall within the terms of reference to the Commission. The Commission does not, therefore, propose to make any recommendations in this regard. These officers have been promoted to Class II Gazetted Cadre already and the scale of pay applicable to them in future will be governed by the recommendations made by the Commission in respect of officers who are in that cadre now. Since, however, some injustice appears to have been done to these officers, Government may examine whether any relief could be given to them in regard to the past.

*Manager* : (1) (Rs. 225—10—285—15—375)

37.26. This post is filled by promotion from the cadre of Head Clerks/Office Superintendents. As indicated in para 24, Government have created the post of an Assistant Director (Non-technical) in the Class II cadre. This is in accordance with the recommendations made in Chapter 4, that the Chief Ministerial Officer in the office of the Head of the Department should be in the Class II Cadre. The post of the non-gazetted Manager may be abolished and the rules of recruitment amended suitably.

#### *Superintendents of Colleges*

37.27. In consonance with the decision taken in the case of Government Colleges under the Department of Collegiate Education about affording relief to the Principals in respect of administrative work, the existing three posts of Superintendents in the grade of Rs. 180—320, one each in the Sri Jayachamarajendra Polytechnic, Bangalore; Sri Krishnarajendra Silver Jubilee Technological Institute, Bangalore and the "B.D.T. College of Engineering", Davangere, may be upgraded to Class II (Gazetted Cadre) and adequate powers delegated to them so that the Principals might be relieved of much of the routine administrative work and allowed to devote more attention towards academic work legitimately expected of them. These upgraded posts may be filled by promotion from the cadre of Superintendents/Managers. In respect of other Polytechnics, the existing arrangements may be continued. The rules of recruitment may be amended suitably. The scale of pay for these Gazetted Assistants to the Principals may be Rs. 275—20—375—EB—25—525.

*Accounts Superintendents* (4) (Rs. 220—10—320—15—440)

37.28. These posts are filled by taking on deputation officers holding corresponding posts in the State Accounts Department. The existing mode of recruitment may be continued. The scale of pay for these posts may be the same as for the corresponding posts in the State Accounts Department.

*Common Categories of Posts*

37.29. The following are the common categories of posts in the Department

1	Manager Grade I	(1)	(Rs. 225—10—285—15—375)
2	Accounts Superintendents	(4)	(Rs. 220—10—320—15—440)
3	Manager, Section/Office Superintendents	(27)	(Rs. 180—10—320)
4	Office Superintendents	(6)	(Rs. 150—8—190—10—270)
5	First Division Clerks	(140)	(Rs. 110—5—150—6—180—10—220)
6	Second Division Clerks	(102)	(Rs. 80—3—110—4—130—5—150)
7	Stenographers	(5) 3	(Rs. 110—320)
		2	(Rs. 110—220 + Spl. Pay Rs. 30p.m.)
8	Second Grade Typists	(61)	(Rs. 80—3—110—4—130—5—150 + Spl. pay Rs. 10)
9	Office Attenders	(68)	(Rs. 65—2—85)
10	Jamedars	(5)	(Rs. 70—2—90)
11	Daffedars	(2)	(Rs. 65—2—85)
12	Class IV Servants, (Peons, Watchman, Sweeper, Cycle Orderlies)	(351)	(Rs. 50—1—60)

The modes of recruitment and scales of pay for these categories of posts may be the same as are applicable to the corresponding post in other Departments.

**Government Polytechnics and School of Mines, Kolar Gold Fields.**

*Principal, Sri Jayachamarajendra Polytechnic, Bangalore*

- (1) (Rs. 600—40—1,000 + Special Pay of Rs. 50)  
(Rs. 800—40—1,000—50—1,250). A. I. C. T. E. (Scale)

37.30. This post is filled by promotion of Principals of Polytechnics and Vice-Principal, Sri Jayachamarajendra Polytechnic. The existing mode of recruitment may continue. The scale of pay for the post may be Rs. 700—40—900—50—1,200.

*Principal, School of Mines, Kolar Gold Fields :* (1) (Rs. 600—40—1,000)

- (Rs. 800—40—1,000—50—1,250) A. I. C. T. E. (Scale)

37.31. The recruitment to this post is made by promotion from the cadre of Heads of Sections or by direct recruitment of persons possessing the M.Sc. Degree in Applied Geology with five years of experience. Those modes of recruitment may continue. The scale of pay for the post may be revised as Rs. 700—40—900—50—1,200.



*Principals of Polytechnics:* (5) (Rs. 350—25—650—30—800)

37.32. These posts are filled by promotion of officers (Class II) of the Department, *viz.*, Heads of Sections-cum-Principals of Polytechnics, Heads of Sections, Assistant Director and Secretary, Board of Technical Examinations, Bangalore. The existing mode of recruitment may continue. The scale of pay for these posts may be revised as Rs. 400—30—700—EB—40—900.

*Heads of Sections; Secretary, Board of Technical Examinations; Assistant Director (Technical):* (57) (Rs. 300—25—550—30—700)/(Rs. 600—40—1,000)  
A. I. C. T. E. (Scale).

37.33. Fifty per cent of these posts are filled by direct recruitment, the qualification prescribed being a degree in the appropriate branch of Engineering followed by 5 years of experience, of which at least 2 years should be in teaching. Out of the remaining 50% of the posts, 40% are filled by promotion of Graduate Lecturers and 10% by promotion of Lecturers holding a Diploma with a minimum experience of 5 years in the Department.

37.34. It was represented that according to the existing provisions, the chances for promotion for "Diploma Holders" were limited and that all Lecturers whether they be graduates or "diploma holders" might be placed on an equal footing.

37.35. It was brought to the notice of the Commission that normally a person to be promoted to the cadre of Heads of Sections should be a graduate in Engineering to maintain the requisite standards of education but that 10% of the posts were, however, earmarked for the "Diploma Holders" with considerable experience so as to provide an opportunity for promotion to such persons in this cadre.

37.36. The "Diploma Holders" are initially appointed to the lower cadre of Assistant Lecturers; some of them are promoted against 25% of the posts of Lecturers and from that cadre against 10% of the posts in the cadre of Heads of Sections. These opportunities for promotion available to them are reasonable and therefore, no change in the present modes of recruitment is considered necessary. The scale of pay for these posts may be revised as Rs. 350—25—600—30—780—EB—40—900.

*Lecturers:* (198) (Rs. 200—10—300—15—375).

37.37. Seventy-five per cent of these posts are filled by direct recruitment of persons possessing a degree in the appropriate branch of Engineering and the remaining 25% by promotion from the cadre of Assistant Lecturers who have at least 5 years of teaching experience.

37.38. It has been represented that opportunities of promotion to "Diploma Holders" were inadequate, with the result that they had to work as Assistant Lecturers for many years. The existing promotion of 25 per cent provided for promotion from the cadre of Assistant Lecturers (Diploma Holders) is, as already indicated, considered adequate and therefore, no change is necessary.

37.39. It has also been represented to the Commission that different scales of pay had been prescribed for Lecturers one for Graduates in Engineering and the other for those with a Diploma in Engineering and that this distinction might be removed as both the categories of lecturers discharge identical duties. While it is possible that a degree holder might have the initial advantage of wide knowledge in his subject and may therefore be able to exhibit greater efficiency than a diploma holder, we cannot lose sight of the fact that the diploma holders can also reach the same level of efficiency by long experience coupled with intensive study over a period of years. It is only fair that persons with Diploma who, after several years in the lower cadre are promoted as Lecturers should get the same scale of pay as the persons with a Degree in Engineering who are recruited directly to this cadre. In these circumstances, the Commission recommends that this distinction in respect of the two categories of officers holding identical posts may be removed. The scale of pay for these posts may be revised as Rs. 275—20—375—EB—25—525.

*Lecturers in Science and Mathematics* : (45) (Rs. 230—20—350—25—500)/  
(Rs. 350—850) (A.I.C.T.E.) (Scale)

37.40. As per the existing rules, these posts are filled by promotion from the cadre of Assistant Lecturers or in the absence of suitable persons in that cadre, by direct recruitment of persons possessing I or II Class Master's Degree with 2 years teaching experience. The posts of Assistant Lecturers have been upgraded to those of Lecturers in the reorganised set up. The existing provision made for promotion from the cadre of Assistant Lecturers may be deleted and all the posts may be filled by direct recruitment and the Rules of Recruitment amended accordingly. The scale of pay for these posts may be revised as Rs. 275—20—375—EB—25—525.

*Lecturers in Geology* : (2) (Rs. 230—20—350—25—500).

37.41. These posts are filled by taking on deputation officers holding corresponding posts from the Department of Mines and Geology. If no suitable persons are available in the Department of Mines and Geology, then these posts may be filled by direct recruitment, the qualifications prescribed being the same as those prescribed in the Department of Mines and Geology for the post. The Rules of Recruitment may be amended suitably. The scale of pay for the direct recruits may be revised as Rs. 275—20—375—EB—25—525. The officers taken on deputation will carry their own scales of pay.

*Lecturers in Mining and Mine Surveying* : (4) (Rs. 200—10—300—15—375)

37.42. These posts are filled by promotion from the cadre of Assistant Lecturers in Mining with at least 5 years of service in that cadre or by direct recruitment of persons possessing a Bachelor's degree in Mining or B.Sc., with Diploma in Mining, experience in teaching being preferred. The existing modes of recruitment may continue. The scale of pay for these posts may be revised as Rs. 250—10—300—15—420—EB—20—500.

*Assistant Lecturer in Mining*: (1) (Rs. 150—8—190—10—320)/  
(Rs. 260—10—300—15—450—25/2—500)  
(A.I.C.T.E.) (Scale).

37.43. This post is filled by direct recruitment of a person possessing a I Class Diploma in Mining. The existing mode of recruitment may continue. The scale of pay for the post may be revised as Rs. 200—10—280—15—370—EB—20—450.

*Assistant Lecturers in Technical Subjects (Demonstrators)*:

(175) (Rs. 150—8—190—10—320)/(Rs. 260—500)/A.I.C.T.E. (Scale)

37.44. As per the existing rules of recruitment 95% of these posts are filled by direct recruitment of persons possessing a diploma in the appropriate branch of Engineering with two years' teaching or professional experience, and 5% by promotion from the cadre of Laboratory Assistants, and Mechanics who possess a diploma in the appropriate subjects or by direct recruitment, if no suitable persons are available. The existing modes of recruitments are adequate and may be continued. The scale of pay for these posts may be revised as Rs. 200—10—280—15—370—EB—20—450, in consideration of the experience for two years in addition to the Diploma which is the prescribed qualification.

*Workshop Foremen*: (22) (Rs. 180—10—320)  
(Rs. 350—850) A. I. C. T. E. (Scale)

37.45. The recruitment to these posts is made by promotion from the cadre of Instructors in the subjects concerned. The present mode of recruitment is adequate. The scale of pay for these posts may be revised as Rs. 225—10—305—15—350—EB—20—450.

*Instructors*: (48) (Rs. 150—8—190—10—250)  
(Rs. 260—500) A. I. C. T. E. (Scale)

37.46. These posts are filled by promotion from the cadre of Assistant Instructors in the respective sections. The present mode of recruitment may continue. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.

*Assistant Instructors*: (98) (Rs. 110—5—150—6—180—10—220)  
(Rs. 160—10—300) A. I. C. T. E. (Scale)

37.47. Fifty per cent of the posts are filled by direct recruitment of persons possessing two years' Certificate of a recognised Institution with 3 years of experience in the appropriate trade and the remaining 50 per cent by promotion from the cadre of Laboratory Assistants and Mechanics in the respective sections having at least 5 years of experience. The existing modes of recruitment are adequate and may continue. The scale of pay for these posts may be revised as Rs. 130—5—170—6—200—EB—10—240.

*Mechanics & Laboratory Assistants*: (233) (Rs. 80—3—110—4—130—5—150)

37.48. Fifty per cent of these posts are filled by direct recruitment of persons possessing two years certificate in the appropriate trade and the remaining 50 per cent by promotion from the cadre of helpers having at least 5 years of

experience in the respective trades. The existing modes of recruitment being adequate, may continue. The scale of pay for these posts may be revised as Rs. 95—3—125—4—145—EB—5—200.

*Projectionist*: (1) (Rs. 80—3—110—4—130—5—140)

37.49. It has been represented that there was one post of Projectionist in the Sri Jayachamarajendra Polytechnic, Bangalore; that the duties and responsibilities attached to this post were similar to those attached to the Projectionist-cum-Mechanic in the Department of Health and Family Planning Services whose scale of pay was Rs. 140—5—150—8—190—10—320 and that the scale of pay for the post of the Projectionist might be revised so as to be equal to that for Projectionist-cum-Mechanic in the Department of Health and Family Planning Services, as this was an isolated post and the incumbent holding the post had no chances of promotion. Taking these aspects of the matter into account, the Commission recommends that the scale of pay for the post of Projectionist in the Sri Jayachamarajendra Polytechnic, Bangalore, may be brought on par with that for the corresponding post in the Department of Health and Family Planning Services.

*Drivers/Auto-drivers*: (6) (Rs. 70—1—80—2—100).

37.50. These posts are filled by direct recruitment of persons who have passed the VII Standard and possess a professional driving licence with three years of experience in driving. The existing mode of recruitment may be continued. This is an isolated cadre, the incumbents of which impart instructions in Automobile Engineering Course. The scale of pay for these posts may be revised as Rs. 85—2—95—3—125—EB—4—145.

*Physical Culture Instructors*: (3) (Rs. 80—3—110—4—130—5—150)

(1) (Rs. 100—5—150—6—180—10—200)

(1) (Rs. 125—10—175)

37.51. These posts are filled "from the cadre of the Department of Public Instruction". As seen from the wording of the Rule, the persons concerned are transferred to this Department from the Department of Public Instruction and are not taken on deputation from that Department. These posts may be filled by taking on deputation officials holding corresponding posts from the Department of Public Instruction. The liens of the persons recruited already may be shifted to the Department of Public Instruction against corresponding posts in that Department and they may be treated as on deputation to the Department of Technical Education. The rules of recruitment may be amended suitably. The scale of pay for these posts may be the same as for the corresponding posts in the Department of Public Instruction.

*Dark Room Assistant*: 1 (Rs. 65—1—70—2—90)

37.52. This post is filled by direct recruitment of a person possessing a pass in the VII Standard Examination and 3 years of experience in photography.

The existing mode of recruitment may be continued. The scale of pay for the post may be revised as Rs. 95—3—125—4—145—EB—5—200.

*Helpers* : (255) (Rs. 55—1—65—2—85).

37.53. These posts are filled by direct recruitment. The qualification prescribed is a pass in the VII Standard Examination.

37.54. It has been represented that prior to the revision of scales of pay in the year 1961, the scales of pay of Attenders and Helpers were identical and that since 1st January 1961, the attenders were placed on a higher footing, their scale of pay being Rs. 65—2—85, while the Helpers were in the lower scale of pay of Rs. 55—1—65—2—85. Since the nature of duties of both the categories of posts is the same, the helpers may be brought on par with attenders and they may be given the same scale of pay viz., Rs. 85—2—95—3—125—EB—4—145.

*Sri Krishnarajendra Silver Jubilee Technological Institute.*

*Professor and Principal* : (1) (Rs. 600—40—1,000 + Special Pay Rs. 50)

(Rs. 900—40—1,100—50—1,300 + Spl. Pay Rs. 150) A.I.C.T.E. (scale)

37.55. This post is filled by promotion from the cadre of Professors in the Institution. The present mode of recruitment may be continued. The scale of pay for the post may be revised as Rs. 700—40—900—50—1,200,

*Professors* : (2) (Rs. 400—30—700—40—900)

(Rs. 900—40—1,100—50—1,300) A.I.C.T.E. (scale)

37.56. These posts are filled by promotion from the cadre of Assistant Professors possessing the minimum qualification of Master's degree in the respective subjects. The existing mode of recruitment is adequate. The scale of pay for these posts may be revised as Rs. 450—30—660—EB—40—900.

*Assistant Professors* : (5) (Rs. 300—25—550—30—700)

(Rs. 600—40—1,000—50/2—1,150) A.I.C.T.E. (scale)

37.57. The recruitment to these posts is made by promotion from the cadre of Lecturers or by direct recruitment of persons possessing a Bachelor's degree in the appropriate subject, if no suitable persons are available for promotion. The existing modes of recruitment may continue. The scale of pay for these posts may be revised as Rs. 350—25—600—30—780—EB—40—900.

*Lecturers* : (6) (Rs. 230—20—350—25—500)

(Rs. 350—850) A.I.C.T.E. (scale)

37.58. These posts are filled by direct recruitment of persons possessing a Bachelor's Degree in Textiles. The present mode of recruitment may continue. It was represented that the persons who possess a degree in Textiles might be given the same scale of pay as persons who possess a degree in Engineering; Agriculture, Veterinary Science, etc. While it may not be possible to give identical scales of pay for both these categories of employees, the scales of pay given to the persons with a degree in Textiles should be higher than what it is

now and should bear a fair relation to the scales of pay given to persons with a degree in other technical subjects. The scale of pay for these posts may, therefore, be revised as Rs. 275—20—375—EB—25—525.

*Textile Foreman* : (1) (Rs. 180—10—320)

37.59. This post is filled by promotion from the cadre of Assistant Instructors in Textile Subjects. The present mode of recruitment may continue. The scale of pay for the post may be revised as Rs. 225—10—305—15—350—EB—20—450.

*Demonstrators*: (9) (Rs. 150—8—190—10—250)

(Rs. 260—10—300—15—450—25/2—500)

A.I.C.T.E. (scale)

37.60. These posts are filled by direct recruitment of persons possessing a Diploma in Textiles Technology with 2 years of experience in a mill or a factory. The existing mode of recruitment may continue. In view of the fact that the demonstrators have no chances of promotion and as no such promotional opportunities could be provided, the scale of pay for these posts may be slightly higher than that for corresponding posts in the other Institutions viz., Rs. 200—10—280—15—370—EB—20—450 in consideration of the experience for two years in addition to the Diploma which is the prescribed qualification.

*Assistant Instructors* : (6) (Rs. 110—5—150—6—180—10—220)

37.61. These posts are filled by direct recruitment of persons who have passed the X standard Examination and have 4 years of experience in a mill or a factory in the respective branches. The scale of pay for these posts may be Rs. 130—5—170—6—200—EB—10—240.

*Physical Education Instructor* : (1) (Rs. 100—5—150—6—180—10—200) :

37.62. The observations made in para 37.51 regarding physical culture Instructors apply to this case also. The scale of pay for the post may be the same as for the corresponding posts in the Department of Public Instruction.

*Boiler* : (1) (Rs. 80—3—110—4—130—5—150)

37.63. This post is filled by direct recruitment. A pass in VII Standard with 3 years of experience in the subject may be prescribed for recruitment to this post. The rules of recruitment may be amended suitably. The scale of pay for the post may be revised as Rs. 95—3—125—4—145—EB—5—200.

*Laboratory Attenders*: (26)(Rs. 70—2—90)

37.64. This post is filled by Direct recruitment. A pass in VII Standard Examination with 3 years of experience in a Mill or a Factory or Laboratory, may be prescribed for this post. The rules of recruitment may be amended suitably. The scale of pay for these posts may be Rs. 85—2—95—3—125—EB—4—145.

*B. D. T. College of Engineering, Davangere :*

*Principal :* (1) (Rs. 600—40—1,000 + Spl. Pay Rs. 100)  
(Rs. 1,300—60—1,600—100—1,800) A.I.C.T.E (Scale)

37.65. This post is filled by promotion from among the Assistant Professors in Engineering subjects. This post may be filled in future by promotion of Professors. The scale of pay for the post may be revised as Rs. 800—40—1,000—50—1,200.

*Professors : (Engineering) (3)* (Rs. 400—30—700—40—900)  
(Rs. 900—40—1,100—50—1,300) A.I.C.T.E. (Scale)

37.66. These posts are filled by promotion from the cadre of Assistant Professors in the respective branches or by direct recruitment of persons possessing a Master's degree in the appropriate branch of Engineering with at least 5 years of experience, if no suitable candidates for promotion are available. The existing modes of recruitment may continue. The scale of pay for these posts may be revised as Rs. 600—40—1,000.

*Professors :*

1. Mathematics	}	(Rs. 400—30—700—40—900)	
2. Physics		}	(2) (Rs. 900—40—1,100—50—1,300—
3. Chemistry			

37.67. These posts are filled by taking on deputation persons holding equivalent posts from the Department of Collegiate Education. The Department has proposed that these posts might be filled by promotion from the cadre of Assistant Professors. Since the posts in the lower cadre are also filled by taking on deputation officers from the Department of Collegiate Education and since they have chance of promotion in the parent Department, the existing mode of recruitment may continue. The scale of pay for these posts may be the same as for the corresponding posts in the Department of Collegiate Education.

*Assistant Professors in Engineering :* (11) (Rs. 300—25—550—30—700)

37.68. 66 $\frac{2}{3}$  per cent of these posts are filled by direct recruitment of persons possessing a Master's degree in the appropriate subject with 5 years experience of which 2 years should be in the teaching line, and the remaining 33 $\frac{1}{3}$  per cent by promotion from the cadre of Lecturers, possessing Bachelor's Degree in the appropriate Branches. The existing modes of recruitment are adequate and may continue. The scale of pay for these posts may be Rs. 400—30—700—EB—40—900.

*Assistant Professors : (Physics, Chemistry and Mathematics) (3)* (Rs. 300—20—400—25—600) (Rs. 600—40—1000—50/2—1,150) A. I. C. T. E. (scale)

37.69. These posts are filled by taking on deputation persons holding equivalent posts from the Department of Collegiate Education. As these are isolated posts, the existing mode of recruitment may continue. The scale of pay for these posts may be the same as for the corresponding posts in the Department of Collegiate Education.

*Lecturers in Engineering:* (23) (Rs. 230—20—350—25—500)  
(Rs. 350—850) A.I.C.T.E. (scale)

37.70. As per the existing rules, these posts are filled by promotion from the cadre of Junior Lecturers. The cadre of Junior Lecturers has been abolished except for one post in Civil Engineering. These posts may be filled by direct recruitment of persons holding Master's Degree in the respective subjects. The rules of recruitment may be amended suitably. The scale of pay for these posts may be Rs. 300—25—550—EB—30—700.

*Junior Lecturers in Civil Engineering:* (1) (Rs. 200—10—300—15—375)

37.71. This post is filled by direct recruitment of person possessing a degree in Civil Engineering. As this is an isolated post, it may be filled by taking on deputation a Junior Engineer from the Public Works Department. The lien of the present incumbent may be shifted against a corresponding post in the Public Works Department and he may be treated as on deputation to the College. The rules of recruitment may be amended suitably. The scale of pay for the post may be the same as that for Junior Engineers.

*Lecturers in Physics, Mathematics and Chemistry:* (9)  
(Rs.230—20—350—25—500) (Rs.350—850) A. I. C. T. E. (Scale)

37.72. These posts are filled by taking on deputation persons holding equivalent posts from the Department of Collegiate Education. No change in the mode of recruitment is called for. The scale of pay for these posts may be the same as for the corresponding posts in the Department of Collegiate Education.

*Survey Instructor :* (1) Rs.150—8—190—10—250)

37.73. This post is filled by taking on deputation a person holding a corresponding post from the Public Works Department. The present mode of recruitment may be continued. The scale of pay for the post may be the same as for the corresponding post in the Public Works Department.

*Workshop Foreman :* (1) (Rs. 180—10—320)

37.74. This is a new cadre created in the Department. This post may be filled by promoting from the cadre of workshop Instructors. The rules of recruitment may be framed accordingly. The scale of pay for the post may be revised as Rs. 200—10—280—15—370—EB—20—450.

*Workshop Instructors* } (Rs. 150—8—190—10—250)  
*Instructor in Electrical Engineering* } (4) (Rs. 150—8—190—10—320)  
(for Diploma Holders)  
(Rs. 260—10—300—15—450—25/2—500) A.I.C.T.E. (Scale)

37.75. These posts are filled by promotion from the cadre of Assistant Instructors in the respective subjects. The existing mode of recruitment is adequate and may be continued. The scale of pay for these posts may be revised as Rs. 175—10—275—15—350—EB—20—450.



*Workshop Assistant Instructors:* (2) (Rs. 110—5—150—6—180—10—220)  
(Rs. 160—10—300) A. I. C. T. E. (Scale)

37.76. 50 per cent of these posts are filled by direct recruitment of persons possessing a recognised 2 years Certificate with atleast 3 years of experience in the appropriate trade. The remaining 50 per cent of the posts are filled by promotion from the cadre of Senior mechanics in workshop and survey sections. The present modes of recruitment may continue. The scale of pay for these posts may be revised as Rs. 130—5—170—6—200—EB—10—240.

*Senior Mechanics :* (5) (Rs. 100—5—150—6—180—10—200)

37.77. These posts are filled by promotion from the cadre of mechanics with a minimum of 3 years of experience. The present mode of recruitment may continue. The scale of pay for these posts may be revised as Rs. 130—5—170—6—200—EB—10—240.

*Mechanics :* (8) (Rs. 80—3—110—4—130—5—140)

37.78. 50 per cent of these posts are filled by direct recruitment of persons possessing a recognised 2 years' certificate in the appropriate trade and the remaining 50 per cent by promotion from the cadre of helpers and technical attenders. The existing modes of recruitment may continue. The scale of pay for these posts may be revised as Rs. 95—3—125—4—145—EB—5—200.

*Attender and Technical Helpers :* (31) (Rs. 55—1—65—2—85)

37.79. These posts are filled by direct recruitment of persons who have passed the VII Standard Examination, preference being given to persons having trade certificate or experience in the trade. No change in the existing mode of recruitment is called for. The scale of pay for these posts may be revised as Rs. 65—1—75—2—95

*Draughtsmen :* (2) (Rs. 150—8—190—10—320)

37.80. Two new posts of Draughtsman have been created. These posts may be filled by taking on deputation persons holding equivalent posts from the Public Works Department. The Rules of recruitment may be framed accordingly. The scale of pay for these posts may be the same as for the corresponding posts in the Public Works Department.

37.81. The Department has submitted copies of draft Cadre and Recruitment Rules of the newly established Institutions *viz.*, (i) Women's Polytechnics two; (ii) School of Arts and Crafts, Davangere—one; and (iii) Junior Technical Schools—Six. These draft rules are under the consideration of Government. These rules have been drafted on the lines of the existing rules applicable to similar categories of posts in the sister Institutions, under the control of the Department. The draft rules may, therefore, be adopted with such modifications as have indicated in the preceding paragraphs in respect of the existing rules.

37.82. The strength of the tutorial staff of these new Institutions are as indicated below:

*Women Polytechnics—2*

1	Principals	2	Rs. 300—25—550—30—700+
			Spacial Pay Rs. 30
2	Heads of Sections	5	Rs. 300—20—400—25—600.
3	Lecturers	19	1 Rs. 200—10—300—15—375.
			2 Rs. 180—10—270—15—350.
			3 Rs. 150—8—190—10—300.
4	Assistant Lecturers	11	Rs. 150—8—190—10—320.
5	Instructors	2	Rs. 150—8—190—10—250.
6	Assistant Instructors	2	Rs. 110—5—150—6—180—10—220.
	Laboratory Assistant/Mechanics	10	Rs. 80—3—110—4—130—5—140.
8	Junior Lecturer in Commerce	1	Rs. 180—10—270—15—350.

*Junior Technical Schools—6*

Principals	6	Rs. 300—25—550—30—700.
Lecturers in Engineering	6	Rs. 200—10—300—15—375 (250—400 for Graduates in Engineering)
Lecturers in General Subjects	30	Rs. 200—10—300—15—375.
Assistant Lecturers	18	Rs. 150—8—190—10—320.
Workshop Foremen	6	Rs. 150—8—190—10—320.
Workshop Assistant Instructors	36	Rs. 110—5—150—6—180—10—220.
Physical Education Instructors	6	Rs. 80—3—110—4—150.
Skilled Mechanics	36	Rs. 80—3—110—4—130—5—140.

*School of Arts and Crafts, Davangere 1*

Principal	1	Rs. 300—25—550—30—700.
Heads of Sections	3	Rs. 300—20—400—25—600.
Lecturers	3	Rs. 150—8—190—10—320.
Assistant Lecturers	7	Rs. 150—8—190—10—320.
Studio Assistant	1	Rs. 150—8—190—10—320.
Demonstrator in Mural	1	Rs. 150—8—190—10—320.

The scales of pay for these posts may be the same as those proposed for corresponding posts in the sister institutions in the Department.

*Special pay*

37.83. The Principals of the Sri Jayachamarajendra Polytechnic, Bangalore, and the Sri Krishnarajendra Silver Jubilee Technological Institute, Bangalore are in receipt of Special Pay at the rate of Rs. 50 p.m. The Principal of the "B.D.T. Colleges of Engineering" Davangere, is getting a Special Pay of Rs. 100 p.m. The Heads of Sections when they officiate as Principals of Polytechnics are allowed a Special Pay of Rs. 35 p.m.

37.84. Since higher scales of pay have been recommended for the Principals of the Sri Jayachamarajendra Polytechnic, the Sri Krishnarajendra Silver Jubilee Technological Institute, Bangalore, and the "B.D.T. College of Engineering Davanagere" and as the existing posts of Superintendents in these three Institutions have been recommended to be upgraded to the Gazetted Cadre, with a view to give relief to the Principals in respect of the administrative work, the Commission considers that there is no justification for giving Special Pay in respect of these posts.

37.85. Since it is proposed to have a separate cadre of Principals with a higher scale of pay for each of the Polytechnics, under the re-organised pattern, the Commission considers that the Special Pay to Heads of Sections who are officiating as Principals may be discontinued.

#### *Delegation of Powers*

37.86. So far as the financial powers are concerned, the Department has not asked for any additional powers for officers at any level nor does the Commission consider it necessary that further powers need be delegated. The powers vested in the Director under the Manual of Financial powers may be continued.

37.87. All appointments/recruitments to posts in the cadre of Class II posts and higher posts are now made by Government in consultation with the Public Service Commission wherever necessary. This has resulted in unnecessary delay in filling the vacant posts even in routine cases of promotion from Class III to Class II Cadre. It has, therefore, been represented that with a view to see that the academic work does not suffer, the Director might be empowered to fill vacancies in the Class II Gazetted Cadre, pending filling of the posts as per rules. The Commission suggests that at the end of the every year, the Administrative Department should work out the probable number of vacancies likely to rise in each cadre, send the list of such vacancies to the Public Service Commission, and obtain clearance to the lists of persons to be appointed promoted against such vacancies (with a reserve list), so that they could promote/appoint officers as and when vacancies occur, out in the meantime, in order to avoid delay, powers for filling Class III posts and for making in charge arrangements against Class II posts, pending concurrence of the Public Service Commission in the matter, may be delegated to the Director, so that Government need not have to be approached for orders every time such an occasion arises.

CHAPTER 37

Department of Technical Education

Sl.No.	Designation	Number of posts	Existing scale of pay and Special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
1	Director	...	1 1,100—50—1,500	1,300—60—1,600—50—1,800	
2	Joint Director	...	1 900—40—1,100—50—1,300	1,100—50—1,300—60—1,600	
3	Deputy Director	...	1 600—40—1,000	Scale of pay applicable to the Principal/ Professor of the respective Institutions.	
4	Accounts Officer	...	1 350—25—650—30—800	400—30—700—EB—40—900	
5	Assistant Director (Non-Technical)	...	1 250—20—350—25—500	275—20—375—EB—25—525	
<i>Government Polytechnics and School of Mines of, Kolar Gold Fields.</i>					
6	Principal, S. J. Polytechnic Banagalore.	1	600—40—1,000+ Spl. Pay Rs. 50	700—40—900—50—1,200	
7	Principal, School of Mines, K.G.F.	1	600—40—1,000	700—40—900—50—1,200	
8	Principal, Polytechnic	...	5 350—25—650—30—800	400—30—700—EB—40—900	
9	Heads of Sections, Secretary, Board of Technical Examination. Assistant Director (Technical)	57	300—25—550—30—700	350—25—600—30—780—LB—40—900	
10	Lecturer in Technical Subject	...	198 200—10—300—15—375	275—20—375—EB—25—525	
11	Lecturer in Science & Mathematics.	45	230—20—350—25—500	275—20—375—EB—25—525	
12	Lecturer in Geology	...	2 230—20—350—25—500	275—20—375—EB—25—525	
13	Lecturer in Mines and Mines Surveying.	4	200—10—300—15—375	250—10—300—15—420—EB—20—500	
14	Assistant Lecturer in Mining and Mines Surveying.	1	150—8—190—10—320	200—10—280—15—370—EB—20—450	
15	Assistant Lecturer in Technical Subjects.	175	150—8—190—10—320	200—10—280—15—370—EB—20—450	
16	Workshop Foreman	...	22 180—10—320	225—10—305—15—350—EB—20—450	

CHAPTER 37 (concl.)

Sl. No.	Designation	Number of posts	Existing scale of pay and Special pay	Recommended scale of pay and Special pay	Remarks
			Rs.	Rs.	
17	Instructor	48	150-8-190-10-250	175-10-275-15-350-EB-20-450	
18	Assistant Instructor	98	110-5-150-6-180-10-220	130-5-170-6-200-EB-10-240	
19	Mechanic and Laboratory Assistant	233	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
20	Projectionist (Mechanic)	1	80-3-110-4-130-5-140	175-10-275-15-350-EB-20-450	
21	Driver/Auto Driver	6	70-1-80-2-100	85-2-95-3-125-EB-4-145	
22	Physical Culture Instructor	3	80-3-110-4-130-5-150	} 110-4-130-5-170-EB-6-200	
		1	100-5-150-6-180-10-200		
		1	125-10-175		
23	Dark Room Assistant	1	65-1-70-2-90	95-3-125-4-145-EB-5-200	
24	Helper	255	55-1-65-2-85	85-2-95-3-125-EB-4-145	
<b>Sri Krishnarajendra Silver Jubilee Technological Institute, Bangalore</b>					
25	Professor/Principal	1	600-40-1,000 + Spl. pay Rs. 50 p.m.	700-40-900-50-1,200	
26	Professor	2	400-30-700-40-900	450-30-660-EB-40-900	
27	Assistant Professor	5	300-25-550-30-700	350-20-600-30-780-EB-40-900	
28	Lecturer	6	230-20-350-25-500	275-20-375-EB-25-525	
29	Textile Foreman	1	180-10-320	225-10-305-15-350-EB-20-450	
30	Demonstrator	9	150-8-190-10-250	200-10-280-15-370-EB-20-450	
31	Assistant Instructor	6	110-5-150-6-180-10-220	130-5-170-6-200-EB-10-240	
32	Physical Education Instructor	1	100-5-150-6-180-10-200	170-5-180-8-220-EB-10-300	
33	Boiler	1	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
34	Laboratory Attender	26	70-2-90	85-2-95-3-125-EB-4-145	
<b>B. D. T. College of Engineering, Davangere</b>					
35	Principal	1	600-40-1,000 + Spl. pay Rs. 100 p.m.	800-40-1000-50-1,200	

CHAPTER 37.

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
36	Professor (Engineering) ...	3	400—30—700—40—900	600—40—1,000	
37	Professor (Mathematics, Physics, Chemistry)	2	400—30—700—40—900	600—40—1,000	
38	Assistant Professor (Engineering) ...	11	300—25—550—30—700	... 400—30—700—EB—40—900	
39	Assistant Professor (Physics, Chemistry, Mathematics).	3	300—20—400—25—600	... 400—30—700—EB—40—900	
40	Lecturer in Engineering ...	23	230—20—350—25—500	... 300—25—550—EB—30—700	
41	Junior Lecturer in Civil Engineering.	1	200—10—300—15—375	... 275—20—375—EB—25—525	
42	Lecturer (Physics, Chemistry, Mathematics).	9	230—20—250—25—500	... 300—25—550—EB—30—700	
43	Survey Instructor ...	1	150—8—190—10—250	... 175—10—275—15—350—EB—20—450	
44	Workshop Foreman ...	1	180—10—320	... 200—10—280—15—370—EB—20—450	
45	Workshop Instructor and Instructor in Electrical Engineering.	4	150—8—190—10—250 150—8—190—10—320	} 175—10—275—15—350—EB—20—450	
46	Workshop Instructor ...	9	110—5—150—6—180—10—220	... 130—5—170—6—200—EB—10—240	
47	Senior Mechanic ...	5	100—5—150—6—180—10—200	... 130—5—170—6—200—EB—10—240	
48	Mechanic ...	8	80—3—110—4—130—5—140	... 95—3—125—4—145—EB—5—200	
49	Attender and Technical Helper ...	31	55—1—55—2—85	... 65—1—75—2—95	
50	Draughtsman ...	2	150—8—190—10—320	... 175—10—275—15—350—EB—20—450	
<i>Women Polytechnics (2)</i>					
51	Principal ...	2	300—25—550—30—700 + Spl. pay Rs. 35/ p. m.	... 400—30—700—EB—40—900	
52	Head of Section ...	5	300—20—400—25—600	... 350—25—600—30—780—EB—40—900	
53	Lecturer (Science, English, Economics, Commerce, etc.)	7	230—20—350—25—500	... 300—25—550—EB—30—700	
		8	200—10—300—15—375	... 275—20—375—EB—25—525	
		3	180—10—270—15—350	... 200—10—280—15—370—EB—20—450	
		1	150—8—190—10—300	... 175—10—275—15—350—EB—20—450	

CHAPTER 37

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
			Rs.	Rs.	
54	Junior Lecturer in Commerce	1	180—10—270—15—350	200—10—280—15—370—EB—20—450	
55	Assistant Lecturer	11	150—8—190—10—320	175—10—275—15—350—EB—20—450	
56	Instructor	2	150—8—190—10—250		
57	Assistant Instructor	2	110—5—150—6—180—10—220	130—5—170—6—200—EB—10—240	
58	Laboratory Assistant and Mechanic.	10	80—3—110—4—130—5—140	95—3—125—4—145—EB—5—200	
<i>Junior Technical Schools (6)</i>					
59	Principal	6	300—25—550—30—700	400—30—700—EB—40—900	
60	Lecturer (Mechanical Engineering)	6	200—10—300—15—375 250—15—400 (For Engineering Graduates)	275—20—375—EB—25—525	
61	Lecturer in General Subject	30	200—10—300—15—375		
62	Assistant Lecturer	18	150—8—190—10—320	175—10—275—15—350—EB—20—450	
63	Workshop Foreman	6	150—8—190—10—320	175—10—275—15—350—EB—20—450	
64	Workshop Assistant Instructor	36	110—5—150—6—180—10—220	130—5—170—6—200—EB—10—240	
65	Physical Education Instructor	6	80—3—110—4—130—5—150	110—4—130—5—170—EB—6—200	
66	Skilled Mechanic	36	80—3—110—4—130—5—140	95—3—125—4—145—EB—5—200	
<i>School of Arts and Crafts, Davangere (1)</i>					
67	Principal	1	300—25—550—30—700	400—30—700—EB—40—900	
68	Head of Section	3	300—20—400—25—600	350—25—600—30—780—EB—40—900	
69	Lecturer	3	150—8—190—10—320	175—10—275—15—350—EB—20—450	
70	Assistant Lecturer	7	150—8—190—10—320		
71	Studio Assistant	1	150—8—190—10—320		
72	Demonstrator in Mural	1	150—8—190—10—320		

CHAPTER 37 (concl.)

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
<i>Ministerial Staff</i>					
73	Manager	1	225—10—285—15—375	...	Post to be abolished.
74	Accounts Superintendent	4	220—10—320—15—440	...	250—10—300—15—420—EB—20—500
75	Manager/Office Superintendent	27	180—10—320	...	3... 275—20—375—EB—25—525 24... 200—10—280—15—370—EB— 20—450 Three posts to be up- graded to Class II
76	Office Superintendent	6	150—8—190—10—270	...	175—10—275—15—350—EB—20—450
77	I Division Clerk	140	110—5—150—6—180—10—220	...	140—5—150—8—190—EB—10—260 15—290
78	II Division Clerk	102	80—3—110—4—130—5—150	...	95—3—125—4—145—EB—5—200
79	Stenographer	5	3 110—5—150—8—190—10— 260—15—320	...	175—10—275—15—350—EB—20—450
80	Typist	61	2 110—5—150—6—180— 10—220 +Spl. pay Rs. 30. p. m. +Spl. pay Rs. 10. p.m.	...	140—5—150—8—190—EB—10— 260—15—290 +Spl. pay Rs. 30 p.m. +Spl. pay Rs. 10 p.m.
81	Attender	68	65—2—85	...	85—2—95—3—125—EB—4—145
82	Jamedar	5	70—2—90	...	85—2—95—3—125—EB—4—145
83	Daffedar	2	65—2—85	...	80—2—90—3—120—4—140
84	Peon, Watchman, Sweeper, etc.	351	50—1—60	...	60—1—80—2—90



## CHAPTER 38

### Commercial Taxes Department

38.1. The Commercial Taxes Department is in charge of the administration of some of the taxing enactments : (a) The Mysore sales Tax Act, 1957 and the Central Sales Tax Act, 1956 ; (b) The Mysore Agricultural Income Tax Act, 1957 ; (c) The Mysore Sales of Motor Spirit Taxation Act, 1957 ; and (d) The Mysore Entertainments Tax Act, 1958. This is one of the biggest revenue earning departments, the approximate revenue per annum being about Rs. 30 Crores.

38.2. The Department is classified as a Major Department and is headed by the Commissioner of Commercial Taxes. He is assisted at the headquarters by (i) an Assistant Commissioner of Commercial Taxes ; (ii) an Assistant Commissioner of Agricultural Income Tax and (iii) two Commercial Tax Officers. For the purpose of administration of the Sales Tax Act, the State is divided into seven divisions, each in charge of a Deputy Commissioner of Commercial Taxes. He is assisted by one Assistant Commissioner of Commercial Taxes in each Division exercising appellate and revisional functions in respect of assessments made by the Assistant Commercial Tax Officers. These Divisions are further divided into various circles. The Commercial Tax Officers and the Assistant Commercial Tax Officers are in charge of the Circles according to the importance of the circles. Two separate Divisions, each under the charge of a Deputy Commissioner, are formed for the work under the Agricultural Income Tax Act.

38.3. The Commercial Tax Officers are also the assessing authorities under the Mysore Sales of Motor Spirit Taxation Act. The Assistant Commercial Tax Officers are appointed also as 'Entertainment Tax Officers' under the Mysore Entertainments Tax Act. There is a separate Deputy Commissioner (Enforcement) in charge of 'Intelligence Wing' to detect evasion of taxes etc. There is also one Deputy Commissioner (Appeals) exercising exclusively appellate powers in respect of the cases in the Bangalore City Division and the Bangalore Division.

38.4. At present, the Commissioner of Commercial Taxes is also the Excise Commissioner. The work in this Department is already heavy and the work of the Excise Department is also becoming heavy with the change in the policy of prohibition. Both these Departments play a vital role in the collection of revenues. It was represented before the Commission that in these circumstances, it would be desirable to divest the Commissioner, Commercial Taxes of the duties of the Excise Commissioner. The Commission considers that this is a reasonable proposal as there is genuine need for separate Heads of Departments for these two Departments. The Commission, therefore, recommends that the Commissioner of Commercial Taxes may be divested of the charge of the Excise Department, so that he could devote his full attention and energy to the work in this

Department. It is recommended in Chapter 3 that a separate post of Commissioner in the super-time scale of the Indian Administrative Service might be created for the Excise Department.

38.5. It was also represented before the Commission that it was necessary to raise the pecuniary jurisdiction of the Assistant Commercial Tax Officers from Rs. 40,000 to Rs. 75,000 or to Rs. 60,000 and to reduce their work-load from 75 cases to 45 cases per month. It was also suggested that the work-load of the Commercial Tax Officer should be reduced from 45 to 30 cases per month. It was stated that the number of assesseees had risen to about one lakh now and that even a petty shop keeper in a city like Bangalore had a turn-over that brought him under the purview of this Department. As regards reduction of the work-load, it was stated that the Commercial Tax Officers and the Assistant Commercial Tax Officers were over-loaded with the assessment work and were not able to apply their minds satisfactorily to details of the cases. It was also pointed out that the work-load of the Assessing Officers in the neighbouring States was between 250 and 300 cases per annum and that by reduction of the work-load of the Assistant Commercial Tax Officers, only about 15 to 20 additional posts of Assistant Commercial Tax Officers might be required to be created.

38.6. The Commission considers that the present work-load is too heavy and it might be difficult for the officers to make a thorough scrutiny of the accounts. As the prices of commodities have increased, the turn-over of every businessman rises to higher levels. In order that the officers are enabled to do full justice to their work, the Commission recommends that the pecuniary jurisdiction of the Assistant Commercial Tax Officers might be raised from Rs. 40,000 to Rs. 60,000. The Commercial Tax Officers will then handle cases of only those assesseees whose annual turn-over is more than Rs. 60,000. The Commission also recommends that the work-load of the Assistant Commercial Tax Officers and of the Commercial Tax Officers may be reduced from 75 to 45 and 45 to 30 cases per month respectively. The number of posts of Assistant Commercial Tax Officers and Commercial Tax Officers required may be determined on the basis of distribution of work-load on this basis. With the reduction in work-load of the Assessing Officers, it is hoped that they would be able to scrutinise the accounts in each case in all its details and thereby reduce the chances of assessable items escaping their notice and be able to collect all the just taxes due to the State.

38.7. It appears that the Sales Tax Appellate Tribunal is not having sufficient work now. The average number of cases filed before the Tribunal is also not much. The Commission considers that there is no justification for an independent tribunal for dealing with cases under the Sales Tax Act. The Sales Tax Appellate Tribunal may be abolished and as recommended in Chapter 75, a separate bench may be created in the Mysore State Appellate Tribunal to hear Sales Tax Appeal Cases. It was represented that the State Representative appearing before the Tribunal was only an Assistant Commissioner of Commercial Taxes and that he was not able, in all cases, to represent the State effectively to meet all complicated points raised by experienced counsel on behalf of the

appellant assessee. The Commission is, therefore, of the view that the State Representative before the Sales Tax Bench should be an officer of the status of a Deputy Commissioner of Commercial Taxes, so that the case for the Department may be represented properly.

38.8. As regards separation of administrative and appellate functions at the level of the Deputy Commissioner, the Commission suggests that the results of the separation of administrative and appellate functions, introduced recently in Bangalore City and Bangalore Divisions as an experimental measure, may be watched for a year or two and then extended to the other Divisions, if found useful.

38.9. It was pointed out to the Commission that there was a large scale evasion of taxes by the touring cinemas and that it was difficult to assess the number of persons in the auditorium as in the case of permanent theatres. It was also stated that Entertainment Tax is not being received regularly even from the permanent theatres. After considering these matters, the Commission recommends that in the case of Touring Cinemas, a lump sum amount may be collected as Entertainment Tax taking 50 per cent of the seating capacity of the theatre as representing the average attendance at each show and the number of days on which shows are exhibited as the basis for calculation. The Commission also suggests that the Licensing Authorities may be empowered under the Cinematograph Rules to cancel or suspend the Licences of Cinema Theatres, if they default in the payment of Entertainment Tax continuously for a period of two months after issuing the defaulter a notice to show cause why the licence should not be cancelled. The Licensing Rules will have to be suitably amended.

38.10. It was suggested to the Commission that the Local Bodies might be entrusted with the work relating to levy and collection of Entertainment Tax. At present, the Assistant Commercial Tax Officers are appointed as 'Entertainment Tax Officers'. 90 per cent of the Entertainment Tax collected is allotted to the respective Local Bodies after retaining the balance of 10 per cent towards the collection charges. The Commission considers that the present arrangement for the levy and collection in Entertainment Tax is satisfactory and needs no alteration.

38.11. Another point urged before the Commission was that adequate security should be demanded while giving 'Stay Orders' by the Appellate Authorities. The Commission considers that though it is desirable to specify the amount, the recovery of which is stayed and order adequate security to be taken for the amount in question at the time of granting the 'Stay', no specific instructions can be issued as the matter is one of judicial discretion. But it is necessary to bear in mind that wherever the Department feels that security should have been taken, it is open to it to move the authorities, Tribunals or Courts at any time for suitable modification of the order by imposing a condition as to security and by clarification of the scope of stay.

38.12. It was also represented before the Commission that minor punishments should be excluded from the purview of the Mysore Civil Services (Classification, Control and Appeal) Rules. The Commission, however, considers that the procedure for awarding minor punishments is simple and is in accordance with the principles of equity and natural justice and that it is not legally permissible to dispense with the procedure prescribed by Rule 12 of the Mysore Civil Services (Classification, Control and Appeal) Rules.

*Cadre and Recruitment Rules and Scales of Pay*

38.13. *Commissioner of Commercial Taxes*: The post of Commissioner of Commercial Taxes is in the super-time scale of the Indian Administrative Service

*Deputy Commissioners*: (12) (Rs. 900—40—1,100—50—1,300)

38.14. These posts are filled by promotion by selection from the cadre of Assistant Commissioners of Commercial Taxes. The present mode of recruitment may continue. The scale of pay for these posts may be Rs. 1,100—50—1,300—60—1,600.

*Assistant Commissioners*: (10) (Rs. 600—40—1,000)

38.15. These posts are filled by promotion from the cadre of Commercial Tax Officers on the basis of seniority-cum-merit. The present mode of recruitment may continue. The revised scale of pay for these posts may be Rs. 700—40—900—50—1,200.

*Commercial Tax Officers*: (98) (Rs. 350—25—650—30—800)

38.16. According to the Cadre and Recruitment Rules, 33½ per cent of these posts shall be filled by direct recruitment in accordance with the Mysore Recruitment of Gazetted Probationers (Class I and II posts appointment by competitive examinations) Rules 1966 and 66½ per cent by promotion from the cadre of Assistant Commercial Tax Officers. Provision has also been made in the Rules for filling direct recruitment vacancies by promotion temporarily. It was urged before the Commission that all the posts of Commercial Tax Officers should be filled only by promotion, as there was enough scope for the infusion of fresh blood at the level of the Assistant Commercial Tax Officers and the Department might not benefit by the direct recruits who might not be in a position to do justice to the work of the post which involved collection of heavy revenues. The Commission has carefully considered this suggestion and is of the view that direct recruitment to this cadre may continue as it is sure to attract young and brilliant persons to this Department; the ratio of direct recruitment may, however, be reduced from 33½ per cent to 25 per cent. The rules of recruitment may be modified suitably. The scale of pay for these posts may be Rs. 400—30—700—EB—40—900.

*Assistant Commercial Tax Officers*: (97) } (Rs. 250—20—350—25—500)  
*Manager Grade I*: (1) }

38.17. Fifty per cent of these posts are filled by direct recruitment in accordance with the Mysore Recruitment of Gazetted Probationers (Class I and II posts appointment by competitive examinations) Rules, 1966 and fifty per cent by

promotion from the cadre of Commercial Tax Inspectors. Provision has also been made in the Rules for filling direct recruitment vacancies by promotion temporarily. The present mode of recruitment may continue. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525.

*Commercial Tax Inspectors* : (311) } (Rs. 150—8—190—10—270)  
*Manager Grade II* : (1) }

38.18. Fifty per cent of these posts are filled by direct recruitment and fifty per cent by promotion from the cadre of First Division Clerks and Stenographers in the ratio of 33:1. The qualification prescribed for direct recruitment is a Degree of a recognised University in Commerce or with Economics or Mathematics or Statistics as one of the subjects etc. The present mode of recruitment may continue. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

*Accounts Superintendent*: (1) (Rs. 220—10—320—15—440)

38.19. The scale of pay for the post of the Accounts Superintendent may be the same as is applicable to the corresponding posts in the State Accounts Department.

*I Division Clerks* : (270) (Rs. 110—5—150—6—180—10—220)

*II Division Clerks* : including Sub-Inspectors of Commercial Taxes : (671)

(Rs. 80—3—110—4—130—5—150)

*Stenographers* : (30) (Rs. 110—5—150—6—180—10—220)

*Typist* : (178) (Rs. 80—3—110—4—130—5—150)

*Attenders* : (20) (Rs. 55—1—65—2—85)

*Daffedars* : (2) (Rs. 55—1—65—2—75)

*Drivers* : (2) (Rs. 70—1—80—2—100)

*Peons* : (674) (Rs. 50—1—60)

38.20. These posts are common to all the Departments. The scales of pay for these posts may be the same as are applicable to the corresponding posts in other Departments.

*Bill Collectors* : (145) (Rs. 60—1—70—2—90)

38.21. The qualification prescribed for direct recruitment is a pass in the VIII Standard Examination. The present mode of recruitment may continue. The scale of pay for these posts may be Rs. 80—2—90—3—120—4—140.

#### *Promotional opportunities for Stenographers*

38.22. It was represented by the Stenographers of the Department that under the old Rules, they were eligible for promotion to the posts of Assistant Commercial Tax Officers subject to the condition that they should have worked as Commercial Tax Inspectors for three years but under the new Rules they are eligible for promotion to the posts of Commercial Tax Inspectors only, that for further promotion to the cadre of Assistant Commercial Tax Officers they would have to take their chance along with the other Inspectors and that their opportuni-

ties for promotion were affected adversely by the amendment of the Rules of Recruitment. The scales of pay for both the cadres *i.e.* First Division Clerks and Stenographers are the same, and it is, therefore, necessary to provide for promotion for both I Division Clerks and Stenographers to one cadre only. The new rules still afford equal chances of promotion to the Stenographers. The Commission, therefore, considers that the existing provision for promotion of Stenographers to posts of Commercial Tax Inspectors may continue.

*Special Pay*

38.23. The Stenographers and Typists only get special pay in this Department. They may continue to get Special Pay at the rates indicated separately for the Stenographers and Typists of all Departments.

*Delegation of Powers*

38.24 It was represented by the Department that the Commercial Tax Inspectors might be empowered to inspect business premises. The vesting of such power in a taxing officer is necessary so that evasion of taxes by suppression of accounts or submission of duplicate set of accounts can be effectively checked. The Commission agrees with this suggestion and recommends that such powers may be delegated to the Commercial Tax Inspectors.

38.25. No other suggestions have been made regarding the delegation of financial and administrative powers. The existing powers may, therefore, continue.

CHAPTER 38  
Commercial Taxes Department

Sl. No.	Designation	No. of Posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
1.	Commissioner of Commercial Taxes...	1	I.A.S.	Encadred in the I.A.S. (Super-time scale)	
2.	Deputy Commissioner of Commercial Taxes ...	12	900—40—1,100—50—1,300	1,100—50—1,300—60—1,600	
3.	Assistant Commissioner of Commercial Taxes ...	10	600—40—1,000	700—40—1,000—50—1,200	
4.	Commercial Tax Officer ...	98	350—25—650—30—800	400—30—700—EB—40—900	
5.	(i) Asst. Commercial Tax Officers	98	250—20—350—25—500	275—20—375—EB—25—525	
6.	(ii) Manager Grade I	312	150—8—190—10—270	175—10—275—15—350—EB—20—450	
	(i) Commercial Tax Inspectors				
	(ii) Manager Grade II				
7.	Accounts Superintendent ...	1	220—10—320—15—440	250—10—300—15—420—EB—20—500	
8.	I Division Clerk ...	270	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
9.	(i) II Division Clerk	671	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
	(ii) Sub-Inspector of Commercial Taxes				
10.	Stenographer ...	30	110—5—150—6—180—10—220 + Spl. pay Rs. 30 P.M.	140—5—150—8—190—EB—10—260—15—290 + Spl. Pay Rs. 30 P.M.	
11.	Typist ...	178	80—3—110—4—130—5—150 + Spl. pay Rs. 10 P.M.	95—3—125—4—145—EB—5—200 + Spl. Pay Rs. 10 P.M.	
12.	Bill Collector ...	145	60—1—70—2—90	80—2—90—3—120—4—140	
13.	Attender ...	20	55—1—65—2—85	85—2—95—3—125—EB—4—145	
14.	Daffedar ...	2	55—1—65—2—75	80—2—90—3—120—4—140	
15.	Drivers ...	2	70—1—80—2—100	85—2—95—3—125—EB—4—145	
16.	Peon ...	674	50—1—60	60—1—80—2—90	

## CHAPTER 39

### Mysore Government Insurance Department

39.1. The Mysore Government Insurance Department deals with compulsory Life Insurance for Government employees and Motor Insurance for both Government and private vehicles. According to the Mysore Government Servants (Compulsory Life Insurance) Rules, every Government employee has to insure his life with the Mysore Government Insurance Department paying a monthly premium of  $6\frac{1}{4}$  per cent of the pay subject to a maximum premium of Rs. 80 per month. The Department handles more than 1,68,000 policies at present.

39.2. This Department is classified as a Minor Department. The Secretary, Mysore Government Insurance Department is the Head of this Department. He is assisted by six Assistant Secretaries. The office is divided into thirty-two sections and about five sections are in charge of each Assistant Secretary. The total strength of Class III and Class IV staff in the Department is 346 and 70 respectively.

#### *Deputy Secretary*

39.3. There was formerly the post of a Deputy Secretary in the Department but it has been kept vacant for some years as a measure of economy. It was pointed out on behalf of the Department that the Secretary would have to be out of headquarters for about 10 to 15 days in a month, that there was need for a senior officer of the status of the Deputy Secretary to attend to the work of the Secretary during his absence, that the post of Deputy Secretary might be revived retrenching, if need be, one of the posts of the Assistant Secretaries; the Deputy Secretary could attend to the work of supervision of all the Sections in matters which required consideration at his level, as also to the work which one of the Assistant Secretaries was attending to or by readjustment of the work among all the remaining Assistant Secretaries and the Deputy Secretary. After examining the points made on behalf of the Department, the Commission recommends the revival of the post of the Deputy Secretary and the abolition of one of the posts of Assistant Secretaries. The post of the Deputy Secretary may be filled by promotion of an officer in the cadre of the Assistant Secretaries on the basis of seniority-cum-merit.

#### *Divisional Officers*

39.4. It was represented to the Commission that posts of Divisional Officers might be created and that they might be asked to inspect the offices of Unit Officers to find out cases of "Non-insurance" and "Under-insurance" and to deal with the work of Motor Insurance. According to the rules, every Government employee has to insure his life with the Mysore Government Insurance Department and the insurance premium is deducted from the salary of the employee. So far as Life



Insurance work is concerned it would be adequate if it is impressed upon all the Unit Officers that they must ensure that insurance premia are deducted at the rates prescribed by the rules in the monthly salary bills.

39.5. Motor Car Insurance is now being organised through the agents and their work is being supervised by the existing officers of the Insurance Department. It is not necessary to introduce another level of officers for doing this work. There is, therefore, no need to create Divisional level posts in the Department.

#### *Accountants*

39.6. It was suggested that posts of Accountants might be created in between those of the First Division Clerks and the Superintendents and that all the posts of Superintendents in the Department should be kept open for promotion, on the ground that there were few promotional chances for the staff now and that it would be a great incentive to the staff if the two suggestions were accepted: At present, 33- $\frac{1}{3}$  per cent of the posts of Superintendents are filled by direct recruitment. Taking into consideration the promotional opportunities available to the staff, the Commission recommends that all the posts of Superintendents may be kept open for promotion. The Commission does not, however, consider it necessary to create posts of Accountants in between those of the First Division Clerks and the Superintendents.

#### *Bonus to staff*

39.7. It was represented that bonus should be paid to the staff at the end of each valuation period as was being paid to the employees of the Department previously, that this Department was a "Commercial Department" earning profits like the Life Insurance Corporation and that the employees of the Life Insurance Corporation were getting bonus in addition to high salaries. The Commission has considered the suggestion and is of the view that there is no justification for treating the employees of this Department differently from the employees of other Departments of Government and for paying them bonus.

#### *Production of Succession Certificates*

39.8. It was suggested that in the absence of nominations, Succession Certificates need not be insisted upon in respect of claims upto Rs. 1,000. The Commission considers that production of Succession Certificates cannot be dispensed with where no nomination exists, in view of the risk involved in paying the amount to the claimants as successors. The employees of Government who have insured their lives with the Department should be advised to make their nominations to avoid difficulties.

#### *Rate of Insurance contribution*

39.9. The rate of Insurance contribution was formerly 10 per cent of the pay. It was reduced to 6 $\frac{1}{4}$  per cent in December 1964. It was suggested that it should be raised to 10 per cent in the interests of the employees themselves. Loans are

now granted on the security of the policies at six per cent simple interest. The policy holders get a good return for their premium, because in addition to the amount assured fairly high reversionary bonus is declared at the periodical triennial valuation. The policy holders are not therefore, put to any undue hardship by being asked to insure their lives in the Mysore Government Insurance Department.

39.10. The Commission considers that it would be in the interest of the employees if the rate of contribution is restored to 10 per cent as was in vogue prior to 1964. As matters now stand, the rate of subscription is expressed as a percentage of the pay and on getting increments the subscription has to be raised and fresh policies have to be issued every time the subscription is raised. In case the subscription is expressed as a percentage of the mean of the minimum and the maximum of the scale of pay applicable to the cadre in which the official is working and is to be steady as long as the official is in that cadre, the question of further insurance would arise only on his promotion. This would be more convenient both for the Mysore Government Insurance Department and for the official concerned. The Commission, therefore, recommends that the rate of subscription towards Insurance premium may be enhanced to ten per cent of the mean of the minimum and the maximum of the scale of pay of the employee. According to the Mysore Government Servants (Compulsory Life Insurance) Rules, every Government employee has to insure his life with the Mysore Government Insurance Department and if Insurance is refused by that Department in the case of any official, he should be asked to subscribe to the Provident Fund at the same rates as are prescribed for Insurance.

#### *Pension*

39.11. A suggestion was made to the Commission about the payment of pension to the Pensioners through the Mysore Government Insurance Department. The Commission feels that disbursement of pension through the Mysore Government Insurance Department will not result in any improvement of the system or beneficial facility to the Pensioners. The existing system of disbursement of pension through the Treasuries may, therefore, continue.

*Cadre and Recruitment Rules and Scales of Pay, Secretary : (1) (Rs. 800—40—1,000—50—1,100)*

39.12. According to the Cadre and Recruitment Rules, this post is filled by promotion by selection from the cadre of Assistant Secretaries or by deputation of an officer of the Indian Administrative Service (Senior Scale), the Mysore Administrative Service Class I (Senior Scale) or an officer holding a post not lower in rank than a Deputy Secretary in the "Non-Indian Administrative" Scale for not less than four years. In view of the recommendation which the Commission has made that the post of a Deputy Secretary may be created, the post of the Secretary may be filled by the promotion of the Deputy Secretary or by one of the other modes of recruitment prescribed already. The Rules of Recruitment may be amended accordingly. It was represented before the commission that the

scale of pay applicable to the Head of a Major Department should be given to the Secretary, Mysore Government Insurance Department. Considering the nature and volume of work in the Department, the Commission recommends a scale of pay Rs. 900—40—1,100—50—1,300 for the post of the Secretary.

*Deputy Secretary*

39.13. As recommended earlier, the post of the Deputy Secretary may be revived and filled by promotion from the cadre of Assistant Secretaries on the basis of seniority-cum-merit. The Rules of Recruitment may be framed accordingly. The scale of pay applicable to this post may be Rs. 600—40—1,000.

*Assistant Secretaries* : (6) (Rs. 300—25—550—30—700)

39.14. These posts are filled by promotion from the cadre of Superintendents. The present mode of recruitment may continue. Considering the duties and responsibilities attached to the posts, the Commission recommends a scale of pay of Rs. 350—25—600—30—780—EB—40—900.

*Superintendents* : (30) (Rs. 200—10—280—15—400)

39.15. According to the existing Cadre and Recruitment Rules 66- $\frac{2}{3}$  per cent of the posts are filled by promotion from the cadre of First Division Clerks and 33- $\frac{1}{3}$  per cent by direct recruitment. The qualification prescribed for direct recruitment is a Second Class Degree of a recognised University with Mathematics, Statistics or Commerce as optional subjects. As recommended earlier, all the posts of Superintendents may be filled by promotion of officials from the Cadre of First Division Clerks. The Rules of Recruitment may be modified suitably. The scale of pay applicable to these posts may be Rs. 250—10—300—15—420—EB—20—500.

First Division Clerks : (131) (Rs. 120—5—150—8—190—10—240)

Second Division Clerks : (166) (Rs. 80—3—110—4—130—5—150)

Stenographers : (6) (Rs. 120—5—150—8—190—10—240)

Typists : (13) (Rs. 80—3—110—4—130—5—150)

Book Binder : (1) (Rs. 60—1—70—2—90)

Attenders : (12) (Rs. 65—2—85)

Driver : (1) (Rs. 70—1—80—2—100)

Jamedar : (1) (Rs. 70—2—90)

Peons and other Class IV Servants : (56) (Rs. 50—1—60)

39.16. These posts are common to most of the Departments. The scales of pay applicable to these posts may be the same as are applicable to the corresponding posts in other Departments.

*Promotion to Temporary Posts*

39.17. It was represented that most of the direct recruitment vacancies in the Department were temporary, that these temporary vacancies were also filled by direct recruitment and that when such posts were abolished the persons recruited directly against these posts were likely to get absorbed against other available

posts in that cadre, whether they be classified as direct recruitment or promotional, and prejudice the interests of the officials in the lower cadre who would be looking forward to their promotion. It was, therefore, suggested that direct recruitment should be confined only to the case of permanent posts and that temporary posts in promotional cadres should be filled by promotion of officials already in service. The Commission has considered the suggestion and is of the view that temporary posts in those cadres which are to be filled partly by promotion and partly by direct recruitment may be filled only by promotion as purely temporary measure and that the Rules of Recruitment may be followed strictly as and when such post are made permanent.

#### *Departmental Examinations*

39.18. Some of the officials of the Department submitted to the Commission that the subject relating to 'Fire Insurance' should be deleted from the syllabus of the Departmental Examinations prescribed for the employees of the Department as the Department was not dealing with 'Fire Insurance'. The Commission examined the syllabus and the question papers on the relevant subjects. The general principles underlying the different branches of the law of Insurance are common. So it is good that the employees know every aspect of Insurance including Fire Insurance. The Commission is, therefore, of the view that no change need be made in the existing syllabus for the Departmental Examinations.

#### *Delegation of Powers*

39.19. It was represented that the Assistant Secretaries might be given higher powers than at present in regard to acceptance of policies, settlement of claims etc. At present, the Assistant Secretaries are empowered to accept, reject or postpone proposals for insurance where the sum assured does not exceed Rs. 5,000 and to settle claims of the policy holders in the Life Insurance Branch where the amount does not exceed Rs. 5,000. As the number of policies beyond Rs. 5,000 are very few, being only about 6,700 as against a total of 1,68,000 the Commission considers that there is no need to enhance the financial limits of existing powers delegated to the Assistant Secretaries.

39.20. It has been suggested that the Secretary might be empowered to accept the estimates prepared by the Public Works Department for annual repairs to buildings belonging to the Department up to a limit of Rs. 10,000 as against the present ceiling of Rs. 1,000. This suggestion may be accepted.

39.21. No other modifications are necessary in the powers which are now being exercised by the officers at the various levels. The powers to be vested in the Deputy Secretary may be determined after the post is created and filled.

#### *Special Pay*

39.22. It was represented that the Secretary might be granted a Special Pay of Rs. 100 per mensem for attending to the work of the Motor Branch and it was added that the Officers of the Indian Administrative Service who were posted to this Department as Secretaries were drawing such Special Pay. In fixing the

scale of pay for the post of the Secretary, the Commission has taken into consideration the duties and responsibilities attached to this post. The Commission, therefore, considers that there is no need or justification for the grant of Special Pay to the Secretary.

39.23. The Commission, however, recommends the grant of Special Pay to the Stenographers, Typists and the Clerk handling cash transactions at the rates recommended for similar posts in other Departments.

CHAPTER 39

Mysore Government Insurance Department

Sl. No.	Designation	Number of posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
			Rs.	Rs.	
1	Secretary	...	1 800—40—1,000—50—1,100	900—40—1,100—50—1,300	
2	Deputy Secretary	...	1 ...	600—40—1,000	New post to be created.
3	Assistant Secretary	...	6 300—25—550—30—700	350—25—600—30—780—EB-40-900	One post to be abolished.
4	Superintendent	...	30 200—10—280—15—400	250—10—300—15—420—EB-20-500	
5	I Division Clerk	...	131 120—5—150—8—190—10—240	140—5—150—8—190—EB-10— 260—15—290	
6	II Division Clerk	...	166 80—3—110—4—130—5—150	95—3—125—4—145—EB-5—200	
7	Stenographer	...	6 120—5—150—8—190—10—240 +Spl. Pay Rs. 30 p.m.	140—5—150—8—190—EB-10— 260—15—290 +Spl. Pay Rs. 30 p.m.	
8	Typist	...	13 80—3—110—4—130—5—150 +Spl. Pay Rs. 10	95—3—125—4—145—EB-5—200 +Spl. pay Rs. 10	
9	Book Binder	...	1 60—1—70—2—90	80—2—90—3—120—4—140	
10	Jamedar	...	1 70—2—90	85—2—95—3—125—EB-4—145	
11	Attender	...	12 65—2—85	85—2—95—3—125—EB-4—145	
12	Driver	...	1 70—1—80—2—100	85—2—95—3—125—EB-4—145	
13	Peon and other Class IV posts	...	56 50—1—60	60—1—80—2—90	

## CHAPTER 40

### State Accounts Department

40.1. With the Federal Financial Integration of the erstwhile Mysore State with the Union Government from the 1st April 1950, the audit and accounts functions of the State Government vested with the Comptroller and Auditor General of India. Under the Constitution, the Comptroller and Auditor-General has no statutory responsibility for the audit and the accounts of the funds of the Local Bodies in the State. A separate Local Fund Audit Department with the Examiner, Local Fund Accounts as its head was therefore constituted in the year 1950 and the responsibility for the audit of the accounts of the funds of all Local Bodies in the State and the institutions run by them was transferred to the Examiner. Subsequently, the audit of Muzrai Funds, University Funds and the local audit of the accounts of the Food Supplies Department were also transferred to him. The designation of the Examiner, Local Fund Accounts was changed as Controller, State Accounts and that of the Department as the State Accounts Department, in the year 1951, when the functions of this officer were further enlarged and the Financial Assistants working in other departments were brought under his administrative control. Among the various Institutions the audit of which is conducted by this Department, the important ones are: (i) the Taluk Boards, Panchayats and Municipalities, (ii) the Corporation of the City of Bangalore, (iii) the Universities, (iv) Estates under the control of the Official Trustees, (v) the Public Libraries etc. The Auditors for these institutions are appointed by Government by virtue of the powers vested in them under the various Acts regulating these institutions. The Audit conducted in respect of these bodies is, therefore, statutory audit. The Controller is appointed as the auditor under executive orders in the case of certain other institutions. The Controller is also appointed as Treasurer, Charitable Endowments, Mysore State. The securities deposited in trust with Government servants *Ex-Officio* are required to be endorsed in his favour under Article 361 of the Mysore Financial Code. The administrative control of the entire accounts staff of the Public Works Department was vested in the Controller till recently; the Accounts Clerks of the Public Works Department have now been transferred to the control of the Chief Engineers and the Divisional Accountants to the control of the Accountant General.

40.2. The Controller is also in charge of pre-audit and the pre-check of the accounts of Officers in charge of several major river valley projects executed by the Public Works Department. He is also entrusted with the implementation of the Triple Benefit Scheme for teachers of the Aided Schools. In addition to the audit work of the several institutions detailed above, this Department also provides trained Accounts staff and Accounts Officers to the several Departments,

Local Bodies, Government Industrial Concerns etc., for being appointed as Financial Advisers, Financial Assistants and Accounts Officers.

40.3. The Department is classified as a Major Department and consists of the Head Office and fourteen subordinate offices. The Controller, State Accounts is the Head of the Department. He is assisted in the Head Office by a Deputy Controller and three Assistant Controllers and non-gazetted officers. Assistant Controllers are in charge of Local Audit Circles. Some of the Deputy Controllers, Assistant Controllers and officials of various grades borne on the cadre of this Department are also working in other Departments of Government, Local Bodies, Government Industrial Concerns and Autonomous authorities.

*Up-grading the Posts of Deputy Controllers*

40.4. There are 19 posts of Deputy Controllers in the Department including the "deputation posts". It was represented on behalf of the Department, that 50 per cent of the posts of Deputy Controllers might be converted into those of Senior Deputy Controllers as most of the Deputy Controllers had reached the maximum of the scale of pay applicable to them and were stagnating. It was added that it might be necessary to create a post of Joint Controller of State Accounts, as the work of the village Panchayats and Taluk Boards had increased. The Deputy Controllers have practically no avenues of promotion because there is only one promotional post viz., that of the Controller and even this post may be filled either by promoting a Deputy Controller or by deputing an officer in the Senior time scale of the Indian Administrative Service or the Mysore Administrative Service. The Commission considers that while there is no need for the creation of the post of a Joint Controller, judging from the quantum of work to be attended to at the level of the Controller, four posts of Deputy Controllers may be upgraded to the cadre of Senior Deputy Controllers to be newly created so as to provide suitable promotional opportunities to the officers in the cadre of Deputy Controllers. The Commission accordingly recommends that four posts of Deputy Controllers may be upgraded as Senior Deputy Controllers and officers in this higher cadre posted to heavy departments like Education, Agriculture, Public Health and Public Works.

*Audit of Panchayati Raj Institutions*

40.5. There is a separate branch for the audit of the accounts of Taluk Boards and Village Panchayats since 1963. The audit of the accounts of these Bodies is governed by the provisions contained in the Mysore Village Panchayats and Local Boards Act, 1959. It was represented that while the Act casts an obligation under sub-section (2) of Section 181 of the Taluk Development Boards to produce their books of Accounts and other relevant documents for the scrutiny of the auditors, there was no corresponding provision in the case of Village Panchayats and that a Village Panchayat would be well within its rights if it refused to produce its books of accounts before the auditors and that a suitable provision might be made in the Act to cure this defect. It was added that once the audit was completed, the local body sent its compliance report to the Deputy



Commissioner and the Deputy Commissioner passed orders thereon but the Department of State Accounts would not know the action taken by the Local Body on the audit report till the position is verified at the time of the subsequent audit. It was, therefore, suggested that necessary provision might be made in the Act, making it obligatory on the Local Body to send to the Assistant Controller a copy of the compliance report submitted to the Deputy Commissioner and that the Deputy Commissioner might also be requested to send to the Assistant Controller a copy of the orders which he passes on the report of the Local Body. It was further represented that there should be one Superintendent for each district with the supporting staff so that the audit of the accounts of the Panchayati Raj Institutions might be really effective and efficient. After considering all these aspects of the matter the Commission recommends that the Mysore Village Panchayats and Local Boards Act, 1959 may be amended so as to make it obligatory on the Village Panchayats to produce their books of accounts and other documents for audit and that necessary instructions might be issued by Government that the Local Bodies should send copies of compliance reports and that the Deputy Commissioners of the District should send copies of the orders passed by them thereon to the Assistant Controllers of the concerned Local Audit Circles. The Commission also recommends that posts of Superintendents may be sanctioned at the rate of one for each district for supervising the work of audit of the accounts of Taluk Boards and Village Panchayats. The Department has laid down norms of work for the staff at the various levels, made an assessment of the work to be done by the Department and has represented that on this basis, the additional staff of 25 First Division Clerk and 12 Typists might be sanctioned. The Commission is satisfied that the Department has made its proposals with reference to the workload and accordingly recommends that this staff may also be sanctioned. The existing strength of the other Sections of the Local Fund Audit may be continued without any modification.

*Reports of Audit on the accounts of Local Bodies and the Autonomous Bodies*

40.6. It was represented to the Commission that it would be desirable to amend the relevant Acts to provide for Reports of audit on the accounts of Local Bodies and Autonomous Bodies being placed before the Legislature, as Government spend large sums of money in the shape of Grants-in-Aid etc., to the Local Bodies and other Autonomous Bodies. The Commission agrees with this view and recommends that the relevant Acts may be amended accordingly. The Commission further recommends that the post of the Controller, State Accounts Department, may be filled by promotion by selection from the cadre of Senior Deputy Controllers (recommended in para 40.4 to be constituted hereafter) but in case no competent hand is available in this cadre, then by taking on deputation an officer from the Indian Audit and Accounts Service and that the Audit Reports on the Accounts of the Local Bodies should be placed before the Legislature.

*Government aided Companies and Corporations*

40.7. It was represented that officers of the State Accounts Department should invariably be appointed as Financial Advisers and Chief Accounts Officers

in all Industrial Concerns or Autonomous Bodies where the State had got substantial interest. As the Government aided Companies and Corporations are governed by the Company Law, the Commission considers that they should be at liberty to appoint as their Accounts Officers, persons with requisite qualifications, background and aptitude and that it is not possible to ask them to appoint only officers of the State Accounts Department as their Financial Advisers and Chief Accounts Officers.

*Audit of Co-operative Societies, Insurance Department and Receipt Audit of Major Revenue Earning Departments*

40.8. It was represented that the audit of the accounts of the Co-operative Societies and the Insurance Department should be entrusted to the State Accounts Department and that a team of Officers and staff of the State Accounts Department should be kept under the control of the Finance Department to undertake receipt audit of major revenue earning departments like Commercial Taxes, Forests, Transport, etc.

40.9. The Audit of the accounts of the Co-operative Societies may continue to remain with the Department of Co-operation in the interest of good administration of the Co-operative Societies, as the machinery provided by the Mysore Co-operative Societies Act, 1959 is sufficiently effective. The existing arrangement under which the control over the audit staff is vested in Registrar of Co-operative Societies may continue. The Audit Wing of the Co-operative Department should be independent of the Administrative Wing right from the level of the Joint Registrar down to the Auditor and the officials working in this Wing should have their own line of promotion, so as to ensure independence of audit from administration.

40.10. The accounts of the Insurance Department are audited by the Accountant-General and the revenue audit in respect of major revenue earning departments has already been taken up by the Comptroller and Auditor General of India in accordance with the provisions relating to audit under the relevant enactments.

40.11. There is no need to entrust any of these items of work to the Controller.

*Separate Cell for stock verification*

40.12. It was suggested that a separate cell for stock verification might be created in departments having large and valuable stocks of stores under an outside agency like the Department of State Accounts or the Department of Anti-corruption. On an examination of this question the Commission considers that there is no need to have a separate cell in the State Accounts Department to attend to stock verification work and that the existing arrangement may continue as it is not shown to be defective or ineffective.

*Creation of a Directorate of Accounts and Treasuries*

40.13. It was suggested that a combined Directorate of Accounts and Treasuries might be constituted with the existing State Accounts Department and the Treasury Department as its two Wings, that one Officer might be appointed as the Head of the Directorate but that the two wings at all other levels might be retained as separate units. For the reasons indicated in Chapter 41 relating to the Department of Treasuries, the Commission considers that the *status quo* may be maintained and the Department of State Accounts and the Department of Treasuries may continue to be independent Departments as at present.

*Cadre and Recruitment Rules and Scales of Pay*

40.14. It was represented on behalf of the Department and the Service Association of this Department that the Officers and the staff of this Department should be given the scales of pay applicable to the employees of the Indian Audit and Accounts Department (*i.e.*, the employees of the Central Government), as their duties and functions were similar to those of the Indian Audit and Accounts Department and if for policy or other reasons, it was not considered appropriate to give Central scales of pay, alternative scales suggested by the officers of the Department might be adopted. The scales of pay for the several posts in this Department would have to be fixed on the same basis as those for corresponding posts in other Departments of the State Government and there is no justification for evolving a different principle for fixation of pay only for this department. The Commission has accordingly suggested scales of pay for the various posts in this Department applying the same standards as in the case of other Departments.

*Controller : (1) (Rs. 1,100—50—1,500)*

40.15. According to the Rules of Recruitment, appointment to the post of Controller can be made by promotion by selection from the cadre of Deputy Controllers or by appointment of an Officer in the Senior-time scale of the Indian Administrative Service or the Mysore Administrative Service. The Commission recommends that the post may be filled by promotion by selection from the Cadre of Senior Deputy Controllers, but in case no competent hand is available, the post may be filled by taking on deputation an officer of the status and rank of a Senior Deputy Accountant General from the Indian Audit and Accounts Service. An officer so taken on deputation will carry the scale of pay applicable to him in the parent service. The Rules of Recruitment may be amended accordingly.

40.16. Since, for the present, an Officer of the State Government is holding this post, a suitable State scale of pay has to be fixed for this post.

40.17. The scale of pay now prescribed for this post is Rs. 1,100—50—1,500. It was suggested that the scale of pay should be identical with the scale of pay for the Director of Health and Family Planning Services, Chief Engineers, etc. The Controller has also requested that a special pay of Rs. 150 per month might be sanctioned to him in view of the additional work entrusted to him. Taking all the circumstances into account, the Commission considers that the proper scale for

this post would be Rs. 1,300—60—1,600—50—1,800, but that no special pay need be attached to the post.

*Deputy Controllers, Chief Accounts Officers : (22) (Rs. 600—40 1,000)*

40.18. There are 22 posts of Deputy Controllers and Chief Accounts Officers (including deputation posts and the posts in the Public Works Accounts Unit). These posts are to be filled by promotion by selection from the Cadre of Assistant Controllers/Assistant Accounts Officers. As stated earlier, four posts of Deputy Controllers may be upgraded to the Cadre of Senior Deputy Controllers. Necessary steps may be taken to include these four posts of Senior Deputy Controllers in the Cadre and Recruitment Rules of this Department. The posts of Senior Deputy Controllers may be filled by promotion by selection of officers in the Cadre of Deputy Controllers and the existing mode of recruitment to the posts of Deputy Controllers may continue.

40.19. As regards the scale of pay, the rules prescribe that the Deputy Controllers/Chief Accounts Officers should be in the scale of pay of Rs. 600—40—1,000. It was suggested to the Commission that the scales of pay for these posts should be identical with those of the Officers of the Mysore Administrative Service, Class I (Senior Scale), Deputy Commissioners of Commercial Taxes, Joint Registrars of Co-operative Societies, etc. The scales of pay for the Senior Deputy Controllers may be fixed as Rs. 900—40—1,000—50 1,300 and for the Deputy Controllers as Rs. 700—40—900—50—1,200.

*Assistant Controllers/Assistant Accounts Officers: (70) (Rs. 350—25—650—30—800)*

40.20. According to the Rules of Recruitment, 33½ per cent of these posts are to be filled by direct recruitment of graduates and the other 66½ per cent by promotion from the cadre of Superintendents. It was suggested that the direct recruitment to these posts might be dispensed with altogether or the percentage of recruitment to this cadre might be reduced. The Commission considers that it would be necessary to retain an element of direct recruitment to this cadre and accordingly recommends that the existing percentages of 33½ per cent for direct recruitment may continue.

40.21. The scale of pay prescribed for these posts is Rs. 350—25—650—30—800 and is identical with the scale of pay of the officers in the Junior time-scale of the Mysore Administrative Service. The scale of pay for these posts may be the same as is applicable to the Officers of the Mysore Administrative Service Class I (Junior Scale).

*Superintendents : (220) (Rs. 220—10—320—15—440)*

40.22. The Rules of Recruitment provide that 33½ per cent of the posts of Superintendents are to be filled by direct recruitment of graduates and the other 66½ per cent by promotion from the cadre of I Division Clerks or I Division Accounts Clerks. It was represented that the provision for direct recruitment to the posts of Superintendents might be dispensed with as the

I Division Clerks who had passed the Subordinate Accounts Service Examination and who were waiting for promotion were all within the age group prescribed for direct recruitment and their promotion to the cadre of Superintendents would achieve the object of Government in appointing younger persons to that cadre. The Commission, however, considers that direct recruitment to the cadre of Superintendents may continue at the existing percentage of 33 $\frac{1}{3}$ .

40.23. The posts of Superintendents are in the scale of pay of Rs. 220—10—320—15—440. It was represented that the scale of pay for these posts should be on par with those for Section Officers in the Secretariat and Lay Secretaries in the Medical Department. As already indicated in Chapter 4, the Commission recommends that the scale of pay for these posts may be the same as that for persons holding comparable posts in other Departments.

*I Division Clerks or I Division Accounts Clerks:*(557) (Rs. 120-5-150-8-190-10-240)

40.24. 50 per cent of these posts are filled by direct recruitment of graduate and the other 50 per cent by promotion from the cadre of II Division Clerks or II Division Accounts Clerks. These modes of recruitment may continue. It was represented that there were 11 leave reserve posts in the cadre of I Division Clerks based on the number of permanent strength (112) as it existed on 26th May 1959 and that taking into account the present strength of I Division Clerks both permanent and temporary (557), the leave reserve might be fixed at 55, *i.e.*, at 10 per cent of the existing strength of I Division Clerks. The Commission considers that the request for leave reserve of 10 per cent of both the permanent and the temporary staff is reasonable and recommends that 55 posts may be sanctioned in the leave reserve for this cadre. Necessary steps may be taken to show these leave reserve posts separately in the Cadre Rules of this Department. It was also suggested that the Controller might be empowered to select candidates for appointment to the cadre of I Division Clerks just as the Accountant General was authorised to select candidates for appointment as I Division Clerks of his office. The Commission considers that there is no need to authorise the Controller to select persons for appointment to the posts of I Division Clerks and recommends that the existing arrangement under which the Public Service Commission selects candidates for these posts may continue.

40.25. The posts of I Division Clerks/I Division Accounts Clerks are in the scale of pay Rs.120—5—150—8—190—10—240. As in the case of Superintendents, it was suggested that the scale of pay for these posts should be on par with that for the staff of the Secretariat as the duties and responsibilities of the I Division Clerks of this department were in no way less important than those of the staff of the Secretariat. As already indicated in Chapter 4, the Commission recommends that the scales of pay for these posts may be the same as those for persons holding comparable posts in other departments.

*II Division Clerks :* (53) (Rs. 80—3—110—4—130—5—150)  
*Stenographers (I Grade) :* (2) (Rs. 120—5—150—8—190—10—240  
+ Special pay of Rs. 30 per month)  
*Typists :* (35) (Rs. 80—3—110—4—130—5—150  
+ Special pay of Rs.10 per month)

40.26. These are posts common to all Departments of Government and the scale of pay for these officers may be the same as those for officers holding comparable posts in other Departments of Government.

<i>Attender</i>	(3) (Rs.70—2—90)
<i>Mutchis &amp; Daffedars</i> }	(2) (Rs. 65—2—85)
<i>Peons</i>	(54) (Rs. 50—1—60)

40.27. There are corresponding posts in the other departments of Government and the scales of pay prescribed for them may also be the scales of pay for these officials.

#### *Public Works Accounts Unit*

40.28. The Public Works Accounts Unit up to the level of the Divisional Accountants has been transferred to the control of the Chief Engineers (Public Works Department) and the posts of Divisional Accountants to the control of the Accountant General. It was represented that even after this arrangement had been introduced; the Gazetted posts in this Unit should be filled by taking on deputation officers holding corresponding posts in the State Accounts Department. The Commission considers that this suggestion is not a reasonable one as such deputation will come in the way of the promotional opportunities of the staff of the Public Works Accounts Unit. The Commission, however, recommends that the existing system may continue for the present and till such time as a suitable scheme under which these posts can be manned gradually by the officials of the Public Works Accounts Unit by promotion is worked out and implemented, but that all such posts may thereafter be filled only by promoting and posting officials in the lower cadres in this Unit.

#### *Special Pay*

40.29. The special pay of Rs. 10 that is being paid to the I Division Clerk for attending to the work relating to the Charitable Endowments may be discontinued and the work-load among the officials in this cadre readjusted equitably. The special pay of Rs. 5 that is being paid to the Class IV officials of the Local Audit Circles, Bangalore, Mysore and Bellary and Watchman's allowance of Rs. 10 to the Class IV official of the Local Audit Circle, Gulbarga and Sweeping charges of Rs. 3 paid to the Class IV official, Local Audit Circle, Gulbarga may be discontinued. Separate posts of Watchman and Sweeper may be sanctioned to the respective offices, if need be. The special pay which is now being paid to the officials of the State Accounts Department on deputation to the Development, Panchayati Raj and Co-operation Department may be discontinued.

40.30. Special pay to Stenographers, Typists and Cycle Orderlies may be regulated in accordance with the general principles laid down in Chapter 5.

*Conveyance Allowance*

40.31. At present Conveyance allowance of Rs. 35 per mensem, Rs. 15 per mensem and Rs 10 per mensem are being paid to the Assistant Controller, Bangalore City Corporation and the Audit Superintendent and First Division Clerks of this office respectively. Taking into consideration the nature of duties they have to perform, the Commission considers that it would not be necessary to continue the conveyance allowance to these officers and accordingly recommends that the same be discontinued.

*Delegation of Powers*

40.32. All powers now vested in the Controller and in the subordinate officers of the Department, under the Manual of Financial powers may continue.

40.33. The Department has not requested for any additional powers nor does the Commission consider it necessary to delegate any additional powers.

CHAPTER 40

State Accounts Department

Sl. No.	Designation.	Number of posts.	Existing scale of pay and Special pay.	Recommended scale of pay and Special pay.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
1	Controller ...	1	1,100—50—1,500	1,300—60—1,600—50—1,800	
2	Senior Deputy Controller ...	4	...	900—40—1,100—50—1,300	Posts to be newly created.
3	Deputy Controller/Chief Accounts Officer. ...	18	600—40—1,000	700—40—900—50—1,200	
4	Assistant Controller, Assistant Accounts Officer. ...	70	350—25—650—30—800	400—30—700—EB—40—900	
5	Superintendent ...	220	220—10—320—15—440	250—10—300—15—420—EB—20—500	
6	I Division Clerk or I Division Accounts Clerk. ...	557	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	
7	Stenographer (I Grade) ...	2	120—5—150—8—190—10—240 + Special Pay of Rs. 30 p.m.	140—5—150—8—190—EB—10—260—15—290 + Special pay of Rs. 30 p.m.	
8	II Division Clerk ...	53	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
9	Typist ...	35	80—3—110—4—130—5—150 + Special pay of Rs. 10 p.m.	95—3—125—4—145—EB—5—200 + Special pay of Rs. 10 p.m.	
10	Attender ...	3	70—2—90	85—2—95—3—125—EB—4—145	
11	Mutchi, Daffedar ...	2	65—2—85	80—2—90—3—120—4—140	
12	Peon ...	54	50—1—60	60—1—80—2—90	



## CHAPTER 41.

### Department of Treasuries

41.1. A separate Department of Treasuries came into existence in the year 1963. It is declared a Major Department.

41.2. The Director of Treasuries is the Head of the Department and is in over-all control of the Department. At the Directorate, he is assisted by a Deputy Director, 2 Assistant Directors and supporting non-gazetted staff.

41.3. There are 19 District Treasuries and 165 Sub-Treasuries in the State. "Treasury Officers" are in charge of all the District Treasuries and in the case of heavy District Treasuries they are assisted by "Assistant Treasury Officers". A "Senior Treasury Officer" is in charge of the State Huzur Treasury, Bangalore. The Sub-Treasuries are either manned by Head Accountants or Deputy Accountants according to the volume of transactions in a particular Sub-Treasury.

#### *Recruitment to the Clerical Cadre*

41.4. It was suggested to the Commission, that taking into consideration the nature of duties and responsibilities attached to the clerical posts in the department, 50% of the posts of II Division Clerks in the District Treasuries and all the posts of the II Division Clerks in the Sub-Treasuries might be upgraded to the I Division. It is possible that since appropriate arrangements have not been made for giving training to the new entrants, some of the II Division Clerks are not in a position to discharge the duties assigned to them efficiently for sometime after they join duty. The solution to the problem lies not in upgrading the posts but in giving proper training to the new entrants. The Commission has made its recommendations in Chapter 8 in regard to the manner in which the new entrants may be given both institutional and in-service training in the type of work which is entrusted to them. If these suggestions were to be accepted and implemented the II Division Clerks will be in a position to discharge the duties expected of them quite efficiently. The existing structure of the department in so far as I and II Division Clerks are concerned may, therefore, continue.

#### *Control over Sub-Treasuries*

41.5. It was represented to the Commission that after the new Directorate of Treasuries was constituted, the officers of the Treasury Department had to accept full responsibility for the work in the treasuries and that it was not necessary to appoint the Tahsildars to be in over-all charge of the Sub-Treasuries; and if it was considered necessary that senior officers should be in charge of the Sub-Treasuries, the status of the officers in charge of the Sub-Treasuries might be suitably

raised and officers in the Cadre of Assistant Treasury Officers appointed to these charges. It was also represented that the Tahsildars had not only not been helpful to the Treasury staff in the discharge of their duties but had been rendering their position difficult by asking them to attend to duties unconnected with the Treasury and by compelling them to pass certain bills which were not strictly in accordance with the Codal rules.

41.6. It was, however, added that Government had issued instructions to the Tahsildars not to entrust non-treasury work to the staff of the Sub-Treasuries. It may, therefore, be taken that the first difficulty pointed out by the Department has been over-come. In case the Tahsildars issue instructions that bills which are not strictly in accordance with the codal rules should be passed for payment, the responsibility for the payment so made may be placed squarely on the shoulders of the Tahsildars and disciplinary action taken against them wherever necessary ; strict instructions may also be issued to them that they should not interfere with the day-to-day work of the Sub-Treasuries. It is hoped that if these measures are taken, the second difficulty would also be over-come.

41.7. The existing arrangement under which the Tahsildars are in overall charge of the work of the Sub-Treasuries may continue for the present. In due course and as and when the officers in charge of the Sub-Treasuries are properly trained and are in a position to take full responsibility for the working of the Sub-Treasuries they may be made independent of the Tahsildars. It is, however, not necessary to raise the status of the Sub-Treasury Officers only to overcome the difficulties which are now faced since remedial measures could be taken in the alternative manner indicated.

#### *Abolition of the posts of Gollars*

41.8. It was represented that the posts of Gollars might be abolished as these officers were not either clerks who could be entrusted with the work of the Clerks or Class IV officers who could be entrusted with the work appropriate to that class. These persons appear to be more or less in the same position as attenders. If there are any gollars who are fit for being promoted as II Division Clerks they may be so promoted and the other gollars may be retained in the present posts until they retire. There need not, however, be any future recruitment to this cadre.

#### *Staff required for work in Treasuries*

41.9. It has been represented to the Commission that the staff available in some of the treasuries was not adequate to handle the work that was entrusted to it and that it was, therefore, necessary to strengthen the staff of the treasuries. The Commission, however, is not in a position to make any recommendations about the extent to which the staff of the treasuries is to be increased as the Department has not indicated the basis on which additional staff is to be sanctioned. It would be necessary to get a work study conducted in each treasury before a decision could be taken on the extent to which the strength of the staff has to be

modified either by increasing it or by decreasing it. The general principle to be evolved, however, would be that normally the staff should be able to dispose of the work coming to the treasury, during the working hours. This matter has been discussed in greater detail in para 41.12.

#### *Training to the personnel of the Department*

41.10. It was represented that as the candidates selected for appointment in this department would enter upon their duties without being given any training and as the work of the department was technical in character they took a long time to understand the intricacies of the work and that in the meantime the work in the Treasuries suffered. It was also represented that even the Treasury Officers required to be trained at an Institute to be opened specifically for them by the State Government. The Commission has examined and made its recommendations in Chapter 8 on the arrangements to be made for training the persons recruited to service under Government. While those recommendations apply by and large to this Department also, it has to be recognised that the work in this Department is of a peculiar nature and that the training should be such as to meet the specific requirements of the Department.

41.11. It is understood that the State Government have already sanctioned a scheme of Training for the candidates recruited to the Treasury Department. The Commission suggests that training—both Institutional and in-service may be imparted to the officials who are recruited to the Department of Treasuries. The Institution may, however, provide training not only to the persons recruited to the Department of Treasuries but also to persons who are recruited to other Departments like the State Accounts Department, to the Accounts Clerks in the Public Works Department and to other officials whose duties require familiarity with this particular type of work.

#### *Over-time Allowance*

41.12. It was represented that the nature of work in the treasuries was monotonous and soul-killing and that the officials of the Treasuries had to work after office hours almost every day and more so during the commencement and end of each month and on some holidays and it was suggested that provision should be made for the payment of over-time allowance to the officials as was done in the Banks as the system of work in the Treasuries was the same as in the Banks. The Commission is not in favour of payment of overtime allowance normally for the reasons indicated in Chapter 6. There are no special circumstances justifying a departure from this general principle in the case of the officials of this Department. The request cannot be conceded. The Commission, however, suggests that a proper study may be conducted as already indicated, of the work loads at the various levels and adequate staff sanctioned so that the work could normally be completed during the working hours. The staff may, even then, have to work overtime occasionally but they cannot expect to be recompensed for such occasional over-time work which is a feature common to most of the offices.

*Transfer of Non-Treasury Work*

41.13. It was suggested that the items of work which were of a "Non-Treasury" nature like sale of Forms, etc., might be transferred from this department to the departments concerned. The Commission considers that this suggestion is reasonable and recommends that the sales of Forms and Miscellaneous items of work which are now being handled by the Treasuries may, hereafter, be transferred to the concerned administrative departments.

*Creation of a Directorate of Accounts and Treasuries*

41.14. It was suggested that a combined Directorate of Accounts and Treasuries might be constituted with the existing State Accounts Department and the Treasury Department as its two wings, that one officer might be appointed as the Head of the Directorate but that the two wings at all other levels might be retained as separate units. The only savings that could be effected by creating such a combined Department would be the salary and allowances of one officer of the status of the Head of the Departments but such savings will be at the cost of efficiency as one officer cannot devote as much time and attention to the supervision over the work of the two Departments as they require and as the two officers in independent charge of the two departments are now able to devote. The Commission, therefore, considers that the *status quo* may be maintained and the Department of Treasuries and the Department of State Accounts may continue to be independent Departments as at present.

*Introduction of Cheque System for all payments*

41.15. It was suggested that the "Cheque System" under which the Accounts Section in each Department might issue cheques and send a report to the Administrative Officer of the Cheques so issued and the Administrative Officer in turn might send a similar report to the Accountant General directly, might be introduced for all payments in all Departments. It was added that if this system was introduced, the Accountant General would hold the Head of the concerned Department and not the Treasury responsible for any irregularity that might occur and that this system would ultimately enable the abolition of all Treasuries.

41.16. This suggestion does not commend itself to the Commission as it would lead to diffusion of responsibility of accounting for public moneys without any corresponding benefits either by way of economy or of expedition in the disposal of business.

*Locked Box system*

41.17. The existing "locked box" system introduced in 49 Treasuries may continue as it was stated that the system was working well. The Commission suggests that this system may be extended to other Treasuries in due course.

*Creation of Pay and Accounts Office and District Treasury, Bangalore*

41.18. The Commission has examined the question as to what would be the simplest and best arrangement for payment of amounts due by Government to their employees as also to the third parties at the headquarters of the State. A comparative study was also got conducted of the systems now obtaining in this State and the neighbouring States of Madras and Maharashtra. After taking into consideration the position obtaining in these three States, the Commission suggests that the following arrangements may be adopted.

41.19. The State Huzur Treasury may be abolished and in its place an independent 'Pay and Accounts Office' may be created in Bangalore City. This Office may cover all the Units in Bangalore City and cheques may be issued in respect of all payments to be made by or on behalf of Government after conducting regular pre-audit. This office may itself compile accounts by Major, Minor and Detailed Heads and forward them to the Accountant-General for incorporation in his accounts. In the formative stages, the staff of the Accountant General's office may be associated with the Pay and Accounts Office.

41.20. According to the practice now obtaining in the Treasury, both the establishment bills and the salary bills of officers are presented by the 24th of each month or so ; they are scrutinised and the cheques are prepared and signed by about the 27th or so ; all these cheques are kept by and are delivered to the parties concerned either on the last working day of the month or on the first working day of the succeeding month after dating them at the time of their delivery to the parties concerned. It was represented that this procedure entailed considerable extra work for the treasury since cheques which would otherwise have been fully prepared would have to go back to the concerned section for being dated and for entries being made in the concerned registers at the time of delivery. It was also represented that at the same time this procedure was causing considerable inconvenience to the parties attending to the Treasury for getting their cheques.

41.21. More or less, the same procedure is being followed in respect of the cheques issued with reference to other bills presented to the treasury and they are being " dated " at the time of delivery of the cheques.

41.22. The Accountant-General has now been issuing cheques in respect of salaries due to Gazetted Officers of certain establishments under the Individual Running Ledger Account Scheme. In this case, he not only prepares the cheques and dates them simultaneously but also sends them to the Banks in which the officers have got their accounts as and when they are ready. He, however, marks on the cheques that they are payable only on or after the first day of the succeeding month. This will ensure that while the work in the concerned section of the Office of the Accountant General is simplified, the officers concerned get their salary only on the first of the succeeding month.

41.23. In consonance with the procedure that is being followed by the Accountant General in respect of the Individual Running Ledger Accounts Scheme but with such modifications as are required to suit the purposes of the Treasury, the following procedure may be introduced in the Treasury.

41.24. Whenever bills other than establishment and salary bills are presented for payment, cheques may be written up and dated simultaneously and they may be handed over to the parties after obtaining their acknowledgments as and when they come to the Treasury and collect the cheques.

41.25. The cheques in respect of the salary and establishment bills may also be prepared on the same basis but with clear marking thereon that they are payable on or after the first of the succeeding month and such cheques may also be handed over to the parties as and when they appear in the treasury.

41.26. This procedure may be adopted by the Pay and Accounts Office when it is established.

41.27. On the abolition of the State Huzur Treasury, a District Treasury may be opened for the Bangalare District. This District Treasury could handle compilation of accounts of all the Taluk Treasuries of Bangalore District and payment of pensions and Savings Bank Accounts. When the District Treasury is opened at Bangalore, the Reserve Bank may be persuaded to arrange for the cash transactions in a portion of the building in which the District Treasury is going to be located as it would facilitate transactions.

#### *Central Stamp Depot*

41.28. It was represented on behalf of the Department of Treasuries that the Stamp Depot attached to the State Huzur Treasury and that attached to the Superintendent of Stamps, now under the control of the Commissioner of Stamps might both be placed in charge of an officer of the rank of a "Treasury Officer" in the Treasury Cadre. It was further suggested that the post of Superintendent of Stamps now borne on the cadre of the Department of Stamps and Registration might be abolished and the work brought under the administrative control of the Director of Treasuries as there was no co-ordination between the Treasury and the Superintendent of Stamps. It was added that in Madras a Deputy Director of Treasuries was functioning as the *Ex-officio* Superintendent of Stamps with the assistance of an Assistant Superintendent of Stamps equivalent in rank to a District Treasury Officer of the Treasury Cadre and that this system was working satisfactorily. It was, however, represented on behalf of the Department of Stamps and Registration that the existing system was working well and that no change was called for. After considering all these points, the Commission recommends that only one department should be held responsible for ensuring that stamps of appropriate value are available in adequate quantities in all the Treasuries for meeting the requirements of the public and that it would be appropriate to entrust this responsibility to the Department of Treasuries. The Commission accordingly recommends that the Central Stamp Depot along

with the post of the Superintendent of Stamps may be transferred to the control of the Director of Treasuries. The Central Stamp Depot may be located physically either in the same building as the District Treasury (to be created) or located elsewhere depending on administrative convenience. The Commissioner of Stamps, may, however, continue to discharge the statutory duties which he is now discharging.

*Payment of Pensions at Bangalore*

41.29. The State Huzur Treasury is attending to the payment of pensions now. On its abolition, this work may be transferred to the District Treasury.

41.30. It was represented to the Commission that as about 11,000 pensions were being disbursed in the State Huzur Treasury, there was accumulation of work and that the pensioners were being put to great hardship. The Commission examined the question whether any relief could be given to the pensioners by decentralising the work and whether the services of Scheduled Banks/Post Offices could be utilised for this purpose. The Commission was, however, informed that the Treasury had itself organised the work better by opening adequate number of counters and by fixing different dates in the month for the payment of pensions to different groups of pensioners and that the existing arrangement was working satisfactorily. The Commission is, therefore, of the view that the payment of pensions may continue to be made as at present.

*Cadre and Recruitment Rules and Scales of Pay*

41.31. The Cadre and Recruitment Rules of this department do not provide for the posts of Stenographers, Attenders, Mutchis and Daffedars though the posts exist in the Department. It is understood that proposals have been sent to Government to include these posts in the Cadre and Recruitment Rules. Necessary steps may be taken to provide for these posts in the Cadre and Recruitment Rules and to regularise the appointments already made.

41.32. It was suggested that there must be "selection" at the non-gazetted level itself as there were instances in which officers who had been promoted on the basis of seniority were not capable of discharging the duties assigned to them in the promoted cadre. The Commission considers that there is no need to resort to the principle of "selection" for promotion at the non-gazetted level and that the existing arrangement under which the officials are promoted on the basis of "seniority-cum-merit" may continue.

41.33. It was represented that the scales of pay of the Treasury staff were not at all commensurate with the type of work they had to deal with, which greatly differed from that of administrative offices and it was suggested that the scales of pay should be equal to those paid to the employees of Banks and that this should at least be the ultimate aim. The scales of pay for the staff of the Treasury Department should have some fair relativity to the scales of pay given to the staff of other departments of the State Government. The scales of pay given to employees of Banks are regulated according to Bank Awards and

if the same scales were to be adopted for the staff of the Treasury Department, they would have to be adopted for the staff of the other departments of Government also and the expenditure on the establishment would be very heavy. At best, the scales of pay of the Treasury Department in the neighbouring States may be adopted here also but keeping in view the relativities to be maintained in respect of the scales of pay of corresponding posts in other departments of the State Government. The Commission has accordingly recommended the scales of pay for several posts in this department on this basis.

*Director of Treasuries* (1) (Rs. 900—40—1,100—50—1,300)

41.34. According to the Rules of Recruitment, the post of Director of Treasuries is filled by promotion on the basis of selection from the cadre of Deputy Directors of Treasuries or by appointment of an officer in the senior time scale of the Indian Administrative Service or the Mysore Administrative Service. The Commission considers that the existing modes of recruitment are quite adequate and suggests that these may continue.

41.35. The scale of pay prescribed for this post is Rs. 900—40—1,100—50—1,300 and is identical with the scale of pay for the officers in the senior time scale of the Mysore Administrative Service (Class I). Persons appointed from other cadres will draw their own pay. The scale of pay for this post may be fixed as Rs. 1,100—50—1,300—60—1,600.

<i>Deputy Director of Treasuries</i> (1)	}	Rs. 600—40—1,000
<i>Treasury Officer, State Huzur Treasury,</i>		
<i>Bangalore.</i> (1)		

41.36. These posts are filled by promotion by selection from the cadre of Treasury Officers. The existing mode of recruitment may continue. On the formation of the Pay and Accounts Office, as suggested earlier, the post of Treasury Officer, State Huzur Treasury may be converted into that of a Deputy Director and he may be placed in charge of the Pay and Accounts Office. The scale of pay for both the posts may be fixed as Rs. 700—40—900—50—1,200.

41.37. The special pay of Rs. 15 per mensem that is being paid to the Treasury Officer, State Huzur Treasury, may be discontinued

*Treasury Officers including Assistant Director of Treasuries* (20) (Rs. 300—25—550—30—700).

41.38. There are 18 posts of Treasury Officers and two posts of Assistant Directors of Treasuries. Under the Rules of Recruitment, these posts are filled by promotion from the cadre of Assistant Treasury Officers, etc., or by selection from the Cadre of Head Accountants or by direct recruitment of graduates. It was represented by the Service Association of this Department that there need not be any direct recruitment to this cadre as the department was a compact one and the number of posts was also very small and that all the posts in this cadre might be filled by promotion of officers in the next lower cadre of Assistant Treasury



Officers so as to provide promotional opportunities to the persons who were working in the Department. The Commission considers this representation to be reasonable and recommends that all the posts of Treasury Officers/Assistant Directors of Treasuries may be filled by promotion from the cadre of Assistant Treasury Officers and that the Rules of Recruitment may be amended accordingly.

41.39. These posts are in the scale of pay of Rs. 300—25—550—30—700. The scale of pay for the corresponding posts in Madras State is Rs. 375—25—800. It was suggested that the posts of Treasury Officers which were at present in Class II might be upgraded to Class I as the responsibilities involved were comparable to those of the Assistant Commissioners (Revenue) whose posts were classified under Class I Service. The Commission considers that the posts of Assistant Directors and District Treasury Officers do not carry duties and responsibilities comparable to those of Assistant Commissioners of the Mysore Administrative Service (Class I Junior Scale). The scale of pay for these posts may, therefore, be Rs. 350—25—600—30—780—EB—40—900.

*Assistant Treasury Officers (including Gazetted Superintendents, Treasury Sections, Offices of the Divisional Commissioners (8) (Rs. 250—20—350—25—500).*

41.40. As the Treasury Sections in the Divisional Commissioners' Offices have since been transferred to the Directorate of Treasuries, there is no need to continue the category of Gazetted Superintendents now; these posts may be redesignated as Assistant Treasury Officers and their services utilised in heavy District Treasuries. The Rules of Recruitment prescribe that these posts may be filled by promotion from the cadre of Head Accountants on the basis of seniority-cum-merit. As the mode of direct recruitment to the cadre of Treasury Officers/Assistant Directors of Treasuries has been recommended to be deleted, the Commission considers that the provision for the direct recruitment to the posts of Assistant Treasury Officers would be necessary. The Commission accordingly recommends that 66 $\frac{2}{3}$ % of the posts of Assistant Treasury Officers may be filled by promotion of officials from the lower cadre as at present and that the other 33 $\frac{1}{3}$ % may be filled by direct recruitment through the Public Service Commission on the basis of the results of the competitive examination to be held by the Public Service Commission for recruitment of candidates to Class I and Class II posts and that the Cadre and Recruitment Rules may be amended accordingly.

41.41. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525.

*Head Accountants (54) (Rs. 180—10—270—15—360)*

41.42. According to the Rules of Recruitment, these posts are filled by promotion from the Cadre of Deputy Accountants, Treasurers, Treasury Sheristadars and Stamp Head Clerks. This mode of recruitment may be continued. The scale of pay for these posts may be fixed as Rs. 200—10—280—15—370—EB—20—450.

*Deputy Accountants (including Treasurers, Treasury Sheristcdars and Stamp Head Clerks) (138) (Rs. 150—8—190—10—270).*

41.43. The Rules of Recruitment prescribe that these posts may be filled by promotion from the cadre of I Division Clerks. This mode of recruitment is adequate and may be continued.

41.44. These posts are in the scale of pay of Rs. 150—8—190—10—270. It was represented by the staff of this Department that the scale of pay for Deputy Head Accountants and Stamp Head Clerks should be Rs. 250—500 and that these posts might be made gazetted posts. The Commission considers that it is not necessary to upgrade these posts to the Gazetted Cadre. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

*I Division Clerks (including a post of Assistant Treasurer, State Huzur Treasury), (283) (Rs. 120—5—150—8—190—10—240).*

41.45. These posts are filled either by direct recruitment of graduates, or by promotion from the cadre of II Division Clerks including Clerk-cum-Typists. The present modes of recruitment may be continued.

41.46. The scale of pay for these posts may be the same as that for persons holding comparable posts in other Departments.

*II Division Clerks including Clerk-cum-Typists : (436) (Rs. 80—3—110—4—130—5—150) (Spl. Pay of Rs. 5 for Clerk-cum-Typists).*

*Shroffs : (188) (Rs. 80—3—110—4—130—5—140).*

41.47. The posts of II Division Clerks, etc., are filled either by direct recruitment of candidates who have passed the S.S.L.C. Examination or by promotion from the cadre of Shroffs and Gollars. The posts of Shroffs are filled either by direct recruitment of candidates who have passed the S.S.L.C. Examination or by promotion from the cadre of Gollars. The Department had suggested that the posts of II Division Clerks and Shroffs should be inter-changeable. The Commission considers this a good suggestion and recommends that these posts may be combined and common Cadre and Recruitment Rules prescribed for these posts. The Commission further suggests that these posts may be filled by direct recruitment or by promotion of Class IV Officers who have passed the S.S.L.C. Examination. As it has been recommended that the cadre of Gollars may be abolished the provision enabling the promotion of Gollars as II Division Clerks may be deleted.

41.48. The posts of II Division Clerks including Clerk-cum-Typists are in the scale of pay of Rs. 80—3—110—4—130—5—150 and the posts of Shroffs are in the scale of pay of Rs. 80—3—110—4—130—5—140. The common scale of pay applicable to II Division Clerks may be prescribed for both these categories of posts in the new Common Cadre.

*Gollars* : (145) (Rs. 70—1—80—2—100)

41.49. There are 145 posts of Gollars in this Department. As suggested already, the posts of Gollars may be abolished. As recommended in para 41.47 such of the officials in this cadre as are qualified for promotion as II Division Clerks may be so promoted. The others may be retained as Gollars till they retire but there need not be any fresh recruitment to this cadre.

41.50. The scale of pay for these posts may be fixed as Rs. 85—2—95—3—125—EB—4—145.

*Stenographer* : (1) Rs. 120 --5--150--8--190--10--240 + Spl. Pay of Rs. 30 . per mensem).

41.51. Though there is one post of Stenographer in this Department there is no provision for this post in the Cadre and Recruitment Rules of the Department. As suggested already, provision may be made for inclusion of this post in the Rules ; the same qualifications as in the other Departments may be prescribed for recruitment to this post.

41.52. The scale of pay for this post may be the same as for persons holding comparable posts in other Departments.

<i>Typists</i>	(8) (Rs. 80—3—110—4—130—5—150 + Spl. Pay Rs. 10 per mensem).
<i>Attenders, Mutchis, Daffedars</i>	(24) (Rs. 65—2—85)
<i>Peons &amp; Watchmen</i>	(264) (Rs. 50—1—60)

41.53. These are posts common to all departments of Government and the scales of pay prescribed for these posts in all departments may apply to them in this department also.

### *Special Pay*

41.54. The Special Pays of Rs. 10 and Rs. 15 per mensem that are being paid to the Treasurer, State Huzur Treasury, Bangalore, for handling Ganja and Securities respectively and a special pay of Rs. 5 per mensem that is being paid to one First Division Clerk of the State Huzur Treasury, Bangalore, for Stamp work may be continued. It was suggested that special pay might be given to those officials who handled cash and stamps and also to the District Treasury Officers, Assistant Treasury Officers, Head Accountants and other staff of the Department as the work of those officials was of an arduous nature and involved considerable amount of risk. The nature of work in the Treasuries involves handling of cash and this item of work is to be deemed to be incidental to the normal work in this department. No special pay need be paid to any of these officers. The cash clerks may, however, be given special pay in accordance with the general principles laid down in Chapter 5.

41.55. Special pay to the Stenographers, Typists, II Division Clerks-cum-Typists and Cycle Orderlies may be regulated in consonance with the general principles laid down for similar posts in the other Departments of Government.

*Delegation of Powers*

41.56. All powers now vested in the Director under the Manual of Financial Powers may be continued.

41.57. The Department has not requested for any additional powers nor does the Commission consider it necessary to delegate any additional powers.

**CHAPTER 41**  
**TREASURIES DEPARTMENT**

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.		
1.	Director of Treasuries ..	1	900—40—1,100—50—1,300	1,100—50—1,300—60—1,600	..
2.	Deputy Director of Treasuries ..	1	600—40—1,000	700—40—900—50—1,200	..
3.	Treasury Officer, State Huzur Treasury.	1	600—40—1,000 Spl. pay Rs. 15 p.m.	700—40—900—50—1,200	Special pay of Rs. 15 p.m. paid to the Treasury Officer, State Huzur Treasury may be discontinued.
4.	Treasury Officer/ Assistant Director of Treasuries ..	18	} 300—25—550—30—700	350—25—600—30—780—EB—40—900	
	..	2			
5.	Assistant Treasury Officer (including Gazetted Superintendent, Treasury Section, Office of the Divisional Commissioner).	8	250—20—350—25—500	275—20—375—EB—25—525	
6.	Head Accountant ..	54	180—10—270—15—360	200—10—280—15—370—EB—20—450	
7.	Deputy Accountant (including Treasurer, Treasury Sheristedar, and Stamp Head Clerk)	138	150—8—190—10—270	175—10—275—15—350—EB—20—450	
8.	I Division Clerk (including a post of Assistant Treasurer, State Huzur Treasury).	233	120—5—150—8—190—10—240	140—5—150—8—190—EB 10—260—15—290.	Special pay of Rs. 10 p.m. and Rs. 15 p.m. paid to the Treasurer, State Huzur Treasury for handling Ganja and securities respectively and a special pay of Rs. 5 p.m. paid to one I Dn. Clerk of the State Huzur Treasury for Stamp work may be continued.

Sl. No.	Designation	Number of Posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
9.	II Dn. Clerk (including Clerk-cum-Typist)	436	80-3-110-4-130-5-150 +Spl. pay Rs. 5 for Clerk-cum-Typist	95-3-125-4-145-EB-5-200 +Special pay Rs. 5 for Clerk-cum-Typist.	
10.	Shroff	188	80-3-110-4-130-5-140		
11.	Gollar	145	70-1-80-2-100	85-2-95-3-125-EB-4-145	
12.	Stenographer	1	120-5-150-8-190-10-240 +Spl. pay Rs. 30 p.m.	140-5-150-8-190-EB- 10-260-15-290 +Spl. pay Rs. 30 p.m.	..
13.	Typist	8	80-3-110-4-130-5-150 +Spl. pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 +Spl. pay Rs. 10. p.m.	
14.	Attender Mutchi Daffedar	24	62-2-85	85-2-95-3-125-EB-4-145 (Attenders) 80-2-90-3-120-4-140 (Mutchi and Daffedar)	
15.	Peon, Watchman	264	50-1-60	60-1-80-2-90	

## CHAPTER 42

### Directorate of Employment and Training

42.1. Prior to 1964 the Directorate of Employment and Training formed a part of the Department of Labour. With the all round industrial development in the country and the consequent need for large numbers of trained candidates for employment in Industries, it was considered necessary to bring the technical training institutions under the control of an independent Head of a Department. It was also considered appropriate that Employment Exchanges and Employment Information Bureaus should also come under this officer. An independent Department was accordingly constituted with the Director of Employment and Training and State Apprenticeship Adviser as the Head of the Department. This Department has three wings —(1) Craftsman Training Wing, (2) Apprenticeship Wing, (3) Employment Wing. The entire expenditure on these services is shared by the Central and the State Governments in the ratio of 60 : 40. The expenditure in respect of Employment Exchange for the physically handicapped is reimbursed by the Government of India in full.

42.2. This Department is classified as a Major Department. The Director of Employment and Training and State Apprenticeship Adviser is the Head of the Department. This post is included in the senior time scale of the Indian Administrative Service.

#### *Craftsman Training Wing*

42.3. There are fourteen Craftsman Training Institutions (Industrial Training Institutes) in the State ; eighteen different engineering and non-engineering trades are taught in these Institutions. Apart from craftsman training, the Department also arranges related instructions or theoretical instructions to the apprentices who come from different industrial establishments.

#### *Apprenticeship Wing*

42.4. This Wing administers the Apprentices Act, 1850 and inspects the establishments and the Training Institutes to ensure that the training programme under the Apprentices Act is implemented properly.

#### *Employment Wing*

42.5. The Employment Wing plays a very important role in securing jobs for the unemployed. There are twenty-two Employment Exchanges in the State including one for the Physically handicapped and another for professional and executive personnel.

42.6. In respect of the training and apprenticeship wings, the Director is assisted by a Joint Director, an Assistant Director (Administration), an Accounts Officer, a Deputy Apprenticeship Adviser and requisite ministerial staff in the Head Office. The training institutions are headed by the Principals and Superintendents. They are assisted by Instructors who have acquired specialised knowledge of the trades taught in the Institutes and the requisite subordinate staff.

*Merger of the Training Wing with the Department of Technical Education and Employment Wing with the Department of Labour*

42.7. As suggested in Chapter 37 (dealing with matters relating to the Department of Technical Education), the Commission recommends that though the existing arrangements may continue for the present the Training Wing of the Department may be merged with the Department of Technical Education and the Employment Wing with the Department of Labour in consultation with the Government of India.

*Abolition of the posts of Medical Officers in the Training Institutes*

42.8. At present there is one post of Medical Officer in the Industrial Training Institute, Bangalore in the scale of pay of Rs. 300—700 and twelve posts of Medical Officers in the scale of pay of Rs. 175—400. All the Industrial Training Institutes are situated in towns where Medical facilities are easily available. The work turned out by these officers in the Department is stated to be negligible. The Commission accordingly considers, that these posts may be abolished; the present incumbents of these posts may be transferred to the Department of Health and Family Planning Services against corresponding posts, only the compounders or the dressers may be retained in the Institutions so that they may render first aid in cases of emergency, all further treatment being arranged for at the nearest Government hospital or dispensary as the case may be.

*Conversion of the posts of Workshop Attenders into those of Second Division Clerks*

42.9. The Training Wing was taken over by the State Government from the Government of India in the year 1956. There were Workshop Attenders in the Training Institutions at the time they were taken over. They are Class IV Government servants in the scale of pay of Rs. 55 - 1 - 65 - 2 - 85. The Department has stated that they were neither technically qualified nor were they prepared to do any menial work. It is understood that at present every Instructor is given a set of tools for issuing to the trainees; he has to withdraw the tools when he goes off duty, and the other Instructor who comes again has to issue the tools from his stock. The Department has proposed that II Division Clerks might be entrusted with the work of maintaining accounts in a common store in the tool room of the workshop instead of each Instructor having separate set of tools. The Commission considers that the proposal of the Department is sound and may be accepted. The Commission recommends that the Workshop Attenders now working in these institutions who are qualified and are fit for promotion as



II Division Clerks may be so promoted and in other cases fresh candidates may be appointed to fill up the required number of posts. The other attenders who are not eligible for promotion may be retained in the present cadre till they retire from service but the vacancies that may arise in the cadre of attenders in future either by promotion of the existing incumbents as Second Division Clerks or by the retirement of other attenders need not be filled up. The posts in this cadre may be abolished as and when the vacancies occur. To the extent necessary, Class IV posts may be created and filled up as and when the posts of the attenders are abolished.

*Classification of the posts of the Principals of the Training Institutions*

42.10. The various Training Institutions under the control of the Department may be classified as Class I, Class II and Class III Institutions depending upon their strength. The Institutions having a strength of 1,000 and over may be classified as Class I Institutions, those with a strength between 500—1,000 as Class II Institutions and those with a strength of less than 500 as Class III Institutions. Class I Institutions may have a Principal in Grade I assisted by a Vice-Principal in Grade II, Class II Institutions may have a Principal in Grade I and Class III Institutions may have a Principal in Grade II.

*Cadre and Recruitment Rules and Scales of Pay*

*Director of Employment and Training and State Apprenticeship Adviser : (1)*  
(*Encadred in the Indian Administrative Service*)

42.11. This post is filled by appointing an Officer in the senior time scale of the Indian Administrative Service. The arrangement may be continued.

*Training Wing*

*Joint Director of Training : (1) —(Rs. 900—40—1,100—50—1,300)*

42.12. According to the existing Rules of Recruitment the post of Joint Director of Training is to be filled by taking on deputation a suitable officer from the Public Works Department. It has been proposed in the revised Cadre and Recruitment Rules sent to the Government by the Department that the post may be filled by taking on deputation an Officer of the rank of a Superintending Engineer, preferably a Mechanical Engineer from the Public Works Department, the Mysore State Electricity Board, or any other, Technical Department of the State or Central Government. It is also proposed that the post might also be filled by promotion by selection of Deputy Apprenticeship Adviser.

42.13. The Commission considers that this being a senior Technical post, the incumbent should be an experienced person with suitable background and training and should be in a position to tender advice in technical matters to the Director, who is a non-technical Officer. The Commission considers that the

post of Joint Director may be filled by taking on deputation a suitable Officer in the cadre of Superintending Engineers (Mechanical) from the Public Works Department. The Rules of Recruitment may be amended suitably.

The scale of pay for the post may be the same as that for Superintending Engineers in the Public Works Department.

*Deputy Apprenticeship Adviser* : (1)—(Rs. 600—40—1,000)

42.14. The mode of recruitment is not indicated in the existing Cadre and Recruitment Rules. The Department has proposed that the post may be filled by taking on deputation a suitable officer of the rank of an Executive Engineer (Mechanical) from the Mysore State Electricity Board or the Public Works Department or from any other Technical Department or from the Central Government or by promotion by selection from the cadre of Principals, Class I. For the same reasons as are given in the case of the Joint Director, the post may be filled by taking on deputation an officer in the cadre of Executive Engineers (Mechanical) from the Public Works Department. The Rules of Recruitment may be framed accordingly.

The scale of pay for the post may be the same as that for Executive Engineers in the Public Works Department.

*Principals, Industrial Training Institutes*

*Principal-Grade I* : (1)—(Rs. 350—25—650—30—800)

42.15. According to the existing Rules of Recruitment the post is filled by promotion by selection of Principals Grade II, or Inspector of Training or Assistant Apprenticeship Adviser or by taking on deputation an officer of equivalent rank from Technical Departments. The Department has proposed that the post may be filled only by promotion by selection. This post requires administrative experience of management of Industrial Training Institutes and it is the only promotional avenue available to the officers in the lower cadre. The post may be filled by promotion of officers in the cadre of Principals, Grade II. The Rules of Recruitment may be amended accordingly.

The proper scale of pay for this post may be Rs. 400—30—700—EB—40—900.

*Principals-Grade II* : (10)—(Rs. 300—25—550—30—700)

42.16. The Rules of Recruitment provide that 50 per cent of the posts are to be filled by direct recruitment and the balance by promotion. The minimum qualification prescribed for direct recruitment is a degree in Engineering. "Diploma holders" are also promoted to this cadre. The holders of these posts are heads of the institutions. It is desirable that the persons holding these posts should either have experience in the management of similar Institutions or must have adequate qualifications. In these circumstances, the Commission considers that the existing modes of recruitment to the post may be retained. The scale of pay for the post may be the same as for Assistant Engineers in the Public Works Department.

*Assistant Director of Administration* : (1)—(Rs. 350—25—650—30—800)

42.17. In the proposed Cadre and Recruitment Rules the post of the Assistant Director (Administration) is required to be filled by taking on deputation a suitable Class I Officer from the Employment Wing of the Directorate or by promotion by selection of the Office Superintendents of the Department who have put in a service of not less than five years in the cadre of Office Superintendents. The Commission has recommended in Chapter 4 that the Chief ministerial officers attached to the offices of the Heads of Major Departments should be Class II Officers appointed by promotion from the cadre of Office Superintendents. The recommendation may be adopted in this Department also. The scale of pay for this post may be Rs. 275—20—375—EB—25—525.

*Accounts Officer* : (1)—(Rs. 350—25—650—30—800)

42.18. At present the post of the Accounts Officer is filled by taking on deputation a suitable officer in the cadre of Assistant Controllers from the State Accounts Department. This mode of recruitment may be retained. The scale of pay for this post may be the same as for the Assistant Controllers in the State Accounts Department.

*Inspectors of Training* : (5)  
*Assistant Apprenticeship* : (5) } (Rs. 300—25—550—30—700)  
*Adviser* : (1) }

42.19. No mode of recruitment has been specified in the existing Cadre and Recruitment Rules. According to the proposed Cadre and Recruitment Rules, 50 per cent of the posts are to be filled by direct recruitment and 50 per cent by promotion by selection from the cadre of Foreman, Junior Apprenticeship Adviser or Technical Supervisor. The minimum qualification prescribed for direct recruitment is a degree in Engineering. The proposed Cadre and Recruitment Rules may be approved. The scale of pay for these posts may be the same as for Assistant Engineers in the Public Works Department.

*Medical Officers* : (1) (Rs. 300—25—550—30—700)  
 (12) (Rs. 175—10—225—15—300—20—400)

42.20. It is proposed that these posts may be abolished and incumbents of these posts may be transferred to the Department of Health and Family Planning Services.

*Foreman Instructors* : (24)  
*Mill Wright Instructor* : (1)  
*Junior Apprenticeship Advisers* : (12) } (Rs. 250—10—320—15—440)  
*Business Management Instructor* : (1)  
*Vice-Principal* : (1) }

42.21. According to the existing Rules of Recruitment, 50 per cent of the posts of the Foreman Instructors are filled by direct recruitment and the balance of 50 per cent is filled by promotion from among the Instructional staff. The minimum qualification prescribed for direct recruitment is a degree in Engineering with six months experience or Diploma in Mechanical Engineering with two

years' experience. The mode of recruitment in respect of the posts of Mill Wright Instructor, Junior Apprenticeship Advisers, Business Management Instructor and Vice-Principal, presently on the same scale, have not been specified in the existing Cadre and Recruitment Rules. In the proposed Cadre and Recruitment Rules of the Department pending before Government it has been suggested that these posts might be filled by promotion by selection of supervisory Instructors in the ratio of one Foreman Instructor for every sixteen Craft Instructors in each trade. The proposal of the Department may be accepted as it is the only promotional avenue available to the Officers in the lower cadre. The scale of pay for these posts may be Rs. 275-20-375-EB-25-525.

*Technical Supervisor* : (1) (Rs. 180-10-270-15-360)

42.22. This post is not included in the original Cadre and Recruitment Rules, but the Department has proposed that the post might be filled by promotion as in the case of Foreman Instructors and others mentioned above. The proposal of the Department may be accepted. The proposed scale of pay for the post is Rs. 200-10-280-15-370-EB-20-450.

*Supervisor Instructors* : (68)  
*Mill Wright Instructors* : (4) } (Rs. 180-10-320)

42.23. According to the existing and proposed Cadre and Recruitment Rules the posts may be filled by promotion from the cadre of Craft Instructors belonging to different trades specified therein. The Commission does not propose any change. The scale of pay for the posts may be revised as Rs. 200-10-280-15-370-EB-20-450.

*Technical Assistant* : (1) (Rs. 150-8-190-10-320)

42.24. The post is proposed to be filled by direct recruitment. The existing Cadre and Recruitment Rules do not prescribe any mode of recruitment. Minimum qualifications proposed for direct recruitment are that the candidate should have passed the S.S.L.C. or equivalent examination and should possess National Trade Certificate or Apprenticeship Certificate issued by the Government of India or its equivalent recognised by Government. The proposal may be accepted. The scale of pay for the post may be revised as Rs. 175-10-275-15-350-EB-20-450.

*Cinema Projector Operators-cum-Mechanics*. (2) (Rs. 150-8-190-10-320)

42.25. The mode of recruitment has not been specified in the existing Cadre and Recruitment Rules. It is proposed by the Department that the services of a Craft Instructor might be utilised. The Commission recommends that the post may be filled by taking on deputation an officer of corresponding status from the Department of Public Instruction. The lien of the existing incumbents may be transferred to the Department of Public Instruction and they may be treated as on deputation from that Department. The scale of pay for these posts may be the same as for the corresponding posts in the Department of Public Instruction.

*Craft Instructors* : (393)—(Rs. 110—5—150—6—180—10—220)

*Drawing Instructors* : (28)—(Rs. 150—8—190—10—320)

42.26. The posts are filled by direct recruitment. A Diploma in the Craftsmanship in the appropriate subject with two years' experience for the Craft Instructors and Diploma in Mechanical Engineering or Draftsmanship in Mechanical or Civil Engineering for Drawing Instructors are prescribed as the minimum qualifications for recruitment, in the existing Cadre and Recruitment Rules. The Department has proposed that the candidates should have passed the S.S.L.C. or equivalent examination and should possess National Trade Certificate or Apprentice Certificate issued by the Government of India or its equivalent recognised by the Government of Mysore, preference being given to persons with experience of two years. In addition, they have also prescribed an elaborate procedure regarding the mode of recruitment. The Commission considers that Diploma holders would be better fitted for the posts of Instructors than the Certificate Holders and recommends that the Rules of Recruitment may be amended accordingly. The appropriate scale for those who have obtained a certificate in the Craft concerned would be Rs. 130—5—170—6—200—EB—10—240 and for those who have obtained a Diploma in the subject concerned after passing the S.S.L.C. Examination would be Rs. 175—10—275—15—350—EB—20—450. Persons who have obtained a Diploma after passing the S.S.L.C. Examination may be recruited hereafter under the proposed Rules of Recruitment and given the latter scale of pay.

*Mathematical Instructors* : (14)—(Rs. 110—5—150—6—180—10—220)

42.27. The minimum qualification prescribed for the post in the existing Cadre and Recruitment Rules is a degree of a recognised University with Mathematics as one of the optional subjects. The post is filled by direct recruitment. The Commission proposed that the post may be filled by taking on deputation officials holding corresponding posts in the Department of Public Instruction. The liens of the present incumbents of the posts may be shifted against the corresponding posts in the Department of Public Instruction and they may be treated as on deputation to this Department. The Rules of Recruitment may be revised accordingly. The scale of pay for the posts may be the same as that for corresponding posts in the Department of Public Instruction.

*Compounders* : (13)—(Rs. 80—3—110—4—130—5—140)

42.28. According to the existing Rules of Recruitment the posts are filled by direct recruitment of persons who have passed the S.S.L.C. Examination with Compounder's training. The Commission recommends that these posts may be filled by taking officials on deputation from the Department of Health and Family Planning Services. The liens of the existing incumbents may be transferred to the Department of Health and Family Planning Services and they may be treated as on deputation from that Department. The scale of pay for these posts may be the same as that for the officials holding corresponding posts in the Department of Health and Family Planning Services.

*Workshop Attenders* : (53)—(Rs. 55—1—65—2—85)

42.29. According to the existing Rules of Recruitment 75 per cent of the posts are filled by direct recruitment of persons who have studied upto VII standard and one year's experience in a modern workshop and 25 per cent by promotion of literate Class IV officials with five years' experience in the Workshop. The Commission has already recommended that the workshop attenders now working in these institutions who are qualified and fit for promotion as II Division Clerks may be so promoted. The other attenders who are not fit or eligible for promotion may be retained in the present cadre till they retire from service and may be given the scale of pay of Rs. 65—1—75—2—95. The vacancies that may arise consequent on promotion and retirement need not be filled. The posts in this cadre may be abolished as and when vacancies arise.

#### Common Posts.

<i>Sl. No.</i>	<i>Category of Posts</i>	<i>Number of Posts</i>	<i>Existing Scale of Pay</i>
			Rs.
1.	Accounts Superintendents	3	220—10—320—15—440
2.	Accountants— <i>cum</i> —Office Superintendent.	1	220—10—320—15—440
3.	Office Superintendent (Headquarters).	1	180—10—320
4.	Office Superintendents ..	11	150—8—190—10—270
5.	Head Clerks and Accountants	20	120—5—150—8—190—10—240
6.	First Division Clerks, Store Keeper, Librarian.	79	110—5—150—6—180—10—220
7.	Stenographer ..	1	110—5—150—6—180—10—220 <i>Plus Special Pay Rs. 30.</i>
8.	Second Division Clerks, Assistant Store Keepers, Hostel— <i>cum</i> —Physical Training Instructors.	108	80—3—110—4—130—5—150
9.	Typists .. ..	7	80—3—110—4—130—5—150 <i>Plus Special Pay Rs. 10.</i>
10.	Drivers .. ..	5	70—1—80—2—100
11.	Jamedar/Attenders ..	2	70—2—90
12.	Store Attendants, Peons, Dressers, etc.	260	50—1—60

42.30. These posts are common to all Departments. The scales of pay for these officers may be the same as for officers holding comparable posts in other Departments.

#### Employment Wing.

42.31. The Commission has proposed that this Wing may be transferred to the Labour Department in due course for the reasons indicated in Chapter 37.

*Deputy Director (1) (Rs. 600—40—1,000).*

42.32. This post is to be filled by promotion by selection of officers in the cadre of Assistant Directors or by taking on deputation an officer from the Central Government, according to the proposed Rules of Recruitment. The Commission recommends that, in keeping with the general policy adopted in the case of such posts, this post may be filled by promotion of an officer in the cadre of Assistant Directors on the basis of seniority-*cum*-Merit. The Rules of recruitment may be framed accordingly.

The scale of pay for this post was revised from Rs. 500—800 to 600—1,000 with effect from 1st July 1967 as per Government Order No. F.C.L./33/L.E.X./68, dated 5th April 1968. Pending the merger of this Wing with the Department of Labour in consultation with the Government of India the post may be continued for the present in the scale of pay of Rs. 700—40—900—50—1,200.

42.33. It is seen from job charts of the Department that the Deputy Director of Employment establishes contacts with major employers and supervises the work of the Assistant Directors in respect of procedure and policy. The Commission considers that it would be advantageous both from the point of view of economy and from the point of view of avoiding duplication of staff, to examine the necessity for having this post at the top of the Wing after merger with the Department of Labour with reference to the work load.

*Assistant Directors : (5)—(Rs. 350—25—650—30—800)*

- (1) Employment Market Information.
- (2) Vocational Guidance.
- (3) Professional and Executive Employment Exchange.
- (4) Sub-Regional Employment Exchange.
- (5) Employment Exchange for Physically Handicapped.

42.34. These officers are in charge of the State units. According to the existing Rules of Recruitment, 50 per cent of the posts are filled by direct recruitment of graduates in Sociology, Psychology, Economics or Law, preference being given to diploma holders in Social Sciences and 50 per cent by promotion from the cadre of Employment Officers. The Department has proposed in the revised Recruitment Rules sent to the Government that the posts might be filled only by promotion from the cadre of Employment Officers on the basis of seniority-*cum*-merit. This is a small Department and promotional opportunities are limited. The Commission, therefore, considers that the proposal of this Department to fill the posts only by promotion is reasonable and recommends that action may be taken to amend the Rules of Recruitment accordingly. The appropriate scale of pay for these posts would be Rs. 400—30—700—EB—40—900.

*State Vocational Guidance Officer : (1)—(Rs. 300—25—550—30—700)*

42.35. This is an isolated post. The incumbent of this post conducts work of vocational guidance units in the State and is also the Secretary of the State

Vocational Guidance Co-ordination Committee. The Department has recommended that the scale of pay for the post might be the same as that for the Assistant Directors of Employment who are in charge of State Units. The Commission recommends that this post may be upgraded to that of an Assistant Director of Employment, included in that cadre and filled according to the Rules of Recruitment prescribed for filling the posts of Assistant Directors.

*Deputy Chief, University Employment Information and Guidance Bureau : (1)—*  
(Rs. 120—5—150—8—190—10—240)

42.36. This is an isolated post and the incumbent of this post is in charge of the State Unit. The duties of this officer are stated to be almost as onerous as those of the Assistant Directors. The Director has stated that the Director General of Employment and Training, Government of India has also suggested the upgrading of the post in his recent evaluation report. The Commission accordingly recommends that the Deputy Chief, University Employment Information and Guidance Bureau may be given the scale of pay as for the Assistant Director of Employment; the post may be included in the cadre of Assistant Directors and filled in accordance with the Cadre and Recruitment Rules applicable to the posts of Assistant Directors.

*Employment Officers : Class II : (25)—(Rs. 250—20—350—25—500)*

42.37. According to the existing Rules of Recruitment 66 $\frac{2}{3}$  per cent of the posts are filled by direct recruitment and 33 $\frac{1}{3}$  per cent by promotion. The Department has proposed that 50 per cent of the posts may be filled by direct recruitment and 50 per cent by promotion, the qualification prescribed for direct recruitment being a degree of a recognised university or its equivalent. The promotional avenues for the officers in the lower cadre in this Department are slender. The revised proposal of the Department to fill up 50 per cent of the posts by direct recruitment and the other 50 per cent by promotion is reasonable and the Commission recommends that it may be adopted. Appropriate scale of pay for the posts would be Rs. 275—20—375—EB—25—525.

*Junior Statistical Officers (20) (Rs. 120—5—150—8—190—10—240),*

42.38. According to the proposed Rules of recruitment, 50 per cent of the posts are to be filled by direct recruitment and the balance of 50 per cent by promotion from the cadre of First Division Clerks and I Grade Stenographers in the proportion of 5:1 on the basis of seniority-cum-merit. The minimum qualification prescribed for direct recruitment is a degree of a recognised university.

42.39. The Department has stated that as the Junior Statistical Officer has to do a lot of original work, the designation of the post might be changed to that of Assistant Employment Market Information Officer (Statistical). The Department has also recommended that considering the duties and responsibilities attached to the post the scale of pay might be upgraded to that of District Employment Officers.



42.40. The Commission considers that as the duties of these officers are to collect statistical data and their tabulation, etc., and they have to work under the supervision of the District Employment Officers, the scales of pay need not be the same as for District Employment Officers. Instead, the posts may be filled by taking Junior Statistical Assistants on deputation from the Department of Bureau of Economics and Statistics. The designation of the post may be changed as Assistant Employment Market Information Officer (Statistical). The Rules of recruitment may be framed accordingly. The lien of the present incumbents may be shifted against the corresponding posts in Bureau of Economics and Statistics and they may be treated as on deputation from that Department to the Department of Employment and Training. The scale of pay for these posts may be the same as for Junior Statistical Assistants.

*Employment Assistant (Technical) (1) (Rs. 150—8—190—10—320).*

42.41. According to the existing Rules of Recruitment, this post is to be filled by direct recruitment of persons who are Licenciates in Mechanical Engineering. It is proposed that the post might be filled by transfer of a suitable official from the cadre of craft Instructors of the Training Wing of this Department. The proposed mode of recruitment may be adopted and the Rules of recruitment may be revised accordingly. The scale of pay for the post may be the same as that for the Craft Instructors.

*Artist (1) (Rs. 140—5—150—8—190—10—220).*

42.42. This post has not been included in the existing Cadre and Recruitment Rules. The Department has proposed that this post might be filled by direct recruitment of persons who have passed the S.S.L.C. Examination and hold a diploma in Fine Arts, Drawing and Painting. The Commission recommends that the post may be filled by taking a suitable officer on deputation from the Department of Public Instruction. The lien of the existing incumbent may be transferred against a corresponding post in the Department of Public Instruction and he may be treated as on deputation to this Department. The Rules of Recruitment may be framed accordingly.

The scale of pay for this post may be the same as for corresponding posts in the Department of Public Instruction.

*Assistant Employment Officers (5) (Rs. 120—5—150—8—190—10—240).*

42.43. It is proposed that 50 per cent of these posts might be filled by promotion from the cadre of First Division Clerks and First Division Stenographers in the proportion of 5:1 and the balance of 50 per cent by direct recruitment of graduates. The Commission recommends that these posts may be filled by transfer from the cadre of First Division Clerks and by direct recruitment of graduates in the same proportion. The scale of pay may be the same as for First Division Clerks.

*Common Posts*

			Rs.
Accounts Superintendent ..	1	220—10—320—15—440	
Office Superintendent ..	1	180—10—320	
Stenographers (I Grade) ..	5	110—5—150—6—180—10—220 +Special Pay Rs. 30 per month.	
I Division Clerks ..	29	110—5—150—6—180—10—220	
Stenographers (II Grade) ..	1	80—3—110—4—130—5—150 + Special Pay Rs. 20 per month.	
Typists ..	23	80—3—110—4—130—5—150 + Special Pay Rs. 10 per month.	
II Division Clerks ..	83	80—3—110—4—130—5—150	
Jamedar ..	1	70—2—90	
Attenders ..	5	65—2—85	
Daffedar ..	1	65—2—85	
Peons ..	75	50—1—60	

42.44. These posts are common to all Departments of Government and the scales of pay for these officers may be the same as for officers holding comparable posts in other Departments.

*Delegation of Powers*

42.45. No suggestions have been made about the delegation of powers in addition to what are already vested in the Director under the Manual of Financial Powers. All the powers now vested in the Director may be continued.

CHAPTER 42

Employment and Training Department

Sl. No.	Designation	Number of posts	Existing scale of Pay and Special Pay	Recommended scale of Pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs. I. A. S.	Rs. I. A. S.	
1.	Director of Employment and Training and State Apprenticeship Adviser.	1			
2.	Joint Director of Training ..	1	900—40—1,100—50—1,300	1,100—50—1,300—60—1,600	
3.	Deputy Apprenticeship Adviser ..	1	600—40—1,000	700—40—900—50—1,200	
4.	Principal Grade I .. ..	1	350—25—650—30—800	400—30—700—EB—40—900	
5.	Principal Grade II .. ..	10	300—25—550—30—700	350—25—600—30—780—EB—40—900	
6.	Assistant Director of Administration..	1	350—25—650—30—800	275—20—375—EB—25—525	
7.	Accounts Officer .. ..	1	350—25—650—30—800	400—30—700—EB—40—900	
8.	Inspector of Training .. ..	5	300—25—550—30—700	350—25—600—30—780—EB—40—900	
9.	Assistant Apprenticeship Adviser ..	1	300—25—550—30—700	350—25—600—30—780—EB—40—900	
10.	Medical Officer .. ..	1	300—25—550—30—700		} Posts to be abolished and the incumbents to be transferred to the Department of Health and Family Planning Services.
11.	Medical Officer .. ..	12	175—10—225—10—300—20—400		
12.	Foreman Instructor .. ..	24	250—20—320—15—440	} 275—20—375—EB—25—525	
13.	Mill Wright Instructor .. ..	1	250—10—320—15—440		
14.	Junior Apprenticeship Adviser ..	12	250—10—320—15—440		
15.	Business Management Instructor ..	1	250—10—320—15—440		
16.	Vice-Principal .. ..	1	250—10—320—15—440		

EMPLOYMENT AND TRAINING DEPARTMENT—*contd.*

<i>Sl. No.</i>	<i>Designation</i>	<i>Number of posts</i>	<i>Existing scale of Pay and Special Pay</i>	<i>Recommended scale of Pay and Special Pay</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
17.	Technical Supervisor .. ..	1	180—10—270—15—360	200—10—280—15—370—EB—20—450	
18.	Supervisor Instructor .. ..	68	180—10—320	200—10—280—15—370—EB—20—450	
19.	Mill Wright Instructor .. ..	4	180—10—320		
20.	Technical Assistant .. ..	1	150—8—190—10—320	175—10—275—15—350—EB—20—450	
21.	Cinema Projector Operator— <i>cum</i> — Mechanic.	2	150—8—190—10—320	175—10—275—15—350—EB—20—450	
22.	Craft Instructor .. ..	393	110—5—150—6—180—10—220	175—10—275—15—350—EB—20—450	(for Diploma Holder)
23.	Drawing Instructor .. ..	28	150—8—190—10—320	130—5—170—6—200—EB—10—240	(for Certificate Holder)
24.	Mathematical Instructor .. ..	14	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260— 15—290	
25.	Compounder .. ..	13	80—3—110—4—130—5—140	95—3—125—4—145 EB—5—200	
26.	Workshop Attender .. ..	53	55—1—65—2—85	65—1—75—2—95	
27.	Accounts Superintendent .. ..	3	220—10—320—15—440	250—10—300—15—420—EB—20—500	
28.	Accounts— <i>cum</i> —Office Superintendent	1	220—10—320—15—440	250—10—300—15—420—EB—20—500	
29.	Office Superintendent (H. Q.) .. ..	1	180—10—320	200—10—280—15—370—EB—20—450	To be designated as Superintendent Grade I.
30.	Office Superintendent .. ..	11	150—8—190—10—270	175—10—275—15—350—EB—20—450	To be designated as Superintendent Grade II.
31.	Head Clerk and Accountant .. ..	20	120—5—150—8—190—10—240	140—5—150—8—190 EB—10—260— 15—290	To be designated as First Division Clerk.

EMPLOYMENT AND TRAINING DEPARTMENT—contd.

Sl. No.	Designation	Number of posts	Existing scale of Pay and Special Pay	Recommended scale of Pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
32.	First Division Clerk Store Keeper Librarian	79	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—250— 15—290	
33.	Stenographer	1	110—5—150—6—180—10—220 Plus Special Pay Rs. 30 per mensem.	140—5—150—8—190—EB—10—260— 15—290 Plus Special Pay Rs. 30 per mensem.	
34.	Second Division Clerk Assistant Store Keeper Hostel—cum—Physical Training Instructor.	108	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
35.	Typist	7	80—3—110—4—130—5—150 Plus Special Pay Rs. 10 per mensem.	95—3—125—4—145—EB—5—200 Plus Special Pay Rs. 10 per mensem.	
36.	Driver	5	70—1—80—2—100	85—2—95—3—125—EB—4—145	
37.	Jamedar/Attender	2	70—2—90	85—2—95—3—125—EB—4—145	
38.	Store Attendant Peon Dresser	260	50—1—60	60—1—80—2—90	
<b>Employment Wing.</b>					
39.	Deputy Director	1	600—40—1,000	700—40—900—50—1,200	
40.	Assistant Director	5	350—25—650—30—800	400—30—700—EB—40—900	
41.	State Vocational Guidance Officer	1	300—25—550—30—700	400—30—700—EB—40—900	
42.	Deputy Chief, University Employment Information and Guidance Bureau.	1	120—5—150—8—190—10—240	400—30—700—EB—40—900	Post to be upgraded
43.	Employment Officer (Class II)	25	250—20—350—25—500	275—20—375—EB—25—525	

EMPLOYMENT AND TRAINING DEPARTMENT—concl'd.

Sl. No.	Designation	Number of posts	Existing scale of Pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
44.	Junior Statistical Officer .. ..	20	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260— 15—290	
45.	Employment Assistant (Technical) ..	1	150—8—190—10—320	175—10—275—15—350—EB—20—450	
46.	Artist .. ..	1	140—5—150—8—190—10—220	175—10—275—15—350—EB—20—450	
47.	Assistant Employment Officer .. ..	5	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260— 15—290	
48.	Accounts Superintendent .. ..	1	220—10—320—15—440	250—10—300—15—420—EB—20—500	
49.	Office Superintendent .. ..	1	180—10—320	200—10—280—15—370—EB—20—450	
50.	Stenographer I Grade .. ..	5	110—5—150—6—180—10—220 Plus Special Pay Rs. 30 per mensem.	140—5—150—8—190—EB—10—260— 15—290 Plus Special pay Rs. 30 per mensem.	
51.	Typist .. ..	23	80—3—110—4—130—5—150 Plus Special Pay Rs. 10 per mensem.	95—3—125—4—145—EB—5—200 Plus Special Pay Rs. 10 per mensem.	
52.	First Division Clerk .. ..	29	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260— 15—290	
53.	Stenographer II Grade .. ..	1	80—3—110—4—130—5—150 Plus Special Pay Rs. 20 per mensem.	95—3—125—4—145—EB—5—200 Plus Special Pay Rs. 20 per mensem.	
54.	Second Division Clerk .. ..	83	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
55.	Jamedar .. ..	1	70—2—90	85—2—95—3—125—EB—4—145	
56.	Attender .. ..	5	55—2—85	85—2—95—3—125—EB—4—145	
57.	Daffedar .. ..	1	65—2—85	80—2—90—3—120—4—140	
58.	Peon .. ..	75	50—1—60	60—1—80—2—90	

## CHAPTER 43

### Department of Factories and Boilers

43.1. Prior to 1952 the Department of Factories and Boilers was a wing of the Department of Industries and Commerce. In February 1952, Government reorganised the Department and transferred it as a wing of the Department of Labour under the control of the Commissioner of Labour who was appointed as *Ex-Officio* Chief Inspector of Factories and Boilers. The strength of the staff in the Department of Factories and Boilers was increased in the year 1956 consequent on the Reorganisation of States in view of the increase in the work of the Department. The Department was further reorganised in July 1960, and additional posts of a Chief Inspector of Factories and Boilers, a Senior Inspector of Factories, and a Medical Inspector of Factories were created to cope up with the increased activities of the Department. Subsequently, in 1965 the post of Senior Inspector of Factories was upgraded and redesignated as Deputy Chief Inspector of Boilers and the post of Deputy Chief Inspector of Factories and Boilers was upgraded and redesignated as Deputy Chief Inspector of Factories.

43.2. This Department is classified as a Minor Department. The Chief Inspector of Factories and Boilers is declared as the Head of a Minor Department under the administrative control of Commissioner of Labour. The Chief Inspector is assisted by the Deputy Chief Inspector of Factories, and the Deputy Chief Inspector of Boilers. The other officers in the Department comprise one Medical Inspector of Factories, Inspectresses and Inspectors of Factories, and Assistant Inspectors and Inspectress of Factories.

43.3. It was represented before the Commission that some difficulty was being experienced in regard to the correspondence with Government about technical matters concerning the Department, as such, correspondence had to be routed through the Commissioner of Labour and as the Commissioner not being a technical Officer was not able to appreciate fully the various aspects of the matter contained in many proposals. From the material placed before it, the Commission considers that the Department is not yet in a position to deal with all matters independently ; and that it would be desirable to have the Commissioner of Labour to oversee the work in his capacity as the administrative head of this Department. The Commission accordingly recommends that the Commissioner of Labour may continue to have administrative control over the Department of Factories and Boilers for some more time and that the question of making this Department independent of the Commissioner of Labour, may be examined some time later when the Department is able to function independently of the Commissioner. But it is essential, in the interest of discipline, that the Commissioner should not pass orders of transfers and postings of this Department without prior consultation with the Chief Inspector.

#### *Creation of the posts of Statistical Inspectors*

43.4. It was represented that posts of Statistical Inspectors might be created in the Department as in the State of Madras, as their assistance would be

required in checking the basic statistics that were sent by the employers, as regular jurisdictional Inspectors would not have the time to attend to this work. It was added that this would be extremely useful for plan programmes and that separate posts of Statistical Inspectors would be necessary for the Department. The Commission does not consider it necessary to create separate posts of Statistical Inspectors as this work could as well be attended to by the jurisdiction Inspectors. The Commission, however, considers that the work of collecting and interpreting the data could be attended to better if the post of the Statistical Assistant which already exists in the Department is filled by taking an Officer on deputation from the Bureau of Economics and Statistics. The Commission accordingly recommends that the jurisdiction Inspectors may be asked to conduct such verification as is necessary of the returns submitted by the various Factories and other Establishments and that the existing post of Statistical Assistant may be filled up by taking an Officer of suitable status on deputation from the Bureau of Economics and Statistics. If necessary, arrangements may be made to give suitable instructions to the Inspectors through the Bureau to enable them to do the work of collecting and verifying the Statistics.

*Creation of posts of Senior Inspectors in the Department*

43.5. It was represented that separate posts of Senior Inspectors might be created to exercise supervision and control over the field work of Inspectors and it was added that the posts of Senior Inspectors were existing in other States and that the Senior Inspectors were expected to inspect bigger factories and give guidance to all the Junior Inspectors under their charge. As it is a sort of "selection post" the Commission recommends that 10 per cent of the posts of Inspectors may be upgraded as Senior Inspectors so that the existing Inspectors could have an avenue of promotion. It is not, however, necessary to ask the Senior Inspectors to supervise the work of the Inspectors. These two categories of officers may function independently of each other and discharge similar duties in their respective jurisdiction. The Senior Inspectors may be posted to the relatively important and heavier charges and the Inspectors to the other charges.

*Medical Inspector of Factories*

43.6. There is one post of Medical Inspector of Factories in the Department and the Officer is taken on deputation from the Department of Health and Family Planning Services. It was represented that the work of the Medical Inspector of Factories in this Department was of a specialised nature, that it took quite some time for any Officer posted to this Department to become proficient in his subject and that it would be a sheer waste of talent and experience if such an officer was repatriated to the parent Department on his getting promotion only because the post in the Department of Factories and Boilers was in a lower cadre. It was therefore represented that when the officer holding the post of the Medical Inspector of Factories got promotion in his parent Department, the post in the Department of Factories and Boilers might be temporarily upgraded to accommodate the Officer on his promotion so that the benefit of his experience and knowledge might be available to the Department. It is understood that the



present incumbent of the post has now been sent abroad for specialising in Industrial Hygiene but is likely to get his promotion and be repatriated to the Department of Health and Family Planning Services on his return. The Commission considers that the representation made by the Department about retaining with the Department the Officer who has specialised in the subject even after his promotion is quite reasonable and accordingly recommends that the officer who has now gone for training may be reposted on his return as the Medical Inspector of Factories, if necessary, by temporarily upgrading the post to accommodate the officer when he gets his promotion in the normal course. The post of the Medical Inspector of Factories may be in the existing grade of Assistant Surgeon-cum-Health Officer, Class II and the post may be filled by taking on deputation an officer holding a corresponding post in the Department of Health and Family Planning Services.

#### *Conveyance Allowance*

43.7. The Inspectors of Factories and Boilers are now getting a conveyance allowance of Rs. 35 per month on the basis that they have to maintain Motor Cycles or Scooters for the efficient discharge of the duties entrusted to them. It was represented before the Commission that the Inspectors had to move frequently from one place to another for inspection, that the Inspectors were in charge of two or three Districts each and were generally required to be out of Headquarters for about 10-15 days a month, that it would be necessary for them to maintain Motor Cars and that conveyance allowance might be paid to them on this basis. It was added that in other States like Maharashtra, the Inspectors were being given Motor Car Allowance. The points made in favour of enhancing the conveyance allowance are not convincing. The Inspectors are fairly junior officers and cannot afford to maintain Motor Cars. Taking into consideration their seniority and scale of pay it would be appropriate for them to maintain only Motor Cycles or Scooters and in this view the Motor Cycle allowance which is being given to them is the appropriate type of conveyance allowance. The Commission recommends that these Inspectors may be granted a Conveyance Allowance of Rs. 35 as in the case of other Government Officers required to maintain Motor Cycles.

#### *Reorganisation of the Department and Additional Staff requirement*

43.8. It was represented that the Department of Factories and Boilers might be reorganised on the lines indicated in the Standing Executive Instructions and in the recommendations of the Labour Ministers' Conference. It was added that the Government of India had accepted the recommendations of the Labour Ministers' Conference and that they had been requesting all the State Governments to implement the recommendations without fail; and that the "Public Works Department pattern of staff" recommended by the Labour Ministers' Conference had already been implemented in the State of Maharashtra while it had been partially implemented in Kerala. It was stated in this connection that the details relating to the reorganisation of the Department were being worked out. In view of the fact that no steps have been taken so far to assess the work-load and indicate the sufficiency or otherwise of different grades of officers now working

in the Department, the Commission is not in a position to make any recommendations either in regard to the reorganisation of the Department or in regard to the creation of additional posts as proposed by the Department. Government may take suitable steps to have the work-load determined for the officials at various levels by a "time and motion" study and consider the need for additional staff on that basis. The suggestion for reorganisation of the Department more or less on the pattern of the Public Works Department will depend on the needs of the staff strength at various levels of the Department and may, therefore, lie over for the present.

*Providing Jeeps of the Public Works Department to other Officers for Official duties.*

43.9. It was submitted to the Commission that in spite of orders issued by Government that the Public Works Department should provide Jeeps to the Inspectors whenever required by them, the vehicles were never made available for their use by the Department. It was suggested in this connection that the system of forming a common pool for all the Government vehicles in a District or Taluk and allowing the Officers of the various Departments to take vehicles from the pool, whenever necessary, might be tried on an experimental basis in one or two Districts and later on extended to the rest of the State depending on its success. The Commission has made its recommendations in this regard separately in Chapter 9.

*Cadre and Recruitment Rules and scales of Pay :*

*Chief Inspector of Factories and Boilers :* (1) (Rs. 800—40—1,000—50—1,200)

43.10. According to the Rules of Recruitment, appointment to the post of Chief Inspector of Factories and Boilers can be made by promotion by selection of Deputy Chief Inspector of Factories or Deputy Chief Inspector of Boilers or by taking on deputation an officer in the cadre of Assistant Chief Adviser of Factories (Central Service). The Commission considers that the several modes of recruitment provided for in the rules are adequate and suggests that they may be continued. The scale of pay for this post may be Rs. 1,000—50—1,500.

*Deputy Chief Inspector of Factories :* (1) (Rs. 600—40—1,000)

43.11. The post of Deputy Chief Inspector of Factories is filled by promotion by selection from the cadre of Inspectors of Factories. There is no provision for direct recruitment. This mode of recruitment may continue. The scale of pay for this post may be fixed as Rs. 700—40—900—50—1,200.

*Deputy Chief Inspector of Boilers :* (1) (Rs. 600—40—1,000)

43.12. The Rules of Recruitment provide that this post may be filled by promotion by selection from the cadre of Inspectors of Boilers. As in the case of the Deputy Chief Inspectors of Factories, there is no provision for direct recruitment. The existing mode of recruitment is adequate. The scale of pay for this post may be fixed as Rs. 700—40—900—50—1,200.

*Medical Officer of Factories : (1) (Rs. 300—25—550—30—700)*

43.13. According to the Rules of Recruitment, this post is to be filled by direct recruitment of a person possessing a degree in Medicine of a recognised University or by taking on deputation an officer from the Department of Health and Family Planning Services. As stated earlier, the provision for filling up this post by direct recruitment may be deleted and the post be filled up by taking on deputation an officer holding a corresponding post in the Department of Health and Family Planning Services. The rules of recruitment may be amended suitably. The scale of pay for this post may be the same as that for officers holding corresponding posts in the Department of Health and Family Planning Services.

*Inspectors of Factories : (2) (Rs. 250—20—350—25—500)*

43.14. The Rules of Recruitment provide for 33  $\frac{1}{3}$ % of these posts being filled by promotion from the cadre of Assistant Inspectors of Factories and 66  $\frac{2}{3}$ % by direct recruitment of Engineering Graduates. These modes of recruitment may continue. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525.

*Inspectors of Boilers : (3) (Rs. 250—20—350—25—500)*

43.15. These posts are to be filled by direct recruitment of graduates in Mechanical Engineering in accordance with the Rules of Recruitment. This mode of recruitment may continue in view of the fact that there are no posts of Assistant Inspectors of Boilers as in the case of the Factories Wing. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525.

*Inspectresses of Factories : (2) (Rs. 250—20—350—25—500)*

43.16. According to the Rules of Recruitment, 50% of the posts are to be filled by direct recruitment of Graduates with post-graduate qualification in Social Welfare and the other 50% by promotion from the cadre of Assistant Inspectresses of Factories. It is also provided that if no suitable candidate is available for promotion, the post may be filled by direct recruitment. These modes of recruitment may continue. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525.

*Assistant Inspectors of Factories : (5) (Rs. 150—8—190—10—270)*

43.17. The Rules of Recruitment provide for these posts being filled by direct recruitment of persons holding a diploma in Engineering. This method of recruitment is adequate. The scale of pay for these posts may be the same as for officers holding similar qualifications in the Public Works Department.

*Assistant Inspectress of Factories : (1) (Rs. 150—8—190—10—270)*

43.18. The Rules of Recruitment provide for this post being filled only by direct recruitment of Graduate with post-graduate qualification in Social Welfare. This mode of recruitment may continue. The scale of pay for this post may be fixed as Rs. 175—10—275—15—350—EB—20—450.

*Boiler Fitter*: (1) (Rs. 80—3—110—4—130—5—150)

43.19. The Rules of Recruitment provide for this post being filled by direct recruitment. As this official will not have any promotional opportunities in this Department this post may be filled in future by taking on deputation an official holding a corresponding post in the Department of Industries and Commerce. The lien of the present incumbent may be transferred against a corresponding post in the Department of Industries and Commerce and he may be treated as on deputation to this Department. The scale of pay for this post may be the same as that fixed for corresponding posts in the Department of Industries and Commerce.

*Superintendent*: (1) (Rs. 180—10—320)

*Head Clerk*: (1) (Rs. 150—8—190—10—270)

*Accountant*: (1) (Rs. 120—5—150—8—190—10—240)

*I Division Clerks*: (22) (Rs. 110—5—150—6—180—10—220)

*II Division Clerks*: (19) (Rs. 80—3—110—4—130—5—150)

*Typists and Clerk-cum-Typists*: (7) (Rs. 80—3—110—4—130—5—150 +  
Special pay Rs. 10 p.m.)

*Peons*: (32) (Rs. 50—1—60)

43.20 These posts are common to all departments of Government and the scales of pay for all these officers may be fixed in accordance with the recommendations contained in Chapter 4.

#### *Delegation of Powers*

43.21 All powers now vested in the Chief Inspector of Factories and Boilers under the Manual of Financial Powers may be continued. The Department has not requested for any additional powers nor does the Commission consider it necessary to delegate any additional powers.

CHAPTER 43.

DEPARTMENT OF FACTORIES AND BOILERS.

<i>Sl. No.</i>	<i>Designation</i>	<i>Number of posts</i>	<i>Existing Scale of Pay and Special Pay</i>	<i>Recommended Scale of Pay and Special Pay</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Chief Inspector of Factories and Boilers.	1	800—40—1,000—50—1,200	1,000—50—1,500	
2.	Deputy Chief Inspector of Factories ..	1	600—40—1,000	700—40—900—50—1,200	
3.	Deputy Chief Inspector of Boilers ..	1	600—40—1,000	700—40—900—50—1,200	
4.	Medical Inspector of Factories ..	1	300—25—550—30—700	400—30—700—EB—40—900	
5.	Inspector of Factories .. ..	9	250—20—350—25—500	275—20—375—EB—25—525	
6.	Inspector of Boilers .. ..	3	250—20—350—25—500	275—20—375—EB—25—525	
7.	Inspectress of Factories .. ..	2	250—20—350—25—500	275—20—375—EB—25—525	
8.	Assistant Inspector of Factories ..	5	150—8—190—10—270	175—10—275—15—350—EB—20—450	
9.	Assistant Inspectress of Factories ..	1	150—8—190—10—270	175—10—275—15—350—EB—20—450	
10.	Boiler Fitter .. ..	1	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
11.	Superintendent .. ..	1	180—10—320	200—10—280—15—370—EB—20—450	To be designated as Superintendent (Grade I).
12.	Head Clerk .. ..	1	150—8—190—10—270	175—10—275—15—350—EB—20—450	To be designated as Superintendent (Grade II).
13.	Accountant .. ..	1	120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	To be designated as First Division Clerk
14.	First Division Clerk .. ..	22	110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—320	To be designated as First Division Clerk
15.	Second Division Clerk .. ..	19	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
16.	Typist and Clerk-cum-Typist ..	7	80—3—110—4—130—5—150 Plus Special Pay of Rs. 10	95—3—125—4—145—EB—5—200 Plus Special Pay of Rs. 10 per mensem.	
17.	Peon .. ..	32	50—1—60	60—1—80—2—90	

## CHAPTER 44

### Department of Food and Civil Supplies

44.1. The Department of Food and Civil Supplies consists of 2 distinct wings ; one dealing with Food Supplies and the other with Civil Supplies. The Department is classified as a Major Department. The Director is the Head of the Department and is in over-all charge of both the wings. The set up of each of the wings at the lower levels and the assistance available to the Director at the Headquarters in respect of each wing, however, slightly differ.

44.2. Both the wings are treated as temporary and the continuance of the staff in both of them is being sanctioned from time to time depending on the nature and quantum of work to be handled by the Department.

44.3. The Food Supplies Wing is in charge of implementing the various Food-grains Control Orders and of procurement operations, maintenance of storage points, movements of foodgrains, prevention of smuggling of foodgrains beyond the limits of the State and undertaking rationing or other similar commitments in specified areas and maintenance of accounts and effective conduct of Audit.

44.4. The Civil Supplies Wing is in charge of regulatory and control measures relating to Textiles, Kerosene, Cycle Tyres and Tubes, Edible oils, Baby foods and other essential consumer goods.

44.5. There are three Joint Directors in this Department incharge of Procurement, Godowns and Informal Rationing at Bangalore.

44.6. The Joint Director incharge of Informal Rationing is also attending to the Civil Supplies work in Bangalore City. There are no independent Regional Offices in the Food Supplies Wing ; there is, however, one Inspector of Civil Supplies at Hubli incharge of the work in Belgaum and Gulbarga Divisions.

44.7. The Deputy Commissioners of the Districts are incharge of the work relating to Food and Civil Supplies in their respective Districts.

44.8. The Director is assisted by the Assistant Directors and supporting staff in the Head Office. Separate staff has been given to the Joint Directors and to the Deputy Commissioners of Districts for attending to the work relating to this Department.

44.9. There is one Chief Accounts Officer at Head-quarters to assist the Director in matters relating to Audit and Accounts ; there are local audit circles and Accounts Assistants to the Deputy Commissioners with the necessary supporting subordinate staff in the field working under the overall control of the Chief Accounts Officer.

*Reduction of staff in the Department*

44.10. The Commission discussed with the Officers of the Department the question whether any retrenchment was possible in this wing taking into consideration (a) the fact that field work on the procurement side was being attended to by the Deputy Commissioners and by the staff working directly under them and (b) the fact that several posts which were sanctioned had not been filled for a long time and were apparently not really required.

44.11. The Commission is satisfied on the basis of the material placed before it that (i) the procurement wing of the Headquarters organisation might be disbanded and the work of the Department streamlined resulting in savings as levy orders are being implemented and foodgrains are being procured by the district staff under the guidance and control of the Deputy Commissioners and (ii) the posts that have been vacant for a period of more than one year might be retrenched.

44.12. The Commission accordingly recommends the abolition of the following posts :—

*Office of the Joint Director (Procurement)*

	<i>Existing scale</i>
1. Joint Director of Food and Civil Supplies (1)	Rs. 900—1,300
2. Assistant Commissioners (2) ..	Rs. 350—800
3. Tahsildars (6) ..	Rs. 250—500
4. Manager (1) ..	Rs. 220—320
5. First Division Clerks (4) ..	Rs. 110—220
6. Second Division Clerks (5) ..	Rs. 80—150
7. First Grade Stenographers (2) ..	Rs. 110—220
8. Typist (1) ..	Rs. 80—150
9. Drivers (2) ..	Rs. 70—100
10. Class IV (8) ..	Rs. 50—1—60

*Accounts Wing*

1. Accounts Officers (2) ..	Rs. 350—800
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*Informal Rationing Unit*

1. Food Inspectors (5) ..	Rs. 110—220
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*Co-ordination between the Administration and Accounts Officers in the Districts.*

44.13. The Local Audit Circles working under the control of the Chief Accounts Officer audit all the accounts relating to food supply operations generally and more particularly the Personal Deposit Accounts of the Deputy Commissioners. When audit objections are raised, their clearance becomes the responsibilities of the Deputy Commissioner and he gets the work attended to through his normal accounts staff. The assistance of Assistant Accounts Officers and additional accounts staff was given to the Deputy Commissioners of Districts in which the normal accounts staff was found to be inadequate to attend to the work. The

Assistant Accounts Officers assist the Deputy Commissioners in the maintenance of Personal Deposit Accounts, timely submission of accounts, clearance of old audit objections as well as the current ones and generally act as financial advisers to the Deputy Commissioners in these matters. A review of the working of these Units disclosed that the progress in the clearance of objections was slow as there was no co-ordination between the administrative and the Accounts Officers. The Commission therefore, recommends that suitable procedure may be evolved to secure co-ordination and understanding between the Administrative and Accounts Wings of the Food Section of the Deputy Commissioners Office.

*Future Working of the Department*

44.14. The Commission has examined the manner in which and the extent to which food supply operations may have to be continued and has come to the following conclusions :

(1) Control and discipline in some suitable form would have to continue in respect of merchants and other distributing agencies dealing in foodgrains and other food stuffs and in order to achieve this end—

- (i) The licensing system has to be continued.
- (ii) Public distribution system would have to be continued as a check to any tendency to hoard and profiteer in foodgrains on the part of the anti social sections of the trade but over a period of time it may be contracted.
- (iii) The work relating to the prevention of adulteration of foodgrains and other food stuffs sold not only through the agents appointed under the public distribution system but also by the private trade may be done through Governmental agency and qualified Inspectors would have to be appointed by Government for attending to this work.

(2) The following arrangements may be made for the Ware-Housing of foodgrains :—

- (i) In cases in which the quantity of foodgrains to be stored by Government warrants maintenance of separate departmental godowns, the department may continue to own its godowns ; disinfestation and other technical aspects of the work may be got attended to wherever necessary by the State Wherehousing Corporation by entering into a suitable agreement with them.
- (ii) In respect of other areas where the storage of foodgrains does not require the maintenance of departmental godowns or where the godown accommodation has to be obtained on hire, the entire work relating to the provision of storage facilities and maintenance of godowns may be left to the Corporation by entering into a suitable agreement with them for attending to all aspects of Warehousing.



*Reduction of staff in the Department*

44.10. The Commission discussed with the Officers of the Department the question whether any retrenchment was possible in this wing taking into consideration (a) the fact that field work on the procurement side was being attended to by the Deputy Commissioners and by the staff working directly under them and (b) the fact that several posts which were sanctioned had not been filled for a long time and were apparently not really required.

44.11. The Commission is satisfied on the basis of the material placed before it that (i) the procurement wing of the Headquarters organisation might be disbanded and the work of the Department streamlined resulting in savings as levy orders are being implemented and foodgrains are being procured by the district staff under the guidance and control of the Deputy Commissioners and (ii) the posts that have been vacant for a period of more than one year might be retrenched.

44.12. The Commission accordingly recommends the abolition of the following posts :—

*Office of the Joint Director (Procurement)*

	<i>Existing scale</i>
1. Joint Director of Food and Civil Supplies (1)	Rs. 900—1,300
2. Assistant Commissioners (2) ..	Rs. 350—800
3. Tahsildars (6) ..	Rs. 250—500
4. Manager (1) ..	Rs. 220—320
5. First Division Clerks (4) ..	Rs. 110—220
6. Second Division Clerks (5) ..	Rs. 80—150
7. First Grade Stenographers (2) ..	Rs. 110—220
8. Typist (1) ..	Rs. 80—150
9. Drivers (2) ..	Rs. 70—100
10. Class IV (8) ..	Rs. 50—1—60

*Accounts Wing*

1. Accounts Officers (2) ..	Rs. 350—800
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*Informal Rationing Unit*

1. Food Inspectors (5) ..	Rs. 110—220
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*Co-ordination between the Administration and Accounts Officers in the Districts.*

44.13. The Local Audit Circles working under the control of the Chief Accounts Officer audit all the accounts relating to food supply operations generally and more particularly the Personal Deposit Accounts of the Deputy Commissioners. When audit objections are raised, their clearance becomes the responsibilities of the Deputy Commissioner and he gets the work attended to through his normal accounts staff. The assistance of Assistant Accounts Officers and additional accounts staff was given to the Deputy Commissioners of Districts in which the normal accounts staff was found to be inadequate to attend to the work. The

Assistant Accounts Officers assist the Deputy Commissioners in the maintenance of Personal Deposit Accounts, timely submission of accounts, clearance of old audit objections as well as the current ones and generally act as financial advisers to the Deputy Commissioners in these matters. A review of the working of these Units disclosed that the progress in the clearance of objections was slow as there was no co-ordination between the administrative and the Accounts Officers. The Commission therefore, recommends that suitable procedure may be evolved to secure co-ordination and understanding between the Administrative and Accounts Wings of the Food Section of the Deputy Commissioners Office.

*Future Working of the Department*

44.14. The Commission has examined the manner in which and the extent to which food supply operations may have to be continued and has come to the following conclusions :

(1) Control and discipline in some suitable form would have to continue in respect of merchants and other distributing agencies dealing in foodgrains and other food stuffs and in order to achieve this end—

- (i) The licensing system has to be continued.
- (ii) Public distribution system would have to be continued as a check to any tendency to hoard and profiteer in foodgrains on the part of the anti social sections of the trade but over a period of time it may be contracted.
- (iii) The work relating to the prevention of adulteration of foodgrains and other food stuffs sold not only through the agents appointed under the public distribution system but also by the private trade may be done through Governmental agency and qualified Inspectors would have to be appointed by Government for attending to this work.

(2) The following arrangements may be made for the Ware-Housing of foodgrains :—

- (i) In cases in which the quantity of foodgrains to be stored by Government warrants maintenance of separate departmental godowns, the department may continue to own its godowns ; disinfestation and other technical aspects of the work may be got attended to wherever necessary by the State Wherehousing Corporation by entering into a suitable agreement with them.
- (ii) In respect of other areas where the storage of foodgrains does not require the maintenance of departmental godowns or where the godown accommodation has to be obtained on hire, the entire work relating to the provision of storage facilities and maintenance of godowns may be left to the Corporation by entering into a suitable agreement with them for attending to all aspects of Warehousing.

*Cadre and Recruitment Rules and Scales of pay*

44.15. (i) *Food Supplies Wing* :—This Wing being a temporary one has no cadre of its own and draws upon other (permanent) Departments for the staff which it requires. The present Cadre and Recruitment Rules contemplate all Class III posts and other higher posts being filled by deputation of officials of equivalent cadre in other departments and only Class IV posts being filled by the Head of the Department. It was represented to the Commission that it was necessary to place the Department on a permanent footing since it had come to stay and that at least some nucleus staff had to be continued permanently. It was submitted that making the Department permanent would be as much in public interest as in the interests of the few officials who had been working in the Department since its inception after being recruited directly against certain posts in this Department. It also appears that a few other Officials who originally came on deputation had been in the Department so long that they might find it difficult to re-adjust themselves to the work in their parent departments. It was suggested that at least 50% of the existing strength of the Department including the Civil Supplies Wing might be made permanent and the rest treated as temporary. The Commission has examined this question and has come to the conclusion that both with reference to the food-position in the country and in our State over the past few years, it is necessary to have at least a sizable Unit of the Food Department on a permanent basis. The Commission accordingly recommends that one-third of the present staff of the Food Department may be made permanent so that there is continuity of the present food policy in the State and security of tenure and other attendant benefits can be ensured to the employees. When the Department is so made permanent, temporary staff (*i.e.*, the staff recruited directly and having no lien on posts in any permanent department) already working in the department may be absorbed first against the permanent posts so created. So far as the deputationists are concerned, if the promotional opportunities are better in the Food Department than in the parent department, the cases of all the officials on deputation and their seniors in their parent department may be considered and the senior most among the persons fit and qualified for appointment against permanent vacancies in the Food Department may be selected and appointed.

44.16. The posts of the Manager of the Office of the Director of Food and Civil Supplies and of the Supply Officers are in the grade of Rs. 250—500; they are at present non-gazetted. According to the Cadre and Recruitment Rules, these posts are filled by deputation of Officers of an equivalent cadre from any department including the Mysore Government Secretariat. It was represented that there were no equivalent non-gazetted cadres in any of the departments and that owing to the difficulty in getting suitable men in the non-gazetted cadres of other departments, officials in the lower cadre working in the Directorate were placed in independent charge of some of these posts. In order to attract officers and officials of better calibre to fill up these posts without any difficulty, it was suggested that these posts might be up-graded to the Gazetted Cadre so that officers of Class II in grade Rs. 250—500 from other departments might be

taken on deputation against these posts. It was also suggested that such of the officials who were holding independent charge of those posts for long periods might be appointed against those posts in consideration of the experience gained by them. Taking into consideration all these circumstances, the Commission recommends that these posts may be up-graded to the Gazetted cadre (Class II) and may be filled up in the manner indicated in para 44.15.

*Director* : (1) (Encadred in the Indian Administrative Service).

44.17. According to the Rules of Recruitment, the post of Director is to be filled by an officer in the senior-time scale of the Indian Administrative Service. The Commission considers that this mode of recruitment to this post is quite adequate.

*Joint Directors* : (3) Senior scale of the (Indian Administrative Service or the Mysore Administrative Service)

(Rs. 900—50—1,000—60—1,600—50—1,800)

(Rs. 900—40—1,100—50—1,300)

44.18. The posts of Joint Directors are filled by deputation of an Officer of the Indian Administrative Service (Senior Scale) or of an Officer of the Mysore Administrative Service, Class I (Senior Scale) in the scale of pay applicable to them in the parent service. These modes of recruitment may be retained.

44.19. The scale of pay for these posts, if held by an officer of the Mysore Administrative Service (Class I Senior Scale) may be the same as has been recommended for the Officers in the senior time scale of the Mysore Administrative Service. As indicated earlier, one post of Joint Director may be abolished and the cadre strength may be refixed accordingly.

44.20. (i) *Other Officers and officials of the Department (Food Supplies).*

1. Chief Accounts Officer : (1)—Rs. 600—40—1,000.
2. Assistant Directors, Assistant Commissioners, Food and Civil Supplies Assistant : (33)—(Rs. 350—25—650—30—800).
3. Paddy Specialist : (1)—(Rs. 350—25—650—30—800).
4. Accounts Officer : (17)—(Rs. 350—25—650—30—800)
5. Public Relations Officer : (1)—(Rs. 250—600)
6. Marketing Officer : (1)—Rs. 275—20—375—25—600)
7. Special Tahsildars : (45)—(Rs. 250—20—350—25—500)
8. Assistant Statistician : (1)—(Rs. 250—20—350—25—500)
9. Manager (Grade I) Supply Officers : (10)—(Rs. 250—20—350—25—500)
10. Manager (Grade II): (3)— (Rs. 220—10—320).
11. Accounts Superintendent : (45)—(Rs. 220—10—320—15—440).
12. Managers (Grade III), Deputy Managers, Head Clerks, Accountants, Deputy Accountants, Paddy Purchase Assistants, Senior Godown Keepers, Assistant Godown Superintendent, Taluk Sheristedars, Purchase Inspectors, Aval Karkoons : (146)—(Rs. 140—5—150—8—190—10—250).

13. Accounts Clerks (State Accounts) I Grade (71) (Rs. 120—5—150—8—190—10—240).
14. I Division Clerks, Junior Godown Keepers, Accounts Clerks and Accountants : (328)—(Rs. 110—5—150—6—180—10—220).
15. II Division Clerks, Depot Clerks, Assistant Godown Keepers, Fumigators, Godown Clerks, Station Duty Clerk, Deputy Accountant, II Division Accounts Clerks (SAD) : (240)—(Rs. 80—3—110—4—130—5—150).
16. Stenographers : (15)—(i) Rs. 110—320, (ii) Rs. 130—320,  
(iii) Rs. 120—240, (iv) Rs. 110—220  
*plus* special pay Rs. 30 p.m.
17. Typists : (66)—(Rs. 80—3—110—4—130—5—150  
*plus* special pay Rs. 10 p.m.
18. III Division Clerks : (3)—Rs. 70—1—80—2—100.
19. I Grade Revenue Inspectors, Food Inspectors : (363)—Rs. 110—5—150—6—180—10—220.
20. Assistant Food Inspectors, Revenue Inspectors (II Grade) : (123)—Rs. 80—3—110—4—130—5—150.
21. Head Constables : (72)—Rs. 85—2—105.
22. Constables : (120)—Rs. 65—1—80—2—90.

As already indicated all the Officers and the Officials (except Class IV Officials) of this Wing are taken on deputation from the other departments of Government. The scales of pay applicable to these officers may be the same as are applicable to the corresponding posts in the departments from which they are drawn.

Drivers : (29)—Rs. 70—1—80—2—100.

Jamedar : (1)—Rs. 60—1—70—2—90.

Attenders : (2)—Rs. 55—1—65—2—75.

Daffedars : (2)—Rs. 65—2—85.

Peons, Watchmen, Sweepers, etc : (345)—Rs. 50—1—60.

44.21. These are posts common to all Departments of Government and the scales of pay prescribed for these posts in all departments may apply to them in this department also.

44.22. (ii) *Civil Supplies Wing* :—It is understood that the Cadre and Recruitment Rules framed in respect of the Civil Supplies Department when it was an independent Department still apply to the officers and officials of this wing. Revised rules have not been issued after the transfer of Civil Supplies work to the Department of Food and Civil Supplies. The Cadre and Recruitment Rules would have to be amended with reference to the position as is now obtaining.

*Assistant Director of Food and Civil Supplies.*

(Civil Supplies Wing)—Rs. 300—25—550—30—700).

44.23. According to the existing Rules of Recruitment the post of Assistant Controller now redesignated as Assistant Director of Food and Civil Supplies

(Civil Supplies Wing)] is to be held by an Assistant Director of Industries and Commerce (*ex-officio*). At present, the post is held by a whole-time officer. The Commission, therefore, considers it necessary to prescribe a suitable mode of recruitment for this post in the Rules and suggests that this post may be filled by promotion of an official in the cadre of I Grade Inspectors on the basis of seniority-*cum*-merit or by taking on deputation an officer holding a corresponding post in the Department of Industries and Commerce. The scale of pay for the post may be fixed as Rs. 350—25—600—30—780—EB—40—900.

*I Grade Inspectors* : (6) (Rs. 225—10—285—15—375).

44.24. The posts of I Grade Inspectors are to be filled by promotion from the Cadre of II Grade Inspectors. The Commission suggests that the existing mode of recruitment may be retained. The scale of pay for these posts may be fixed as Rs. 250—10—300—15—420—EB—20—500.

*II Grade Inspectors* : (11) (Rs. 180—10—250)

44.25. The posts of II Grade Inspectors are to be filled according to the Recruitment Rules by promotion from the cadre of Assistant Inspectors. The Commission considers that the mode of recruitment prescribed is adequate. The scale of pay for these posts may be fixed as Rs. 200—10—280—15—370—EB—20—450,

*Assistant Inspectors* : (11) (Rs. 110—5—150—6—180—10—220)

44.26. Under the Rules of Recruitment the posts of Assistant Inspectors are to be filled either by direct recruitment of Graduates or by deputation of officials from other departments. The existing modes of recruitment may be retained. The scale of pay for these posts may be fixed as Rs. 140—5—150—8—190—EB—10—260—15—290.

*Inspector* : (1) —(Rs. 150—8—190—10—320)

44.27. Though there is a post of Inspector in the scale of pay of Rs. 150—8—190—10—320, the post has not been included in the existing Cadre and Recruitment Rules of this Branch. This post may be included in the cadre of II Grade Inspectors.

Superintendent : (1) (Rs. 180—10—320).

Head Clerk : (1)—(Rs. 150—8—190—10—270).

Accounts Clerk : (Senior 1)—Rs. 150—8—190—10—270).

I Division Clerks : (22)—(Rs. 110—5—150—6—180—10—220).

II Division Clerks : (12)—(Rs. 80—3—110—4—130—5—150).

Junior Stenographer : (1)—(Rs. 80—3—110—4—130—5—150) *plus* special pay of Rs. 20 p.m.

Typists (5) (Rs. 80—3—110—4—130—5—150) *plus* special pay of Rs. 10 per mensem.

Attender : (1) (Rs. 70—2—90).

Mutchi : (1)—Rs. 65—2—85).

Cycle Orderly, Peons, Watchman, Sweepers (6) (Rs. 50—1—60).

44.28. These are posts common to all Departments of Government and the common scales of pay prescribed for these posts may apply to them in this Department also.

44.29. Special Pay to the Stenographers, Typists and Cycle Orderlies may be regulated in accordance with the general principles as are laid down in Chapter 5.

### *Special Pay*

44.30. At present, the following officers and officials of this Department are getting special pay at the rates indicated against each of them :—

	Rs.
1. Joint Directors .. ..	100
2. Assistant Commissioners .. ..	60
3. Assistant Commissioner, Belgaum .. ..	100
4. Paddy Specialist .. ..	60
5. Special Tahsildars .. ..	40
6. Chief Accounts Officer .. ..	100
7. Accounts Officers .. ..	60
8. Supply Officers, Deputy Tahsildars, Manager Grades I, II and III, Senior Godown keepers, Purchase Inspectors, Paddy Purchase Assistants.	30
9. I Grade Revenue Inspectors, I Grade Food Inspectors, II Grade Revenue Inspectors Assistant Food Inspectors.	20

It was stated on behalf of the Department that Special Pay was being given to these Officers and Officials as they had, often to discharge their duties outside the usual office hours and as their duties were of an arduous nature involving heavy administrative and financial responsibilities. It was added that Government had been moved to sanction special pay to Stenographers, Drivers, Store Keepers and Accounts Superintendents in consideration of the fact that their work was also as arduous in nature as that of those now getting Special Pay.

44.31. The Commission has indicated in Chapter 5 the circumstances in which Special Pay may be attached to any post. The mere fact that the work in certain posts involves occasional longer hours of work than the normal hours or that the duties and responsibilities of certain posts are slightly greater than those of the posts held by the officials in their parent Department would not be adequate justification for granting Special Pay. The Commission, accordingly, recommends that the Special Pay which is now being given to various officers of the Food and Civil Supplies Department may be abolished and that Special Pay need not be given to the other categories of officials in respect of whom such Special Pay might have been recommended or sanctioned now.

*Delegation of Powers*

44.32. The Director, Joint Directors and Deputy Commissioners of Districts are now exercising the general and special powers vested in them under the Manual of Financial Powers. The Director has proposed the delegation of certain further powers to the officers at different levels. The Commission recommends that the additional powers as indicated in the appended statement may be delegated to the officers of this department. A statement of powers to be delegated as recommended by the Commission is appended.

*Other points.*

44.33. The Director stated before the Commission that there was scope for simplification of accounting procedure and adoption of better methods of storage and distribution, etc. He added that it might take some time for him to finalise his proposals in this regard. The Commission suggests that Government may examine the proposals on their receipt from the Director and adopt such measures as may conduce to improvement.



CHAPTER 44  
DELEGATION OF POWERS PROPOSED BY THE DEPARTMENT AND RECOMMENDED BY THE COMMISSION

Sl. No.	Nature of powers	Director of Food and Civil Supplies			Joint Directors of Food and Civil Supplies and Deputy Commissioners of Districts		
		Existing	Proposed	Recommended	Existing	Proposed	Recommended
1	2	3	4	5	6	7	8
1.	To pass all reasonable shortages in transit due to measurement, transport, drriage, handling etc.,	..	Transit and destination shortages above 2 per cent but not exceeding 6 per cent in the case of paddy and above 1 per cent but not exceeding 5 per cent in the case of all other foodgrains.	Paddy 4 per cent. Other foodgrains 3 per cent.	Paddy 2 per cent Other foodgrains 1 per cent.	..	..
2.	To write off losses of dead stock	..	..	..	Rs. 100 each case	Rs. 100 each case	Status quo may be maintained.
3.	To order destruction of foodgrains unfit for human consumption.	Rs. 100 each case	Rs. 1,000 each case	Rs. 500 each case	Rs. 500 per annum	Rs. 1,000 per annum	..
		Rs. 1,000 per annum.	Rs. 10,000 per annum.	Rs. 5,000 per annum	..	..	..
4.	To write off value of shortages due to clearing of foodgrains	Rs. 500 each case	Rs. 500 each case	Rs. 500 each case	Rs. 250 each case	Rs. 250 each case	Rs. 250 each case
		Rs. 10,000 per annum.	Rs. 20,000 per annum.	Rs. 15,000 per annum.	Rs. 5,000 per annum.	Rs. 10,000 per annum.	Rs. 7,500 per annum.
5.	To write off losses of foodgrains under stock due to drriage and other factors.	Rs. 100 each case	Rs. 500 each case	Rs. 250 each case	Rs. 50 each case	Rs. 200 each case	Rs. 100 each case
		Rs. 1,000 per annum.	Rs. 5,000 per annum.	Rs. 2,500 per annum.	Rs. 500 per annum.	Rs. 2,000 per annum.	Rs. 1,000 per annum.
6.	To purchase weighing machines etc., for use in Government godowns.	..	..	..	..	Rs. 5,000 at a time	Rs. 5,000 at a time
		..	..	..	..	Rs. 50,000 per annum.	Rs. 25,000 per annum.

DELEGATION OF POWERS PROPOSED BY THE DEPARTMENT AND RECOMMENDED BY THE COMMISSION--Contd.

1	2	3	4	5	6	7	8
7	Acceptance of tenders in respect of transport of foodgrains and handling charges, viz., loading, unloading, weighing, stitching, standardisation etc., (wherever necessary).	..	Full powers within the State as well as outside the State within the ceiling limit fixed in the Government Order No. FSD 28 FTR 66, dated 22nd September 1966 for transport charges and also upto 10 per cent over and above said ceiling limit. With regard to handling charges, full powers		..	Full powers for acceptance of tenders within the ceiling limit fixed for transport and full powers for handling charges within their respective jurisdictions.	May be accepted.
8.	Sale of damaged and deteriorated foodgrains to the <i>bona fide</i> cattle feed or poultry feed manufacturers or farms and breeders in accordance with the provisions of the Mysore Financial Code Article 168 b(1). Stocks to be certified as such by the District Veterinary Officer of the District.	..	Upto Rs. 5,000	Upto Rs. 3,000	..		
9.	To sanction fumigation charges for fumigating stock of foodgrains held by Government directly.	..	Upto Rs. 500 in each case, subject to an annual limit of Rs. 5,000	Upto Rs. 300 in each case, subject to an annual limit of Rs. 3,000	..	Upto Rs. 100 in each case subject to an annual limit of Rs. 1,000	Upto Rs. 100 in each case subject to an annual limit of Rs. 1,000
10.	To sanction purchase of gunnies	..	Upto Rs. 5,000 in each case subject to an annual limit of Rs. 50,000.	Upto Rs. 2,500 in each case subject to an annual limit of Rs. 25,000.	..	Upto Rs. 1,000 in each case, subject to an annual limit of Rs. 10,000.	Upto Rs. 500 in each case subject to an annual limit of Rs. 5,000.

DELEGATION OF POWERS PROPOSED BY THE DEPARTMENT AND RECOMMENDED BY THE COMMISSION—Contd.

1	2	3	4	5	6	7	8
11.	To order sale of old gunnies in public auction or by following the procedure of calling tenders and to confirm the sale or to accept the tender.	..	Upto a sale value of Rs. 10,000 in each case and subject to a total annual limit of Rs. 2 lakhs.	Upto a sale value of Rs. 10,000 in each case and subject to a total annual limit of Rs. 1,00,000.	..	Upto a sale value of Rs. 5,000 in each case and subject to a total annual limit of Rs. 50,000	Upto a sale value of Rs. 2,500 in each case and subject to a total annual limit of Rs. 25,000.
12.	To sanction charges for cleaning food-grains wherever necessary.	..	Upto 0.50 paise per quintal	Upto 0.50 paise per quintal.	..	Upto 30 paise per quintal.	Upto 30 paise per quintal.
13.	To sanction expenditure on weighment of foodgrains at vehicle weighbridges at standard rates.	..	Upto Rs. 1.50 per loaded vehicle and 0.75 paise per empty vehicle	May be accepted.	..	Upto Rs. 1.50 per loaded vehicle and 0.75 paise per empty vehicle	May be accepted.
14.	To ratify expenditure on demurrage and wharfage charges.	..	Full powers.	May be accepted.	..	Upto Rs. 200 in each case.	May be accepted.
15.	To sanction estimates for construction of godowns.	..	Upto Rs. 50,000 per building.	Upto Rs. 25,000 per building.	..	Upto Rs. 25,000 per building.	Upto Rs. 10,000 per building.
16.	To sanction estimates for repairs to godowns.	..	Upto Rs. 5,000 per building.	Upto Rs. 2,500 per building.	..	Upto Rs. 2,500 per building.	Upto Rs. 1,000 per building.
17.	To write off the value of shortages not compensated by the Railway authorities.	..	Full powers.	Full powers.	..	Upto Rs. 500 in each case subject to an annual limit of Rs. 5,000	Upto Rs. 250 in each case subject to an annual limit of Rs. 2,500
18.	To sanction expenditure towards printing of Identification Cards.	..	Full powers.	Full powers.	..	Upto Rs. 5,000 at a time subject to annual limit of Rs. 50,000.	Upto Rs. 2,500 at a time subject to annual limit of Rs. 25,000.
19.	To sanction expenditure towards advertisement charges.	..	Upto Rs. 250 in each case subject to an annual limit of Rs. 2,500	Upto Rs. 100 in each case subject to an annual limit of Rs. 1,500	..	Upto Rs. 100 in each case subject to an annual limit of Rs. 1,000	Upto Rs. 50 in each case subject to an annual limit of Rs. 500
20.	To sanction expenditure towards name-boards in connection with the Food Supplies Operation.	..	Upto Rs. 1,000 in each case subject to an annual limit of Rs. 10,000.	Upto Rs. 500 in each case subject to an annual limit of Rs. 5,000	..	Upto Rs. 500 in each case subject to an annual limit of Rs. 5,000	Upto Rs. 250 in each case subject to an annual limit of Rs. 2,500

DELEGATION OF POWERS PROPOSED BY THE DEPARTMENT AND RECOMMENDED BY THE COMMISSION—*Concl'd.*

1	2	3	4	5	6	7	8
21.	To order confirmation of sales of deteriorated foodgrains and other stocks including godown sweepings and brokens.	..	Full powers.	Full powers	..	Upto Rs. 5,000 in each case subject to an annual limit of Rs. 50,000	Upto Rs. 2,500 in each case subject to an annual limit of R. 25,000.
22.	To sanction advances to the Societies from the Personal Deposit Account for procurement of foodgrains.	..	Upto Rs. 80,000 in each case subject to an annual limit of Rs. 8,00,000.	Upto Rs. 40,000 in each case subject to an annual limit of Rs. 4,00,000.	..	Upto Rs. 50,000 in each case subject to an annual limit of Rs. 5,00,000.	Upto Rs. 20,000 in each case subject to an annual limit of Rs. 2,00,000.
23.	To order standardisation and to accord sanction to the expenditure connected with it.	..	Full powers At 0.20 paise per quintal.	May be accepted.	..	..	..
24.	To purchase duplicating machines	..	Within the limit of Rs. 1,500 per machine for one office.	May be accepted	..	..	..
25.	To sanction expenditure on purchase of steel furniture from the Stores Purchase Department approved firms.	..	Upto Rs. 2,000 at a time, subject to requirement of an office and budget provision.	Upto Rs. 1,000 at a time, subject to requirement of an office and budget provision.	..	..	..
26.	To sanction expenditure on purchase of wooden furniture from the Stores Purchase Department approved firms or after calling for tenders.	..	Upto Rs. 2,000 at a time subject to requirements of an office and budget provision.	Upto Rs. 500 at a time subject to requirements of an office and budget provision.	..	..	..
27.	Powers granted in G. O. No. ROE I POW 57, dated 5-9-58 regarding clearance of old Audit Objections may be retained.						

CHAPTER 44

Food and Civil Supplies Department

<i>Sl. No.</i>	<i>Designation</i>	<i>Number of posts</i>	<i>Existing scale of pay and special pay</i>	<i>Recommended scale of pay and special pay</i>	<i>Remarks</i>
1	2	3	4	5	6
			Rs.	Rs.	
1.	Director	1	I. A. S.	I. A. S.	
2.	Joint Director	3	I. A. S. Senior Scale i.e., 900—50—1,000—60— 1,600—50—1,800 or M.A.S. Class I Senior Scale. 900—40—1,100—50—1,300 + Spl. pay Rs. 100 p.m.	1,100—50—1,300—60—1,600	One post to be abolished.
3.	Chief Accounts Officer	1	600—40—1,000 + Spl. Pay Rs. 100	700—40—900—50—1,200	
4.	Assistant Director/Assistant Commissioner, Food and Civil Supplies Assistant.	33	350—25—650—30—800 + Spl. Pay Rs. 60	400—30—700—EB—40—900	Two posts of Assistant Commissioners to be abolished.
5.	Paddy Specialist	1	350—25—650—30—800 + Spl. Pay Rs. 60 p. m.	400—30—700—EB—40—900	
6.	Accounts Officer	17	350—25—650—30—800 + Spl. Pay Rs. 60 p. m.	400—30—700—EB—40—900	Two posts to be abolished.
7.	Public Relations' Officer	1	250—20—350—25—500	275—20—375—EB—25—525	
8.	Marketing Officer	1	275—20—375—25—600	300—25—550—EB—30—700	
9.	Special Tahsildar	45	250—20—350—25—500 + Spl. Pay Rs. 40 p. m.	275—20—375—EB—25—525	Six posts to be abolished.
10.	Assistant Statistician	1	250—20—350—25—500	275—20—375—EB—25—525	
11.	Manager Grade I Supply Officer	10	250—20—350—25—500 + Spl. Pay Rs. 30 p.m.	275—20—375—EB—25—525	
12.	Manager Grade II	3	220—10—320 + Spl. Pay Rs. 30	225—10—305—15—350—EB—20—450	One post to be abolished.
13.	Accounts Superintendent	45	220—10—320—15—440	250—10—300—15—420—EB—20—500	

1	2	3	4	5	6
14.	Manager Grade II Deputy Manager Head Clerk Accountant Deputy Accountant Paddy Purchase Assistant Senior Godown Keeper Taluk Sheristedar Purchase Inspector Aval Karkoon.	146	140-5-150-8-190-10-250 + Spl. Pay Rs. 30 p.m.	225-10-305-15-350-EB-20-450	Deputy Tahsildar's scale of pay
15.	Accounts Clerk (State Accounts) Grade I.	71	120-5-150-8-190-10-240	140-5-150-8-190-EB-10-260-15-290	
16.	I Division Clerk Junior Godown Keeper Accounts Clerk and Accountant,	328	110-5-150-6-180-10-220	140-5-150-8-190-EB-10- 260-15-290	4 posts of I Division Clerks to be abolished.
17.	II Division Clerk, Depot Clerk Assistant Godown Keeper Fumigator, Godown Clerk, Station Duty Clerk, Deputy Accountant, II Division Accounts Clerk (State Accounts Department)	240	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	Five posts of II Division Clerks to be abolished.
18.	Stenographer ..	15	(i) 110-5-150-8-190-10- 260-15-320 (ii) 120-5-150-8-190- 10-240+ Spl. Pay Rs. 30 p.m. (iii) 110-5-150-6-180- 10-220+ Spl. Pay Rs. 30 p.m.	175-10-275-15-350-EB-20-450 or 140-5-150-8-190-EB-10-260- 15-290+ Spl. Pay Rs. 30 p.m.	Two posts to be abolished
19.	Typist ..	66	80-3-110-4-130-5-150 + Spl. Pay Rs. 10 p.m.	95-3-125-4-145-EB-5-200 + Spl. Pay Rs. 10 p.m.	One post to be abolished.
20.	III Division Clerk ..	3	70-1-80-2-100	85-2-95-3-125-EB-4-145	
21.	I Division Revenue Inspector Food Inspector	363	110-5-150-6-180-10-220 + Spl. Pay Rs. 20 p.m.	140-5-150-8-190-EB-10-260- -15-290	Five posts of Food Inspector to be abolished.

1.	2	3	4	5	6
22.	Assistant Food Inspector .. Revenue Inspector II Grade	123	80-3-110-4-130-5-150 + Spl. Pay Rs. 20 p.m.	95-3-125-4-145-EB-5-200	
23.	Head Constable ..	72	85-2-105	95-3-125-4-145-EB-5-200	
24.	Constable ..	120	65-1-80-2-90	80-2-90-3-120-4-140	
25.	Driver ..	29	70-1-80-2-90	85-2-95-3-125-EB-4-145	Two posts to be abolished.
26.	Jamedar ..	1	60-1-70-2-90	85-2-95-3-125-EB-4-145	
27.	Attender ..	4	55-1-65-2-75	85-2-95-3-125-EB-4-145	
28.	Daffedar ..	2	65-2-85	80-2-90-3-120-4-140	
29.	Peon, Watchman, Sweeper etc.	345	50-1-60 (Special pay to all the posts to be abolished)	60-1-80-2-90	8 posts to be abolished.
	(ii) Civil Supplies Wing				
1.	Assistant Director of Food and Civil Supplies.	1	300-25-550-30-700	350-25-600-30-780-EB-40-900	
2.	I Grade Inspector ..	6	225-10-285-15-375	250-10-300-15-420-EB-20-500	
3.	II Grade Inspector ..	11	180-10-250	200-10-280-15-370-EB-20-450	
4.	Assistant Inspector ..	11	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260- 15-290	
5.	Inspector ..	1	150-8-190-10-320	200-10-280-15-370-EB-20-450	To be included in the cadre of II Grade Inspector.
6.	Superintendent ..	1	180-10-320	200-10-280-15-370-EB-20-450	To be designated as Superin- tendent Grade I
7.	Head Clerk ..	1	150-8-190-10-270	175-10-275-15-350-EB-20-450	To be designated as Superin- tendent Grade II
8.	Accounts Clerk (Senior) ..	1	150-8-190-10-270	175-10-275-15-350-EB-20-450	Do
9.	I Division Clerk ..	22	110-5-150-6-180-10-220	140-5-150-8-190-EB-10-260- 15-290	
10.	II Division Clerk ..	12	80-3-110-4-130-5-150	95-3-125-4-145-EB-5-200	
11.	Junior Stenographer ..	1	80-3-110-4-130-5-150 + Spl. Pay Rs. 20 p.m.	95-3-125-4-145-EB-5-200 + Spl. Pay Rs. 20 p.m.	
12.	Typist ..	5	80-3-110-4-130-5-150 + Spl. Pay Rs. 10 p.m.	90-3-125-4-145-EB-5-200 + Spl. Pay Rs. 10 p.m.	
13.	Attender ..	1	70-2-90	85-2-95-3-125-EB-4-145	
14.	Mutchi ..	1	65-2-85	80-2-90-3-120-4-140	
15.	Cycle Orderly, Peon, Watchman Sweeper	6	50-1-60	60-1-80-2-90	

## CHAPTER 45

### Labour Department.

45.1. The Department of Labour was constituted in the old Mysore State in the year 1941 and the Director of Industries was appointed as the *Ex-Officio* Commissioner of Labour. In July 1947, a separate Labour Commissioner was appointed with the status of the Head of a Department. The Department was re-organised in December 1948, with a view to bring about better system and efficiency in it. The State was divided into five divisions and each division was placed in charge of an Assistant Commissioner of Labour. After adoption of the Constitution of India, all the important Central Acts were extended to the former Mysore State by the Part 'B' States (Laws), Act 1951 with effect from the 1st April 1951 and the Industrial Disputes Act 1947 was extended to the State in 1951. With effect from the 17th January 1951, the Labour Commissioner began to administer the Factories Act as the Chief Inspector of Factories. The Labour Commissioner is also the Administrative Head of the Factories and Boiler Wing of the Department, though the Inspectorate of Factories and Boilers is treated as a separate wing under the direction and control of the Chief Inspector of Factories and Boilers.

45.2. This Department is classified as a Major Department. The Commissioner for Labour is the Head of the Department. This post is encadred in the Senior Time-scale of the Indian Administrative Service. He is assisted at the Head quarters by one Deputy Labour Commissioner and four Assistant Labour Commissioners in addition to one Administrative Officer encadred in the Junior Time-scale of the Mysore Administrative Service to look after the administrative work of the Department and one Labour Officer to look after the work connected with Motor Transport.

45.3. There are six Assistant Labour Commissioners each in charge of a division consisting of one or more districts with Head quarters at Bangalore, Mysore, Gulbarga, Mangalore, Hubli and Chikmagalur. These Assistant Labour Commissioners are assisted by Labour Officers.

45.4. There are three Labour Courts and an Industrial Tribunal and an Additional Industrial Tribunal with retired or sitting District Judges as Presiding Officers.

#### *Re-organisation of the Department and the requirements of additional staff*

45.5. The present set up of the Department was sanctioned in the year 1960. It was represented that proposals for the re-organisation of the Department had been sent to Government for consideration and approval and that this re-organisation had been necessitated by the increased volume



of work as also by the increase in the number and variety of the Acts which the Department had to implement. It was also represented that separate establishments should be sanctioned for some important industrial areas for conciliation and enforcement work, even though one common establishment would be sufficient to attend to both the items of work in the rest of the area. It was submitted that a larger number of Supervisory Officers than at present would be required in view of the expansion in the activities of the department and increase in the number of cases coming up for settlement. The proposals sent by the Department cover two posts of Deputy Labour Commissioners, six posts of Assistant Labour Commissioners and six posts of Labour Officers. It is, however, ascertained that proper work load in respect of each category of officials has not been determined while asking for the additional staff. It was stated on behalf of Government that Government were working on the re-organisation of the Department with a view to bifurcate the conciliation and enforcement machinery as far as possible; that the ultimate aim was to establish a separate Labour Judiciary as contemplated by the National Commission for Conciliation and to have separate Conciliation Labour Officers in areas where there were large number of disputes; it was added that work loads were being assessed separately for different areas. Before fixing the strength of each category of officers, it is necessary to have a proper assessment of the work load for each category of officers made and then to re-define their jurisdiction consistently with such work load. In doing this, the machinery for conciliation and that for enforcement should be separated as far as possible. It was stated on behalf of Government that the work study would be completed early and the report prepared after completion of such study would be sent to the Commission. It is understood that the study has not yet been completed. The Commission is, therefore, not in a position to make any specific recommendations about the additional staff required by the Department. The Commission accordingly suggests that the existing pattern of administration of the Department may be continued undisturbed until the work study is made and a decision is taken as to the additional staff required.

*Creation of additional posts of Senior Labour Inspectors*

45.6. It was represented that in view of the limited chances of promotion available to the officers in the cadre of Inspectors some of the existing posts of Labour Inspectors (about 16 posts) might be upgraded as Senior Labour Inspectors. (At present, there are only two posts of Senior Labour Inspectors as against 94 posts of Labour Inspectors). It was stated on behalf of Government that stagnation of officers at various levels including the Labour Inspectors would be removed to some extent when the Department was re-organised on the basis of rational determination of work loads as the number of posts at the higher levels was bound to increase. The Commission recommends that irrespective of the number of posts to be created at the higher levels, 10% of the posts of Labour Inspectors may be converted to those of Senior Labour Inspectors, to provide promotional opportunities to the former and that while it may not be possible to prescribe different work loads for the two categories of Inspectors in terms of the number of establishments of which they are to be in-charge, the Senior Labour Inspectors may be posted to more important charges and the Labour Inspectors to the others.

*Conveyance Allowance to Labour Inspectors*

45.7. It was represented to the Commission that Conveyance Allowance was being paid prior to 1961 at Rs. 35 per month to Labour Inspectors for maintaining Motor Cycles that it had been reduced to Rs. 10 per month and that it should be restored to Rs. 35 per month in respect of officials maintaining motor cycles, as they had to cover long distances especially in the plantation areas. The Labour Inspectors cannot afford to maintain motor cycles or scooters even if conveyance allowance is paid to them at rates applicable to such vehicles. Moreover, there is no need for the Inspectors working in areas in which the establishments are concentrated to maintain motor cycles or scooters and the Inspectors working in areas with 'diffused establishments' may use public conveyances and claim regular travelling allowance or fixed travelling allowance in accordance with the Rules as there would be no emergencies requiring them to move at short notice. The Commission is, therefore, of the considered opinion that the Labour Inspectors and the Senior Labour Inspectors may be given Conveyance Allowance on the basis that they would have to maintain bicycles and not on the basis that they would have to maintain motor cycles or scooters for the efficient discharge of the duties entrusted to them. They may, however, claim regular travelling allowance admissible under the Rules for the journeys performed by them in the public interest using public conveyance.

*Merger of Department of Weights and Measures with the Department of Labour*

45.8. The question of merging the Department of Weights and Measures with the Department of Labour has been considered by the Commission in Chapter-29 relating to the Department of Weights and Measures. For the reasons indicated therein, the Commission considers that it would be advantageous both from the point of view of economy and from the point of view of avoiding duplication of staff to merge the Department of Weights and Measures with the Department of Labour eventually.

*Publication of Labour Gazettes*

45.9. The Labour Gazettes publish reports in respect of only judgments of the Labour Courts and Tribunals and such of the judgments of the High Court and the Supreme Court which have a bearing on labour matters. At present, the Labour Gazettes are being published in English. It was represented that most of the persons connected with the Trade Unions were unable to follow the judgments of the Labour Courts and Tribunals printed in English in the Law Reporters along with the judgments of the High Court and the Supreme Court and there was demand for a Kannada edition; so far, no study has been undertaken by the department to assess the number of copies required in each language. The Commission, is therefore, of the opinion that the Labour Gazettes may continue to be published as heretofore in English. It is, however, suggested that the subscribers to the Labour Gazette may be requested to intimate whether they would prefer to have copies of the journal in Kannada. If an adequate number of subscribers desires to have the copies of the journal in Kannada, the Labour Gazette may be published in both the languages, namely, English and Kannada,

the number of copies to be published in each Language depending upon the number of subscribers who prefer to have copies of this journal in either of the languages. Publication of the journals in the two languages may be undertaken only if change in the present scheme or policy is not likely to result in loss.

*Publication of Awards of Industrial Courts and Industrial Tribunal in the Mysore Gazette*

45.10. Awards of Labour Courts are being got printed and published in the Government Gazette as the Rules framed under Section 17 of the Industrial Disputes Act, 1947, prescribe this method of publication. It is really unnecessary and highly expensive to get the texts of the Awards printed and published in the Mysore Gazette *in extenso*. Parties interested in the dispute alone would be interested in such wide publication without any tangible benefit to them. It would be adequate if only the terms of reference, the findings on each of the terms or issues and the operative portions of the Awards are published in the Gazette. Section 17 (1) of the Industrial Disputes Act, 1947, which provides for publication of Awards and Reports, lays down that such Reports and Awards, shall "be published in such manner as the appropriate Government thinks fit". So the State Government is vested with full discretion to prescribe the manner in which Awards shall be published. As the Commission considers that publication of such portions of the Reports and Awards as refer to the terms of reference or points of disputes, the findings of the authority on each of the points or issues and the operative portion of the Award or Report embodying decision or reliefs to be implemented, would be quite adequate and reasonable. It is recommended that the Rules framed under Section 17 prescribing the manner of publication may be amended. Such a step will save the Government from unnecessary and heavy expenditure over publication of Awards and Reports. The publication of the Reports and Awards in full may be made in the Labour Gazette, which the Commission understands is economically a self-sufficient publication.

*Registration Fee and Renewal of Registration*

45.11. The scope for increasing the revenues of the Department was examined. While the Mysore Shops and Commercial Establishments Act, 1961, which is now administered by this department, provides for the registration of Shops and Establishments and for the levy and recovery of fees therefor, there is no corresponding provision either for the renewal of the registration periodically or for the levy and recovery of fees therefor. The Commission considers that it would be desirable to provide for such renewal on recovery of a reasonable fees. The Commission accordingly recommends that while the registration fees levied under the provisions of Rule-3 (Schedule-I) of the Mysore Shops and Commercial Establishments Rules, 1963, may continue at the existing rates, the Act may be amended to provide for the renewal of Registration every year on payment of fees of Rs. 4 by Establishments in respect of which Registration Fee is Rs. 10 and Rs. 2 by those paying Registration Fee of Rs. 5.

*Creation of Posts of Executive Labour Inspectors*

45.12. It has been suggested that certain posts of Executive Labour Inspectors might be created in the Central Office to assist the Assistant Labour Commissioner of the District Labour Officer in verifying details relating to the various Trade Unions in an Industry or an Industrial Unit for determining which Union or Unions should be accorded recognition under the Code. This work could as well, be entrusted to some Clerks in the Office as they would be able to attend to it with equal efficiency. The Commission, therefore, recommends that posts of Executive Labour Inspectors need not be created and that the work of verification of particulars relating to the Trade Union may be entrusted to the Clerks in the Offices concerned.

*Audit of the accounts of Trade Unions*

45.13. It was represented to the Commission that the accounts of Trade Unions and other Units might be got audited regularly by the staff of the State Accounts Department and that suitable audit fees might be collected for this purpose. According to the Mysore Trade Union Regulation, 1958, the annual audit of the accounts of a registered Trade Union is to be conducted by the authorities as detailed therein of which the Controller of State Accounts is one such authority. It is not, however, obligatory for the Unions to get their accounts audited only by the State Accounts Department and it is likely that they would oppose any move calculated to make auditing by the State Accounts Department obligatory; besides, there is no particular merit in introducing such a system. The Commission accordingly rejects the suggestion and recommends the continuance of the existing system.

*Cadre and Recruitment Rules and Scales of Pay*

*Commissioner of Labour* : (1) (Encadred in the Indian Administrative Service).

45.14. According to the Rules of Recruitment the post of the Commissioner of Labour is encadred in the Senior time-scale of the Indian Administrative Service. The Commission suggests that a provision may be made alternatively for promotion from the cadre of Deputy Commissioner of Labour.

*Deputy Commissioner of Labour* : (1) (Rs. 600-40-1,000)

45.15. The post of Deputy Commissioner of Labour is filled by promotion/ by selection from the cadre of Assistant Labour Commissioners. The existing mode of recruitment may continue. It has been represented that the Deputy Labour Commissioner might be given the scale of pay of Rs. 1,000-50-1,300 in view of the duties and responsibilities attached to the post. The scale of pay for this post may be fixed as Rs. 700-40-900-50-1,200.

*Assistant Labour Commissioners* : (10) (Rs. 350—25—650—30—800)

45.16. According to the Rules of Recruitment, appointment to the posts of Assistant Labour Commissioners is to be made by promotion from the cadre of Labour Officers. This mode of recruitment is adequate and may continue. It has

been represented that a scale of pay of Rs. 600—40—1,000 might be prescribed for this post taking into consideration the duties and responsibilities attached to the posts.

45.17. The scale of pay for these posts may be fixed as Rs. 400—30—700—EB—40—900.

*Administrative Officer* : (1) (Rs. 350—25—650—30—800)

45.18. According to the Rules of Recruitment, this post is to be filled by deputation of an officer of the Mysore Administrative Service Class I (Junior) Scale. The present mode of recruitment to this post may continue.

45.19. The scale of pay for this officer may be the same as that for other officers in the Mysore Administrative Service Class I (Junior) Scale.

*Labour Officers* : (13) (Rs. 250—20—350—25—500)

45.20. The Rules of Recruitment provide for direct recruitment of persons possessing a degree of a recognised University with Sociology or Psychology or Economics or Law as major subjects or equivalent qualification, to the extent of 50 per cent as per the Mysore Recruitment of Gazetted Probationers' (Class I & II posts Appointment by Competitive Examination) Rules, 1959 and the remaining 50 per cent by promotion by selection from the cadre of Senior Labour Inspectors. It was represented before the Commission that the direct recruitment quota of 50 per cent in respect of Labour Officers might be dispensed with in order to improve the promotional opportunities available to Labour Inspectors. It was urged that in the alternative the percentage of promotion to the cadre of Labour Officers might be increased to 66 $\frac{2}{3}$ % from the present 50 per cent so that a fairly large number of Inspectors could be promoted if their work was found satisfactory. The Commission considers this submission to be quite reasonable and accordingly recommends that 66 $\frac{2}{3}$ % of the posts in this cadre may be filled by promotion of Senior Labour Inspectors and the other 33 $\frac{1}{3}$ % by direct recruitment. The Rules of Recruitment may be amended accordingly. The scale of pay for these posts may be fixed as Rs. 275—20—375—EB—25—525.

*Senior Labour Inspectors* : (2) (Rs. 150—8—190—10—320).

45.21. There are only two posts in this cadre now. The number may be raised to 10% of the total strength of Labour Inspectors. The Rules of Recruitment provide for these posts being filled by promotion from the cadre of Labour Inspectors on the basis of seniority-cum-merit. The existing method of recruitment is adequate and may be continued even after the strength of this cadre is raised.

45.22. The scale of pay for these posts may be Rs. 175—10—275—15—350—EB—20—450.

*Labour Inspectors* : (93) (Rs. 120—5—150—8—190—10—240)

45.23. According to the Rules of Recruitment, these posts are to be filled in the ratio of 66 $\frac{2}{3}$ % by direct recruitment of persons holding a degree of a recognised

University or equivalent qualification, preference being given to graduates with a post-graduate diploma in Social Science and the remaining 33½% by promotion from the cadre of First Division Clerks. The existing modes of recruitment are adequate and may be continued.

45.24. The scale of pay for these posts may be fixed as Rs. 140-5-150-8-190-EB-10-260-15-290.

*Co-operative Officer* : (1) (Rs. 120—5—150—8-190—10—240)

45.25. According to the Cadre and Recruitment Rules, the post of Co-operative Officer is filled by taking on deputation an officer of equivalent rank from the Department of Co-operation. This method of recruitment may continue.

45.26. The scale of pay prescribed for this post may be the same as that for officers holding comparable posts in the Department of Co-operation.

*Cine Operator* : (1) (Rs. 150—6—180—10—320)

45.27. According to the Cadre and Recruitment Rules, appointment to this post is made by direct recruitment of a person possessing a diploma in Cinematography of a recognised Institute. As this is an isolated post, it is recommended that this post may be filled by taking on deputation an officer holding an equivalent post in the Department of Technical Education or in the Department of Information and Tourism. The lien of the present incumbent may be shifted against a suitable post in either of these Departments and the official treated as on deputation to the Department of Labour.

45.28. The scale of pay for this post may be the same as that for persons holding comparable posts in these two Departments.

*Supervisors of Labour Welfare Centres* : (21) (Rs. 65—1—70—2—90)

45.29. According to the Rules of Recruitment, appointment to 50 per cent of these posts is made by direct recruitment of persons possessing S.S.L.C. or equivalent qualification and to the remaining 50 per cent by promotion from the cadre of Attenders. The Supervisors of Labour Welfare Centres have represented that they were not eligible for promotion either to the executive or ministerial posts as compared to the First Division Clerks and the Class IV Servants who were eligible to be promoted as Labour Inspectors and Second Division Clerks respectively. As the minimum qualification required for appointment to the post of Supervisors is a pass in the S.S.L.C. Examination, the Commission considers that promotional avenues should be provided to Supervisors and accordingly recommends that the Supervisors may be absorbed as Second Division Clerks and the posts of Supervisors included in the cadre of Second Division Clerks.

45.30. The scale of pay for these posts may be the same as for Second Division Clerks.

*Superintendents* : (2) (Rs. 180—10—320)

45.31. There are two posts of Superintendents. One of these posts may be converted into that of a Head-Quarters Assistant (Class II Gazetted post) as in the

case of the Offices of the Heads of all other Major Departments and the senior of the two Superintendents promoted against this post. This post may, in future also, be filled by promotion of an official in the cadre of Superintendents. The Rules of Recruitment may be framed accordingly. The Rules of Recruitment provide for the post of Superintendent being filled by promotion from the cadre of First Division Clerks and Stenographers in the ratio of 3:1. This mode of recruitment may continue. The scale of pay for these posts may be Rs. 275—20—375—EB—25—525 and Rs. 200—10—280—15—370—EB—20—450 respectively.

*Statistical Assistant* : (1) (Rs. 150—8—190—10—270)

45.32. The post of Statistical Assistant is to be filled by taking on deputation an official holding an equivalent post in the Department of Statistics in accordance with the Rules of Recruitment. This mode of recruitment may continue.

45.33. The scale of pay for this post may be the same as that fixed for similar posts in the Bureau of Economics and Statistics.

*Accountants* : (8) (Rs. 120—5—150—8—190—10—240)

45.34. The Rules of Recruitment provide for these posts being filled by taking on deputation officials holding corresponding posts in the State Accounts Department. This mode of recruitment may continue.

45.35. The scale of pay for these posts may be the same as that fixed for equivalent posts in the State Accounts Department.

First Division Clerks : (35) (Rs. 110—5—150—6—180—10—220)

Second Division Clerks : (40) (Rs. 80—3—110—4—130—5—150)

Stenographers : (12) (Rs. 110—5—150—6—180—10—220)

Typists : (17) (Rs. 80—3—110—4—130—5—150)

Van Drivers : (2) (Rs. 70—2—80—3—110)

Attenders : (77) (Rs. 65—2—75)

Jamedar : (1) (Rs. 60—1—70—2—90)

Peons : (167) (Rs. 50—1—60)

Gardener : (1) (Rs. 50—1—60)

45.36. The scale of pay for these posts may be fixed as indicated in Chapter 4 for similar posts in all Departments.

#### *Special Pay*

45.37. Special Pay to the Stenographers and Typists may be regulated in accordance with the general principles laid down for similar posts in the other Departments.

#### *Delegation of Powers*

45.38. No suggestions have been made about the delegation of financial powers in addition to those vested in the Labour Commissioner under the Manual

of Financial Powers. All the Powers now vested in him under this Manual may continue. It was suggested to the Commission that the Assistant Labour Commissioners might be given powers of Commissioners under the Workmen's Compensation Act. The Revenue Sub-Division Officers are Commissioners under the Workmen's Compensation Act and this arrangement is working satisfactorily; it may not be desirable to change the existing arrangement and to vest these powers in the Assistant Commissioners of Labour as suggested. The Commission, therefore, recommends that the existing arrangements under which the Revenue Sub-Division Officers are functioning as Commissioners under the Workmen's Compensation Act may continue.

45.39. It was suggested to the Commission that if more powers than at present were delegated to the Deputy Labour Commissioner, the Commissioner would get relief from the routine statutory duties and would be able to devote more time and attention to matters of policy. The extent to which powers might be so delegated would have to be decided only after a detailed examination of the provisions contained in the various enactments administered by the Department. The Department has not conducted such an examination so far and was therefore not in a position to make any concrete suggestions in this behalf.

45.40. The Commission recommends that Government may have such an examination conducted and delegate more powers to the Deputy Commissioner of Labour so that the Commissioner may function more effectively than he has been able to do so far, being burdened as he is, with far too many routine duties.



**CHAPTER 45**  
**Labour Department**

Sl. No.	Designation	Number of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
			Rs.	Rs.	
1	Commissioner of Labour	.... 1	I.A.S. Scale	I.A.S. Scale	
2	Deputy Commissioner of Labour	.... 1	600—40—1,000	700—40—900—50—1,200	
3	Assistant Labour Commissioner	.... 10	350—25—650—30—800	400—30—700—EB—40—900	
4	Administrative Officer	.... 1	M. A. S. Class I Jr. Scale <i>i.e.</i> , 350—25—650—30—800	400—30—700—EB—40—900	
5	Labour Officer	.... 13	250—20—350—25—500	275—20—375—EB—25—525	
6	Senior Labour Inspector	.... 2	150—8—190—10—320	175—10—275—15—350—EB— 20—450	
7	Labour Inspector	.... 93	120—5—150—8—190—10— 240	140—5—150—8—190—EB— 10—260—15—290	
8	Co-operative Officer	... 1	120—5—150—8—190—10— 240	140—5—150—8—190—EB— 10—260—15—290	
9	Cine Operator	.... 1	150—6—180—10—320	175—10—275—15—350—EB— 20—450	
10	Supervisor o Labour Welfare Centre	21	65—1—70—2—90	95—3—125—4—145—EB— 5—200	
11	Superintendent	.... 2	180—10—320	<div style="display: flex; align-items: center;"> <div style="font-size: 3em; margin-right: 10px;">{</div> <div>           275—20—375—EB—25—525             200—10—280—15—370—EB—            20—450         </div> </div>	(Headquarters Assistant Class II Gazetted)

Labour Department—(Concl'd.)

Sl. No.	Designation	Number of Posts	Existing scale of pay and Special Pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
12	Statistical Assistant	...	1 150—8—190—10—270	175—10—275—15—350—EB—20—450	
13	Accountant	...	8 120—5—150—8—190—10—240	140—5—150—8—190—EB—10—260—15—290	(To be designated as I Dn. Clerk)
14	I Dn. Clerk	...	35 110—5—150—6—180—10—220	140—5—150—8—190—EB—10—260—15—290	
15	II Dn. Clerk	...	40 80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
16	Stenographer	...	12 110—5—150—6—180—10—220 + Spl. pay Rs. 30 p.m.	140—5—150—8—190—EB—10—260—15—290 + Spl. pay Rs. 30 p.m.	
17	Typist	...	17 80—3—110—4—130—5—150 + Spl. pay Rs. 10 p.m.	95—3—125—4—145—EB—5—200 + Spl. pay Rs. 10 p.m.	
18	Van Drivers	...	2 70—2—80—3—110	85—2—95—3—125—EB—4—145	
19	Attenders	...	77 65—2—85	85—2—95—3—125—EB—4—145	
20	Jamedar	...	1 60—1—70—2—90	85—2—95—3—125—EB—4—145	
21	Peons	...	167 50—1—60	60—1—80—2—90	
22	Gardener	...	1 50—1—60	60—1—80—2—90	

## CHAPTER 46

### High Court of Mysore

46.1. The Registrar is the Chief Executive Officer in the High Court. All powers are vested in him as Head of the Department as per the Rules and Codes. Nearly 500 employees are working in the office of the High Court. The post of the Registrar is filled by appointment of a District Judge.

46.2. The Registrar is assisted by three Deputy Registrars and a Special Officer, all in the scale of pay of Rs. 600—40—1,000. The Deputy Registrars are in charge of the different Sections of the office. The Special Officer is in charge of the Special Branch, wherein matters relating to framing of uniform Civil and Criminal Rules of Practice, Accounts Rules, preparation of Inter-State Seniority List of Non-gazetted Officers, etc., are dealt with.

46.3. In addition to the Deputy Registrars and the Special Officer, there is one Accounts Officer in the scale of pay of Rs. 350—25—650—30—800 to deal with all financial matters. The Private Secretary to the Hon'ble the Chief Justice is a Class I Judicial Officer in the scale of pay of Rs. 350—25—650—30—800 with a special pay of Rs. 50 per month.

46.4. There are in all 20 Sections including the Personal Branch of the Registrar, the Reporting Section, the Indexing Section, the Special Branch and the Library Section. There are 19 Section Officers; they are in the Class II Grade in the scale of Pay of Rs. 250—20—350—25—500.

46.5. Each Deputy Registrar has 4-5 Sections under him. The Personal Branch of the Registrar works directly under him and this Section consists of 2 Judgment Writers, 1 First Division Clerk and 1 Second Division Clerk. The Special Branch and Library Section work directly under the Special Officer. The Law Reporting Section and the Indexing Section work directly under the Private Secretary to the Hon'ble the Chief Justice. The files of all the Sections are submitted to the Registrar through the Deputy Registrar concerned.

46.6. The Registrar has submitted proposals for the reorganisation of the Office. It has been represented to the Commission that the work in the office of the High Court has increased considerably and that it is necessary to create a post of Joint Registrar and a cadre of Assistant Registrars at the Gazetted level. It has also been suggested that one more Section might be created to ensure equitable distribution of work among the several Sections.

46.7. It has also been represented to the Commission that there is no scope for promotion to the Deputy Registrars as the post of Registrar is filled from the cadre of District Judges and that in order to provide promotional opportunities,

one post of Joint Registrar may be created and made a promotional post for the Deputy Registrars.

46.8. At present there are 19 Sections but the staffing pattern varies from Section to Section, for example, in one Section there are four I Division Clerks and five II Division Clerks ; in another Section there are two II Division Clerks and five I Division Clerks ; in one Section there is one Section Officer, six Audit Superintendents, twelve I Division Clerks with two II Division Clerks and two Typist-Copyists. The nature of work in the office of the High Court, no doubt slightly differs from the nature of work in the Secretariat. Since Government have recognised that the Office of the High Court should have the same status as the Secretariat, the Commission recommends that steps should be taken to adjust the staff on the Secretariat staffing pattern and to fix the norms of work for the officers at the various levels.

46.9. As per the existing procedure, all the files of all the Sections are submitted to the Registrar through the Deputy Registrar concerned and most of the files are also submitted to the Hon'ble Judges and/or to Hon'ble the Chief Justice. It would be desirable to delegate administrative powers to the Registrar, the Deputy Registrars and the Section Officers more or less on the lines on which powers are delegated to the officers holding corresponding positions in the Secretariat. A work study of the various items of work dealt with at different levels at present may be undertaken with the assistance of the Organization and Methods Wing of the Secretariat for determining the work-loads, the points at which more powers than at present can be delegated and the points at which "level-jumping" may be introduced. Alternatively it is suggested that some Officers may be deputed to the Secretariat to get training under the Organization and Methods Wing of the Secretariat so that they can study the nature of the files dealt with in each of the sections, fix the work-load and make suggestions for reorganisation of the different Sections in the office of the Registrar. They can also assess the number of different categories of officials required in the High Court. A revised note was sent by the Registrar after discussion with the Commission about the requirements of additional staff. The basis adopted is that of the Secretariat. The Commission considers that the work in the High Court Office is easier and less complicated than that in the Secretariat and therefore unless a proper assessment is made after taking into consideration the nature of work in each Branch, it is difficult to recommend the strength of the staff on the basis of the present proposals.

46.10. Proposals have been sent for creation of the post of a Joint Registrar, four Assistant Registrars (including the Accounts Officer), nine posts of Section Officers and some other posts in the non-gazetted cadre. It is also stated that if the demand for the creation of the post of Joint Registrar is accepted, the post of the Special Officer may be abolished.

46.11. The Commission accepts the demand for the creation of the post of a Joint Registrar after abolishing the post of the Special Officer which is in the

cadre of Civil Judges. This demand has been made partly on the ground that the Registrar is overburdened with work and partly on the ground that there should be an officer of the status of a District Judge to look to the Vigilance Work under the guidance of a Judge or Judges of the High Court as may be appointed by the Chief Justice. So far as the former ground is concerned, the Commission is of the opinion that there has been too much of centralization in the office of the Registrar; this seems to be responsible for his feeling that he is overburdened. The Commission has suggested delegation of his powers to the different officers in the High Courts as also to the District Judges in the Districts. These powers, if delegated, would go a long way in lightening the burden of work of the Registrar and Deputy Registrars also. The Commission has found it difficult to predicate the extent of the burden of work as there has been no systematic assessment of the work-load.

46.12. The latter ground by itself justifies the creation of the post of Joint Registrar. A decision was taken at the conference of the Chief Justices held in March 1965 in New Delhi, to constitute a Disciplinary Committee to deal with cases of corruption amongst the members of the subordinate judiciary and the court staff. The Disciplinary Committee now constituted deals with cases which arise as a result of specific complaints made to the High Court or infirmities detected during the course of inspection and hearing of judicial proceedings. The Vigilance Commission set up by the State Government has no jurisdiction over the Subordinate Courts and the officials functioning in those Courts. The Commission considers that it is necessary that some special arrangements are made so as to facilitate enquiry into the allegations against Subordinate Judicial Officers and the Court officials. The establishment of such a Cell is sure to have salutary effect on the officials and ensure confidence in the members of the public that complaints made by them will be gone into by a duly constituted body. According to the assignment of work by the Chief Justice, the Joint Registrar or the Registrar will receive complaints from the public against officers and officials concerned and take steps as advised by a Judge or Committee of Judges of the High Court as may be decided by the Chief Justice. It is not enough if action is taken only on complaints, because, for various reasons even aggrieved parties do not propose to file complaints in writing under their signature. Just as the Cell under the Vigilance Commissioner exercises vigilance and detects cases in the offices of other Departments of the Government, a small Cell created in the Administrative Section of the High Court would be able to exercise the same vigilance and discharge identical responsibilities. After taking into consideration the proposals that had been sent by the High Court to the Government and the points raised by the Registrar during the course of his evidence before it, the Commission recommends that the following posts in addition to that of Joint Registrar referred to earlier may be sanctioned for the Vigilance Cell:—

Superintendent of Police (drawn from the I.P.S. cadre)	....	1
Deputy Superintendent of Police	....	1
Inspectors of Police	....	3

Head Constables	....	4
Constables	....	8
Section Officer	....	1
Senior Assistant	....	1
Assistant	....	1
Junior Assistants	....	2
First Grade Stenographer	....	1
Class IV Officers	...	2

These posts may be sanctioned for a period of two years in the first instance ; at the end of two years, the position may be reviewed and the question of continuation and confirmation of the staff may be considered.

46.13. As regards the request for creation of four posts of Assistant Registrars including that of an Accounts Officer, the Commission does not consider that four posts of Assistant Registrars are necessary. There is already an Accounts Officer working in the High Court ; he is taken on deputation from the Department of State Accounts. That post may be made permanent and the office filled by taking on deputation a suitable officer from that Department as at present.

46.14. The demand for creation of the posts of Assistant Registrars has been based on grounds that the Deputy Registrars are finding it difficult to cope with the work in the various Branches and that there are no promotional opportunities for the other officers of the High Court. This difficulty seems to have arisen as the posts created at the higher level were only of three Deputy Registrars and all of them have been filled by direct recruitment. In most of the neighbouring High Courts there is only one Deputy Registrar. It has been suggested that one post of a Deputy Registrar may be treated as a supernumerary post, as two Deputy Registrars should be sufficient. In the Secretariat, when an officer of this status is appointed without appointments in the immediately lower cadre of Under Secretaries, the post is treated as equivalent to two of such posts. It has been stated in the note submitted by the Registrar that on the pattern of the Secretariat there should be seven Assistant Registrars inasmuch as the High Court Office is proposed to be divided into 20 Sections, a group of two Sections being placed under an Assistant Registrar or a Deputy Registrar as the case may be. As already observed, the type of work in the High Court is somewhat different from that in the Secretariat. It is possible after a study of the workload to re-adjust the Sections suitably. For example, it is possible to amalgamate the Indexing Section and the Reporting Section together and place them under one Section Officer as the work of the two Sections is very much alike. The Section now under the Special Officer will have to be abolished as the post of the Special Officer is recommended for abolition. Similarly, the Stationery Branch which does not need an officer of the status of Section Officer, may be amalgamated either with the Accounts Branch or with the Establishment Branch for the purpose of supervision by a Section Officer. Taking all matters into consideration, the Commission considers that two posts of Assistant Registrars may be created in the cadre of Under Secretaries. As the rules of

Recruitment for the High Court have to be framed under Article 229 Clause (2) of the Constitution by the Chief Justice, it is for the Chief Justice to decide upon the mode of recruitment. However, the Commission recommends that the posts of Assistant Registrars may be promotional posts for the officers in the cadre of Section Officers and others of that rank.

46.15. It has been proposed that 45 posts of Senior Assistants should be created on the Secretariat pattern. Out of the 45 posts, 39 posts of I Division Clerks are proposed to be upgraded to posts of Senior Assistants to bring the staffing pattern in line with the pattern of the Secretariat. On the material furnished, it is not possible for the Commission to say how many posts should be upgraded. The Commission therefore recommends that on re-distribution of the work and determination of the number of Sections afresh as suggested above, the requisite number of I Division Clerks on the pattern of the Secretariat may be allowed to be upgraded as Senior Assistants.

46.16. There is a further request for creation of 20 more posts of I Division Clerks and posts of other subordinate officials. From the detailed notes submitted at different stages of discussion with the Secretary and the Commission, it is found that the strength of the non-gazetted staff in the High Court has risen in 1968 to 474 as against 219 in 1958. What the Commission has stated about the Secretariat as regards the extent of the surplus staff would apply *mutatis mutandis* to the High Court staff. Hence the Commission does not recommend the creation of additional staff in the non-gazetted cadre except to the extent of upgrading some of the existing posts to those of Senior Assistants to bring the pattern of staffing in line with the Secretariat.

46.17. There are 13 Judgment Writers in addition to those attached to the Judges as Personal Assistants. It has been stated that when lengthy judgments are delivered, more than one Judgment Writer would be required in a Court and that even the Personal Assistants attached to the Judges attending to the work of taking down Judgments in court will not be able to cope with the work of taking down dictations in addition to the work entrusted to them in the normal course. It has been submitted that the present strength of Judgment Writers is found insufficient and that six posts of I Grade Stenographers were absolutely necessary. There is no doubt that the Judgment Writers including the Personal Assistants are heavily worked. If after assessment of the work-load, additional posts of I Grade Stenographers are found necessary, it is open to the High Court to upgrade the posts of such of the Second Grade Stenographers as have come up to the mark in taking down judgments in open court and possess the necessary fitness for such promotions. The posts of such of them as are doing typing work might be filled by appointing Typists. This will result in economy in administrative expenditure and also promotion to some of the trained Second Grade Stenographers.

46.18. It has been stated in the note submitted to the Pay Commission that the work of auditing in some of the Courts has remained in arrears since 1958 and that it was necessary to appoint an additional audit staff in order to clear off the arrears the existence of which presents a number of difficulties in the issue of

"No due" certificates to retiring officers and officials. The Commission accordingly recommends that posts of five Audit Superintendents and ten Audit Clerks may be sanctioned for a period of three years on a temporary basis. Such of the members of the High Court staff who have passed the S.A.S. Examination may be included in the Audit Section and they may be given suitable scales due to such qualified officials.

46.19. It appears that additional posts were created for the Election work. The Commission recommends that such additional posts may be abolished as soon as the Election work is over.

46.20. The High Court had prepared draft Cadre and Recruitment Rules and had sent the draft to Government for approval in 1961 but they have not so far been approved. According to Article 229 (1) of the Constitution, appointment of officers and servants of the High Court shall be made by the Chief Justice or such Judge or officer of the High Court as he may direct. This power includes the power to make appropriate rules for the purpose of making such appointments. Consequently, the Chief Justice has exclusive powers to make rules of Recruitment in respect of officers and servants of the High Court. Under the proviso to Article 229 (2) of the Constitution, the approval of the Governor is required only in so far as the Rules relate to salaries, allowances, leave or pension. Hence the Government may expedite the matter which is pending with them for nearly seven years as their jurisdiction is limited only to the aforesaid matters. It was stated that the Government intended to enact a separate legislation in respect of conditions of service of the officers and servants of the High Court as also of other officers and servants serving in connection with the affairs of the State and that the Government had requested the High Court to defer making Rules regulating the conditions of service. It was also stated that the Government had accordingly prepared the Mysore State Civil Services Bill, but that it had not so far been passed into law. If the Government still delays in approving the Rules, the Chief Justice can make Rules regulating the conditions of service of the officers and servants of the High Court in respect of matters other than those relating to salaries, allowances, etc., without waiting for the approval of Government. Now that the High Court staff has been accorded the same status as the staff working in the Secretariat, there should be no problem even in the matter of pay, leave, allowances except for a few special posts which may be separately categorised and proposal sent to the Government for approval of pay, allowances, etc., of such posts.

46.21. It has also been represented on behalf of the Judgment Writers that they might be given extra allowance or Conveyance Allowance particularly because they have to go to the residences of the Judges for taking dictations, etc. The Special pay proposed to be given to them would cover this additional work also and no separate Conveyance Allowance or any other allowance need be given to them.



46.22. Personal Assistants to the Judges and the Judgment Writers who accompany the Judges while they are on tour may be given T.A. and D.A. at the same rates and on the same basis as the Personal Assistants to the Ministers.

46.23. The Special Officer is in overall charge of the Library which is manned by a Section Officer, an Assistant Librarian and other clerical staff. It has been suggested to the Commission that there should be a separate post of a Librarian for the High Court Library on the ground that it is a very big Library. Since the existing arrangements are working satisfactorily, the Commission does not consider it necessary to create a separate post of a Librarian. With the abolition of the post of Special Officer, the overall control of the Library may be vested with one of the Deputy Registrars or the Joint Registrar as may be decided upon by the Chief Justice.

46.24. It has been suggested to the Commission that as the Registrar is required to go to the houses of the Hon'ble Judges for discussions on occasions and in addition he has also to attend on the V. I. Ps. like Judges of the Supreme Court and other High Courts when they visit Bangalore, he may be given some conveyance allowance. As these items of work arise occasionally and are to be treated as incidental to the work of an officer of this status, the Commission does not consider it necessary to give him conveyance allowance for these purposes.

46.25. There are 15 Bench Clerks in the scale of pay of Rs. 250—20—350—25—500 in the office of the High Court. The minimum qualification for appointment as a Bench Clerk is a Degree in Law. It has been suggested to the Commission that the Rules of Recruitment for posts of Munsiffs might be amended so as to reserve a certain percentage of posts in the Munsiffs' Cadre exclusively for appointment of Bench Clerks, who might be selected for appointment as Munsiffs. In the normal course they could also apply for posts of Munsiffs whenever applications are called for by the Public Service Commission. The difficulty of these Bench Clerks appears to be that some of them are above the prescribed age limit. Similar is the case with many Law Graduates who are appointed to different cadres in the several departments of Government. The Commission does not consider it necessary to amend the Rules of Recruitment for posts of Munsiffs, only for the purpose of providing promotional opportunities to the Bench Clerks.

46.26. As the rules framed by the Chief Justice under Article 229 of the Constitution fixing the cadre strength, scales of pay and modes of recruitment to various posts, are still awaiting the approval of the Governor the recommendations made in this Chapter, in so far as they relate to the Cadre and Recruitment Rules for the various categories of posts in the High Court, may be taken into consideration while approving the proposed rules.

*Registrar:* (1) (Rs. 1,110—50—1,200—60—1,800) + Spl. Pay. Rs. 150 per month.

46.27. The post at present has been filled by transfer of a District Judge. The Commission has recommended in Chapter 65 that a cadre of Selection Grade

District Judges might be created. The Commission recommends that the post of the Registrar may be filled preferably by appointing an officer in the cadre of selection Grade District Judges. The Registrar shall carry his own pay as District Judge and draw the Special Pay attached to this post.

*Joint Registrar (New Post)*

46.28. The Commission has recommended the creation of the post of Joint Registrar. Appointment to this post may be made by transfer of an officer from the cadre of District Judges or by promotion of a Deputy Registrar as may be decided upon by the Chief Justice. The post may carry the scale of pay of Rs. 1,300—60—1,600—50—1,800. If a District Judge is appointed against this post he may carry his own grade in addition to Special Pay of Rs. 150 per month. There shall be no special pay if a Deputy Registrar is promoted to this post as in the case of a Deputy Secretary promoted as a Joint Secretary in the Secretariat.

*Deputy Registrars:* (3) (Rs. 600—40—1,000)† Spl. Pay Rs. 75 per month.

*Special Officer:* (1) (Rs. 600—40—1,000)

46.29. The posts of Deputy Registrars have been filled by direct recruitment of Advocates who had practised at the Bar for 5 to 7 years. According to the proposals of the High Court, only 2 posts of Deputy Registrars would be sufficient. But actually there are now 3 posts of Deputy Registrars and the incumbents thereof are permanent. It is, therefore, necessary to continue all the 3 posts of Deputy Registrars for the present; but the post of III Deputy Registrar may be shown as supernumerary till it becomes vacant and then abolished.

46.30. The Commission has recommended the creation of a cadre of Assistant Registrars in the High Court. It may be desirable to provide for adequate promotional opportunities to the permanent officers of the High Court and in this view the Commission considers that out of the 2 posts of Deputy Registrars, one may be filled by promotion of an officer appointed as Assistant Registrar by promotion from the lower cadres in the staff of the High Court and the other by transfer of an officer from the cadre of Civil Judges. The revised scale of pay for these posts may be Rs. 900—40—1,100—50—1,300. If a Civil Judge is posted as Deputy Registrar he may draw his own scale of pay and be given a special pay of Rs. 100 per month as in the case of the Deputy Secretaries of the Secretariat or be permitted to elect this scale of pay.

46.31. The post of a Special Officer was created for finalising the Inter-State Seniority Lists, framing of uniform Rules of practice, etc. The Commission considers that in the reorganised set up as suggested, it may not be necessary to continue this post. The special work attended to by the Special Officer may be conducted under the direction, supervision and control of the Joint Registrar or one of the Deputy Registrars. The post of Special Officer may accordingly be abolished.

*Assistant Registrars : (2) (New Posts)*

46.32. These two posts of Assistant Registrars proposed to be created may be filled by promotion of officers from the cadres of Section Officers, Court Officers, the Court Fee Examiners and Indexers of the High Court as may be decided upon by the Chief Justice. The scale of pay for these posts may be Rs. 450—30—660—EB—40—900. If Munsiffs are however posted they may, in addition to their scale of pay be given a special pay of Rs. 75 per month.

*Section Officers : (19) (Rs. 250—20—350—25—500)*

46.33. Appointments to these posts are made by promotion from the lower cadres. The Commission has recommended the adoption of the Secretariat staffing pattern in the office of the High Court. In that event, there would be a cadre of Senior Assistants. The posts of Section Officers may be filled by promotion from the proposed cadre of Senior Assistants on the basis of seniority-cum-merit. The posts of Section Officers are in the class II Gazetted cadre. The scale of pay for these posts may be the same as that for the Section Officers of the Secretariat.

*Accounts Officer : (1) (Rs. 350—25—650—30—800)*

46.34. The post is filled by taking on deputation an officer of the State Accounts Department. This mode of appointment may continue. The scale of pay for this post may be identical with that prescribed for the post held by the incumbent in his parent Department.

*Private Secretary to the Chief Justice : (1) (Rs. 350—25—650—30—800+Spl. Pay Rs. 50 per month)*

46.35. Appointment to this post is at present made by selection from the cadre of Munsiffs. This mode of recruitment may continue. The revised scale of pay for this post may be identical with that recommended for the posts of Munsiffs.

*Court Officers : (15) (Class II) (Rs. 250—20—350—25—500)*

46.36. Appointments to these posts appear to have been made by selection from the lower cadres. The Commission considers that in order to ensure adequate promotional opportunities as an incentive for good work in the lower cadres in the High Court Office, the appointments may be made by promotion of Senior Assistants who hold a degree in law on the basis of seniority-cum-merit. The posts were formerly designated as "Bench Clerks" and were non-gazetted. The Commission had separately recommended that these posts might be upgraded to Class II Gazetted cadre in view of the arduous nature of their duties. The posts have since been upgraded to Class II Gazetted status and re-designated as "Court Officers". It has been represented to the Commission that since the Bench Clerks had no promotional opportunities in higher judicial cadres, they might be given higher scales of pay. It is open to persons holding these posts to seek appointments to judicial posts if they are within the prescribed age limit for

appointment to such posts when applications are invited. The Commission, therefore, considers that there is no need to prescribe a higher scale of pay merely to compensate them for loss of chances for appointment to higher cadres. The scale of pay for these posts may therefore be revised so as to be identical with those prescribed for the Section Officers in the Secretariat.

*Court Fee Examiners* : (6) (Rs. 220—10—320—15—440)

*Indexers* : (2) (Rs. 220—10—320—15—440)

46.37. Appointment to these posts are made by selection of persons from the lower cadres. Officers holding these posts are graduates in Law. These officers had represented before the Commission that formerly the scales of pay for the posts of Bench Clerks, the Court Fee Examiners and Indexers were identical; that while the scale of pay and status for the posts of Bench Clerks had been improved, their scales of pay and status had remained what they were and that their scales of pay and status might be improved. The Court Fee Examiners have to inspect records of the Subordinate Courts with a view to examine the correctness of representations made to and orders passed by Courts on question relating to valuation of subject matter and sufficiency of fee in respect of proceedings in such Courts. The duties and responsibilities of the Court Fee Examiners are, in the Commission's view, analogous to those of the Inspector of Stamps in the Department of Stamps and Registration. The Inspectors in that Department are officers taken on deputation from the Junior time scale of Class I of the Mysore Administrative Service and carry their own rank and scale of pay. The position in respect of the Court Fee Examiners is different in that they are officers of the High Court and they need not necessarily have the same status or scale of pay as the Inspectors of Stamps. The Commission, however, considers that the status of the Court Fee Examiners should be enhanced to that of Class II Gazetted Officers in the same scale of pay as for the Section Officers and Court Officers. The Indexers are also engaged in very responsible work as they have to go through carefully the Judgments of the High Court and prepare the Indexes with great accuracy and precision. The posts of Indexers may also, therefore, be upgraded to that of Class II (Gazetted) posts and given the same scale of pay as the Section Officers and Court Officers.

46.38. Appointment to both these posts may, in future, be made from among Senior Assistants who possess a degree in Law.

46.39. The posts of Court Fee Examiners and Indexers may be combined with those of Section Officers and Court Officers so as to constitute a common cadre for purposes of seniority for promotion to the posts of Assistant Registrars. The scale of pay for these posts may be the same as for Section Officers.

*Audit Superintendents* : (6) (Rs. 220—10—320—15—440)

46.40. These posts are filled by taking on deputation officials holding corresponding posts from the State Accounts Department. At present all the six posts have been assigned to one branch. While conducting the work-study already suggested, it may be examined whether having regard to the nature and

volume of work relating to the accounts of the Department, it would be possible to reorganise the Accounts Sections on the lines of the Accounts Section in the Secretariat. In that event, the posts of Audit Superintendents or such number of them as may be considered necessary may be reduced or replaced by posts of Senior Assistants. If, however, it is decided to retain any of these posts, the present mode of filling them by taking on deputation officials from the State Accounts Department may continue; in which case, the scales of pay for these posts may be identical with those recommended for similar posts in the State Accounts Department.

*Senior Assistants (new)*

46.41. It has been recommended in para 15 that a cadre of Senior Assistants might be created with the same scale of pay as for the posts of Senior Assistants in the Secretariat. According to the proposal, however, 18 Senior Assistants are to be appointed in the Translation Branch itself. It may be noted that in the Secretariat the cadre has been created not only for providing promotional opportunities to lower clerical staff but also to ensure the operation of the principle of 'level jumping' for quicker disposal of work. The Commission feels that it may not be difficult to introduce the system of disposal of work by the Senior Assistants as in the Secretariat. In this view the Commission considers that the cadre of Senior Assistants may be created. The strength of the cadre, assignment of posts to various branches, etc., may, however, be determined with reference to the results of the work study proposed. Appointment to the posts of Senior Assistants may be made from the cadre of I Division Clerks (who may be redesignated as Assistants) who have put in a service of not less than five years in that cadre. The scale of pay for these posts may be the same as for Senior Assistants in the Secretariat.

*Court Keeper : (1) (Rs. 150—8—190—10—320)*

46.42. No separate post with this designation is necessary. The post may be included in the cadre of Assistants so that the incumbent of this post may have promotional opportunities. He may continue with the Accounts or other appropriate branch of the High Court.

*Accountants : (2) (Rs. 150—8—190—10—270)*

46.43. In the proposed reorganisation of the High Court office on the pattern of the Secretariat, it may not be necessary to continue the posts of Accountants. They may be converted into posts of Assistants and filled according to the Rules of Recruitment applicable to the cadre of Assistants.

*Assistant Librarian : (1) (Rs. 130—5—150—8—190—10—270)*

46.44. While the Library in the High Court should be manned by staff with adequate knowledge in library science, it is not necessary to have an isolated cadre of Assistant Librarian. The post may be included in the cadre of Assistants. A few Assistants may be deputed for undergoing a short course of training in

Library Science and their services utilised for work in the Library. This arrangement would also ensure to the persons concerned promotion to the higher cadres in their turn. No separate scale of pay need be prescribed for the post of Assistant Librarian, but as in the case of the Assistant trained in Library Science and holding the charge of the Law Library in the Secretariat, the Assistant assisting the Librarian in the High Court may be given a special pay of Rs. 20 per month as long as he continues to do this work.

*I Division Clerks*: (61) (Rs. 130—5—150—8—190—10—270)

46.45. These posts may be redesignated as Assistants since this designation has been given to officers holding corresponding posts in the Secretariat. Appointments to these posts are made partly by promotion from the lower cadre and partly by direct recruitment of persons who hold a degree of a University. The Commission considers that having regard to its recommendation regarding promotional opportunities to lower clerical cadres in the High Court office to posts of Section Officers, Bench Clerks, Assistant Registrars and Deputy Registrars, the posts of Assistants may be filled (1) by direct recruitment of persons who hold a degree in law to the extent of 50% of the vacancies in the cadre and (2) 50% by promotion from the cadre of Junior Assistants. The scale of pay for these posts may be revised as Rs. 170—5—180—8—220—EB—10—300.

*Audit Clerks*: (12) (Rs. 130—5—150—8—190—10—270)

46.46. These posts may be included in the cadre of Assistants and filled in accordance with Rules of Recruitment prescribed for those posts.

*Translators*: (18) (Rs. 130—5—150—8—190—10—270)

46.47. Persons holding the posts of I Division Clerks are appointed for this work. These posts may be included in the cadre of Assistants and appointments made according to the mode of recruitment suggested in respect of those posts. There may be no need, therefore, to designate these posts as 'Translators'.

*Judgment Writers*: (32) (Rs. 150—10—260—15—350—25—500)

46.48. Appointments to these posts are made by promotion from the cadre of II Grade Stenographers. It is recommended in para 40 that posts of I Grade Stenographers may be created and the posts of II Grade Stenographers abolished. The Rules of Recruitment may, therefore, provide for promotion to these posts of persons holding the posts of I Grade Stenographers for a period of not less than five years, preference being given to those who have passed the proficiency examination in shorthand. The duties of judgment writers are of an arduous nature and there are no higher posts to which they could be promoted. It is also a very important cadre from the point of efficient disposal of work in the High Court. Having considered all aspects of the matter the Commission considers that the scale of pay for these posts may be Rs. 250—10—300—15—420—EB—20—500. As in the case of the Secretariat 10 per cent of the posts (3 posts) of the Judgment Writers may be upgraded into posts of Selection Grade. The scale of pay for these posts may be fixed as Rs. 300—25—550—EB—30—700.

*II Grade Stenographers:—(39) (Rs. 80—3—110—4—130—5—150)*  
+ Special Pay Rs. 20 per month.

46.49. Appointments to these posts are made by direct recruitment of persons who have passed the S.S.L.C. Examination and the Junior Shorthand and Junior Typewriting examinations. II Grade Stenographers may not be of much assistance in stenographic work. There are no posts of II Grade Stenographers in the Secretariat. Having regard to the recommendation that the office of the High Court should be reorganised on the pattern of the Secretariat, the Commission considers that the cadre of II Grade Stenographers may be abolished and a cadre of I Grade Stenographers created instead and attached to the officers in the following manner:—

1. Registrar	2 Stenographers
2. Joint Registrar	1 Stenographer
3. Deputy Registrars (3)	3 Stenographers (one to each)
4. Assistant Registrars (2)	2 Stenographers (one to each)
5. For attending to work in the open Court	Not exceeding 6 with reference to work-load.

The posts of I Grade Stenographers may be filled by direct recruitment of persons who have passed the S.S.L.C. Examination and the Senior Shorthand and Senior Typewriting Examinations of a recognised Institute. Initially, the posts may be filled by promotion of II Grade Stenographers who possess the qualifications indicated above. The other II Grade Stenographers hold the same scale of pay as typists and they may be absorbed in that cadre. The difference between the present special pay and the special pay which they would get as Typists may be treated as a part of the "present pay" for purposes of fixation of pay in the revised scale. In future, however, the posts may be filled to the extent of—

- (1) 50% of the vacancies by direct recruitment as suggested above; and
- (2) 50% by promotion from the cadre of Typists possessing the qualifications indicated above.

The number of posts of Typists may correspondingly be increased. The permanent strength of cadre may however be determined after undertaking a study of the work-load involved. The scale of pay for the I Grade Stenographers may be the same as that for Assistants, viz., Rs. 170—5—180—8—220—EB—10—300 and they may be given a Special pay of Rs. 30 per month.

Typist-Copyists:—(20)—(Rs. 80—3—110—4—130—5—150)  
+ Special Pay Rs. 10 per month

Kannada Typist Copyist:—(1) (Rs. 80—3—110—4—130—5—150)  
+ Special Pay Rs. 10 per month

Typist: (1) (Rs. 80—3—110—4—130—5—150)  
+ Special Pay Rs. 10 per month

46.50. Appointments to these posts appear to have been made by direct recruitment. These posts may be combined into one cadre designated as 'Typists' and filled in accordance with provisions analogous to the Rules of Recruitment applicable to the posts of Typists in the Secretariat. The scale of pay for these posts may be the same as that recommended for the posts of Typists in other departments of Government.

II Division Clerks : (66) (Rs. 80—3—110—4—130—5—150)

Copyists : (2) (Rs. 80—3—110—4—130—5—150)

46.51. These posts are filled by direct recruitment. All these posts may be combined in one cadre designated as Junior Assistants and filled in accordance with provisions similar to the Rules of Recruitment applicable to the posts of Junior Assistants in the Secretariat. The scale of pay for these posts may be the same as for the posts of Junior Assistants in the Secretariat.

Catalogist-cum-Typist : (1) }  
Copyist-Examiner : (1) } (Rs. 130—5—150—8—190—10—270)

46.52. These posts carry a scale of pay similar to that of the Assistants in the High Court. These posts are filled by promotion of officials from the cadre of Typists. The scale of pay for these posts may be the same as for the cadre of Assistants.

*Class IV Posts :*

Van Drivers :	(2)	(Rs. 70—2—90—3—110)
Mutchis :	(7)	(Rs. 70—2—90)
Attenders :	(10)	(Rs. 70—2—90)
Jamedars :	(16)	(Rs. 70—2—90)
Daftarbands :	(4)	(Rs. 65—2—85)
Caretaker :	(1)	(Rs. 55—1—65—2—85)
Van Cleaner :	(1)	(Rs. 55—1—65—2—85)
Peons :	(74)	(Rs. 50—1—60)
Cycle Orderlies :	(4)	(Rs. 50—1—60) + Conveyance Allowance Rs. 6 per month
Watchmen :	(32)	(Rs. 50—1—60)
Scavengers :	(6)	(Rs. 50—1—60)
Sweepers :	(16)	(Rs. 50—1—60)
Lift Attender :	(1)	(Rs. 70—2—80—3—110)

46.53. These posts are common to other Departments of Government. The recommendations made by the Commission in Chapter 4 regarding their mode of recruitment and scales of pay, may apply equally to these posts.



*Special Pay*

46.54. In consonance with the general principles evolved by the Commission in regard to the grant of Special Pay, the officers working in the office of the High Court need not be granted any special pay except for the following posts:—

- (a) The Registrar whose duties and responsibilities are analogous to those of the Secretaries to Government may be given special pay at the same rates as for the Secretaries to Government;
- (b) The Private Secretary to the Chief Justice may continue to draw the special pay of Rs. 50 per month which he is now getting, in view of the arduous nature of the work;
- (c) Judgment Writers posted as Personal Assistants to the Hon'ble Judges may be given special pay at the rate of 10% of the mean between the maximum and minimum of the scale of pay, in view of the onerous nature of their duties;
- (d) Personal Assistant to the Registrar, High Court, may be given special pay at the rate of Rs. 25 per month as in the case of Personal Assistants to the Secretaries to Government; and
- (e) Assistant Librarian may be given a Special Pay at the rate of Rs. 20 per month.

*Printing of Indian Law Reports*

46.55. The Indian Law Reports (Mysore Series) are monthly publications. The manuscripts of the reports are prepared in the Office of the High Court and they are printed in the Government Printing Presses in Bangalore and Mysore. It has been brought to the notice of the Commission that there is considerable time lag between the date of the transmission of the manuscripts and the date of publication of the Reports. The latest Report is for March and April 1966. These Reports are very useful as they print all the important decisions of the High Court of Mysore and all decisions of the Supreme Court in Appeals from the decisions of the High Court. The Commission considers it necessary to make adequate arrangements to ensure that these Reports are printed and published without loss of time and in this view recommends that the Indian Law Reports may, henceforth, be printed in the High Court Press itself by suitably adding to the equipment and strengthening the establishment in this Press. The Department of Printing and Stationery may, therefore, take necessary steps in this direction in consultation with the Registrar, High Court. The Registrar, High Court, may then make arrangements to see that the Reports are printed and published promptly.

46.56. The Reports are priced publications and the present rates of subscription are as follows :

Rs.	5	....	For one year
Annas	10	....	For a monthly copy

The Commission is of the opinion that if the Reports are published promptly from month to month, there is bound to be considerable rise in the number of subscribers and the publication may become self-sufficient economically. The Commission recommends that the rates of subscription may be revised suitably.

*Delegation of Powers*

46.57. The officers in the office of the High Court have been invested with certain powers in regard to administrative matters; these powers are, however, so few and of such a routine nature that several cases have to be submitted to the Chief Justice or the other Judges for orders. The Commission considers that adequate powers should be delegated to the officers at all levels in order to obviate the necessity for submitting files to the Chief Justice or the other Judges of the High Court even in respect of routine matters. Two statements, one showing the administrative powers and the other showing the financial powers, which could be delegated to the officers at different levels are appended to this Chapter.

46.58. The Statement regarding administrative powers indicates the powers which could be delegated to the Registrar, Deputy Registrars and Section Officers. If the recommendation of the Commission about creation of one post of Joint Registrar and two posts of Assistant Registrars is accepted, some of the powers proposed to be delegated to the Registrar and the Deputy Registrars could be conveniently delegated to the Joint Registrar and the Assistant Registrars respectively. The question of such further delegation of powers may be decided by the Chief Justice after the new posts are created.

46.59. So far as the financial powers are concerned, all the powers to be delegated to the High Court as per the appended statement may be exercised by the Registrar, except for the powers in respect of creation of temporary posts in the Gazetted cadres and expenditure on entertainment at meetings, conferences and seminars. The Registrar may obtain the orders of the Chief Justice in respect of these two items.

46.60. The Commission trusts that the delegation of these further powers as proposed in the statements would relieve the Judges of the burden of the administrative work without affecting the efficiency in the administration.

Statement showing the administrative powers proposed to be delegated to the authorities of the High Court.

Nature of the power.	Recommendations of the Pay Commission.
(1)	(2)

Items which are now being submitted to the Hon'ble Chief Justice and Judges for orders by the Registrar.

*Administrative Branch I*

- |   |  |  |
|---|--|--|
| 1 | Appointments and transfers in respect of High Court staff. | No change.   |
| 2 | Annual increments of the High Court staff.                 | Papers need not be submitted to Judges. The increments to non-gazetted staff may be sanctioned by the I Deputy Registrar and to the Gazetted staff by the Registrar. |

(1)	(2)
3 Fixation of pay of the High Court staff.	Papers need not be submitted to Judges. Fixation of pay in respect of non-gazetted staff may be approved by the Deputy Registrar and that in respect of Gazetted staff by the Registrar.
4 Deputation of the staff of the High Court.	Matters relating to deputation of Gazetted staff may be submitted to the Judges through the Registrar. In respect of deputation of non-gazetted staff, the proposals may be disposed of by the Registrar.
5 Festival Advance	May be sanctioned by the Deputy Registrar.
6 Disciplinary proceedings in respect of High Court staff.	The Registrar may be empowered to conduct and finalise proceedings in respect of non-gazetted staff. In respect of Gazetted Officers, proceedings may be submitted to the Judges. The Classification, Control and Appeal Rules may be framed accordingly.
7 Pending reference with the Government pertaining to all the branches of the High Court.	Only matters involving policy may be submitted to the Judges. Other matters may be disposed of by the Registrar.
8 Framing rules under Article 229 of the Constitution of India.	No change.
9 Finalisation of Inter-State Seniority.	No change.
10 Casual Leave of the Gazetted Officers of the High Court.	Casual Leave to Section Officers may be sanctioned by the Deputy Registrar. Casual Leave to other Gazetted Officers may be sanctioned by the Registrar. Application for Casual Leave by the Registrar may be submitted to the Chief Justice.
11 Maintenance of Registers and sending periodical statements in respect of dismissed Government Servant.	May be finally disposed of at the level of the Deputy Registrar.
12 Matters connected with the building of the High Court.	No change.
<i>Budget Branch</i>	
13 Pension papers of Judicial Officers.	May be finally disposed of by the Registrar after obtaining the remarks of the Accounts Officer.

(1)	(2)
14 Pension papers in respect of the staff of High Court.	May be finally disposed of by the Registrar after obtaining the remarks of the Accounts Officer.
15 Pension papers in respect of the non-gazetted staff of the lower Courts whose appointing authority is High Court.	May be finally disposed of by the Deputy Registrar after obtaining the remarks of the Accounts Officer.
16 Construction of Court Buildings.	No change.
17 Addition and alterations to the existing buildings of the lower Courts.	No change.
18 Quarters for the Presiding Officers of the lower Courts including supply of electricity.	No change.
19 Reconciliation of Budget figures.	May be disposed of by the Deputy Registrar after obtaining the remarks of the Accounts Officers.
20 Receipts and expenditure Scrutiny over the control of expenditure and reconciliation of the departmental figures relating to receipt and expenditure with those of Audit Office.	do
21 Attending to Public Accounts Committee Reports	May be finalised by the Registrar after obtaining the remarks of the Accounts Officer and the concerned Deputy Registrar.
22 Supply of furniture to lower Courts including repairs to the existing furniture.	May be disposed of by the Deputy Registrar.
23 Supply of other office materials to the lower Courts and supply of typewriters to lower Courts.	do
24 Preparation of Budget estimates for the office of the High Court.	No change.
25 Preparation of Budget estimates of all the Lower Courts.	No change.
26 Preparation of estimates of the whole of the Judicial Department.	No change.

(1)	(2)
27 Reappropriation of funds.	May be finalised by the Registrar after obtaining the remarks of Accounts Officer.
28 Surrender of grants.	do
29 Compensation to local bodies.	do
30 Remuneration to Copyists	May be disposed of by the Deputy Registrar.
31 House Building Advance pertaining to Judicial Officers of the lower Courts.	The Registrar may finalise the cases in which the advance is sanctioned. Papers relating to the cases in which the application is proposed to be rejected may be submitted to the Judge.
<i>Accounts Branch</i>	
32 Matters pertaining to purchase of furniture for the High Court.	No change.
<i>Confidential Branch</i>	
33 Appointments of the Judicial Officers except District Judges and Civil Judges.	No change.
34 Transfer of Judicial Officers except proposals.	No change.
35 Casual Leave of District and Sessions Judges.	May be submitted by the Senior Assistant concerned direct to the Registrar and may be disposed of by the Registrar.
36 All kinds of leave other than Casual Leave of all the Judicial Officers.	The Senior Assistant concerned may submit cases direct to the Registrar, who may submit them to the Chief Justice.
37 Creation of new Courts.	No change.
38 Continuance of the existing temporary Courts.	No change.
39 Preparation of annual Administrative reports on Civil side	No change.
40 Preparation of annual Administrative reports on Criminal side.	No change.
41 Verification and acceptance of Birth dates of Judicial Officers.	May be finally disposed of by the Registrar.

(1)	(2)
42 Permission to acquire or sell the immoveable properties of Judicial Officers.	No change.
43 Furnishing statistical information and draft replies to Assembly and Parliament Questions to State Government and Government of India respectively.	Matters involving policy may be submitted to Judges. Others may be finally disposed of by the Registrar.
44 Miscellaneous matters connected with the Presiding Officers of the lower Courts.	May be finally disposed of by the Registrar except very important matters which may be submitted to the Judges.
45 Investiture of powers.	No change.
46 Charge Allowance of Judicial Officers	May be submitted direct by the Section Officers to the Registrar and may be finally disposed of by him.
47 Availment of vacation by Judicial Officers.	No change.
48 Confirmation of Judicial Officers	No change.
49 Determination of Holidays and Vacation of the High Court and Subordinate Courts.	No change
50 Monthly review on the out-turn of work by all the Subordinate Civil Courts in the State.	No change.
51 Monthly review on the 'out-turn' of work by all the Subordinate Criminal Courts.	No change.
52 Monthly review on the out-turn of work by the Copying Establishment of Civil Courts.	May be submitted through the Section Officer direct to the Registrar and disposed of by the Registrar.
53 Four-monthly review on the out-turn of work by all the subordinate Civil Courts.	No change.
<i>Items which are submitted to the Registrar and disposed of by him:</i>	
<i>Administration Branch I</i>	
54. All kinds of leave of the staff of High Court except casual leave.	Leave to Gazetted Officers may be sanctioned by the Registrar and to others by the Deputy Registrar.

(1)	(2)
55 Insurance matters including loan application in respect of the High Court staff.	May be disposed of by the Deputy Registrar.
<i>Accounts Branch</i>	
56 Pay Bill for the establishment of High Court including supplementary Bills.	May be passed by the Accounts Officer.
57 T. A. Bills in respect of: (i) the officers of the High Court ; (ii) the officials of the High Court.	May be finally disposed of at the level of the Deputy Registrar.
58 Regular T.A. Bills of the Audit staff.	do
59 Regular T.A. Bills of the Court-Fee-Examiners of the High Court.	do
60 Bills. Pertaining to Service postage stamps.	do
61 Bills pertaining to medical reimbursement : (i) the officers of the High Court ; (ii) the officials of the High Court ;	May be finally disposed of at the level of the Deputy Registrar.
62 Matters connected with the Provident Fund of the establishment of High Court.	No change.
63 Supply of Uniform to Class IV Officials of the High Court.	May be submitted through the Section Officer direct to the Registrar and may be disposed of by him.
64 D. C. Bills	May be finally disposed of at the level of the Deputy Registrar.
65 Telephone Bills	do
66 Matters connected with contingent purchases.	do
<i>Budget Branch</i>	
67 Supply of financial publication of Government to lower Courts.	do
<i>Items which are submitted to Hon'ble Judges direct by the I Dy. Registrar :</i>	
<i>Budget Branch</i>	
68 Subordinate Courts contingencies.	May be disposed of by the Registrar.

(1)	(2)
69 Distribution of grants to subordinate Courts.	May be disposed of by the Registrar.
70 Batta to witnesses—Lower Courts.	May be disposed of by the Deputy Registrar.
71 Binding of law books of the lower Courts and binding of registers of the lower Courts.	do
72 Grant of permanent advance to lower Courts.	May be disposed of by the Registrar. Papers may be submitted by the Section Officer concerned direct to the Registrar.
73 Appointment of part-time menial staff for the lower Courts.	do
74 House Building Advance pertaining to : (i) the staff of the High Court ; (ii) Establishment of lower Courts.	The advance may be sanctioned by the Registrar. If the request for grant of advance is to be rejected, the papers may be submitted to the Chief Justice.
75 Motor Car/Cycle Advance pertaining to Judicial Department including High Court.	do
<i>Items attended to and disposed of by the I Deputy Registrar:</i>	
<i>Administration Branch I</i>	
76 Casual Leave in respect of staff under the control of I Deputy Registrar.	Section Officers concerned may be empowered to sanction casual leave to all non-gazetted staff and Class IV Officers working under them.
77 Maintenance of Service Registers of the staff of High Court.	No change.
78 Maintenance of Order Book in which administrative order are entered.	Section Officers may maintain the 'Order Book'.
79 Opening of tappals received by the High Court by post and hand delivery, then sending the same to the Registrar if it is important.	May be done by the Section Officer in charge of the current section.
<i>Accounts Branch</i>	
80 Supervision over 190 Class IV servants of the High Court.	Section Officers concerned may attend to this work under the general supervision of the Deputy Registrar.



(1)	(2)
81 Work relating to the Watch and Ward duties of the High Court Buildings.	Section Officers concerned may attend to this work under the General Supervision of Deputy Registrar.
82 Supply of stationery to Court halls and the Hon'ble Judges.	do
83 Issue of Receipt orders in respect of Judicial Deposits.	No change.
84 Issue of Cheques in respect of Judicial Deposits.	No change.
85 Bills pertaining to typing and translation charges.	No change.
86 Distribution and stock verification of furniture.	No change.
87 Statement (periodical) in respect of Judicial Deposits.	No change.
88 Day-to-day cash transactions and control over the same.	No change.
<i>Board Branch</i>	
89 Scrutiny of the preparation of ready list of cases in the High Court.	No change.
90 Preparation of warning lists.	No change.
91 Preparation of sitting lists.	No change.
92 Posting of cases before various Benches directly for hearing orders etc.	No change.
93. Maintenance of "A" Diary in respect of 'disposed of' cases.	No change.
<i>Confidential Branch</i>	
94 Approval of draft letters to subordinate Courts communicating instructions issued in monthly Civil and Criminal copying returns and four-monthly civil returns.	No change.
95 Checking and closing of files of the Confidential Branch.	No change.

(1)	(2)
96 Maintenance of Personal Files and history of service of all the Judicial Officers in the State.	No change.
<i>All Branches</i>	
97 Calling for particulars requiring to be furnished but not furnished by subordinate Courts when references are received and calling for rectification of defects.	No change.
98 Issuing reminders to Government, Accountant General etc., and D.O. Reminders to Subordinate Courts and the Under Secretaries to the Government, Accountant General etc.	No change.
99 Approval of all draft letters other than those addressed to Government, other High Courts and Supreme Court.	No change.
100 Signing all letters to subordinate Courts, Accountant General and Government.	No change.
101 Granting C. L. to all N. G. Os working under I Deputy Registrar.	Section Officers concerned sanction casual leave to the non-gazetted and Class IV Officers working under them.
102 Closing of files and recording them as R. Dis/D.I.Dis/D.2.Dis.	Section Officers concerned may close and record files.
<i>General</i>	
103 Attesting affidavits to be filed in Supreme Court whenever necessity arises to do so.	No change.
104 Supervision over Four Administration and One Judicial branches consisting of 5 Section Officers and officials.	No change.

(1)	(2)
<i>A. Matters which are submitted to the Hon'ble Judges Through the Registrar.</i>	
<i>Administration Branch II</i>	
1 Disciplinary enquiries relating to non-gazetted staff of the Subordinate Courts (there are about 4605 posts of non-gazetted officials apart from the posts in Land Tribunals in the subordinate Courts, both Class III and Class IV)	No change.
2 Other departmental enquiries relating to non-gazetted staff of the subordinate Courts	No change.
3 Complaints against non-gazetted staff of the Subordinate Courts	May be submitted through the Section Officer, direct to the Registrar and may be disposed of by him.
4 Filling up of the vacancies of non-gazetted posts in the subordinate Courts in relaxation of economy orders	do
5 Granting extension of service to copyists and copyists-examiners in the entire State and Process staff of Hyderabad Karnatak area.	do
6 Application for extension of service and re-employment of non-gazetted staff of subordinate Courts generally and also applications for withdrawing resignations etc.	do
7 Applications for appointment to the non-gazetted posts of subordinate Courts.	May be finally disposed of by the Registrar.
8 Sanctioning of additional posts (non-gazetted) in the subordinate Courts including upgrading of posts.	No change.
9 Appeals by non-gazetted staff of subordinate courts against orders of promotion, fixation of seniority and penalties imposed in disciplinary enquiries.	No change.

(1)	(2)
10 Communication of Government Orders relating to service matters of non-gazetted staff of Subordinate Courts.	May be finally disposed of by the Registrar.
11 Legislative Assembly questions relating to service matters of non-gazetted staff of subordinate Courts.	do
12 Returns received from subordinate courts relating to service matters of non-gazetted staff of subordinate Courts.	do
13 Promotion of non-gazetted staff of subordinate courts to posts of Head Munshis of Munsiffs' Courts and above.	No change.
14 Transfer of non-gazetted staff of subordinate Courts.	No change.
15 'Seniority' of non-gazetted staff of subordinate Courts.	No change.
16 Inspection of the Office of District and Sessions Courts, only regarding the correctness of the appointments made to posts below Head Munshis of the Munsiffs Courts and observance of Government Orders relating to reservation of vacancies for Scheduled Castes, Scheduled Tribes and Backward Classes.	No change.
17 Regularisation of services of local candidates.	May be disposed of by the Registrar.
18 Writ Petitions filed by non-gazetted staff of subordinate Courts and notices issued under Section 80 C.P.C. and suits filed by them.	do
19 Continuance of temporary non-gazetted posts of subordinate Courts.	do
20 Confirmation of non-gazetted staff of subordinate courts or making them quasi-permanent.	May be disposed of by the Registrar.

(1)

(2)

*Administration Branch—III*

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|---|--|---|
| 1 | Miscellaneous service matters, for example, change of date of birth, condonation of break in service, making special rules regarding service matters etc.  | No change.  |
| 2 | Other miscellaneous matters relating to the administration of Judicial Department; for example theft of properties in Courts, loss of records, loss of library books, sale of condemned articles like furniture and gazette, deputation of officials on duty outside District and State, complaints against lower courts such as non-payment of T. A. to witnesses, delay in disposal of cases etc., Legislative Assembly questions on miscellaneous subjects and several other matters. | All matters other than those connected with the Legislative Assembly Questions involving matters of policy may be disposed of finally by the Registrar. |
| 3 | Complaints against legal practitioners.  | No change.  |
| 4 | Renewal of Pleadership certificates.   | No change.  |
| 5 | Communication of Government Circulars, Notifications etc., regarding matters other than service matters but relating to amendments to M. C. S. Rs., M. F. C., M. C. E. etc.  | May be finally disposed of by the Deputy Registrar.   |
| 6 | Processes and decree transfer proceedings received from courts outside Mysore State for service and execution in courts of the State.  | The Registrar may deal with these cases finally.  |
| 7 | Amendment to recruitment rules and Schedule to the C. C. A. Rules.   | No change.  |
| 8 | Review of the work of inspection made by six Court Fee Examiners of the sufficiency of Court Fee paid in suits, appeals and other proceedings in all the subordinate Courts. Matters of general importance pointed out by the Court Fee Examiners.   | No change.  |

(1)	(2)
<i>Administration Branch IV</i>	
1 Fixation of pay and protection of pay of non-gazetted officials of subordinate Courts.	May be finally disposed of by the Registrar.
2 Sanctioning allocation statements of Non-gazetted officials of subordinate Courts in the revised pay scales of 1957 and 1961.	do
3 Special pay and allowances to Non-gazetted officials of subordinate Courts.	do
4 Provident Fund advance and withdrawals and medical charges relating to Hon'ble Judges of the High Court.	No change.
<i>Stationery, Forms and Records Branch</i>	
1 Indenting and supplying stationery and forms to the office of the High Court.	May be disposed of finally by the Deputy Registrar.
2 General control over the supply and utilization of stationery and forms in subordinate Courts.	do
<i>Decree Branch</i>	
1 Complaints regarding delay in returning records etc. to Subordinate Courts.	do
2 Correspondence with the Supreme Court relating to appeals filed in the Supreme Court—regarding service of notices, preparation of transcript records, communication of the final orders of the Supreme Court etc.	do
<i>B. Matters which are submitted to the Registrar and disposed of by him.</i>	
<i>Administration Branch II</i>	
1 Granting leave to non-gazetted staff of subordinate courts, where leave is required to be granted by the Head of the Department.	May be submitted by the Section Officers concerned direct to the Registrar, who may dispose them of.

(1)

(2)

*Stationery, Forms and Records Branch*

- |   |   |  |
|---|---|--|
| 1 | Correspondence relating to the remuneration bills of the Advocate General and High Court Government Pleaders etc. (The bills are countersigned for appearance by the Registrar and for this purpose they are being submitted to the Registrar directly by the Branch. | Court Officers concerned may deal with these matters directly under the supervision, direction and control of the Registrar. |
|---|---|--|

*All Branches under the control of the II Deputy Registrar*

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|---|---|--|
| 1 | Calling for further particulars from the Subordinate Courts and Government in some cases  | May be submitted direct by the Section Officer or Senior Assistant to the Deputy Registrar who may deal with them finally. |
| 2 | Issuing reminders to Chief Secretary to Government, other High Courts and Supreme Court   | do   |
| 3 | Approving draft letters addressed to the Government, other High Courts and Supreme Court and signing the letters addressed to the Chief Secretary to the Government, other High Courts and Supreme Court. | No change.   |
| 4 | Communicating certain orders of the Government in certain matters where the High Court's proposals have been totally accepted   | May be submitted direct by the Section Officer or Senior Assistant to the Deputy Registrar who may deal with them finally. |
| 5 | Matters purely of a routine nature where no further action is required to be taken.   | do   |

*C. Matters which are submitted to the Hon'ble Judges directly by the II Deputy Registrar.**Administration Branch—II*

- |   |   |   |
|---|---|---|
| 1 | Appeals relating to service matters other than those mentioned under the heading 'A' above, relating to non-gazetted staff of Subordinate Courts. | No change (except where under heading 'A' above it has been suggested that papers need not be submitted to the Judges). |
| 2 | All service matters in general relating to non-gazetted staff of subordinate Courts, which are not covered under the other heads.                 | No change (except where under other heads, it has been suggested that papers need not be submitted to the Judges).      |

(1)	(2)
<i>Administration Branch—IV</i>	
1 Condoning delay and sanctioning belated claims of increments, D.A., Arrears of Pay etc., regarding the Non-gazetted officials of subordinate Courts.	May be finally disposed of by the Deputy Registrar.
2 Sanctioning charge allowance to Non-gazetted officials of subordinate Courts where it has to be done by the High Court.	do
3 Granting advances and withdrawals from General Provident Fund to all the officers and officials of both the High Court and the subordinate Courts.	Papers may be submitted by the Section Officer directly to the Registrar and may be disposed of by him finally.
4 Granting reimbursement of medical charges to officers and officials of the High Court and subordinate Courts.	Papers may be submitted by the Section Officer directly to the Registrar and may be disposed of by him finally.

*Stationery, Forms and Record Branch.*

Complaints by subordinate Courts of non-supply of stationery and forms by Director of Printing and Stationery.	May be disposed of finally by the Deputy Registrar.
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*D. Matters disposed of by the II Deputy Registrar.**Administration Branch—III*

1 Disposal of the replies received to the check slips issued by the Court Fee Examiners in all the subordinate Courts and watching the clearance of the objections raised by the Court Fee Examiner.	No change.
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*Decree Branch*

1 Signing fair copies of Judgments and final orders in all the Civil cases disposed of by the High Court.	No change.
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(Roughly 7 or 8 thousand Civil cases are disposed of every year in the High Court. On an average the number of copies of judgments etc., to be signed in a case may be about 4 or 5)



(1)	(2)
2 Finalising draft decrees, Writs, Awards, Formal orders and Memos of costs in all Civil cases disposed by the High Court and signing them finally.	No change.
3 Signing and issuing notices in appeals to the Supreme Court.	No change.
4 Signing fair copies of Judgments etc. received from the Supreme Court.	No change.
5 Considering the reasons given by 3rd party applicants and granting them certified copies in all kinds of judicial matters in the High Court.	No change.
6 Considering the reasons given for urgent delivery of copies and passing necessary orders in urgent copy applications in all judicial matters in the High Court.	No change.
7 Passing other orders in copy applications in all judicial matters, such as notifying them for rectifying defects, rejecting them etc.	No change.
<i>Stationery, Forms and Records Branch</i>	do
1 Issuing certificates for refund of Court Fee and processes-fee ordered by the High Court in all kinds of judicial matters.	
2 Ordering the return of documents produced in all kinds of judicial matters in the High Court.	do
3 General supervision over the Judicial and administrative record rooms of the High Court and ordering destruction of time-barred records.	do
4 Periodical verification of Stationery and forms.	do
<i>Note:—The Second Deputy Registrar is appointed as the Officer to control the utilisation of stationery in the Judicial Department.</i>	
<i>All Branches under the control of the II Deputy Registrar.</i>	
1 Calling for particulars required to be furnished but not furnished by subordinate courts when references are received and calling for rectification of defects.	No change.

(1)	(2)
2 Issuing reminders to Government, Accountant General etc. and D. O. Reminders to subordinate courts and the Under Secretaries to the Government Accountant General etc.	No change.
3 Approval of all draft letters other than those addressed to Government, other High Courts and Supreme Court.	do
4 Signing all letters to subordinate Courts, Accountant General, Government (except Chief Secretary to Government).	do
5 Granting C. L. to all Non-Gazetted officials working under II Deputy Registrar except Court Fee Examiners.	The Section Officers concerned may be empowered to sanction C. L. to all non-gazetted and Class IV Officers under their control.
6 Closing of files and recording them as R. Dis., D (1) and D (2) Dis.	May be entrusted to the Section Officers concerned.
<i>General</i>	
Attesting affidavits to be filed in Supreme Court, wherever necessity arises.	May be entrusted to the Deputy Registrar.

**Additional Financial powers proposed by the High Court and recommended by the Commission**

Sl. No.	Nature of Financial powers to the High Court	Existing	Proposed	Recommended
1	2	3	4	5
1	Creation of posts	...	<p><i>Permanent post</i> To create all Class III and Class IV posts</p> <p><i>Temporary post</i> To create for any specified period not exceeding two years, temporary posts in Class II and posts of Munsiffs and Magistrates</p>	<p>May be accepted</p> <p>May be accepted</p>
2	Expenditure on contingencies and purchase of stores other than expenditure on purchase of books and publications and local purchase of stationery	<p>(i) Recurring contingent charges upto Rs. 25 per mensem for a total period not exceeding three years</p> <p>(ii) Non-recurring expenditure up to Rs. 500 the limit referring to the cost of each article or any number of articles of the same kind purchased at any one time,</p>	<p>(i) Recurring contingent charges Rs. 1,000 per annum in each case (other than electric charges and telephone charges)</p> <p>(ii) Full powers on non-recurring expenditure on contingencies and purchase of stores other than for works subject to availability of funds by valid appropriation re-appropriation from within the sanctioned budget allotment</p>	<p>May be accepted</p> <p>May be accepted</p>
3	Local purchase of Stationery Stores	Upto Rs. 1000 at a time and subject to the annual limit of Rs. 5000.	Upto a limit of Rs. 5000 per annum	May be accepted
4	Miscellaneous expenditure	...	<p>(i) Recurring Rs 200 per annum on each item</p> <p>(ii) Non-recurring Rs. 1000 on each item</p>	<p>May be accepted</p> <p>May be accepted</p>
5	Expenditure on entertainment at Meetings, Conferences and Seminars	...	Rs. 5000 per annum on reception, luncheon parties and dinners to entertain guests at official functions	May be accepted
6	Remission of Disallowances by Audit and writing off over payments made to Government servants	...	Full powers to waive the recovery of an amount disallowed by an audit officer or otherwise found to have been over paid to a Government servant	May be accepted subject to usual conditions
7	Writing off of losses of stores, money, advances etc.	<p>(a) Value of stores etc. lost and irrecoverable of departmental revenue upto Rs. 500 per year</p> <p>(b) Irrecoverable advances upto Rs. 100</p> <p>(c) ...</p>	<p>Rs. 5000 in each case</p> <p>Rs. 5000</p> <p>Deficiencies and depreciation in value of furniture Rs. 5000 in each case</p>	May be accepted
8	Power of appropriation and re-appropriation of funds	Rs. 3000 per annum for detailed head	Full powers of appropriation and re-appropriation.	May be accepted subject to usual conditions

CHAPTER 46  
HIGH COURT OF MYSORE

Sl. No.	Designation	No. of Posts	Existing scale of pay and special pay	Recommended scale of pay and Special Pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Registrar	...	1 1100—50—1200—60—1800 +Special pay Rs. 150 p. m.	1800—100—2000 (Selection Grade) +Special pay Rs. 150 p. m.	
2	Joint Registrar	...	1 (New) ...	1300—60—1600—50—1800 (If held by a Dist. Judge Special Pay Rs. 150 p. m.)	
3	Special Officer	...	1 600—40—1000	...	To be abolished
4	Deputy Registrar	...	3 600—40—1000 +Special pay Rs. 75 p. m.	.900—40—1100—50—1300 (If held by a Civil Judge Special Pay Rs. 100 p. m.)	One post to be abolished in due course.
5	Accounts Officer	...	1 350—25—650—30—800	400—30—700—EB—40—900	
6	Assistant Registrar	...	2 ...	450—30—660—EB—40—900 (If held by Munsiffs Special Pay Rs. 75 p. m.)	New post
7	Private Secretary to Chief Justice	...	1 350—25—650—30—800 +Special pay Rs. 50 p. m.	400—30—660—EB—40—900 +Special pay Rs. 50 p. m.	
8	Section Officer	...	19 250—20—350—25—500	275—20—375—EB—25—525	
9	Court Officer	...	15 250—20—350—25—500	275—20—375—EB—25—525	
10	Court Fee Examiner	...	6 220—10—320—15—440	275—20—375—EB—25—525	
11	Senior Assistant	...	...	225—10—305—15—350—EB—20—450	New post
12	Indexers	...	2 220—10—320—15—440	275—20—375—EB—25—525	
13	Audit Superintendent	...	6 220—10—320—15—440	250—10—300—15—420—EB—20—500	
14	Court Keeper	...	1 150—8—190—10—320	170—5—180—8—220—EB—10—300	
15	Accountant	...	2 150—8—190—10—270	170—5—180—8—220—EB—10—300	
16	I Division Clerk	...	61 130—5—150—8—190—10—270	170—5—180—8—220—EB—10—300	
17	Audit Clerk	...	12 130—5—150—8—190—10—270	170—5—180—8—220—EB—10—300	
18	Assistant Librarian	...	1 130—5—150—8—190—10—270	170—5—180—8—220—EB—10—300 +Special pay Rs. 20 p. m.	
19	Translator	...	18 130—5—150—8—190—10—270	170—5—180—8—220—EB—10—300	
20	Judgment Writer	...	29 150—10—260—15—350—25—500	250—10—300—15—420—EB—20—500	

1	2	3	4	5	6
			Rs.	Rs.	
21	Judgement Writer Selection Grade ...	3	...	300—25—550—EB—30—700	New posts
22	I Grade Stenographer ...	14	...	170—5—180—8—220—EB—10—300 + Special Pay Rs. 30 p. m.	New posts
23	II Grade Stenographer ...	39	80—3—110—4—130—5—180 + Special Pay Rs. 20 p. m.	...	To be abolished.
24	Catalogist-cum-Typist ..	1	130—5—150—8—190—10—270	170—5—180—8—220—EB—10—300	
25	Copyist Examiner ...	3	130—5—150—8—190—10—270	170—5—180—8—220—EB—10—300	
26	II Division Clerk ...	66	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
27	Copyist-Typist ...	20	80—3—110—4—130—5—150 + Special Pay Rs. 10 p. m.	95—3—125—4—145—EB—5—200 + Special Pay Rs. 10 p. m.	
28	Kannada Typist-Copyist ...	1	80—3—110—4—130—5—150 + Special Pay Rs. 10 p. m.	95—3—125—4—145—EB—5—200 + Special Pay Rs. 10 p. m.	
29	Copyist ...	2	80—3—110—4—130—5—150	95—3—125—4—145—EB—5—200	
30	Typist ...	1	80—3—110—4—130—5—150 + Special Pay Rs. 10 p. m.	95—3—125—4—145—EB—5—200 + Special Pay Rs. 10 p. m.	
31	Van Driver ...	2	70—2—80—3—110	85—2—95—3—125—EB—4—145	
32	Mutchi ...	7	70—2—90	80—2—90—3—120—4—140	
33	Attender ...	10	70—2—90	85—2—95—3—125—EB—4—145	
34	Jamedar ...	16	70—2—90	85—2—95—3—125—EB—4—145	
35	Dafterband ...	4	65—2—85	80—2—90—3—120—4—140	
36	Caretaker ...	1	55—1—65—2—75	60—1—80—2—90	
37	Van Cleaner ...	1	55—1—65—2—75	60—1—80—2—90	
38	Peon ...	74	50—1—60	60—1—80—2—90	
39	Cycle Orderly ...	4	50—1—60 + C.A. Rs. 6 p. m.	60—1—80—2—90 + C.A. of Rs. 6 p. m.	
40	Watchman ...	32	50—1—60	60—1—80—2—90	
41	Scavenger ...	6	50—1—60	60—1—80—2—90	
42	Sweepers ...	16	50—1—60	60—1—80—2—90	
43	Lift Attender ...	1	70—2—80—3—110	85—2—95—3—125—EB—4—145	