

REPORT
OF THE
PAY COMMITTEE
PART I



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REPORT OF THE PAY COMMITTEE

Part I

CHAPTER I

INTRODUCTORY

Appointment of the Committee.—The question of instituting an enquiry into the conditions of service and pay scales of the low-paid Government employees has been engaging the attention of the Government of Andhra Pradesh for some time past. Representations having been received from time to time about the hardships caused by the impact of recent increases in the cost of living, the Government in G.A.D. G.O. Ms. No. 780, dated the 19th May, 1958 and No. 1062, dated the 10th July 1958 announced the appointment of a Pay Committee to make an adequate, if not elaborate, enquiry into the living conditions of its low-paid employees and to recommend appropriate action, as speedily as possible, in regard to their grievances. The Pay Committee was constituted as follows :—

Chairman :—

1. Sri K. Brahmananda Reddi, Minister for Finance.

Members :—

2. Sri V. B. Raju, Minister for Planning and Information.
3. „ P. Sundarayya, M.L.A.
4. „ A. V. Bhanoji Row, M.L.A.
5. „ L. N. Gupta, I.A.S., Secretary to Government, Health & Local Administration Department.

Secretary :—

6. Sri A. L. Kantha Rao, B.A., Assistant Secretary, Finance Department.

2. *Terms of Reference.*—The terms of reference of the Committee were :

“(1) To enquire into and make recommendations regarding,

(i) the existing structure of pay scales of the various categories of Government employees, the minimum of

whose scale of pay is Rs. 250 or less, but excluding employees in Industrial undertakings of Government ; and

(ii) the existing service conditions with particular reference to leave and pensionary benefits.

(2) The Committee in making its recommendations will keep in view the present finances of the State Government and any recommendations, which it may make, should not impinge upon the size and the orderly execution of the Second Five-Year Plan, nor on the available resources earmarked for the execution of Planned Programmes.

(3) There obtains at present a multiplicity of pay scales and it is often said that this is not conducive to efficiency and contentment and securing the maximum effort out of Government employees. The Committee may also go into this question and make its suggestions for a rationalised structure of pay scales by minimising their number as far as practicable.

(4) The Committee is also not precluded from making recommendations for any measure of interim relief, if it considers that its final recommendations would take time for formation ”.

3. Subsequently, the Government in G.A.D. G.O., Ms. No. 1290, dated 20-8-1958 enlarged the scope of enquiry of the Committee by addition of the following to item (1) of the terms of reference, so as to cover an examination of the pay structure of the employees of Local Bodies also, *i.e.*, Municipalities, District Boards and Panchayats :

“ (iii) The existing structure of pay scales of the various categories of employees of the Local Bodies (Municipalities, District Boards and Panchayat Boards) the minimum of whose scale of pay is Rs. 250 or less ”.

4. The first meeting of the Committee was held on the 5th July 1958 when matters relating to the terms of reference of the Committee and its future programme of work were generally discussed. As the pay structure of employees of the industrial undertakings of Government has been excluded from our purview, a question arose as to what the industrial undertakings comprise. It was ultimately decided that the scales of pay and conditions of service of the employees (of those departments) covered by the Report of the Two-Man Committee on Wages and Dearness Allowance, 1956-57,

and on which the Government have already taken decisions, need not be considered by the Committee. The case of employees of the Government establishments mentioned below has not, therefore, been taken cognisance of while making our recommendations :--

1. Electricity concerns,
2. P.W.D. Workshops,
3. Drainage Works,
4. Water Works, and
5. Government Distilleries.

5. A comprehensive Questionnaire (*vide* Annexure I) bearing on the terms of reference was also drawn up and issued to all Secretaries to Government and Heads of Departments, Members of the Legislative Assembly and the newly constituted Legislative Council and Service Associations and Unions. We are indebted to those who found time to send to us written memoranda and replies to the questionnaire (*vide* Annexure II).

6. The Secretaries to Government, Heads of Departments and all District Collectors were also requested to furnish information to the Committee regarding the present scales of pay of all Government employees (excluding employees of Industrial undertakings of Government) the minimum of whose scale of pay is Rs. 250 or less, the strength of several classes of subordinate, ministerial, executive and technical establishments in their respective departments, together with their qualifications and the strength and duration of temporary establishments, if any, and those chargeable to contingencies and work-charged establishments, separately. With the exception of a few, all the departments have furnished the data called for.

7. The Committee so far held (42) meetings, and examined (26) witnesses, with a view to ascertaining their view-points as to what might be regarded as fair standards of remuneration for the various classes of low-paid employees. The list of persons interviewed is given in Annexure III appended to this volume.

8. As the terms of reference of the Committee were far wide and the work entrusted to the Committee was of a formidable

nature, the Committee decided to submit its report in 2 Parts as and when they were ready, instead of waiting for the full report covering all the terms of reference. Part I of the Report deals with salary-structure, including dearness allowance of Government employees, the minimum of whose existing pay scale is Rs. 250 or less and Part II relates to revision of pay scales of employees of Local Bodies (including Municipalities, District Boards and Panchayats) the minimum of whose scale of pay is Rs. 250 or less, establishments paid from Contingencies and work-charged Establishments (provided they fall within the Committee's Terms of Reference) and the recommendations of the Committee on the conditions of service of Government employees.

CHAPTER II

Interim Relief

9. The first task to which we addressed ourselves was to formulate the procedure of our enquiry. As enjoined in item (4) of our terms of reference, we gave precedence to the consideration of the question of 'interim relief'. Almost all the Non-gazetted Officers' Associations who appeared before us to tender evidence were unanimous on this point and impressed on us the expediency for the grant of some measure of alleviation of the distress caused by the abnormal rise in the cost of living. We bestowed sufficient thought on this aspect of our enquiry. While the Committee has every sympathy with this request of the low-paid employees and there can be no two opinions about the fact that the significant rise in the cost of living in recent times must have caused some hardship to the employees of the lower pay ranges, the Committee felt that any commitment in this direction at this juncture, when the Government have already announced in Press Note No. 79, dated the 7th August 1958, that the Pay Committee would submit its final report on the pay structure of low-paid employees by about the middle of September 1958 and that the Government would announce their decisions thereon as soon as possible, would have repercussions on the final findings of the Committee with regard to the future pay structure.

10. Besides, the Government have already sanctioned the following relief measures to low-paid employees after 1st April 1957, involving an additional cost of over Rs. 2.5 crores per annum :

(1) *Ad-hoc* increase of Rs. 6 p.m. as from 1st April, 1957 in Dearness Allowance to all employees of Government (excluding Industrial Undertakings) and Local Bodies and Aided Primary School Teachers drawing emoluments up to Rs. 100 p.m.

(2) Grant of City Dearness Allowance of Rs. 6 p.m. to Government employees drawing up to Rs. 200 p.m. in the twin cities of Hyderabad and Secunderabad. This was subsequently extended to the employees of the Hyderabad and Secunderabad Municipal Corporations and Electricity Workers, etc.

(3) Fixation of minimum pay-packet of Rs. 50 per mensem for employees in Industrial Undertakings of Government, exclusive of House Rent and City Allowance.

(4) *Ad-hoc* increase of Rs. 5 per mensem in basic pay to Teachers of Primary and Secondary Schools run by Government, Local Bodies and Private Aided Schools.

(5) Grant of increased emoluments to Village Officers in Andhra area, following the recommendations of the Village Officers' Inquiry Committee.

11. The Committee was required to make recommendations for any measure of interim relief only if its deliberations were likely to be protracted for an unduly long period and its final findings considerably delayed. In view of the announcement of the Government on the decision of the Committee to submit its report to Government as early as possible, the Committee considered that any specific recommendation for the grant of relief on an *ad-hoc* basis for this short period would be inappropriate and inopportune. The Committee, however, regrets that a certain amount of delay in the submission of its report has become unavoidable, in spite of best efforts.

CHAPTER III

Financial Resources for the Second Five-Year Plan.

12. Item (2) of the terms of reference to the Committee envisaged that the Committee in making its recommendations

would keep in view the present finances of the State Government and any recommendations that it might make should not impinge upon the size and the orderly execution of the Second Five-Year Plan nor on the available resources earmarked for the execution of planned programmes. Therefore, to have a correct appraisal of the resources available for the implementation of the Plan Schemes during 1958-59, the financial position of the State, according to Budget Estimates 1958-59, may be briefly indicated as below :-

	Rs. in lakhs.
<i>A- Revenue Account :</i>	
1. Revenue receipts (exclusive of Central Grant and share of Central Taxes)	4279.40
2. Grants-in-aid and share of Central Revenues under the Award of the Finance Commission	1692.96
3. Specific Grants from the Centre for the State and Centrally sponsored schemes ..	393.52
Total Revenue ..	<u>6365.88</u>
4. Expenditure (excluding Plan Outlay) ..	5303.43
5. Plan Outlay, both on the State and Centrally sponsored schemes	983.91
Total Expenditure ..	<u>6287.34</u>
<i>Surplus on Revenue Account</i>	78.54
<i>B-Capital Account :</i>	
1. Market borrowings	500.00
2. Loans from the Centre :	
(a) under Small Savings ..	100.00
(b) for State Plan Schemes ..	1460.00
(c) For Centrally sponsored schemes	207.15
(d) other loans	116.18
3. Net receipts under Debt, Deposits and Remittance Heads	587.98
Total Capital Receipts ..	<u>2971.31</u>

4. Capital Outlay on State and Centrally sponsored Plan Schemes	..	Rs. in lakhs. .. 2278.38
5. Non-plan Capital Outlay	..	.. 203.60
6. Net Outlay on State Trading	..	.. 3.34
7. Debt to be discharged .. *	..	.. 621.96
		<hr/>
Total Capital Outlay	..	3107.28
		<hr/>
Deficit on Capital Account	..	135.97
		<hr/>
<i>Net result, both on Revenue and Capital Account</i>		<i>—57.43</i>
		<hr/>

13. It may be added here that any short-fall in Plan expenditure during the first three years of the Second Five-Year Plan will have to be made good and provided for during the last two years of the Plan period, i.e., 1959-60 and 1960-61, so as to fulfil the target of Rs. 175.74 crores allotted for the Plan. The expenditure expected to be incurred on Plan Schemes during the first three years is roughly estimated at about Rs. 84 crores and provision is required to be made for over Rs. 90 crores during the next two years. It will, therefore, be necessary for the State Government to find the necessary resources for the Plan, with a view to achieve this objective and reach the target already fixed.

14. In the questionnaire issued by us, we invited suggestions for increasing the State Revenues or for economies in expenditure. Though certain suggestions were received in this respect, they are not of such a nature as would yield any substantial results in either direction.

15. It may be mentioned here that the allocation of the Public Debt of the State among the successor States, in accordance with the provisions of the Andhra State Act, 1953 and the States Reorganisation Act, 1956, is yet to be done. Pending final allocation, it has been provisionally agreed that the Public Debt Liability will be borne by the successor States, according to the population ratio. On this basis, the Debt Liability of Andhra Pradesh on the 31st March 1958 works out to over Rs. 147 crores. The Unfunded Debt of the State as on 31st March 1958 amounted to Rs. 758 lakhs. The Debt Charges on the above Loans amounted to about Rs. 505 lakhs per annum.

16. As it was felt that the existing terms in respect of repayment of principal as well as interest on Central Loans were causing a heavy drain on the resources of the State's finances, steps are being taken by the Government to approach the Government of India for the acceptance of the recommendations of the Finance Commission on the scheme of Consolidation of Loans, including liberalisation of the rates of interest.

17. It may also be added here that the State Government have already taken action during the last two years to impose fresh taxes, such as Purchase Tax on Food-grains, Sales Tax on Country-tobacco, Inter-State Sales Tax, levy of Surcharge on Land Revenue, levy of Special Assessment on lands growing certain Commercial Crops, Sugar-cane Cess and the like, for financing Development Schemes, which measures are expected to yield an additional revenue of Rs. 5 crores during the year 1958-59 and total additional revenue of about Rs. 20 crores during the period of the Second Plan.

18. In spite of all these measures, the commitments of Government are so heavy, that unless new measures for raising additional revenues and for economising expenditure are taken up, it may not be possible to keep up the tempo of Development and go in for additional commitments. Our detailed recommendations in this regard are contained in Chapter XII.

CHAPTER IV

Cost of Living Index

19. In one of the written replies to the questionnaire, the Andhra Pradesh Non-gazetted Officers' Association suggested that one of the principles which should govern the determination of the pay structure of the low-paid Government employees is the cost of living. The Andhra Pradesh Secretariat Services' Association and similar other Associations also laid stress that the pay scales to be formulated by the Committee should be commensurate with the cost of living index.

20. The Central Pay Commission (1946) used an index of cost of living worked out by the Central Statistical Organisation as an average of the series for six major Centres, based on August 1939=100. When the Commission made its

recommendations, the average cost of living index was round about 285. The average index numbers considered by the Central Pay Commission (1957), while recommending an award of interim relief of Rs. 5 per month to all Central Government employees drawing a basic pay of Rs. 250 per month, were as below :—

	(Base August 1939=100)		(Base August 1939=100)
1948 ..	346	January 1957 ..	381
1949 (January)	356	February 1957 ..	381
1950 ..	360	March 1957 ..	381
1951 ..	374	April 1957 ..	384
1952 ..	367	May 1957 ..	392
1953 ..	377	June 1957 ..	399
1954 ..	360	July 1957 ..	399
1955 ..	342	August 1957 ..	402
1956 ..	374	September 1957 ..	399
		October 1957 ..	395

21. In the absence of any specific data on the cost of living indices for the Andhra Pradesh State with 1939 as the base year, the Director, Bureau of Economics and Statistics was requested to furnish the working class consumer price-index for the State, based on 1949=100. The indices prepared by the Bureau of Economics and Statistics for all the 20 district centres of the State are given in Annexure IV to this Volume.

22. The pay scales were last revised in the composite Madras State in 1946 and in 1947 in the erstwhile Hyderabad State, taking into consideration the cost of living index then obtaining on the probability that prices would ultimately get established in the vicinity of 160 to 180 points. As per the above table adopted by the Central Pay Commission, 1957, the All-India Index Number for October 1957 was 395, which may now be assumed to have risen approximately to 400 points. The Committee, therefore, considered that it would be appropriate to compare the present cost of living with the cost of living index in 1947 (285), when the present scales were framed, to view the question of up-grading of the

present pay scales. On this basis, the present cost of living works out to an increase of about 40 per cent over the figure of 1947. According to the working class consumer price indices furnished by the Bureau of Economics and Statistics, the rise varies between 35 to 37 per cent over the figure of 1949.

CHAPTER V

Pay Structure—General Considerations

23. One of our terms of reference was—

“There obtains at present a multiplicity of pay scales and it is often said that this is not conducive to efficiency and contentment and securing the maximum effort out of Government employees. The Committee may also go into this question and make its suggestions for a rationalised structure of pay scales by minimising their number, as far as practicable”.

24. The present pay structure of the Subordinate and State Services in the Andhra region of the State owes its existence to the recommendations of the Cabinet Salaries Committee constituted in 1946 in the composite Madras State. Consequent on the partition of the Madras State on 1st October, 1953 and the formation of a separate Andhra State, these services continued to be governed by the same set of pay scales and conditions of service, as were in force prior to partition. Similarly, the scales of pay of the Gazetted and Non-gazetted Services in force in the erstwhile Hyderabad State were last revised in 1947, under the recommendations of the Pay and Service Commission, though in certain cases pay scales have undergone a minor change during 1954 due to conversion of Osmania Sicca scales of pay into Indian Government Currency, as a result of the Demonetisation of the Osmania Sicca Currency into Indian Government Currency. These scales of pay continue to be in force for old Telangana employees even after the Re-organisation of States and the formation of the State of Andhra Pradesh as from 1st November 1956. Thus, there are two scales of pay and service rules prevalent now in this State for the same class of employees doing similar work in one and the same office. This has given rise to certain anomalies and disparities, which are now rampant and which have been a constant source of discontentment among the

employees. There is a large variety and heterogeneity in grades and nomenclatures among the various categories of Government employees and these discrepancies became more pronounced after the integration of the service personnel from both the regions of the State into one common cadre in the several departments of Government. The States Reorganisation Commission envisaged that the problems of integration of the service personnel of the reorganised States was of a most complicated nature and that much importance should be attached to the maintenance of the morale of the services and to measures which were necessary to ensure that the administrative efficiency was in no way impaired. In paragraphs 101 and 112 of the Report, the Commission observed—

“This must be regarded as the indirect cost of change ; to the extent that revision of salaries after reorganisation becomes inevitable (and such a revision, it must be remembered, can only be upwards) there will also be a direct recurring cost. It is not possible or necessary to attempt a forecast of this cost except to indicate broadly the magnitude of the problem. One estimate which has been made on assumptions is that the lumpsum provisions which will be needed in order to introduce uniform scales of pay may run into ten or eleven crores per annum. Without necessarily accepting this estimate, it may be assumed that one of the consequences of reorganisation will be the intensification of the existing demands for salary revision to such an extent as to render an increase in State Government’s expenditure unavoidable”.

“Whether there is or there is not a case for salary revision is not a question in which it is necessary for this Commission to express an opinion. In the event of a decision being ultimately decided upon, the State Government may be able to meet the extra cost involved in the introduction of uniform scales of pay by retrenchment and administrative rationalisation, to some extent, but too much reliance cannot be placed on these possibilities in the initial years after reorganisation. In the light of the experience of the working of some of the Part ‘B’ States, a reduction in the number of districts and other administrative units or large scale retrenchment, even if justified on administrative grounds, would appear to be a remote possibility—Retrenchment and rationalisation will have to be spread, in all probability, over a number of years ; the extra cost of salary revisions, will, therefore, be fairly heavy”.

25. Briefly said, the scales of pay now in force have been in existence for over eleven years, without any improvement in spite of the rise in prices resulting in a decline in the purchasing power of the rupee. There has, therefore, been an insistent demand for improving the lot of low-paid employees by offer of adequate scales of pay and better emoluments.

26. With the above background, we now proceed and examine as to what may be regarded as a minimum wage for a Class IV employee and an employee in Superior Service, taking the financial resources and other relevant factors into consideration. The Non-gazetted Officers' Association held that though the cost of living index stood at 395 points in October 1957, according to the Interim Report of the Central Pay Commission, 1957, leaving a margin for any probable downward trends, it should be assumed that prices might possibly stabilise at 360 points and that this figure might be taken as the base in the calculation of the quantum of minimum wage. The scales suggested by the Association for the various categories of posts were based on this assumption that the basic pay having been calculated on an index of 200 points, the difference, in the price level of 360 points and the level with reference to which the basic pay has been calculated, be provided for as representing Dearness Allowance. Although it is difficult to forecast with any exactitude the level at which prices will ultimately stabilise, the Committee proposes to proceed on the assumption that with the measures the Government should continue to take, the present high prices are bound to be arrested and with the large expansion of developmental activities and improvement in production and supply of food-stuffs and other necessities of life, they are likely to be stabilised at a reasonable level in due course.

27. The Non-gazetted officers' Association in its memorandum submitted to the Committee, suggested that the following principles should govern the determination of pay structure of the low-paid Government employees:

- (1) Cost of living,
- (2) Wages paid to comparable jobs in outside employment ; and
- (3) Minimum wage to form the base of the pyramid of salary structure.

28. It was also suggested by others in their replies to our questionnaire that in determining the pay structure, due consideration should also be given *inter alia* to the nature of work,

the duties and responsibilities attached to the posts, the minimum qualifications and training required and the status in life the employee is expected to maintain. These points are dealt with *in extenso* in the succeeding paragraphs.

29. In formulating our proposals for revised scales of pay, we have started as a rule from the category of Government employees in the lower rungs in service in the various departments of Government and then proceeded to consider the cases of employees in the next higher ranges. It is felt that the principle of providing for a living wage for low-paid employees has to receive greater consideration. In fixing the pay scales for the higher categories of employees also, due consideration has been given to the fact that the emoluments of an employee should be such as to afford him to lead a comfortable life consistent with his responsibility and work.

30. Another important factor that weighed with us in formulating revised scales of pay was the expediency of curtailing the number and multiplicity of pay scales inherited from the former Governments of Madras and Hyderabad, as far as possible, and of providing homogenous scales of pay for posts and services in which the duties and responsibilities were considered more or less the same, allowing a certain 'measure of elasticity' in the application of the principle of 'Equal pay for equal work'. Attempts have, therefore, been made to remove the anomalies inherent in the existing scales of pay and for evolving a simplified and rational pay structure, as enjoined by our 'terms of reference'.

31. Coming to the question of removal of existing disparities in scales *inter se* the Central and the State services, the State Government have got every sympathy with the employees in the matter and are not slow to recognise the difficulties of the situation. But in the matter of fixation of salaries for the employees of the State Government, we have to be guided by the local conditions and the financial resources of the State Government. It is unfortunate that the Central Pay Commission 1957 has not been asked by the Government of India to examine the conditions of service of State Government employees, with a view to reducing disparities between them and the Central Government employees. We understand that the State Government have already taken action to approach the Central Pay Commission to keep the interests of the entire country in view in making its recommendations and not deal with the pay scales for Central Government employees in

isolation. We hope that the State Government would pursue this matter further with the Central Government and try to obtain financial assistance for this purpose.

32. The Service Associations have in their memoranda referred to the salaries and allowances paid to employees in certain private industrial concerns to justify their claim for the higher scales of pay proposed by them and pleaded that the Government should lead as a 'model employer' by fixing the salaries of its employees at rates more favourable than in the private sector. Though a few prosperous concerns in the private enterprise, may be able to offer better salaries to their employees, yet, it should be said that a vast majority of concerns in the private enterprise are not paying even as much as the State pays to its employees. Greater security of tenure and pensionary and other benefits accruing in Government service and the very role of a Government servant offering opportunities for public service, are important factors, which should be given due consideration and precedence over the terms of employment offered in the private sector for comparable posts.

33. The Committee is also aware that anomalies now exist in the scales of pay applicable to employees from the Andhra and Telangana regions of the State. Under the proviso to subsection 7 of section 115 of the States Reorganisation Act, 1956 'Act XXXVII of 1956' the conditions of service applicable immediately before the appointed day to any person serving in connection with the affairs of an existing State, who is transferred to any successor State, shall not be varied to his disadvantage, except with the previous approval of the Central Government. In cases where the Telangana scales of pay were higher, protection has, therefore, been afforded to the present incumbents to retain their present scales as purely personal to them and future recruits will be given the Andhra scales. A further safeguard has also been provided to a Telangana employee to opt to the scale of pay of the former Hyderabad Government and to draw pay on promotion to a post one stage above the post held by him in a substantive capacity or on which he had officiated continuously for a minimum period of 3 years, immediately before the date of reorganisation, on the scale of pay that would have been admissible to him on such promotion in his parent State before reorganisation, if such scale was more favourable than the scale attached to the post in the new or Reorganised State to which he has been allotted. Such being the case, the existing scales will remain in operation at least for some time to come,

till the present incumbents in Telangana either retire or get promoted, when the existing disparity in scales will eventually disappear. Nevertheless, we are confident that a certain measure of uniformity will be achieved and the multiplicity eliminated in the revised scales of pay, which have been proposed by us, as our endeavour throughout has been to evolve liberalised pay scales as far as practicable, consistent with the financial resources, so as to benefit the employees of both the Andhra and Telangana areas and bring them on par with each other.

CHAPTER VI

Minimum Wage

34. The Service Associations emphasised that 'the entire pyramid of salary paid by the State, should rest on the base of a Minimum Wage'. The minimum wage cannot be static, as it depends on the changing requirements of a person in physical terms, the level of consumer prices and economic factors like the level of production and the structure of taxation. In determining a minimum wage, the following principle, advocated by the Administrative Reforms Committee (Bombay) 1956, may be taken as a guide :

“Existing and prospective national income has a far closer relation to the scales of pay than to what may be regarded as a minimum wage. Payment of less than the latter by the State to its employees would amount to sweating or exploitation. Whereas payment of scales higher than are warranted by a just system of taxation, and public expenditure is only feasible by way of putting unjust burdens on the poorer sections of the community”.

The Central Pay Commission, 1947, similarly observed that :

“The State is as much the trustee of the interests of every one of its subjects as of the interests of its employees and it will not be justified in increasing an unduly heavy burden of taxation on the subjects to raise money to pay its employees liberally ; for by doing so, it will be making it more difficult for the average citizen to get anywhere near a living wage for himself”.

35. We are of the opinion that there is a *prima facie* case for revision of salaries of low-paid employees, the justification for which lies in the change in economic conditions. As the category of peons and the employees discharging similar duties form the bulk of Class IV employees, this class of employees has been taken as the base in fixing a minimum wage.

36. The Central Pay Commission, 1947, adopted Rs. 55 p.m. as the minimum requirement of a Class IV employee of the Central Government at a cost of living index of 285—Rs. 30 as basic pay and Rs. 25 as dearness allowance excluding house rent allowance. The Commission also recommended a variation of Rs. 5 in dearness allowance on an increase or decrease in the cost of living index by 20 points. As the present cost of living index is estimated at about 400 points, on the basis of the recommendation made by the Central Pay Commission, the present emoluments of a Class IV employee in Central Services work out to Rs. 80—Rs. 30 as basic pay and Rs. 50 as dearness allowance, exclusive of house rent allowance.

37. In the year 1946, the Cabinet Salaries Committee (Karanth Committee), while revising the scales of pay of Government employees in the composite Madras State, fixed Rs. 32 p.m. for the Class IV employees—Rs. 16 as basic pay and Rs. 16 as dearness allowance—when the cost of living index was 240. This index was not related to the All India Cost of Living Index. These emoluments were later raised in 1948 to Rs. 36, exclusive of house rent allowance.

38. The Pay and Service Commission in the erstwhile Hyderabad State took into consideration the All India Cost of Living Index ranging between 260 and 280, when they made their recommendations during 1947 and fixed the emoluments of a Class IV employee at Rs. 34-30 nP—basic pay Rs. 21-40 nP. and dearness allowance Rs. 12-90 nP., excluding house rent allowance. The dearness allowance was later raised in 1949 to Rs. 15-43 nP.

39. Keeping the above factors in view and also the financial resources of the State Government, we propose to fix the minimum emoluments of a Class IV employee at Rs. 56 p.m. Rs. 26 as basic pay and Rs. 30 as dearness allowance. We suggest a scale of Rs. 26-1-40 (14 years) for the lower category of Class IV employees, such as peons, malis, etc., whose present scales of pay are Rs. 13-18, Rs. 18-21, Rs. 18-25, Rs. 21-26 and fixed salaries of Rs. 25 p.m. or below, provided they are

wholetime servants. This will reduce multiplicity of scales in the lower ranges. We also suggest that the minimum dearness allowance applicable to those employees drawing up to Rs. 43 p.m. should be Rs. 30 inclusive of the *ad-hoc* increase of Rs. 6 granted from 1st April 1957. The minimum emoluments of a peon in the proposed scale will, therefore, come up to Rs. 56 at the entry stage (Rs. 26 as basic pay and Rs. 30 as dearness allowance) with an increase of Rs. 15 over the 1956-57 level of Rs. 41 p.m. (Rs. 18 as basic pay, Rs. 18 as Dearness allowance and Rs. 5 house rent allowance in the case of an employee from Andhra area and Rs. 21 as basic pay, Rs. 15-43 nP. as dearness allowance and Rs. 4-29 nP. as house rent allowance in the case of a Telangana employee).

40. The next higher category of employees largely comprises Attenders, Daftaries, Jamedars, Dafedars and the like, who are at present in the scales of Rs. 22-30, Rs. 25-30 Rs. 24-35, Rs. 26-32 Rs. 32-38, etc. For this class of employees we recommend the scale of Rs. 30-1-45 (15 years).

41. The Committee also considered it desirable that instead of the present terms such as Jamedar, Dafedar, Peon, Inferior servants, etc., employees in the grade of Rs. 30-1-45 and Rs. 26-1-40 may henceforth be designated generally as 'Atenders' except in the case of those employees who are designated with some specific reference to the nature of their duties, such as malis, watchmen, etc.

42. For employees whose present scales of pay are higher than those of Jamedars, Attenders, etc., and range between Rs. 30 to Rs. 65, such as in the case of Shroffs (Rs. 35-50), Motor Drivers (Rs. 50-65 or Rs. 40-50 or 35-50) and others, we recommend a higher scale of Rs. 41-2-65, into which should be fitted the rest of the lower grade employees, except Higher Grade School Teachers and Police Constables and a few other categories for whom we have suggested separate scales of pay.

43. At present, there is more than one scale of pay for Drivers. There are also several categories, such as Motor Drivers, Tractor Drivers, Oil-Engine Drivers, Drivers of Bulldozers, etc., and their duties also vary. For Motor Drivers or Jeep Drivers, we propose the scale of Rs. 41-2-65 and for the other category, such as Tractor Drivers, Drivers of Bulldozers, etc., we suggest the scale of Rs. 50-2-64-3-85 in view of the arduous nature of the duties involved. For Motor and Jeep Drivers, the Committee feels that about 20% of the posts of Drivers should be in the higher grade of Rs. 50-2-64-3-85,

so as to act as an incentive for promotion to those in the grade of Rs. 41-65.

44. We also consider that as Motor Drivers serving under Ministers have to attend to their duty late hours and in disregard of holidays, it is only fair to compensate them for over-time work. We understand that they are at present in receipt of an allowance of Rs. 15 p.m. we, therefore, recommend that Drivers serving under the Ministers may be allowed an allowance of Rs. 25 p.m.

45. Our recommendations in the foregoing paragraphs do not apply to Establishments met from Contingencies and Work-Charged Establishments.

CHAPTER VII

Scales of Pay of Ministerial Employees

46. The Andhra Pradesh Secretariat Services' Association proposed a scale of Rs. 90-7-160 plus D.A. and H.R.A. to a Lower Division Clerk, while the Non-gazetted Officers' Central Union suggested Rs. 154 as total emoluments, including D.A. and H.R.A. The Non-gazetted Officers' Association on the other hand suggested a scale of pay of Rs. 65-4-85-5-135-8-175 (20 years) for a Lower Division Clerk.

47. The replies to our questionnaire have disclosed that the concensus of opinion is in favour of fixing Rs. 100 p.m. as minimum emoluments for a Lower Division Clerk, based on the present cost of living. While there can be no divergence of opinion as regards the inadequacy of the existing scales of pay and the necessity to build up a contented service, if efficiency is to be maintained, by improving the living standards of the middle and lower sections of Government servants, a reasonable remuneration should only be judged in juxtaposition to the relative resources of the State Government and the recent policy of embarking on a heavy programme in Agricultural and Industrial spheres for the general advancement of the country and the variegated activities towards the development projects on the execution of which depends the economic rehabilitation of the State. Thus, the reasonableness of the salary proposed must be judged from the stand-point not only of the employee but also of the community.

48. The existing scale of pay of a Lower Division Clerk from Andhra region is Rs. 45-3-60-2-90, which scale is also applicable to all entrants into service from Telangana area as from 1st November 1956. Under this scale, the minimum emoluments of a clerk come to Rs. 72 p.m., with Rs. 45 as basic pay—Rs. 22 as dearness allowance (exclusive of the *ad-hoc* increase of Rs. 6) and Rs. 5 as house rent allowance.

49. For the lowest category of ministerial employees, we have recommended a minimum basic pay of Rs. 50 with a dearness allowance of Rs. 34 thus making a total of Rs. 84 p.m.

50. We have given our anxious thought in arriving at a suitable scale of pay for this category of employees who forms a bulk of the educated employees. While the rationale behind an upward revision of pay scales lies in the change in economic conditions, we consider that factors such as the benefit accruing to employees already in service, incentive for efficient discharge of duties and the relative financial commitments involved in such a revision should also be given due consideration. Bearing these factors in view, we first examined whether it is worth-while retaining the two separate cadres for L.D.Cs. and U.D.Cs. especially when it is impressed upon us by the Non-gazetted Officers Association that 'the L.D.Cs. in the offices of Heads of Departments and the District Officers are put in full charge of "Subject" seats and are required to discharge duties comparable to those entrusted to U.D.Cs. and that 'the only difference in work between a L.D.C. and U.D.C. in Mufassil Offices consists only in the volume, with absolutely no difference in its nature'. Based on this view, we considered whether the present distinction between U.D.Cs. and L.D.Cs. could be abolished and one long range scale of pay for the combined cadre of U.D.Cs. and L.D.Cs. might be adopted.

51. At the same time, as it was also put before us by the Association that a L.D.C. in the Secretariat, as distinguished from a U.D.C. merely performs routine duties, such as registering currents in the personal registers, taking out files from records whenever required, issuing reminders at periodical intervals and despatch and receipt of outward and inward currents and is not supposed to handle work of a higher order, such as noting and drafting, we had our own genuine doubts whether we would be justified in establishing a single cadre for ministerial employees, especially when the nature of work done by an U.D.C. and a L.D.C. in the Secretariat is quite

different and whether any departure from the existing pattern, which is said to be followed both in the Centre as well as in all other States, would lead to any unforeseeable complications in the administrative structure.

52. The advantage arising out of a combined scale of pay for both L.D.Cs. and U.D.Cs. is that all employees can go up to the maximum of the grade, which will be sufficiently high, without hindrance, with an annual increase in their emoluments by way of increments. On the contrary, the advantage in having separate scales for U.D.Cs. and L.D.Cs. lies in keeping the present pattern of pay structure in tact and providing incentives for promotion from the lower to the higher grade. Oral evidence tendered before us has, however, revealed that no Association seemed to favour the idea of a common cadre for U.D.Cs. and L.D.Cs. Further, the adoption of a long combined scale for ministerial employees is bound to have its repercussions on the scales of pay of other categories of employees.

53. To arrive at a just solution of the problem we have got both the above alternatives examined from the financial point of view and noted that though the additional outlay involved in the combined scale pattern will be less, with the merger of all U.D.C. and L.D.C. posts into a common grade, the creation of additional posts in the Supervisory cadre for having fresh avenues of promotion for ministerial employees is bound to offset this. Keeping all these aspects in view, we have decided to adopt the latter alternative of having three grades for Superintendents, U.D.Cs. and L.D.Cs. separately as at present.

54. *Scales of pay in the Secretariat.*—One point that has been pleaded before us, on which the evidence collected was conflicting, is the removal of the discrimination between the scales of pay obtaining in the Secretariat and other Offices. One view is that the type of work in the Secretariat is of a special nature involving a large measure of secrecy and trust. The Secretariat Services' Association held the view that the scales of pay in the Secretariat should be definitely higher than the scales for ministerial posts in other departments on the ground that the work involved is more of a technical nature and the standard of efficiency is expected to be of a higher order than in other offices. The noting and drafting work done in the Secretariat is of a qualitative type and also more taxing and requires a good knowledge of current problems, initiative and originality of thought and the minimum

qualification prescribed for appointment is that of a Graduate. They also expressed during oral evidence that though the standard of efficiency demanded of them is higher, the chances of promotion in the Secretariat are much less when compared to opportunities obtaining in the offices of Heads of Departments. The Non-gazetted Officers' Association, however, represented that the three sets of pay scales now in operation in the Secretariat, Offices of Heads of Departments, and District Offices should be done away with and uniform pay scales made applicable for all the establishments doing similar work, wherever they may be, which would not only remove the existing inequalities but would also minimise the multiplicity of scales now obtaining. They hold that the Secretariat work relates to evolution of administrative policy whereas the work in other offices relates to its execution and that a proper execution of policies is as important, if not more, as the formulation. This view is also supported by some others, as evidenced from their replies to the questionnaire. Some have recommended additional allowance for the higher responsibilities involved in the Secretariat.

55. A preponderating number of States like Bombay, Madras, Uttar Pradesh, Punjab, Madhya Pradesh and Mysore have adopted higher scales of pay for the Secretariat, while in some States like Bihar, uniform scales are followed for the Secretariat and other offices. While we appreciate the force of arguments on either side, we do feel that the nature of work rendered in the Secretariat is of a special nature. We, therefore, recommend higher scales for Superintendents and Upper Division Clerks in the Secretariat, as is the position at present and the practice followed in most of the other States. As will be evident from our subsequent recommendations, this will also provide an avenue of promotion for persons in non-Secretariat offices.

56. *Differentiation in the Scales between City and Muffassil Offices.*—While recommending scales of pay for employees in the ministerial line, one consideration has been that once a clerk or a stenographer enters service, he should not be allowed to stagnate and his future prospects fettered. On the other hand, he should be allowed full opportunities to reap the greatest advantage of his capabilities and merits by having a free scope to rise to a post carrying the highest pay in the ministerial line. Opinion has been almost unanimous both with the Public and Service Associations, barring a few, that the existing differences in the scales of pay applicable to staff employed in

rural areas and those working in Hyderabad City, in the Offices of the Heads of Departments and in the Secretariat, should be eliminated. In the replies received to our questionnaire, while a large section advocated identical and uniform scales of pay for comparable posts, both in the City and in the Districts, on the theory of 'Equal pay for equal work' with an additional special pay or compensatory allowance for those living in the city, some favoured higher scales of pay for posts where the work involved is of an important or arduous nature. It was argued by the former that while the cost of living is cheaper and the standard of living is lower in rural areas, the employees serving there also suffer from certain disadvantages, such as the lack of necessary amenities and facilities open to those residing in the city. One of the Heads of Departments even went to the extent of suggesting that while from the point of equity it is desirable to have special allowances to posts attached to city Offices, this will have the adverse effect in as much as the employees would strive to get to cities and would be reluctant to be transferred to rural areas. As it is, the city amenities attract the employees to stay in cities and with the additional advantage of special allowance, it would hamper easy transfers between the city and rural areas in the exigencies of public service. On the contrary, it is stated, if an allowance is attached to posts in rural areas, it may ease the situation. The advocates of higher salaries for those working in the city, however, argued that the Hyderabad City being one of distances, the distance to be traversed while going to and from Offices, consumes a portion of a clerk's pay in carriage hire alone and that the cost of living in the City justified higher salaries for City Offices.

57. At present, a distinction is maintained in the scales obtaining in the Headquarter Offices and those in the District Offices. Certain significance has been attached to the work in the Offices of Heads of Departments and it is not considered expedient to remove this distinction by adopting uniform scales of pay for Headquarters and District Offices, as the existing gulf between the two sets of scales is so wide that any attempt at uniformity will result in hardship to some and undue benefit to others. We, therefore, evolved the following scales of pay :--

Rs.

1. Lower Division Clerks . . . 50-3-92-4-120 — (21 years)

	Rs.	
2. Upper Division Clerks ..	100-5-140-7½-200	(16 years)
	90-4-110-5-150-7½-180	(17 yrs.)
	90-4-110-5-150	(13 years)
3. Superintendents and Managers ..	200-10-310-15-400	(17 years)
	150-7½-210-10-300	(17 years.)
	150-7½-210-10-250	(12 years)

58. In determining the revised scales, we had in mind the nature of the duties rendered by the three categories of ministerial employees and their present scales of pay, both in Andhra and Telangana regions. For a Lower Division Clerk in the Andhra scale of Rs. 45-90 or the Telangana scale of Rs. 50-105 we recommend the scale of Rs. 50-3-92-4-120 either in the Secretariat or in the Directorate or in the Muffassil Offices, as the nature of work for this category of employees is more or less the same in all Offices. For Upper Division Clerks at present in the Andhra scale of Rs. 90-175 or the Telangana scale of Rs. 135-200 in the Secretariat Departments and in the office of the Secretary to the Legislature, we propose the pay scale of Rs. 100-5-140-7½-200. The Upper Division Clerks working in Subordinate and Muffassil Offices will be placed in the grade of Rs. 90-4-110-5-150 and those in the Directorate Offices Rs. 90-4-110-5-150-7½-180. Generally, those who are at present in the Andhra grade of Rs. 80-125 or the Telangana grade of Rs. 105-170 will get the proposed grade of Rs. 90-180 and those in the Andhra grade of Rs. 80-110 will be given the grade of Rs. 90-150. But, posts now carrying the Telangana scale of Rs. 105-170 in the Subordinate and District Offices will get the pay scale of Rs. 90-150 and not the scale of Rs. 90-180. Similarly, for Superintendents, Managers or 1st Grade Clerks in the Governor's establishment, in the Secretariat and other Offices, carrying the Andhra scale of Rs. 200-400 or the Telangana scale of Rs. 200-350, will be given the grade of Rs. 200-10-310-15-400. In the Directorate Offices, however, posts carrying the scale of Rs. 190-240 or higher or the Telangana scale of Rs. 170-320, will receive the revised grade of Rs. 150-7½-210-10-300 and those in the scale of Rs. 140-190 will be given the proposed scale of Rs. 150-7½-210-10-250. The posts in the various Departments of Government to which the above revised scales will apply are indicated in Appendix 'A' to this Volume.

59. For Personal Assistants to Ministers who are now in the grade of Rs. 100-200-400, we recommend that they

should carry the pay scale of Upper Division Clerks or Superintendents of the Secretariat from whom they are selected, and in addition draw a special pay of Rs. 40 p.m. for the arduous nature of duties.

60. Instead of the present appellations of Upper Division Clerks or Second Grade Clerks and Lower Division Clerks or Third Grade Clerks, we suggest that these ministerial staff should henceforth be designated as Senior Assistants and Junior Assistants, respectively. Similarly, the term '1st Grade Clerks' should be substituted by 'Superintendents' as in Andhra area.

61. There are certain administrative posts above the rank of a Superintendent, such as those of Registrars in the grade of Rs. 250-450 or Managers in the grade of Rs. 250-300 in various Directorate Offices, which we understand, are intended for the general supervision of the office and are filled up by promotion of the Senior Superintendent of the office. We are of the view that such separate posts are not necessary and should be merged in the Superintendents' cadre.

62. We recommend that Graduates and persons with higher qualifications appointed as a Lower Division Clerk should be given a higher start of Rs. 62 in the grade of Rs. 50-120 (*i.e.*, four advance increments) and holders of recognised certificates or Diploma in Commerce, a higher start of Rs. 56 (*i.e.*, two advance increments) in that grade.

63. While we recommend the retention of the existing pattern of pay structure, we would propose alternative methods for reducing the disparities in opportunities for promotion and to mitigate the discontentment that is now caused to employees in offices other than the Secretariat and Directorates.

64. According to the present practice, employees of the Directorate offices are not normally transferable to the Secretariat or the employees of the District Offices to the Directorate Offices. To open full opportunities of promotion for ministerial employees in all offices, we feel that some latitude should be given for the transfer of employees from the District to Headquarters Offices and from the Directorate offices to the Secretariat, so as to create incentive for hard work and avoid stagnation. For this purpose, we suggest that—

65. (1) The minimum qualification for recruitment of a Lower Division Clerk in the Directorate should be Graduation and Graduation in 1st Class in the Secretariat.

(2) There should be no direct recruitment to the cadre of Upper Division Clerks in the Secretariat and Directorate Offices.

(3) A Lower Division Clerk will be eligible for promotion as an Upper Division Clerk in any Office, only after completion of a minimum service of 5 years, except in the Secretariat. Similarly, a U.D.C. should have put in a service of 5 years before he could be promoted as Superintendent.

(4) Half the appointments in the cadre of Upper Division Clerks in the Directorate Offices should be from the cadre of U.D.Cs. in the Subordinate Offices under the concerned Directorate in the City or Muffassil and one-half by promotion from Lower Division Clerks in the Directorate.

(5) Vacancies arising in the cadre of Upper Division Clerks in the Secretariat Offices should be filled up 25% by promotion from among the Secretariat Lower Division Clerks and 75% by transfer of Upper Division Clerks from the Directorate Offices.

(6) Similarly, vacancies in the cadre of Superintendents in the Secretariat should be filled up 50% by promotion of Upper Division Clerks in the Secretariat and 50% by transfer of Superintendents from the Directorate Offices.

(7) Promotion to the posts of Superintendents in the Directorate Offices will be by promotion from among U.D.Cs. of the Directorate.

66. *Typists and Stenographers.*—At present, Typists and Stenographers in Andhra are given the L.D.C. scale of pay with an additional typewriting special pay of Rs. 10 or a shorthand special pay of Rs. 35 respectively. As the minimum educational qualification for recruitment of Typists is S.S.L.C., with a certificate of Lower or Higher Typewriting Examination, Typists may be given the same scale of pay as that proposed by us for L.D.Cs. As the chances of entry into Government service are greater to Typists than for ordinary S.S.L.C. passed candidate and as we have proposed a liberal scale for L.D.Cs., no additional special pay is proposed for them. The Typewriting Special Pay of Rs. 10 now drawn by the existing incumbents may be declared as personal to them and absorbed while fixing their pay in the new scales.

67. We are informed that the cadre of typists is quite separate from that of L.D.Cs. with no prospects of promotion to a higher grade. We feel that the chances of

promotion for L.D.Cs. should also be kept open to typists and they should not be allowed to stagnate as typists throughout their career. Typists should have the option to be drafted into the clerical cadre after a period of 5 years of service, whenever opportunities arise, so as to enable them to acquire sufficient knowledge and gain experience in the clerical line and thus qualify themselves for promotion to a higher grade along with others.

68. As for Stenographers, we suggest that in view of the special and arduous nature of their duties, they may be appointed both in the L.D.C. and U.D.C. grades. Persons possessing the certificate of Lower Shorthand Examination and appointed as Stenographer may be given a shorthand special pay of Rs. 15 p.m. and for persons who have passed the shorthand examination in the Higher Grade, a shorthand special pay of Rs. 25 p.m. whether they be appointed in the L.D.C. or U.D.C. Grade. Stenographers possessing the higher qualifications only will, however, be promoted to the U.D.C. grade. Our recommendations in the previous paragraph in creating avenues of promotion to Typists apply with equal force in the case of Stenographers also. It may be mentioned that 2nd Grade Stenographers (U.D.Cs) already exist in Telangana. These posts may be retained and some more posts of U.D.C. Stenos created, say to the extent of 1/3 of the posts of L.D.C. Stenos in Andhra cadres.

69. At present there are Stenographers in the 1st Grade in the Telangana area. Such posts will be personal to the existing incumbents and after they vacate office they will get converted into the U.D.C. scale of Stenographers.

70. Stenographers appointed in U.D.C's scale in the Subordinate or District Offices will carry the scale of Rs. 90-150 and not Rs. 90-180.

71. *Assistant Secretaries.*—At present, Assistant Secretaries are either in the Andhra grade of Rs. 475-700 or the Telangana grade of Rs. 400-700. For the sake of uniformity we propose the grade of Rs. 400-25-700 to Assistant Secretaries of the Secretariat and Assistant Secretaries in the Office of the Secretary to the State Legislature.

72. *Length of the scale.*—The N.G.Os. Association suggested the length of the scale to be 20 years for an entrant into ministerial service and that the maximum of the scale should

be three times the minimum in the case of the lower ministerial posts. It is an accepted principle that when there are two or more grades, the length of the scale may be shorter. But, one disadvantage of a scale of pay of a short duration is that an employee after reaching the maximum in the early stage of his career will have to look forward for opportunities for promotion, which depend largely on fortuitous circumstances. Where normally chances of promotion to a higher scale are less, a long-range scale may be preferred, the advantage in such a scale being the drawal of regular increments during a substantive portion of the career of an employee, after which there will be only a short period left to complete his service before retirement. In such a scale, even an employee who has not proved his fitness and has been unlucky as not to get promotion to a higher grade, will not have much cause for complaint.

73. *Increments.*—As regards increments, one of the objects of increments is the provision of means to enable an employee to meet his responsibilities and expenditure as he advances in service. In cases where the difference between the minimum and the maximum in an incremental scale of pay is considerable, the amount of increments should also be larger. As regards intervals of time between successive increments, we recommend annual increments instead of the present biennial increments in certain cases, which will give greater satisfaction to an employee and will give him something to look forward to continuously. The rates of increments at present are low and the revised scales provide for liberal rates of increments in almost all cases.

74. *Efficiency Bars.*—It is an accepted theory that an efficiency bar interposed between the minimum and the maximum is an indispensable feature of the time-scale system. Some of the Associations have put forward that efficiency bars are unnecessary and can be dispensed with on the ground that the superior authority competent to judge the efficiency or inefficiency of an employee can withhold future increments at any stage during the career of an employee. It may, however, be clarified that stoppage of increments tantamounts to condemnation, while the idea underlying the retention of an 'Efficiency Bar' is to enable the authorities to judge whether an employee after reaching a certain stage in the scale, may be deemed fit to discharge the duties expected of him in the grade efficiently. Nevertheless we are of the view that as this principle is not

being rigidly adhered to in practice, the insertion of 'efficiency bars' will serve no useful purpose and accordingly recommend their abolition.

CHAPTER VIII

Executive and Technical Departments.

75. It has been represented by the various Service Associations and others who gave replies to our questionnaire, that the employees of the Executive and Technical Departments should be given certain weightage over the pay scales to be fixed for ministerial employees. While recommending scales of pay for the employees of these Departments, we have kept in view the present scales of pay and the difference in the nature of their duties compared to those of ministerial employees. We have, as far as possible, endeavoured to bring about uniformity in pay scales of posts doing similar or comparable duties in the various Departments. While so doing, we have kept in view the qualifications and period of training required for these posts, and the prospects for promotion available to these incumbents.

76. It was brought to our notice that several fresh graduates in Technical Courses are seeking jobs in other States or in the private sector, where the scales of pay offer better terms even by refund of stipends which they enjoyed while undergoing training in specialised courses. It was also reported that certain officials actually working in the Departments have abandoned their jobs here with a view to better their prospects in other States and that unless the scales of pay of Technical personnel are made more attractive, the State Government will be deprived of the services of qualified persons and concomitantly, the progress of the implementation of Plan Schemes is likely to be impeded. It was emphasised that the present low scales of pay need to be suitably raised, so that the services of qualified technical personnel can be utilised with advantage in the State Services, to enable the fulfilment of the targets of the Plan Schemes. It is, therefore, considered necessary to provide suitable incentives to attract the right type of persons to man Technical Services like the Engineering, Medical, Agriculture and Veterinary.

77. Having these considerations in view, we have proposed fairly liberal scales of pay for these employees. We considered if uniform scales of pay could be fixed for the various technical services. After giving careful thought to the matter, we have come to the conclusion that pay scales for these services have to vary according to the period spent on education and training required for each service and the avenues for promotion available in it. Keeping in view the scales of pay proposed for ministerial services, we have recommended the following scales of pay for various Technical and Executive Services :-

	Rs.		
(a) Unskilled workers (Gr. II) ..	26-40		
do (Gr. I) ..	30-45		
Police Constables ..	30-50		
Higher Grade Elementary Trained Teachers ..	30-60		
Semi-skilled workers ..	41-65 & 50-85		
Skilled workers, ..	50-100 & 62-100		
(b) Posts requiring a qualification of Matriculation plus training for one or two years ..	50-120 & 62-120		
Secondary Grade Trained Teachers	45-120		
(c) Posts requiring a qualification of Matriculation plus a training of 3 years or more ..	75-150, 90-150 & 90-180		
Graduate Trained Teachers ..	90-200		
	Rs.	Rs.	
(d) Posts requiring an ordinary Degree plus training or a technical Diploma plus training or a Technical Degree	}	100-200 120-250 150-250 180-300 and Rs.250-500	120-200 120-300 150-300 180-350
(e) Assistant Lecturers ..	..	Rs. 150-280	

78. We further recommend that only posts in the scale of pay of Rs. 250-400 or higher be treated as Gazetted and all the others as Non-gazetted.

79. The upward revision of scales also makes certain consequential changes in the higher ranges inevitable, and it is for this reason that revised scales have been proposed by us in the higher categories of Officers also in certain cases, as shown below :-

	Present Grade	Proposed Grade
1. Dist. Agricultural Officers (and equivalent posts)	230-30/2-260-40/2-500-50/2-700 (A) 250-250-15-370-370 EB-15-430-20-550(T)	250-20-450-25-600
2. Dist. Veterinary Officers.	260-40/2-700 (A) 250-250-15-370-370 EB-15-430-20-550(T)	250-20-450-25-600
3. Asst. Conservators of Forests	300-40/2-500-50-2-700-(A) 300-25-450-EB-25-600 (T)	250-20-450-25-600
4. Ast. Engineers	260-30/2-380-40/2-500 (A) 300-25-450-EB-25-600 (T)	250-20-450-25-600
5. Deputy Co-operative Registrars	230-30/2-260-40/2-500-50/2-700 (A) 300-25-450-EB-25-600 (T)	250-20-450-25-600
6. Dist. Education Officers.	230-30/2-260-40 /2-500-50/2-700 (A) 250-250-15-370-370-EB-15-430-20-550 (T)	250-20-450-25-600

80. We recommend that other similar gazetted scales also be examined and rationalised.

81. We now proceed to deal with scales of pay in certain important Departments.

CHAPTER IX

PAY SCALES IN CERTAIN IMPORTANT DEPARTMENTS

1. Medical Department

82. The cadre of Assistant Surgeons in Andhra Pradesh comprises :—

(1) Assistant Surgeons in the general line, including Leave Reserve Medical Officers.

(2) Non-Clinical Tutors, and

(3) Senior Assistant to the Chemical Examiner.

83. The present scale of pay of Assistant Surgeons in Andhra area is Rs. 200-25/2-400, while the corresponding scale of pay in Telangana area is Rs. 250-250-15-370-370-EB-15-430-20-550. As the minimum qualification required for appointment to these posts is M.B.B.S., we suggest an attractive scale of Rs. 250-10-300-20-500.

84. The question of private practice is closely linked up with the scales of pay of Medical Officers. Private Practice is either ;

- (a) allowed without any restrictions, or
- (b) restricted to Consultation Practice, or
- (c) totally denied.

85. At present, unrestricted Private Practice is permissible to all Medical Officers in Telangana area and hence no Private Practice Allowance is paid. In Andhra area, however, private practice is restricted to consultation only for Assistant Surgeons in the general line. Private practice is totally denied to Non-clinical Tutors, R.M.Os. and Assistant Surgeons in-charge of Primary Health Centres. Compensatory allowance to these Officers is paid at the following rates :—

1. Assistant Surgeons in the general line and Clinical Tutors	.. ..	Rs. 50 p.m.
2. Non-clinical Tutors	.. ..	80 ..
3. R.M.Os. of Hospitals and others working in Jagir Dispensaries	.. ..	80 ..
4. Assistant Surgeons working in Primary Health Centres	.. ..	100 ..

86. We have carefully considered the question of private practice which is fraught with many complications. There is no doubt that several mal-practices have grown around private practice by Government Doctors, whether it be in the shape of unrestricted practice or restricted consultation practice. But, we are not sure that these abuses can be wiped off merely by banning private practice. Then there are many difficulties in enforcing the ban. Further, we see no special advantage in maintaining the distinction between 'Unrestricted Private Practice' and 'Restricted Consultation Practice' particularly in the case of Assistant Surgeons. We have, therefore, come to the conclusion that total denial of private practice is not practicable and suggest that the Doctors in Government service may be allowed to have unrestricted practice, as at present in Telangana. However, they should not be permitted to run a Clinic or a Dispensary, which is even now forbidden both in Telangana and Andhra areas. For those who are totally debarred from private practice, such as Resident Medical Officers in hospitals, Non-clinical Tutors and Public Health Officers, we recommend a Non-Private Practice Allowance of Rs. 75 p.m. Assistant Surgeons in-charge of Primary Health Centres will, however, draw a Non-Private Practice Allowance of Rs. 100 p.m.

87. The question of paucity of Doctors in rural areas particularly to man the Primary Health Centres, has received our special attention. We are told that the existing rules make it compulsory that every Assistant Surgeon in Government Service should spend two years at a Primary Health Centre. This rule should be rigidly enforced. We are of the opinion that residential accommodation and other amenities should be provided in rural areas for Doctors and other Health Staff. If this is done, with the pay scales and Non-Private Practice Allowance recommended by us, there would be sufficient attraction for Doctors to go to rural areas.

88. There are certain non-Medical Scientists working in the Central and Regional Laboratories in the State. They include Senior Chemical Assistants and Analytical Chemists. Their existing scale of pay is Rs. 200-25/2-400. For these posts also we propose the scale of Rs. 250-10-300-20-500, to secure the services of competent persons.

89. There are at present two categories of Lay Secretaries and Treasurers, Grades I and II, borne on the cadre of the Andhra Pradesh General Service. The officers are charged

with the responsibility for non-technical administration of the Government Medical Institutions. Keeping in view their duties and responsibilities, we recommend the scale of Rs. 250-10-310-15-400 for Grade I posts and Rs. 150-7½-210-10-300 for Grade II Officers.

90. There are seven grades for posts in Nursing Service in Andhra area and the designations also vary between Andhra and Telangana regions. These categories appear too many and may be reduced as below, with the scales of pay proposed against them :—

(1)	PRESENT SCALE IN		(4)	Proposed Scale.
	(2)	(3)		
	Rs.		Rs.	Rs.
1. Nursing Superintendent, Gr. I	..275-325	Matron	325-550	250-400
2. " " II	.. 200-250	Jr. Matron	215-375	180-300
3. " " III	..165-205	Asst. Matron	170-275	} 150-250
4. Nursing Tutor, Grade I	.. 200-250	Sister Tutor	170-275	
5. " " " II	.. 165-205	" "	" "	
6. Head Nurse	.. 150-200	Sr. Sister	170-275	} 90-4-110- 5-150-7½- 180
7. Staff Nurse	.. 85-150	Jr. Sister Nurse	105-170 65-140	

The posts in Telangana have been equated with Andhra posts and will carry the proposed scale of pay of the posts to which they are equated.

91. The above designations and designations of corresponding posts in Telangana area, such as Matron, Junior Matron, Assistant Matron, Sister Tutor, Senior Sister and Junior Sister, should disappear and all the future posts may bear a uniform nomenclature of Nursing Superintendents, Head Nurses and Staff Nurses for the three categories into which we have classified these posts. The Senior Head Nurses may also be employed as Tutors and for Supervisory work being done at present by Nursing Superintendents (Grade III). The proposed scale for Staff Nurses is justified by the fact that the minimum qualification required for appointment as Staff Nurse is S.S.L.C., or an equivalent examination with 4 years training.

92. It has also been put before us by the Nursing Association that in Madras State, promotion is being given to male nurses by virtue of seniority in the combined list, while in Andhra, promotion of male nurses as Head Nurses is restricted. We understand that this is due to the fact that it is not considered desirable to place a male nurse to supervise over the female nurses. We are of the view that with a view to avoid stagnation for the existing male nurses, they should be given suitable chances of promotion and posted to Venereal Department, Mental Hospitals and other Departments, where their services are considered more useful.

93. Another point that has been urged before us by the Association is that the B.Sc., Nursing personnel are being given preferential treatment in the matter of promotion as Nursing Tutors or Head Nurses over looking the claim of the institutionally trained personnel. On this subject, we generally agree with the view expressed by the Director, Medical Services that the B.Sc., Nursing personnel, besides being Graduates, are qualified in teaching and may, therefore, be considered more suitable for promotion in the vacancies of Nursing Tutors.

94. We are informed that the Student Nurses undergoing training draw Rs. 30 as Ration Allowance, Rs. 18 as Dearness allowance, Rs. 2 as Dhobi allowance and Rs. 15 as Stipend in the 1st year aggregating Rs. 65 p.m. The Nursing Staff represented that, the stipends now granted are inadequate and should be raised suitably from Rs. 15 to Rs. 30 in the first year and Rs. 5 in each of the subsequent years of training. We consider that it would be better to pool the various items and give as stipend a lumpsum of Rs. 70 in the 1st year, Rs. 75 in the 2nd year and Rs. 80 in the 3rd and 4th years of training.

95. *Pharmacists and Drug Inspectors.*—We are informed that the qualifications required for Pharmacists (Special grade) and Drug Inspectors are the same *Viz.*, B.Sc. B. Form. While the Pharmacist (Special grade) has teaching duties in the College, the Drug Inspector has executive duties. However, keeping in view the present scales of pay and the nature of duties of these posts, we suggest the scale of pay of Rs. 90-4-110-5-150-7½-180 for Pharmacists, Grade I with the proviso that persons with B.Sc. B. Form qualifications will start at the stage of Rs. 120 in the above grade and Rs. 120-5-150-7½-210-10-250 for Drug Inspectors. For those Pharmacists

whose minimum qualification is Matriculation and Diploma in Pharmacy, we suggest the grade of Rs. 62-3-92-4-120.

96. *Physio Therapists, Laboratory Technicians and Compounders.*—For the posts of Laboratory Technicians, the Director, Medical Services has informed that the qualification required is Matriculation and a Diploma of one year's training in Laboratory Technique. The Laboratory Assistants in the Telangana region carry similar qualifications. For Physio Therapists one must be a Matriculate and must have a training in Physic Therapy for a period of one year. In view of these qualifications, we recommend a scale of Rs. 62-120 for these posts. This should be fairly attractive, as these technical men have more opportunities of entering Government service than an ordinary Matriculate or as a matter of fact even a Graduate. For Compounders, we suggest the scale of pay of Rs. 50-120 with the stipulation that non-Matriculates should stop at the stage of Rs. 100.

97. *Radiographers.*—The minimum educational qualifications for a Radiographer are a pass in S.S.L.C. or H.S.C. and the possession of a Diploma of C.R.A. (course for Radiological Assistants) from Bernard Institute of Radiology, Madras, or an equivalent examination from a recognised institution, after undergoing training for one year. We have recommended a scale of Rs. 62-120 to Radiographers, the same which we have proposed for other similar technicians, such as Physio Therapists, as the qualifications for both are more or less the same. The scale of pay adopted by us compares favourably with that in force for their counter-parts in Madras, Mysore or the former Madhya Pradesh.

98. *Tabeebs and Vaidis.*—At present there are two grades for Tabeebs and for Vaidis. For Unani Tabeebs in the grade of Rs. 215-415 and Ayurvedic Vaidis in the grade of Rs. 175-375 we recommend the grade of Rs. 180-350. For Tabeebs in the lower grade of Rs. 176-375 and Vaidis in the pay scale of Rs. 130-202, we suggest the grade of Rs. 150-250, with the proviso that the number of posts in the Upper and Lower Grades should be in the proportion of 2 : 3.

2. Public Health Department

99. Public Health Department is analogous to Medical Department and while fixing the scale of pay of the Health employees, we have kept in view the scales proposed by us for

similar employees in the Medical Department. The present scale of pay of Health Officers is Rs. 160-20/2-200-25/2-400-40/2-600 in Andhra region and Rs. 250-250-15-370-EB-15-430-20-550 in Telangana region. In Andhra, Licentiates start on Rs. 160 in the grade of Rs. 160-600 and those with Public Health qualifications will start on Rs. 200. Medical Graduates will start on Rs. 275, while those with Public Health qualifications start at the stage of Rs. 325. For the Health Officers in the grade of Rs. 275-600 or Rs. 250-550, we recommend the grade of Rs. 250-10-300-20-500, which we have proposed for a Civil Assistant Surgeon on the Medical side, with a non-Private Practice Allowance of Rs. 75 p.m., as the Health Officers are completely debarred from private practice.

100. The question of dearth of Health Officers and the tendency for Medical Graduates to prefer Medical Service, as compared to Health Service, has received our attention. After careful consideration, we recommend that there should be a common cadre for Medical and Health Officers and that every Assistant Surgeon must compulsorily be made to serve as a Health Officer for a period of 2 to 3 years. During this period, he will be entitled to a non-Private Practice Allowance of Rs. 75 p.m., as proposed by us, for Health Officers. Persons who acquire the qualifications of D.P.H. can aspire for promotion as Assistant Directors of Public Health. This suggestion, if adopted, would, in our view, meet the situation and do away with the existing discontentment among Health Officers, who have no chances of returning at present to the regular Medical line.

101. In the replies to our questionnaire, the Andhra Pradesh Public Health Superior Employees' Association suggested the following scales of pay to certain categories of Public Health employees :—

	Present scale	Scale proposed by the Assn.	Qualification required.
1. Health Assistants ..	Rs. 45- 75	Rs. 80-100	Matriculation.
2. Sanitary Inspectors, Gr. II			
3. do do Gr. I	Rs. 60-130	Rs. 100-200	do
4. Health Inspectors (and Health Visitors)			
5. Selection Grade posts of Health and Sanitary Inspectors			
	Rs. 140-180 (A) 140-176 (T)	Rs. 200-250	do

102. During oral evidence, the representatives of the Association pleaded that the Government Health Inspectors and the Sanitary Inspectors of Local Bodies should be treated on par and made inter-changeable and with a view to open chances of further promotion, higher qualifications may be made a condition precedent to further promotion. We propose the same scale of pay for both Government Health Inspectors and Sanitary Inspectors under Local Bodies to promote inter-changeability. With regard to opening further avenues of promotion, the Director, Health Services may take suitable action and submit his recommendations in this regard for the consideration of Government.

103. For Junior Health Inspectors in the grade of Rs. 90-140 and for Sanitary Sub-Inspectors in the grade of Rs. 81-130 in the Telangana area and Health Inspectors in the grade of Rs. 60-130 in Andhra area, we recommend the scale of Rs. 75-3-105-4-125-5-150. For Special Grade Sanitary Inspectors in Telangana in the grade of Rs. 130-190 and for Senior Sanitary Inspectors and Senior Health Inspectors in Telangana area, in the grade of Rs. 90-176 and Selection Grade Health Inspectors in Andhra area, in the grade of Rs. 140-5-180, which are only Selection Grade posts, we propose the grade of Rs. 100-5-140-7½-200. These may henceforth be designated uniformly as Senior Health Inspectors. For Health Sub-Inspectors (Telangana) in the grade of Rs. 50-90, we suggest the grade of Rs. 50-3-92-4-100. The question of giving a suitable scale of pay for Health Assistants and Sanitary Inspectors, Grade II, in Andhra area, has been dealt with separately in connection with fixation of scales of pay of employees of Local Bodies.

104. For Health Visitors in the Andhra and Telangana areas, we suggest the grade of Rs. 90-4-110-5-150 and for Vaccinators Rs. 50-2-64-3-85.

3. Public Works Department

105. The present scale of pay of a Junior Engineer in Andhra area is Rs. 100-5-150-10-250, Engineering Graduates being started at the stage of Rs. 150 in this grade. The scale of pay of Supervisors in the Telangana area is Rs. 140-4½-176-EB-6½-215-EB-8½-300, in which Engineering Graduates are started at the stage of Rs. 176. For both the Junior Engineers and Supervisors, we propose the grade of Rs. 120-5-150-7½-210-10-300, in which the Engineering

Graduates will start at the stage of Rs. 180 and the D.C.E. D.M.E. or D.E.E. Diploma-holders at Rs. 130. We understand that the minimum qualification for a Junior Engineer is Intermediate plus 4 years' course in an Engineering College, while that of a D.C.E. Diploma-holder, Intermediate plus 3 years' Emergency Course. On the other hand, the general educational qualification required for an L.M.E., L.E.E., or L.C.E., Diploma-holder is S.S.L.C. plus a three years' course of study in a Technical Institution. At present, the Assistant Engineers, P.W.D., in Andhra area are in the grade of Rs. 260-30/2-380-40/2-500 and those in the Telangana in the grade of Rs. 300-25-450-EB-25-600. Keeping in view the scales we proposed for Junior Engineers, we suggest the scale of Rs. 250-20-450-25-600 for Assistant Engineers. For promotion to the cadre of Assistant Engineers, reservations are now made for the Diploma-holders or Licentiates and Degree-holders in the ratio of one Diploma-holder to two Graduate Engineers. The Association of Engineers has pleaded that this procedure is causing hardship to Junior Engineers who are now said to be in large numbers. We recommend that 33-1/3rd per cent of posts of Assistant Engineers should be filled by recruitment from Engineering Graduates through a competitive test, in order to attract better material. This will also offset to some extent the process of brilliant Engineers not joining Government Service and preferring to join the private sector, where salaries are said to be more-attractive.

106. Under the rules in force, a minimum service of 5 years is required for promotion of Junior Engineers as Assistant Engineers and 10 years for Diploma-holders. The Association of Engineers has contended that the promotion of a Diploma-holder with a total service of 10 years, in preference to a Graduate, "places a premium on less qualified Diploma-holders to the disadvantage of the Graduate Engineers". On the other hand, the Diploma-holders represented that their chances of promotion were restricted and should be improved. We are also informed by the Chief Engineer (General) that persons with the L.C.E., qualifications are not normally promoted or recruited directly as Supervisors in practice except in cases where no Engineering Graduates are available for recruitment.

107. We are of the view that the existing minimum service of 5 years in the case of Graduates and 10 years in the case of Supervisors may continue for promotion as Assistant Engineers, which should be in the ratio of 50:50 between Junior

Engineers and Supervisors. For non-Graduate Supervisors who acquire higher qualification of A.M.I.E., which is treated as equivalent to B.E., the chances of promotion should be the same as in the case of Engineering Graduates.

108. For Overseers in the grade of Rs. 70-2-90-3-120, the minimum qualification required is said to be the same as that of a Supervisor. Though the Andhra Engineering Association suggested that the categories of Supervisors and Overseers should be combined, the Committee holds the view that the retention of the cadre of Overseers below that of a Supervisor is an absolute necessity, as the L.C.E. qualification is mainly intended for this category of posts and persons possessing this qualification cannot all be absorbed in the grade prescribed for Supervisors. Further, their services would be required in the execution of schemes of lesser importance such as those of Minor Irrigation and the like, for which the appointment of Supervisors may not be necessary. For Overseers, we suggest the grade of 75-3-105-4-125-5-150, in view of the technical and important nature of the duties involved. Persons possessing L.C.E., L.E.E. or L.M.E. qualifications will start at the stage of Rs. 117 in this grade. For recruitment as Supervisors, preference will have to be given to these Diploma-holders.

109. At present there is a small number of Sub-Engineers in the Telangana area in the grade of Rs. 250-250-15-370-370-EB-15-430-20-550, for which there are no corresponding posts in Andhra. We are informed that recruitment to these posts in Telangana area has also been stopped after the formation of Andhra Pradesh. As these posts are, therefore, likely to disappear in due course, we do not propose any change in the existing scale, which will be personal to the present incumbents.

110. There are the following 4 categories of Draftsmen in Andhra area :

1. Rs. 200-10-250 (Special Grade)
2. Rs. 150-5-180 (1st Grade)
3. Rs. 120-5-150 (IIInd Grade)
4. Rs. 70-2-90-3-120 (IIIrd Grade).

We are informed that the last grade Draftsmen are recruited from Diploma-holders or those with group Certificate in Engineering subjects and that the first 3 categories of posts

are filled up by promotion from the next lower grades. We are informed that it would be desirable to keep the cadre of Draftsmen separate from that of the Executive staff, as any inter-changeability between the staff of the Drawing Branch and the Executive Staff will result in dislocation of office work, with the change of hands from time to time. We are of the view that there should be three grades, one at the entry stage and the other two as promotion grades. For the present Grade III Draftsmen with Technical qualifications in the grade of Rs. 70-120, we suggest the scale of Rs. 75-3-105-4-125-5-150, the same which we have proposed for Overseers, with a higher start of Rs. 117 for L.C.E. or other equivalent or Higher Diploma-holders. For the present Grade I and Grade II Draftsmen, we propose the scale of Rs. 120-5-140-7½-200. For Draftsmen who are holding the Selection grade of Rs. 200-10-250, the grade of Rs. 180-7½-210-10-300 is recommended.

111. There is a separate category of Sub-overseers in Telangana area whose number is sufficiently large and who are in the grade of Rs. 90-3-105-3½-140, with Lower Subordinate qualifications. It is understood that recruitment to these posts has already been discontinued and as they possess the Lower Subordinate qualification as in the case of some of the Overseers of Andhra area, we suggest for them the same scale of pay of Rs. 75-3-105-4-125-5-150 as for Overseers. They may also be designated as Overseers instead of Sub-Overseers, to remove the present distinction.

112. We now come to Tracers, who also constitute a large number of employees in the Public Works Department. The minimum qualification for recruitment to these posts is said to be S.S.L.C. plus a pass in Government Technical Examination. The present scale of pay of these employees in Telangana area is Rs. 65-2½-90 and Rs. 35-1-55 in Andhra area, with a wide disparity. For those who possess the prescribed qualification mentioned above, we recommend the grade of Rs. 50-3-92-4-100 and for others Rs. 41-2-65.

113. The Irrigation Conservancy Subordinates' Association, Andhra, represented that they are Executive Subordinates responsible for the safety and maintenance of Irrigation Works. There are two grades for these employees, Grade I on Rs. 30-1-45 and Grade II on Rs. 24-1-30. Instead of two grades, we propose for both a uniform grade of Rs. 30-1-42-2-60.

4. Home Department

(Assistant Public Prosecutors)

114. The Assistant Public Prosecutors in Andhra area are non-gazetted Government Officers belonging to Class III of the Andhra General Subordinate Service. They are appointed by the Government to conduct the Police Prosecution cases and give Police, Legal Advice in all important Criminal cases. The Assistant Public Prosecutors, Grade I, carry the scale of Rs. 200-10-300 and Officers, Grade II, Rs. 150-5-200. They are members of the Bar with the minimum qualification of 5 years and 3 years standing respectively and they are wholetime Government employees, with no right to practise the profession of Law.

115. The Association of the Assistant Public Prosecutors in their memorandum placed before us requested that considering the qualifications and the responsible work entrusted to them and the fact that they have no chances of promotion, their scale of pay might be revised to Rs. 300-10-400 and Rs. 200-10-300 for Grade I and Grade II Assistant Public Prosecutors, respectively.

116. We are informed that the scales of pay of Assistant Public Prosecutors, Grade I and Grade II in Madras State have been revised to Rs. 250-10-350 and Rs. 175-5-210-10-250, respectively. We also understand that the question of revision of pay scales of these Officers in this State by giving them adequate work and by reducing their number, so that the corresponding savings could be utilised for enhancing their emoluments, has been engaging the attention of Government and the Home Department has referred the matter to us for necessary consideration.

117. In view of the facts mentioned above, we are convinced that the present emoluments of Assistant Public Prosecutors require up-grading more or less to the level obtaining for their counter-parts in Madras State. We, therefore, recommend for Assistant Public Prosecutors, Grade I, the scale of Rs. 200-10-290-15-350 and for Grade II, the scale of Rs. 150-7½-210-10-250.

118. We are informed that in the Telangana region, the Police and Assistant Police Prosecuting Officers discharge more or less functions analogous to those of the Assistant Public Prosecutors,

Grade I and II in Andhra region. The Police Prosecuting Officers and the Assistant Police Prosecuting Officers carry the scale of Rs. 170-8½-255-EB-9-300 and Rs. 105-4-129-EB-7-164-6-170, respectively. For the sake of uniformity in both the regions of the State, we recommend the scale of pay of Rs. 200-10-290-15-350 for the Police Prosecuting Officers and Rs. 150-7½-210-10-250 for Assistant Police Prosecuting Officers (provided they are Law Graduates), which we have recommended for the Assistant Public Prosecutors Grade I and II, respectively.

5. Police Department.

.119. The Senior Non-gazetted Executive Officers of the Police Department are at present in the following scales of pay :—

Rs.

- | | |
|---|---|
| 1. Inspectors of Police
and Reserve Inspectors | } 175-10-225-EB-10-275 (A)
170-8½-255-EB-9-300 (T) |
| 2. Subedars Major and
Subedars A.P.S.P | |

120. The Inspector-General of Police in his replies to our questionnaire has suggested the grouping of the above two categories into one, for purposes of determining pay scales and we accordingly propose that these officers may be given the pay scale of Rs. 180-7½-210-10-300.

121. Similarly, for Sub-Inspectors of Police and Jamedars A.P.S.P., who are either in the Andhra grades of Rs. 80-3-95-4-115-EB-2-135-EB-3-150 and Rs. 85-3-100-5-120, or in the Telangana scale of Rs. 85-3½-120-EB-4-140-4½-149-5-154, we recommend the scale of Rs. 90-4-110-5-150-7½-180, uniformly.

122. For Jamedars or Assistant Reserve Sub-Inspectors of Armed Reserve, who are now in the lower grade of Rs. 65-1-75-EB-1-80, the scale of Rs. 62-3-92-4-120 and for Coy. Havildars Major at present in the Andhra Grade of Rs. 65-1/2-70, the scale of Rs. 50-2-64-3-85 are suggested. Company Havildars Major in Telangana area on the fixed pay of Rs. 68-56 nP. are also placed in this grade as for their counterparts in Andhra area.

123. Head Constables including Havildars and Naiks of A.P.S.P., whose present grades are Rs. 40-60, Rs. 68-56 nP.

(fixed) Rs. 55-69 nP. (fixed), Rs. 42-87 nP. (fixed), Rs. 55-60 or Rs. 45-50 may be placed in the grade of Rs. 41-2-65.

124. Police Constables, including Followers, Lance Naiks of A.P.S.P. and Armed Reserve holding the scales of pay of Rs. 30-40, Rs. 30-39 or Rs. 32-43 may be given the scale of Rs. 30-1-50.

6. Agriculture Department

125. Agriculture is the back-bone of Planned Economy of the country and by introduction of improved methods of Agriculture, endeavours are being made to make the country self-sufficient in the matter of food production. We feel that the scales of pay for employees in this Department are not adequate to attract talented persons.

126. There are at present over 170 posts of Agricultural Officers of the rank of District Agricultural Officers and other specialist posts carrying the pay scale of Rs. 230-30/2-260-40/2-500-50/2-700 in Andhra area and Rs. 250-250-15-370-370-EB-15-430-20-550 in Telangana. For these posts we recommend the scale of Rs. 250-20-450-25-600, which we have proposed for similar posts in other technical services.

127. The scale of pay of Agricultural Assistants is Rs. 100-5-140-EB-10-220 in Andhra area and Rs. 176-176-6½-215-EB-8½-300 in Telangana. The Agricultural Upper Sub-ordinates' Association have represented that while their counterparts in Telangana area were given an initial start of Rs. 176 and Junior Engineers in Andhra of Rs. 150, their initial start of Rs. 100 was comparatively low and requested that they might be given the grade of Rs. 200-10-300-15-360-20-400. Agricultural Graduates have to undergo a course of 3 years in an Agricultural College after Intermediate, and in view of the dearth of Agricultural Graduates, it is proposed to give them the scale of Rs. 150-7½-210-10-300 to attract qualified and right type of persons.

128. There are at present two grades for Fieldmen in Andhra area. Their present scales in Andhra and Telangana areas are as follows :—

Andhra : Grade I	.. Rs. 60-2-70-1-80.
Grade II	.. Rs. 45-2-55-1-60.
Telangana	Rs. 50-2-60-2½-65-EB-2½- 90.

129. In the Andhra region, Grade I posts are filled up by promotion from Grade II and the same procedure is being followed in Telangana after 1-11-1956. For Grade II posts, appointments are made either by direct recruitment from Matriculates or from persons studied up to IVth Form with 6 months' training or by promotion from Demonstration Maistries. We do not find sufficient justification for retaining two separate grades for Fieldmen and hence suggest that all Fieldmen, both in Andhra and Telangana, should be placed in a uniform scale of Rs. 50-3-92-4-100 for Matriculates and Rs. 50-2-64-3-85 for Non-Matriculates. For Kamgars (Telangana) in the grade of Rs. 35-65 and Demonstration Maistries (Andhra) in the grade of Rs. 30-40 and Rs. 20-30, we propose a common scale of Rs. 30-1-50.

7. Forest Department

130. The Assistant Conservators of Forests are having a scale of Rs. 300-40/2-500-50/2-700 in Andhra and Rs. 300-25-450-25-600 in Telangana. The minimum qualification required for direct recruitment is First or Second Class Degree of B.Sc. (Hons)—which qualification, it is reported, is now being amended as B.Sc. IInd Class—and training for a period of 3 years at the Indian Forest College, Dehra Dun. These Officers are also recruited by transfer from qualified Rangers, subject to fulfilment of certain prescribed tests. For the posts of Assistant Conservators, we propose the same scale of pay which we have suggested for Assistant Engineers in the P.W.D. or the District Agricultural Officers, Viz., Rs. 250-20-450-25-600.

131. The Rangers of the Forest Department undergo preliminary training for 6 months and then for two years at the College after Intermediate in Mathematics or Science and they are now placed in the grade of Rs. 100-5-150-EB-10-250. The scale of pay of Rangers in Telangana is Rs. 140-4½-176-EB-6½-215-EB-8½-300. For Rangers in both the regions, we propose the grade of Rs. 120-5-150-7½-210-10-300. For Deputy Rangers in Telangana in the pay scale of Rs. 90-140, the grade of Rs. 90-150 is suggested.

132. Formerly, in addition to Surveyors in the grade of Rs. 90-3-105-EB-3½-140, there were three categories of Draftsmen in the grade of Rs. 120-10-150, Rs. 90-5-120 and Rs. 55-3-100. We understand, that on the recommendation of the Forest Department, the Government have recently sanctioned the reorganisation of the three classes of Draftsmen and

Surveyors into a single cadre and fixed for them the scale of Rs. 100-5-150-EB-10-250-(Junior Engineers—Degree holders to start on Rs. 150) subject to the condition that L.C.E. Diploma-holders or persons with higher qualifications only should be recruited against these posts. For those qualified Draftsmen and Surveyors who were brought on to the scale of Rs. 100-250, we suggest the same scale of pay as in the P.W.D. viz., Rs. 120-300, Degree-holders being started at Rs. 180 and compressed Diploma-holders at Rs. 130 in this grade.

133. We recommend for Forestors in the Andhra grade of Rs. 50-3-65-2-85 or the Telangana grade of Rs. 65-2½-90, the revised scale of Rs. 50-3-92-4-120, the minimum qualification required for them being a pass in S.S.L.C. or H.S.C. Examination and training for a short period. For Forest Guards in the Telangana grade of Rs. 26-38 or the Andhra grade of Rs. 20-30, we propose the scale of Rs. 26-1-45.

8. Animal Husbandry Department.

134. Representations have been received by us from various Associations to enhance the pay scales of Veterinary Assistant Surgeons and Veterinary Assistants or Live Stock Inspectors. They have contended that the pay scales obtaining here for the Non-gazetted officers of the Animal Husbandry Department are considerably low and that the status of the Veterinarian was not given due consideration in the past.

135. Agriculture and Animal Husbandry play an important role in building up the National Economy of the country. The pay scale of a Veterinary Assistant Surgeon is Rs. 120-5-200-10-250, wherein Degree-holders are now given a higher start of Rs. 140. The Telangana Officers are in the grade of Rs. 170-8½-255-EB-9-300. Graduation in Veterinary Science and Animal Husbandry covers a course of four years plus six months Farm Training after passing the Intermediate Examination, with Biology Group. With a limited number of gazetted posts at the District level, the conditions of service in the Animal Husbandry Department are static with restricted avenues of promotion than in other technical services. We are informed that in view of the low scales of pay obtaining in this State, several fresh Graduates coming out of the Colleges are seeking jobs outside, in States like Rajasthan and Madhya Pradesh, which are said to offer better scales of pay and of those who actually joined

service, many have either left service or applied for release. In view of the paucity of trained Veterinary personnel and the expediency to prevent migration of qualified-Veterinarians in search of better prospects, we recommend that the scale of pay of Veterinary Assistant Surgeons may be made attractive by raising it to Rs. 180-7½-210-10-290-15-350.

136. For District Veterinary Officers who are in the Andhra grade of Rs. 260-700 or in the Telangana grade of Rs. 250-550, we recommend the grade of Rs. 250-20-450-25-600, as in the case of District Agricultural Officers.

137. The scale of pay of Veterinary and Live Stock Inspectors in Andhra is Rs. 60-3-120. The service of these officials appears to have come into existence since 1950, as the course was actually started in Madras in 1948 with a duration of two years. During this period, they are given training in all spheres in Veterinary Science,. After training, the successful candidates are awarded Diploma. Similarly, in the Telangana region, Veterinary Assistants after Matriculation undergo a training for a period of 1½ years and are given the grade of Rs. 90-215. A few unqualified persons who were already in service at the time when the last Pay and Service Commission made its recommendations in 1947 are given the grade of Rs. 81-3½-130. For the Live Stock Inspectors in Andhra and Veterinary Assistants in Telengana, we propose the grade of Rs. 75-3-105-4-125-5-150.

138. The Dairy Assistants in the grade of Rs. 120-250 also undergo a training for two years in Dairying at the National Dairy Research Institute, Bangalore, with the minimum educational qualification of S.S.L.C. Compared to the qualifications the scale of pay now obtaining for them appears to be a little highly pitched and we, therefore, recommend for them the scale of Rs. 100-5-140-7½-200.

9. Fisheries Department.

139. The Officers and Establishment of the Department of Fisheries mostly comprise Technical personnel. The categories of posts in Andhra and Telangana vary from each other. However, keeping in view their qualifications and the scales of pay prescribed by us for their compeers in other Departments, such as P.W.D., we have recommended

suitable scales of pay for them. Some of the important posts are given below :

Sl. No.	Designation	Qualifications	Present Scale	Proposed Scale
(1)	(2)	(3)	(4)	(5)
1.	Assistant Fisheries Officer.	Ind Class M.Sc. with Zoology as optionals plus experience for 2 years in Fresh-water Fisheries.	Rs. 250-450	Rs. 250-500
2.	Pisciculturist	.. Filled up by promotion from Inspectors.	.. 190-340	180-350
3.	Inspectors of Fisheries.	.. B.Sc., in Botany or Zoology plus Training in Madras Fisheries Training Course.	120-220 } 140-300 }	120-250
4.	Assistant Inspectors.	B.Sc. in Natural Science and Chemistry as optional subjects.	.. 60-100	62-120
5.	Jr. Inspectors of Co-operative Societies.	.. Deputed from Co-operative Department.	.. 65-90	62-120
6.	Fieldmen	.. Experience in Fish-Farm or Aquarium or Fisheries Laboratory	.. 25-40 } 42½-65 }	30-50

10. High Court

140. The staff of the High Court mostly comprises ministerial establishment for which we have already recommended suitable scales of pay applicable to the various Departments of Government. The High Court proposed that there should be uniformity in the scales of pay of the staff of the High Court and those employed in the Secretariat. They also observed that as the duties performed by the Sharistadars of Sub-Courts and Head Clerks of District Courts, Central Nazirs and Head Clerks of District Munsiffs' Courts are similar, it would be desirable to club all the three categories and put them on a uniform and rationalised scale of pay. The High Court suggested further, that the Examiners and Readers in the Judicial Ministerial Service and the Assistant Superintendents of Copyists should be clubbed together and placed in a single scale of pay.

141. It is difficult for the Committee to agree to the suggestions of the High Court for observing uniformity in the scales of pay of the High Court and the Secretariat. Keeping in view the present distinction in the scales of pay of Sharistadars of Sub-Courts and Head Clerks of District Munsiff's Courts, we suggest the scale of Rs. 100-200 for Central Nazirs, Sharistadars of Sub-Courts and Head Clerks of District Courts and Rs. 90-150 to the Head Clerks of District Munsiff's Courts.

142. We, however, agree to the recommendations of the High Court for raising the minimum remuneration of Copyists from Rs. 30 to Rs. 35 and for amalgamating the posts of Examiners (40-2-50) Assistant Superintendents of Copyists (Rs. 40-2-50) and Readers (Rs. 30-1-35) into one group carrying the pay scale of Rs. 41-2-65, as the duties performed by all the three categories of employees are reported to be the same. The Copyists will continue to be remunerated on the basis of the work done at the rate of annas two per 175 words copied by them, subject to a minimum of Rs. 35 p.m.

143. *Amins.*—The Amins in the Muffassil Civil Courts submitted memoranda for raising their scale of pay to that of a Lower Division Clerk on the ground that prior to 1920, while the pay of a Lower Division Clerk was only Rs. 15 p.m., the Amins were drawing a higher salary of Rs. 20 p.m.

144. The present scale of pay of Amins is Rs. 25-2-35-1-45. Prior to 1947 their scale of pay was only Rs. 21-33. They are paid travelling allowance at the rate of Rs. 15 for every 450 miles covered by them. Since the qualifications prescribed are lower and the nature of duties of Amins are quite different from those of Lower Division Clerks, the Committee is unable to comply with the request of the Amins. They are placed in the revised grade of Rs. 41-2-65.

145. *Official Receivers.*—Grade I Official Receivers are now drawing the scale of Rs. 165-10-325 and those in Grade II are drawing Rs. 160-5-240-10-270. There are only 4 full-time Official Receivers working in the Andhra area. There are no full-time Official Receivers in the Telangana area. The policy of Government seems to be to extend the part-time system on commission basis to districts in Andhra area also. We, however, suggest a common scale of Rs. 180-300 for both the categories of Official Receivers.

146. *Overseer*.—There is one post of Overseer in the High Court carrying the pay scale of Rs. 100-8-140-10-200. In fact this post appears to be originally that of a Court Keeper and the previous pay of the post seems to have been revised to the present scale only in 1956, while the High Court was at Guntur.

147. The Overseer arranges for the daily duties of the several peons and is also in charge of Stores, Furniture, etc. There is also another post of Care-taker from the Telangana side doing similar duties, which we understand, will be abolished when the present incumbent retires. In the circumstances, the Committee would suggest the U.D.C. scale of Rs. 90-180 for this post. The nomenclature of the post appears a misnomer and we would suggest its alteration either as 'Court-Keeper' or 'Care-taker'.

11. Co-operative Department

148. The Non-gazetted Subordinates of the Co-operative Department submitted a memorandum saying that a Co-operative Subordinate has now to deal with several types of non-credit institutions with a complicated system of accountancy besides a large number of credit institutions, and that the duties of the employees of the Department, which are of a technical nature, were not properly assessed while fixing their pay scales in 1947.

149. We feel that the duties of Sub-Registrars or Inspectors of the Co-operative Department cannot be considered technical in the real sense, for the fact that the educational qualifications required for these posts are more or less the same as for ministerial employees, except for some training in Co-operation.

150. At present the Co-operative Sub-Registrars, Andhra area, carry the pay scale of Rs. 150-5-200. The Senior Inspectors in Telangana area are in the grade of Rs. 154-275, while the Senior Inspectors of Andhra area are given the grade of Rs. 90-120. The Committee recommends the scale of Rs. 150-250 for Co-operative Sub-Registrars and Rs. 90-180 for the Senior Inspectors of Andhra area. The question of equation of posts of Assistant Registrars and Senior Inspectors of the Telangana area with corresponding posts in Andhra is a matter which is outside the purview of the Committee. For Junior Inspectors in the Andhra grade of Rs. 65-90 and the Telangana grade of Rs. 81-130, we recommend the grade of Rs. 62-120.

151. For Dairy Assistants in the scale of Rs. 175-5-225, we propose the scale of Rs. 100-5-140-7½-200, which we have recommended for the Dairy Assistants in the Animal Husbandry Department.

152. For the Deputy Registrars in Andhra in the grade of Rs. 230-30/2-260-40/2-500-50/2-700 and the Deputy Registrars in Telangana in the grade of Rs. 300-600, we propose the revised scale of Rs. 250-20-450-25-600.

12. Education Department

153. In the matter of determination of pay scales for the Teachers in the Education Department, we are confronted with an insurmountable difficulty, in view of the innumerable and heterogenous scales of pay now obtaining both in Andhra and Telangana regions from the posts of Lecturers down to the posts of Primary School Teachers. The problem has become more complicated when we took up for consideration the scales now in force for their compatriots in schools run by Local Bodies and Aided Schools, with a view to see as to how far we can succeed in achieving uniformity in the scales applicable to Teachers in Government Schools, Teachers working in Schools administered by Local Bodies and Aided School Teachers, and in curtailing the number of scales prevalent at present.

154. Memorials have been received urging for the up-grading of the scales of pay of teachers from various sources, such as from Pandits in Oriental Colleges, Members of the Andhra Pradesh Educational Subordinate Service (Collegiate Branch), the Government Teachers' Union, certain M.L.C. Teachers and the like. The Government Teachers' Union argued that considering the present cost of living as compared to that of 1947, the existing salaries should be enhanced by approximately one-third.

155. While the Members of the Educational Subordinate Service (Collegiate Branches) pleaded for the amalgamation of the two cadres of Assistant Lecturers and Lecturers into one cadre, after careful consideration we feel that the proper course would be to have two different scales for Lecturers and Assistant Lecturers, as at present.

156. The University Grants Commission have agreed to offer financial assistance to the Universities towards revision

of the salaries of Teachers in Affiliated and Constituent Colleges. According to the offer, if the revised scales proposed by the Universities for Lecturers fall within the range of Rs. 200-500, proposed by the Commission, they will share 50 per cent of the additional cost, on condition that the balance of the increased cost is borne by the State or by the Institutions concerned. We consider that it is difficult for us to recommend the adoption of scales suggested by the University Grants Commission for Lecturers, in view of the difficult finances of the State. We, therefore, recommend the following scales of pay for the Collegiate Staff :—

	Present scale. Rs.	Proposed scale Rs.
1. Lecturers ..	230—500 or 230—700	250-10-300-20-500
2. Assistant Lecturers ..	165—245 or 150—250	150-7½-210-10-280
3. Assistant Lecturers in Oriental Languages ..	85—175	100-5-140-7½-200
4. Tutors and Demonstra- tors. ..	80—140 or 85—175	90-4-110-5-150-7½- 180.
5. Physical Directors, Grade I ..	200—250	150-7½-210-10-280
6. do Grade II ..	100—190	100-5-140-7½-200

157. While considering the general pattern of scales to be adopted for Teachers of the Secondary and Elementary Schools, we have taken into account the large number of School Teachers in various grades, both under Government, Local Bodies and in the Aided Schools and the *ad-hoc* increase of Rs. 5 p.m. recently sanctioned by Government, in the basic salary of teachers in Primary Schools drawing not more than Rs. 90 p.m. and teachers in Secondary Schools drawing not more than Rs. 175 per month in Government, Local Bodies and Aided Schools throughout the State. We propose the following scales of pay for the several categories of the Teaching staff, both under Government as well as Teachers working in Schools run by District Boards and Aided Institutions :

	Rs.
1. Higher Grade Teachers (Middle Trained). ..	30-1-42-2-60
2. Secondary Grade Trained (Matri- culation Trained). ..	45-2-55-3-100-4-120
3. Graduates Trained ..	90-4-110-5-155-7½-200

158. In case of non-availability of vacancies in the respective cadres, teachers appointed on posts carrying a lower scale of pay, will draw pay in the scale prescribed by us above, according to qualifications.

159. The existing grades of School Teachers are extremely low, particularly in Schools managed by Local Bodies and Aided Schools, as indicated below :—

	Govt. Schools	Schools run by Local Bodies	Aided Schools
(1)	(2)	(3)	(4)
	Rs.	Rs.	Rs.
1. Lower Grade Teachers (Middle Untrained) ..	.. 25-35 (A) 30-42½ (T)	23-33	20 fixed (A) 30-42½ (T)
2. Higher Grade Teachers (Middle Trained) ..	.. 30-50 (A) .. 42-54 (T)	30-45	27-30 (A) 42-54 (T)
3. Secondary Grade (Matriculation Trained) ..	.. 45-90 (A) .. 54-98½ (T) 81-130 (T)	45-85 40-75	37-45 } (A) 45-85 } 54-98½ } (T) 81-130 }
4. School Assistants or Head-masters (Graduates Trained) ..	Gr. I 165-245 .. II 85-175	150-200 75-145	150-200 75-145

160. It will be seen that the scales of pay proposed by us are an immense improvement upon the existing scales of pay and would benefit a very large number of teachers in all categories. For the application of the proposed scales, Untrained Graduate Teachers, Inter-Trained Teachers and Matriculation Trained Teachers should be grouped together to whom the scale of pay of Rs. 45-120 proposed by us will apply. In this grade, Inter-Trained Teachers will start at the stage of Rs. 51 and Untrained Graduates at the stage of Rs. 64. For Graduate-Trained Headmasters of High Schools, with a strength of 500 pupils and below, we recommend a Headmasters' Allowance of Rs. 25 p.m. and for those of High Schools with a strength of over 500 students, an Allowance of Rs. 40 p.m. For Trained Graduate Headmasters of Middle Schools, Headmasters' Allowance of Rs. 15 p.m. is recommended.

161. For Senior Deputy Inspectors in the Telangana Grade of Rs. 154-275 or Rs. 130-190 and the Andhra grade of Rs. 85-175, we recommend the scale of Rs. 90-200. For Junior Deputy Inspectors in the Andhra grade of Rs. 75-125 or the Telangana grade of Rs. 81-130, we propose the grade of Rs. 75-150. In Telangana area, Education Officers at the District level are designated as 'Inspectors of Schools'. For the sake of uniformity, both in Andhra and Telangana areas, we suggest that they may henceforth be designated as 'District Education Officers' as in Andhra. Similarly, the present nomenclatures, 'Senior Deputy Inspectors' and 'Junior Deputy Inspectors' may be substituted by 'Inspectors' and 'Deputy Inspectors', respectively.

162. We also suggest that in the case of Physical Training Instructors and Drawing Masters, 25 per cent of the posts should be in Grade I and 75 per cent in Grade II.

163. We further recommend that Government should provide proper facilities for training for all Untrained Teachers, to improve their standard and efficiency.

13. Technical Education

164. The establishment of the Technical Education Department includes besides ministerial posts, technical posts of Instructors, Supervisors, Workshop Foremen and the like. For all these posts, we propose the same scale of pay, which we have recommended for their counterparts in the P.W.D., Industries and other Departments, where posts of a similar character exist.

14. Industries and Commerce Department

165. This Department consists of employees of all classes *i.e.*, Ministerial, Executive and Technical. As in the case of Technical Education Department, the posts of Industries Department will carry the same scales of pay, which have been proposed by us for corresponding posts in other Departments of Government, where the duties and qualifications are similar.

CHAPTER X

Dearness and House Rent Allowances

166. *Dearness Allowance.*—At present the rates of Dearness Allowance obtaining in Andhra area vary with those

of the Telangana area. To achieve uniformity in the rates of both the areas, and to minimise the difficulties in calculation, we recommend that Dearness Allowance should henceforth be on a slab system as is generally followed in other States, at the following rates. In fixing these rates, we have taken into account the *ad-hoc* increase of Rs. 6 sanctioned by Government from 1st April 1957, the City allowance of Rs. 6 p.m. sanctioned from 1st January 1958 for those drawing up to Rs. 200 p.m. and residing in the twin cities of Hyderabad and Secunderabad and the *ah-hoc* increase of Rs. 5 p.m. in the salaries of Teachers in Primary Schools drawing not more than Rs. 90 p.m. and Teachers in Secondary schools drawing not more than Rs. 175 p.m., sanctioned from July 1958. Hence, these allowances will discontinue to be paid separately in future.

Pay Range	Amount of Dearness Allowance
	Rs.
Up to Rs. 43 (inclusive)	30
Rs. 44-59	34
Rs. 60-149	35
Rs. 150-179	40
Rs. 180-209	43
Rs. 210-239	48
Rs. 240-269	53
Rs. 270-299	58
Rs. 300-349	60
Rs. 350-399	65
Rs. 400-499	70
Rs. 500-1,000	75 (with marginal adjust- ments up to Rs. 1,075)

167. *House Rent Allowance.*—At present, House Rent Allowance is granted under Andhra Rules for employees drawing up to Rs. 150 p.m., with marginal adjustments up to Rs. 162 at different rates for District Headquarter Towns and Municipalities, and other rural areas, based on population. In Telangana area, house rent allowance is admissible to all Non-gazetted employees residing in all District Headquarters. We have taken this factor into account while evolving pay

scales and the rates of Dearness Allowance and hence the House Rent Allowance now paid to employees will discontinue, in future.

168. However, with a view to protect the existing incumbents from reduction in their total emoluments, we suggest that any short-fall in their present Dearness Allowance (inclusive of the *ad-hoc* increase of Rs. 6 and Rs. 5 sanctioned for Teachers, and the City Allowance) and House Rent Allowance put together and the Dearness Allowance, proposed by us, will be made good, while fixing their pay in the revised grade, as will be seen from our recommendations relating to fixation of pay of the existing incumbents in the Revised Scales (Chapter XIII).

CHAPTER XI

Rates of Travelling Allowance

169. The rules governing Travelling Allowance admissible to several classes of Government officers are contained in the Andhra Pradesh Manual of Special Pay and Allowances. The Committee considers that the rates of Daily Allowance admissible to the lower category of Government employees under these rules are too low to cover their minimum expenses, while on tours. The Committee also feels that the grant of incidental expenses for Officers of Grades I to III by way of mileage at the rate of 6 nP. per mile for the first 300 miles and at 5 nP. per mile thereafter for journeys by rail is not justified, while the officers in other grades are eligible to Daily Allowance for the days of journey by train. The committee, therefore, suggests the following readjustments in the existing rates of Daily Allowance and Mileage, which it considers, will not involve much additional liability on Government :—

(1) For Officers of Grades I to III in lieu of a single first class fare plus incidental expenses at 6 nP. per mile for the first 300 miles and 5 nP. per mile thereafter in case of rail journey, single first class fare plus Daily Allowance for journeys by rail, within the State and 1 1/3 rd First Class fare for journeys outside the State may be substituted. Where no Daily Allowance is admissible for travel by rail during night, one-half Daily Allowance may be allowed.

(2) The rate of 56 nP. per mile for road journey admissible to officers of Grades I to IV may be reduced to 50 nP. per mile.

(3) The rate of Daily Allowance of Rs. 2-44 nP. drawn by Grade VIII Officers on pay ranging between Rs. 125 and 200 may be rounded off to Rs. 2-50 nP.

(4) The Daily Allowance of rupee one or 75 nP. now admissible to employees in Grades XI to XIII and drawing pay below Rs. 44 p.m. may be raised to Rs. 1-25 nP.

CHAPTER XII

Suggestions for meeting the Additional outlay

170. Our recommendations in the foregoing chapters on revision of pay scales involved an additional outlay to the tune of Rs. 304 lakhs per annum, based on average salaries. This includes a sum of Rs. 119 lakhs towards the extra cost on increased salaries proposed by us for Teachers in Schools run by District Boards and Aided Institutions. It may, however, be said that though the additional expenditure on salaries of Government employees and Teachers of Local Bodies and Aided Schools exceeds Rs. 300 lakhs, on average basis, this may not represent the actual expenditure that would be involved in the immediate future, which we expect to be somewhat less. The rates of Dearness Allowance suggested by us are likely to result in an additional cost of about Rs. 108 lakhs per annum. Thus, the total additional expenditure is estimated to be of the order of Rs. 412 lakhs.

171. The question of revision of pay scales of employees in Local Bodies, other than Teachers, is still under our consideration and it is premature to say at this stage as to what the extra cost on the revision of their pay scales is likely to be.

172. As the present finances of the State cannot afford to meet fresh commitments of such a high magnitude and as the entire available resources have been earmarked for the execution of Plan Schemes, the Committee suggests the following measures for covering at least partially, the additional Outlay involved in the revision of scales of pay, for the consideration of Government :—

(1) Cesses to be increased on a graded scale, without increasing the burden on persons with about 2 acres of wet or equivalent dry land. The basic land revenue on dry should not be less than a rupee per acre. The system of all taxes on

land should be rationalised and revised in such a way that Government gets an additional income of over Rupees One Crore per annum.

(2) The existing bus-passenger fares in Andhra area may be raised to 5 nP. per mile, the entire proceeds of which should accrue to Government.

Sri P. Sundarayya, however, reserves his opinion on this point.

(3) An increase in the rate of surcharge now paid by Goods Vehicle Owners to Government, under the Madras Taxation of Passenger and Goods Act of 1952, may also be considered. It may, however, be seen that by this measure, the lorry owners do not shelve the entire burden on the public.

(4) It should be made compulsory that all contracts entered into by contractors, either with private parties or the State Government, should be got duly registered on stamped documents. The rates of Registration Fee may be on a graded scale.

(5) Levy of Registration Fee on all P.W.D., Excise and other Contractors on a recurring basis every year.

(6) The question of collecting licence fee on Money-lenders on a graded scale may also be examined.

(7) The imposition of a tax on agricultural land used for non-agricultural purposes in urban areas may also be considered.

CHAPTER XIII

Miscellaneous

173. *Office Hours.*—At present, offices in the City are working from 11 A.M. to 5 P.M. The office working hours in the districts are from 10-30 A.M. to 5 P.M. For the sake of uniformity in both the city and mufassil offices, we suggest that the working hours should be from 10 A.M. to 5 P.M. The present timings in the city appear to have been recently fixed by Government to facilitate Government servants residing, in far off places in the city. Now, that suitable transport facilities exist even from distant places in the city, we consider that office timings should be the same throughout the State.

174. *Fixation of Pay in the Revised Scales.*—Fixation of pay in a revised scale in individual cases is governed by F.R. 22 (a) (ii) the 'Next below' rule. However, in a general salary revision the application of this rule is likely to give rise to anomalies such as a person having a considerable length of service in the existing scale being placed on the same footing as a person who enters service after the introduction of the revised scales, especially in cases where the minimum of the new scale is far higher than the minimum of the existing scale. Further, a mere upward revision of pay scales will not by itself confer any immediate benefit to employees already in service, unless some special concession by way of weightage for past service in a grade is shown in the matter of fixation of pay in the revised grades. This has also been the practice in the past, both at the Centre and with the States, whenever there was an all-round revision of salaries. Though this concession cannot be claimed as a matter of right, we feel that equity and the expectations underlying such a large-scale revision demand some measure of immediate relief to those already in service, especially when the cost of living has gone up since the scales of pay were last revised in 1947. We, therefore, recommend the adoption of the following course in fixing the pay of the existing officials in the new scales :—

(1) The Dearness Allowance, inclusive of the *ad-hoc* increase of Rs. 6 per mensem sanctioned from 1st April 1957, City Allowance of Rs. 6 p.m., the increase of Rs. 5 per mensem sanctioned to teachers from July 1958 and the House Rent Allowance now admissible to an officer (except in the case of an officer who is provided with Government quarters), shall be added together and if the total sum exceeds the amount of Dearness Allowance now proposed for him, then the difference will be merged with the basic pay of the officer in the existing scale and his pay fixed at the stage in the revised scale next above his pay so arrived at, whether this is, or is not, a stage in the new scale.

(2) If his present pay or the pay arrived at after the merger of the difference, if any, mentioned in (1) above is less than the minimum of the revised scale, his pay shall be fixed at the minimum of the new scale.

(3) In the case of a Typist who is at present in receipt of a Typist Allowance of Rs. 10 per mensem, the allowance will be added on to his present pay in the existing scale and his pay fixed in the revised scale on the basis of the principles enunciated above.

(4) After the pay of an officer is fixed as above, weightage of one increment for five completed years of service and two increments for ten completed years of service or over in his present grade shall be added thereto. But, in the case of an officer whose rate of increment happens to be Rs. 15 or above at the time of fixation of pay in the revised grade, weightage of only one increment shall be given provided he completes five years of service in his present grade.

(5) The above principles shall apply in fixing the initial pay of both the substantive and officiating incumbents.

(6) In all cases where revised scales have been proposed for posts carrying fixed pay, service on a fixed pay shall be treated as service in a scale.

(7) In cases where weightage calculated as above takes the total pay beyond the maximum of the new scale, the pay shall be fixed at the maximum of the new scale.

(8) Future increments in the revised scales will accrue after the expiry of the period prescribed for the various grades for the drawal of increments and service in the existing scales shall not count for future increments in the new scales.

(9) No weightage shall be given to the existing incumbents who opt to remain in their existing scales of pay.

(10) In cases where the minimum and the maximum of the present grade and those of the proposed grade happen to be the same, but the rates of increments differ, then the grade recommended by the Committee shall be taken as a 'revised grade' for purposes of fixation of pay.

NOTE.—In the case of an employee who is eligible to rent-free quarters under the normal rules, but draws House Rent Allowance in lieu thereof, he will continue to draw the allowance till such quarters are provided. The allowance in his case will not be merged in Dearness Allowance or pay while fixing his pay in the revised grade.

175. *Option to present Incumbents.*—It is a recognised principle that option should be given to those persons who are already in service and who do not derive any benefit out of the revised scales of pay. We, therefore, recommend that option should be given to all substantive or officiating holders of posts, either to opt to the revised scales of pay or elect to remain in their existing scales. Option once exercised shall be final.

176. Those who opt to the present scales will continue to draw Dearness Allowance and House Rent Allowance at the existing rates.

177. *Date of Enforcement of the Revised Scales.*—We recommend that the Revised Scales of pay may take effect from 1st November, 1958 the date of the 2nd anniversary of the formation of Andhra Pradesh.

178. In our deliberations, we have received considerable assistance from our Secretary Sri A.L. Kantha Rao. We place on record our appreciation of his valuable services. We also like to express our appreciation of the assistance given to the Secretary and to us by the staff who had worked late hours in Office and also on holidays.

K. Brahmananda Reddi
(Chairman)

V. B. Raju

P. Sundarayya

A. V. Bhanoji Row

L. N. Gupta

A.L. Kantha Rao
(Secretary)

Hyderabad,
The 16th November, 1958.

Summary of the Recommendations

A summary of the important recommendations made by the Committee is given below:—

	Reference to the Report	
	PAGE	PARA
1. The Committee felt that the principle of providing for a living wage for low-paid employees has to receive greater consideration	13	29
2. In fixing the pay scales for the higher categories of employees, due consideration has been given to the fact that the emoluments of an employee should be such as to afford him to lead a comfortable life consistent with his responsibilities and work	13	29
3. With a view to reducing the disparities in scales of pay of the Central and State Government employees, it is hoped that the State Government would pursue the matter with the Central Government to keep the interests of the entire country in view and not deal with the pay scales of Central Government employees in isolation	13-14	31
4. Regarding the existing anomalies in the scales of pay applicable to employees from the Andhra and the Telangana regions of the State, it may be said that the existing scales in Telangana area will remain in operation for some time to come till the present incumbents in Telangana either retire or get promoted, when the existing disparities will eventually disappear	14-15	33
5. The minimum emoluments of a Class IV employee may be fixed at Rs. 56 per mensem—Rs. 26 as basic pay and Rs. 30 per mensem as Dearness Allowance	16-17	39
6. For the lower category of Class IV employees such as peons, malis, etc., the pay scale of Rs. 26-1-40 is suggested	16-17	39
7. For Attenders, Jamedars, Dafedars, etc., the scale of Rs. 30-1-45 is recommended	17	40
8. Class IV Employees such as Jamedars, Defedars, peons, etc., may be designated as "Attenders"	17	41
9. For Shroffs, Motor Drivers and others, the scale of Rs. 41-2-65 is proposed	17	42
10. For Tractor Drivers, Drivers of Bull-dozers, etc., the scale of Rs. 50-2-64-3-85 is proposed	17-18	43

	PAGE	PARA
11. For Motor Drivers 20% of the posts of drivers should be in the higher grade of Rs. 50-2-64-3-85, to act as an incentive for promotion	17-18	43
12. Motor Drivers serving under Ministers will draw an allowance of Rs. 25 p.m.	18	44
13. For a Lower Division Clerk, a minimum basic pay of Rs. 50 with a dearness allowance of Rs. 34, thus making a total of Rs. 84 p.m. is recommended	19	49
14. Higher scales of pay are recommended for Superintendents and Upper Division Clerks working in the Secretariat	21	55
15. Separate scales have been proposed for ministerial employees working in Headquarters Offices and District or Subordinate Offices	22	57
16. Personal Assistants to Ministers will draw the scale of pay of Upper Division Clerks or Superintendents of the Secretariat from whom they are selected and in addition draw a Special pay of Rs. 40 per mensem.	23-24	59
17. Upper Division Clerks and Lower Division Clerks may henceforth be designated as Senior, Assistants and Junior Assistants, respectively	24	60
18. Posts of Registrars or Managers in Directorate Offices carrying a higher scale of pay than that of a Superintendent should be merged in the cadre of Superintendents	24	61
19. Graduate appointed as a Lower Division Clerk in the grade of Rs. 50-120 will start at Rs. 62 in this grade. Similarly, holders of Diploma in Commerce will start at the stage of Rs. 56	24	62
20. Full opportunities of promotion for ministerial employees in all offices, by transfer of some employees from the Districts to Headquarters Offices and from the Directorate Offices to the Secretariat should be given	24	64
21. Typists will be placed in the scale of pay of a Lower Division Clerk without typewriting special pay	25	66
22. Typists can be drafted into the clerical cadre after a service of 5 years to qualify themselves for further promotion	25-26	67
23. Stenographers who passed the shorthand examination in the Higher Grade can be promoted to the grade of an Upper Division Clerk. A Stenographer passing the shorthand examination in the Lower Grade will draw a Shorthand Special Pay of Rs. 15 and a stenographer passing the shorthand examination in the Higher Grade will draw a special pay of Rs. 25 p.m.	26	68

	Page	Para
24. The scale of pay of Assistant Secretaries will henceforth be Rs. 400-25-700	26	71
25. Annual increments have been recommended in all cases ..	27	73
26. Abolition of 'Efficiency Bars' is recommended	27-28	74
27. Pay scales for Executive and Technical posts have been suggested keeping in view the period spent on education and training required for each service and the avenues of promotion available in it	29	77
28. Only posts in the scale of pay of Rs. 250-400 or higher be treated as Gazetted and all the others as Non-Gazetted .	29	78
29. The upward revision of scales of non-Gazetted employees has made certain consequential changes in the higher ranges inevitable and hence revised scales have been proposed in the categories of Officers also	30	79
30. It is recommended that other similar Gazetted scales may also be examined and rationalised	30	80
31. Revised rates of Dearness Allowance have been recommended taking into account the <i>ad-hoc</i> increases sanctioned by Government from 1st April 1957	53-54	166
32. The House Rent Allowance now drawn is merged in Dearness Allowance and will discontinue in future.. ..	54-55	167
33. Officers of Grade I to III, will in future draw 1 1/3 First Class railway fare in case of journey by rail outside the State in lieu of incidental charges now admissible to them. The Daily Allowance of 75 n.P. now admissible to employees Grade XI to XIII has been raised to Rs. 1.25 n.P.	55-56	169
34. The additional expenditure involved in the revision of scales of Pay and Dearness Allowance is estimated at Rs. 412 lakhs	56	170
35. Measures have been suggested for augmenting the resources of the State to meet the additional outlay involved in the revision of pay scales, at least partially	56	172
36. Office Hours to be changed to 10 a.m. to 5 p.m. both in the City and in the Districts	57	173
37. Principles have been enunciated for fixing the pay of the existing incumbents in the revised scales	58-59	174
38. Option has to be given to all substantive or officiating holders of posts either to opt to the revised scales or elect to remain in their existing scales	59	175
39. Those who opt to the present scales will continue to draw Dearness Allowance and House Rent Allowance at the existing rates	60	176
40. The revised scales of pay may take effect from 1st November 1958	60	177

GOVERNMENT OF ANDHRA PRADESH

Pay Committee (1958)

GENERAL QUESTIONNAIRE (ANNEXURE I)

I—Standards of Remuneration

1. What is the minimum emoluments that you would suggest for a Government servant ?

2. What tests and standards would you suggest as appropriate bases to be adopted for fixing salary or remuneration of the various categories of low-paid employees of Government, the minimum of whose scale of pay is Rs. 250 or less.

3. Do the existing permanent pay scales of low-paid Government servants in their several classes and grades require revision ? If so, what should be the general lines on which the revision should be carried out ?

4. There obtains at present multiplicity of pay scales and it is often said that this is not conducive to efficiency and contentment and securing the maximum effort out of Government employees. Do you agree with this view ? If so, what suggestions would you make for curtailing the number of categories and for evolving a rationalised structure of pay scales ?

5. Do you consider it proper that there should be uniformity in payment for similar kinds of work as between different departments and different sections of the same department ?

6. If the basic scales of pay for similar kind of work are to be uniform, is it necessary that with uniform scales of pay, special allowances are to be attached in Cities where life is costlier ?

7. In offices where work is of a higher order or in posts where there is special responsibility, do you recommend higher scales of pay or additional allowances ?

8. Do you agree that as far as possible there should be no disparity in pay between the employees of the Central and State Governments doing the same kind of work and working in offices located in the same area ?

9. Should the pay scales be varied from time to time according to the cost of living ? If so, in what manner ? Or would you advocate stable pay scales based on a long-term view ?

10. What is the cost of living level with reference to which the basic salaries should now be determined considering the movement of prices in recent years and the economic trends generally, taking 1952-53 as the base year ?

11. Is the present practice of granting Dearness Allowance to meet the temporary rise in the cost of living quite satisfactory ? Would you recommend that the whole or any part of D.A. might be absorbed in future pay scales in the event of a decision to revise them in upward direction ?

12. Have you any other proposals to make in regard to the structure of emoluments not covered by the answers to the above questions ?

II—Conditions of Service

13. What are the principles with reference to which the conditions of service of Government employees should be determined ?

14. Do you think any distinction should be made in the matter of conditions of service between one class of Government employees and another and if so, what and why ?

15. Is the present system under which widely different sets of rules that govern the grant of leave to Government employees in the State working satisfactorily ? If not, to what extent can "leave terms" be rationalised and simplified ?

16. Have the present rules regarding retirement from Government service and the grant of pensionary benefits or gratuities, including the alternative of contributing to a Provident Fund, been found inconvenient or inappropriate ? If so, what changes do you consider desirable in respect of :—

(a) age of retirement

(b) the minimum service qualifying for retirement ;

(c) the scale of pensions and gratuities ; &

(d) the basis with reference to which average emoluments are calculated.

17. Do you consider any changes are necessary in the existing scale of pensionary benefits (sanctioned under the Revised Pension Rules, 1950, by the former Hyderabad Government to their employees), including the rate of pension, gratuity and qualifying service ? If so, what are your suggestions ?

18. Have you any suggestions to make regarding the scope or promotion from one grade to another, or one service to another and the principles and procedure that should govern promotions at different levels ?

19. To what extent should the principle of merit and seniority be respectively adopted in the matter of promotion and how far is the present system of promotion between different grades satisfactory ?

20. In services to which there will be direct recruitment as well as promotions, what proportion of vacancies should be allotted for direct recruitment and for promotions ?

21. Do you think that training of direct recruits is necessary for efficiency ? If so, what training would you recommend for the service in which you are interested ?

22. Do you consider it necessary in the interests of efficiency that every officer, whether recruited directly or promoted, should be on probation for a stipulated period of time ? What should be the duration of this period ?

23. What is your opinion about the suitability of the existing provisions governing disciplinary matters ?

III—Facilities and Amenities

24. The Government provide residential accommodation to a proportion of their employees, generally at a rate of rent favourable to the employees and additional Government residences are being constructed every year. Further, in all important towns, house rent allowance is granted to employees to whom Government residence is not allotted. The Government have not, however, accepted so far a general responsibility to provide residential accommodation to their employees. Do you suggest any change in the existing policy to be necessary and if so, in what respects ?

25. What is your opinion about the adequacy of the medical aid at present available to Government employees ? What improvements would you suggest ?

26. Should the Government provide any special facilities for school education to the children of their employees and if so, what ?

IV—General

27. It is stated that the Committee in making its recommendations will keep in view the present finances of the State Government and any recommendations which it may make should not impinge upon the size and the orderly execution of the Second Five-Year Plan, nor on the available resources earmarked for the execution of Planned Programme. Then what are the resources from which funds required to meet the cost of increase in remuneration of public employees can be met ?

28. Is there scope for curtailment of Non-Plan Non-Development expenditure on a scale that would enable a substantial part of the cost of any increase in the remuneration of public employees to be met from the resulting savings ?

29. Have you anything else to state or suggest regarding matters covered by the Committee's Terms of Reference ?

ANNEXURE II

List of Officials, Non-Officials and Associations who have furnished Replies to the Questionnaire.

Officials :

1. Secretary to Government, Finance Department.
2. Secretary to Government, Health and Local Administration Department.
3. Secretary, State Legislature.
4. Secretary to Government, Agriculture Department.
5. Military Secretary to Governor.
6. Secretary, Andhra Pradesh Public Service Commission.
7. Board of Revenue.
8. Secretary, State Transport Authority.
9. Inspector-General of Police.
10. Chief Engineer, (General).

11. Chief Engineer, (Highways)
12. Chief Engineer (Electricity)
13. Director of Information and Public Relations.
14. Director of Animal Husbandry and Fisheries.
15. Director of Public Health.
16. Director, Government Printing Department.
17. Director of Medical Services.
18. Director of Agriculture.
19. Director of Treasuries and Accounts.
20. Director of Public Instruction.
21. Director of Industries and Commerce.
22. Director of Social Welfare.
23. Director of Town Planning.
24. Director of Endowments and Joint Secretary, Board of Revenue.
25. Director, Central Stores Purchase Department.
26. Additional Director, National Employment Service.
27. Chairman, Jagir Debt Settlement Board.
28. Special Officer, Indian Medicine Department.
29. Superintendent, Government Gardens.
30. Examiner of Local Fund Accounts.
31. Registrar of Co-operative Societies.
32. Jagir Administrator.
33. Inspector-General of Local Administration.
34. Tribunal for Disciplinary Proceedings.
35. Inspector-General of Registration and Stamps.
36. Inspector-General of Prisons.
37. Commissioner, Hindu Religious and Charitable Endowments.
38. Chief Electrical Inspector to Government.
39. Chief Engineer, Local Administration and Public Health.
40. Collector, Nellore.
41. Collector, Cuddapah.
42. Collector, Warangal.
43. Collector, Khammameth.
44. Collector, Chittoor.
45. Collector, Hyderabad.
46. Collector, Nagarjunasagar Project.
47. Collector, East Godavari.
48. Collector, Krishna.
49. Collector, Srikakulam.
50. Collector, Nizamabad.
51. Collector, Karimnagar.
52. Collector, Anantapur.
53. Commissioner, Hyderabad. Municipal Corporation.

Non-Officials :

1. Smt. T. Lakshmikantamma, M.L.A.
2. Sri. G. Ranga Rao Naidu, M.L.C.
3. ,, T. Raghava Das, M.L.C.
4. Smt. J. Sithamahalakshmi, M.L.C.
5. Sri R. S. Suryanarayana Raju, M.L.A.
6. ,, Sheikh Moula Sahib, M.L.A.
7. ,, D.S. Subrahmanyam, M.L.C.
8. ,, P. Venkatasubbiah, M.L.A.
9. ,, S.B.P.B.K. Satyanarayana Rao, M.L.C.
10. ,, M. V. Sastry, M.L.C.
11. ,, Zain Yar Jung, M.L.C.
12. ,, I. Sadasivan, M.L.C.
13. ,, B. N. Reddi, M.L.C.

Associations :

1. Andhra Pradesh Secretariat Association .
2. Andhra Pradesh N.G.Os Association.
3. Hyderabad N.G.Os Central Union.
4. All Andhra Pradesh Class IV Employees' Association.
5. Andhra Pradesh Government Teachers' Union.
6. Andhra Pradesh Public Health Superior Employees' Association.
7. Veterinary and Livestock Inspectors' Association.

ANNEXURE III

**List of Associations and Individuals and Officials interviewed
by the Pay Committee***Associations :—*

1. The Andhra Pradesh Secretariat Association.
2. The Andhra Pradesh N.G.Os. Association.
3. The Hyderabad N.G.Os. Central Union.
4. The Andhra Pradesh Government Class IV Employees' Association.
5. The Andhra Pradesh Public Health Superior Employees' Association.
6. The Andhra Pradesh Medical Subordinate Services' Association.
7. The Andhra Pradesh Trained Nurses' Association.
8. The Andhra Pradesh Veterinary Assistant Surgeons' Association.
9. The Andhra Pradesh Livestock Inspectors' Service Association.
10. The Association of Engineers.
11. The Andhra Engineering Association.
12. The Andhra Pradesh State Government Teachers' Union.

Official Witnesses :—

1. Director of Medical Services.
2. Personal Assistant to the Director of Public Health.
3. Director of Public Instruction.
4. Director of Agriculture.
5. Director of Animal Husbandry and Fisheries.
6. Inspector-General of Police.
7. Chief Engineer (General).

Individuals :—

1. Shri V. Gopalakrishnayya, M.L.A.
2. Shrimathi Lakshmikanthamma, M.L.A.
3. Shri S. Ramakrishnayya, M.L.C.
4. „ G. Ranga Rao Naidu, M.L.C.
5. „ P. Sriramamurthy, M.L.C.
6. „ T. Raghavadas, M.L.C.
7. „ V. Purushotham, M.L.C.

ANNEXURE IV**Index Numbers of Consumer Prices**

The Consumer Price Index Numbers for the State as a whole have been worked out for eight years from 1950 to 1957. A statement together with a chart showing these numbers is enclosed herewith. The commodities and the system of weights are the same as those mentioned above. The base year also remains the same viz : 1949. The average price for 12 months for each district has been taken as the annual average price of a commodity. From these annual figures index numbers have been constructed for each district centre using a uniform system of weights. Then index numbers for the 20 districts have been averaged to get the State index number of consumer prices for the year. These index numbers for the State as a whole have been worked out for 8 calendar years from 1950 to 1957. For each of the 13 months from July 1957 to July 1958 the consumer price index numbers have been worked out for the whole State. The index numbers for district centres have been slightly revised and averaged for the whole State.

Yearly index numbers of consumer prices for Andhra Pradesh (1950-1957)

Year	Index No.
(1)	(2)
1949	100
1950	107
1951	111
1952	111
1953	115
1954	115
1955	103
1956	113
1957	127

*Monthly index numbers of Consumer Prices for Andhra Pradesh from
July 1957 to July 1958*

(BASE YEAR 1949=100)

Month (1)	Year (2)	Index No. (3)
July ..	.. 1957	126
August ..	.. 1957	126
September ..	.. 1957	126
October ..	.. 1957	122
November ..	.. 1957	125
December ..	.. 1957	123
January ..	.. 1958	123
February ..	.. 1958	121
March ..	.. 1958	121
April ..	.. 1958	121
May ..	.. 1958	121
June ..	.. 1958	123
July ..	.. 1958	126

A brief note on the compilation of working classes cost of living index numbers with the base year 1949 from July 1957 to June 1958

For comparison purposes in all the district centres (20) representative items from all the consumption groups have been selected for compiling these index numbers.

Weights.—The weights showing the relative importance of the commodities in the index were assigned on the basis of consumption pattern as revealed by the family budget enquiries conducted among the industrial labour at Hyderabad, Nizamabad and Warangal in Telangana region in 1943-44 and the low-paid employees at Visakhapatnam and Eluru in Andhra region in the year ended June 1936. The weights assigned in each of the five districts were adopted for the neighbouring districts. Thus the weights of Hyderabad centre were adopted for Medak, Mahabubnagar and Nalgonda. The weights of Nizamabad centre were adopted for Adilabad and Karimnagar. The weights of Warangal centre were adopted for Khammam. The weights of Visakhapatnam centre were adopted for Srikakulam district. The weights of Eluru centre were adopted for East Godavari, Krishna, Guntur and Nellore. The weights assigned for Bellary centre were adopted for Kurnool, Cuddapah, Anantapur and Chittoor.

Base Prices.—The average of retail prices during the year 1949 was adopted as base price. In the absence of retail price data pertaining to the year 1949 for some centres and for some commodities, prices in an adjacent district centre were taken. Current prices, that is, for the year July 1957 to June 1958 were available for most of the district centres. Due to practical difficulties in obtaining information, the rent item has been taken to have no variation since 1949, the year taken as base year.

Index Numbers.—Taking 1949 as base, approximate index numbers of consumer prices have been worked out for all the twenty district centres for each month from July 1957 to June 1958. Due to the non-availability of base or current prices for Cuddapah and Chittoor, and therefore adoption of Kurnool and Anantapur prices, the index numbers of Cuddapah and Chittoor have come out to be the same as those of Kurnool and Anantapur respectively.

Statement showing the working class cost of living Index numbers for all the

(BASE YEAR

Sl. No.	Districts.	July 1957	August 1957	September 1957	October 1957
1	2	3	4	5	6
1.	Srikakulam	137	135	132	129
2.	Visakhapatnam	137	137	132	131
3.	East Godavari (Kakinada) ..	143	142	147	140
4.	West Godavari (Eluru) ..	143	145	149	154
5.	Krishna. (Masulipatnam) ..	143	146	148	140
6.	Guntur	139	144	142	142
7.	Nellore	137	138	142	136
8.	Kurnool	132	127	126	116
9.	Anantapur	125	128	126	127
10.	Cuddapah	132	127	126	116
11.	Chittoor	125	128	126	127
12.	Hyderabad-Secunderabad ..	139	139	137	137
13.	Nizamabad	111	110	109	109
14.	Medak	148	142	146	135
15.	Mahbubnagar	147	145	143	140
16.	Nalgonda	138	140	142	142
17.	Warangal	148	144	141	142
18.	Khammam	164	168	165	164
19.	Karimnagar	134	134	134	134
20.	Adilabad	121	112	126	101

District Centres in Andhra Pradesh from July, 1957 to June, 1958.

1949=100)

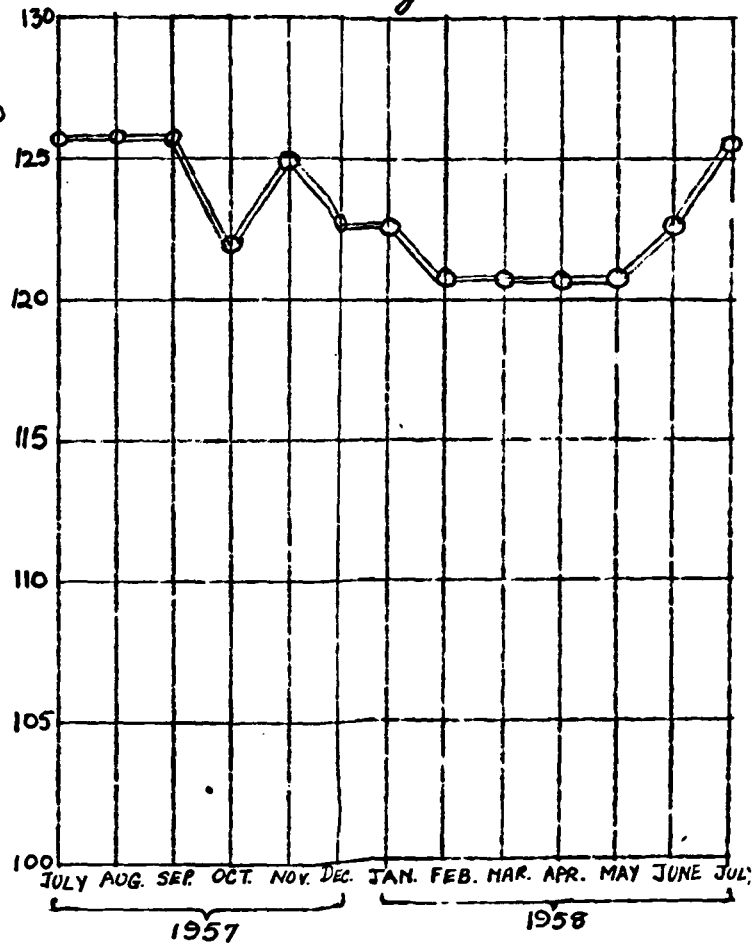
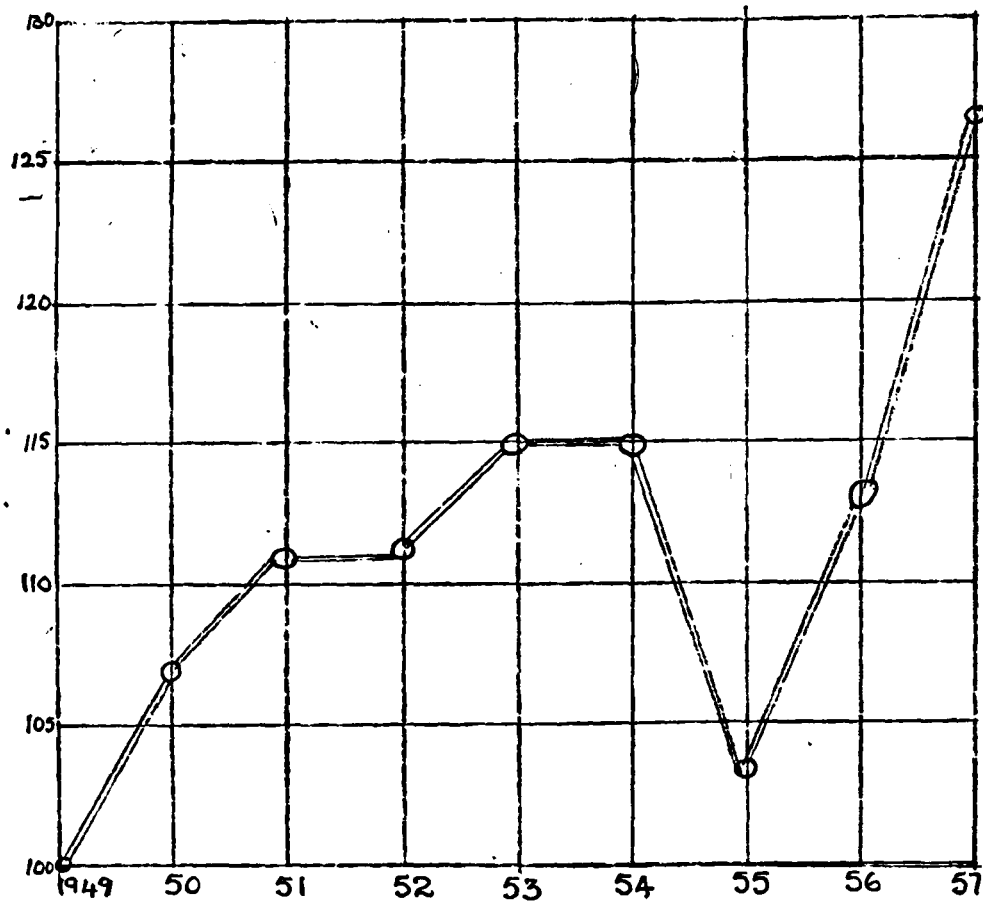
November 1957	December 1957	January 1958	February 1958	March 1958	April 1958	May 1958	June 1958
7	8	9	10	11	12	13	14
129	145	136	138	137	139	139	138
131	132	142	143	138	137	136	137
138	137	136	135	135	135	134	135
144	143	138	136	135	140	138	138
142	139	136	136	140	140	142	141
145	144	143	144	146	146	147	147
138	138	136	134	133	133	133	134
128	121	130	124	131	125	131	134
127	127	126	125	124	122	121	121
128	121	130	124	131	125	131	134
127	127	126	125	124	125	131	134
141	140	137	137	136	137	138	140
116	115	115	113	115	113	109	107
136	132	133	133	127	126	122	130
142	136	130	124	130	133	134	137
141	140	140	140	136	139	136	140
148	144	132	143	138	134	135	138
165	163	154	150	145	150	151	161
134	134	134	134	134	133	132	129
117	110	114	112	107	111	113	116

INDEX NOS. OF CONSUMER PRICES FOR ANDHRA PRADESH

BASE: 1949=100

Annual

Monthly



APPENDIX 'A'
Schedule of Pay Scales

*Index to the statement showing the proposed scales of
Pay in the various departments*

Sl. No.	Name of the Department	PAGE No.
1	2	3
1.	Governor's Secretariat	85
2.	Military Secretary to Governor's Office	86-89
3.	Secretariat Departments	89-91
4.	Government House Department	92
5.	Andhra Pradesh Legislature Secretariat	93-94
6.	Andhra Pradesh Public Service Commission	95
7.	Board of Revenue (Land Revenue & Settlement)	96
8.	Revenue Department (District and Taluq Administration)	97-98
9.	Settlement, Survey and Land Records Department	99-102
10.	Translator of Government	103
11.	Directorate of Treasuries and Accounts	104-107
12.	Examiner of Local Fund Accounts	105
13.	Directorate of Information and Public Relations	106-107
14.	Bureau of Economics and Statistics	108-109
15.	Commercial Taxes Department	110
16.	Sales Tax Appellate Tribunal	111
17.	Excise Department	111-112
18.	Registration Department	113
19.	Registrar-General of Births, Marriages and Deaths	114
20.	Nazim, Atiyat	114

1	2	3
21. Civil Supplies Department	115
22. Jagir Administrator's Office	116
23. Jagirdars' Debt Settlement Board	117
24. Tribunal for Disciplinary Proceedings	117
25. Inspector-General of Local Administration	118-119
26. High Court	120-122
27. Advocate-General	123
28. Assistant Public Prosecutors of Andhra Pradesh	123
29. Editor, Indian Law Reports	123
30. Administrator-General and Official Trustee of Andhra Pradesh	124
31. Director of Endowments	124
32. Office of the Commissioner of Hindu Religious and Charitable Endowments.	125
33. Labour and National Employment Service	126-128
34. Industrial Tribunal	129
35. Commissioner for Government Examinations	130
36. Curator, State Central Library	131-132
37. Registrar of Books	132
38. Central Records Office	133
39. Social Welfare Department	134-135
40. Women's Welfare Department	136-137
41. Tribal Welfare Department	138-140
42. Police Department	141-143
43. Prisons Department	144-146
44. Fire Service Department	147-148
45. Transport Commissioners Office	149

1	2	3
46. Co-operative Department	150-151
47. Forest Department	152-153
48. Agriculture Department	154-161
49. Animal Husbandry Department	162-165
50. Fisheries Department	166-168
51. Medical Department	169-178
52. Public Health Department	179-184
53. Community Projects Department	185-186
54. Public Works Department	187-200
55. Chief Engineer of Local Administration and Public Health	..	201-202
56. Director of Town Planning	203-204
57. Headquarters Offices of Electricity Department	..	205-206
58. Education Department	207-213
59. Technical Education Department	214-219
60. Industries Department	220-227
61. Stationery Department	228-229
62. Controlled Commodities Department	230
63. Central Stores Purchase Department	231
64. Director of Handlooms	232
65. Weights and Measures Department	233
66. Mines and Geology Department	234
67. * Government Printing Department	235-243

Statement showing the number of Employees in the various departments and the extra cost involved on the adoption of Revised Scales of Pay.

Sl. No.	Department	Total No. of employees	Extra cost Rs.
1	2	3	4
1.	Governor's Secretariat	25	2,080
2.	Military Secretary to Governor's Office ..	84	8,970
3.	Secretariat Departments	2,592	95,010
4.	Government House Department ..	152	18,480
5.	Andhra Pradesh Legislature Secretariat ..	192	6,840
6.	Andhra Pradesh Public Service Commission ..	133	10,190
7.	Board of Revenue (Land Revenue and Settlement)	426	1,34,330
8.	Revenue Department (District & Taluq Administration)	8,870	11,86,750
9.	Translator to Government	31	4,380
10.	Directorate of Treasuries & Accounts ..	2,173	3,94,680
11.	Examiner of Local Fund Accounts	353	2,490
12.	Directorate of Informaion & Public Relations ..	108	1,210
13.	Bureau of Economics and Statistics	238	32,000
14.	Commercial Taxes Department	3,180	5,50,990
15.	Salex Tax Appellate Tribunal	19	2,890
16.	Excise Department	3,091	3,20,310
17.	Registration Department	1,033	1,77,460
18.	Registrar-General of Births, Marriages and Deaths	4	750
19.	Nazim Atiyat	41	1,620

1	2	3	4
20.	Civil Supplies Department	156	6,540
21.	Jagir Administrator's Office	88	2,960
22.	Jagirdars Debt Settlement Board	32	— 10
23.	Tribunal for Disciplinary Proceedings	11	830
24.	High Court	5,833	8,71,650
25.	Advocate-General	7	680
26.	Assistant Public Prosecutors of Andhra Pradesh	186	42,140
27.	Editor, Indian Law Reports	10	1,600
28.	Administrator-General and Official Trustee of Andhra Pradesh	7	760
29.	Inspector-General of Local Administration	1,268	2,52,190
30.	Director of Endowments	78	5,510
31.	Commissioner of Hindu Religious and Charitable Endowments.	252	53,030
32.	Labour and National Employment Service	753	1,37,380
33.	Industrial Tribunal	43	6,590
34.	Police Department	40,387	28,18,470
35.	Prisons Department	914	89,960
36.	Fire Service Department	1,567	1,59,570
37.	Transport Commissioner's Office	366	1,16,170
38.	Settlement, Survey and Land Records Department	6,887	10,23,160
39.	Commissioner for Government Examinations	103	19,610
40.	Curator, State Central Library	122	16,010
41.	Registrar of Books	7	1,390
42.	Central Records Office	132	7,410
43.	Social Welfare Department	220	33,900

1	2	3	4
44.	Women's Welfare Department	366	54,160
45.	Tribal Welfare Department	529	53,270
46.	Co-operative Department	3,211	5,60,290
47.	Forest Department	4,319	4,39,870
48.	Agriculture Department	6,569	12,93,130
49.	Animal Husbandry Department	2,344	6,44,580
50.	Fisheries Department	830	75,280
51.	Medical Department	8,883	21,79,910
52.	Public Health Department	4,451	5,84,380
53.	Community Projects Department	8,503	15,20,270
54.	Public Works Department and allied Departments	11,869	19,04,180
55.	Chief Engineer of Local Administration and Public Health.	1,015	1,08,570
56.	Director of Town Planning	98	11,560
57.	Headquarters Offices of Electricity Department	623	97,350
58.	Industries Department	1,046	1,08,260
59.	Stationery Department	156	17,910
60.	Controlled Commodities Department	80	16,070
61.	Central Stores Purchase Department	56	1,330
62.	Director of Handlooms	35	4,200
63.	Weights and Measures Department	78	4,010
64.	Mines and Geology Department	64	4,940
65.	Government Printing Department	1,579	1,76,350
66.	Education Department	31,628	— 1,62,410
67.	Technical Education Department	1,902	2,17,540
	Total	1,72,408	1,85,33,930 or Rs. 1.85 Crores.

Teachers in Local Bodies and Aided Schools

			Total No. of Employees	Extra Cost Rs.
Graduates Trained .. ..	..	..	3,894	11,00,140
Matriculates trained .. ..	..	..	1,9108	47,02,500
Middle Trained .. ..	..	..	44,404	60,62,360
		Total	<u>67,406</u>	<u>1,18,65,000</u>

NOTE :—The untrained teachers employed in Local Bodies and Aided Schools numbering 5,340 (Graduates untrained 843, Matriculates untrained 2,035 and Higher and Middle Untrained 2,462) have not been taken into account in the above statement.

	Rs.
I. <i>Extra cost on Account of Revision of Scales of Pay of Government Employees</i>	1,85,33,930
II. <i>Extra cost on Account of the Revision of Scales of Pay of Teachers Employed in Local Bodies and Aided Schools</i>	1,18,65,000
Grand Total ..	<u>3,03,98,930</u>

*Statement showing the extra cost involved on account of Revision
of rates of Dearness Allowance*

Pay Range	No. of Posts	Existing Cost	Proposed Cost	Difference
1	2	3	4	5
<i>Government Employees</i>		Rs.	Rs.	Rs.
1—43.. ..	76,805	2,25,65,800	2,76,49,800	50,84,000
44—59.. ..	36,100	1,25,52,000	1,47,28,800	21,76,800
60—149 ..	44,810	1,53,84,000	1,88,20,200	34,36,200
150—179 ..	7,000	27,84,000	33,60,000	5,76,000
180—209 ..	3,340	15,46,800	17,23,400	1,76,600
210—239 ..	1,000	5,36,400	5,76,000	39,600
240—269 ..	750	4,41,000	4,77,000	36,000
270—299 ..	1,100	7,17,600	7,65,600	48,000
300	45	30,300	32,400	2,100
	1,70,950	5,65,57,900	6,81,33,200	1,15,75,300
Above Rs. 300 .. ..	..	..	..	1,25,000*
				1,17,00,300
*(Rough Estimate)				
Savings on account of City Allowance .. ..				..(—) 17,00,000
				1,00,00,300
<i>Teachers employed in Local Bodies and Aided Schools :—</i>				
(Net expenditure, after taking credit for Rs. 17 lakhs on account of abolition of recent increase in basic salary at Rs. 5 p.m., sanctioned to Teachers drawing up to Rs. 90 p.m. employed in Andhra area)				
				8,00,000
				Total Extra Cost Rs. .. 1,08,00,300

APPENDIX 'A'

SCHEDULE OF PAY SCALES

(Letters A and T represent Andhra and Telengana respectively)

The Governor's Secretariat

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendent	.. 1	200-20-400 (A)	200-10-310-15-400
2.	Accountant	.. 1	140-10-190 (A)	150-7½-210-10-250
3.	U.D. Clerks	.. 2	135-4-159-EB-7-194-6-200 (T)	} 100-5-140-7½-200
		.. 1	90-5-125-10-175 (A)	
4.	Stenographers	.. 2	90-5-125-10-175 (A)	
5.	Typists ..	.. 2	51-3-75-2½-100 (A)	50-3-92-4-120
6.	Attender ..	.. 1	24-1-32-½-35 (A)	30-1-45
7.	Governor's Dafedar	.. 1	45-3-60 (A)	41-2-65
8.	Dafedar to Secretary to Governor.	.. 1	22-½-30 (A)	} 30-1-45
9.	Jamedar ..	.. 1	32-1-33-1½-38 (T)	
10.	Peons ..	.. 6	18-½-25 (A)	} 26-1-40
		.. 6	21-1-26 (T)	
			25	

Office of the Military Secretary to Governor

ALL SCALES (A)

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
<i>Office Establishment :</i>			Rs.	Rs.
1.	Superintendent	.. 1	200-400	200-10-310-15-400
2.	Accountant and Cashier	2	140-10-200	150-7½-210-10-250
3.	U.D. Clerk	.. 1	100-5-150-10-190	} 100-5-140-7½-200
4.	Steno-typist	.. 1	90-175	
5.	House Keeper	.. 1	100-5-140	} 90-4-110-5-150
6.	Caretaker ..	.. 1	90-5-130	
7.	L.D. Clerks	.. 2	51-100	50-3-92-4-120
8.	Jamedar ..	.. 1	40-1-50-2-60	41-2-65
9.	Attender, Despatcher ..	2	24-1-32-½-35	} 30-1-45
10.	Dafedar ..	.. 1	22-½-30	
11.	Peons ..	.. 4	18-½-25	26-1-40
<i>Household Establishment :</i>				
1.	Furniture Clerk	.. 1	51-3-75-2½-100	50-3-92-4-120
2.	Carpenter ..	.. 1	45-1-50	41-2-65
<i>Tour Establishment :</i>				
1.	Head Driver	.. 1	55-1½-70	} 41-2-65- plus an allowance of Rs. 25 p.m.
2.	Drivers ..	.. 3	50-1-65	
3.	Bearer ..	.. 1	25-30	} 30-1-45
4.	Butler ..	.. 1	25-1-30	
5.	Cleaners ..	.. 2	13-25	} 26-1-40
6.	Head Messenger	.. 1	20-25	
7.	Messengers	.. 3	18-25	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
<i>Tour Establishment—Contd.</i>			Rs.	Rs.
8.	Kalasis	3	18-25	} 26-1-40
9.	Masalchi	1	18-25	
10.	Sweepers	2	15-20	
<i>Contract Establishment :</i>				
1.	Laundry Superintendent	1	50-70	} 50-2-64-3-85
2.	Head Butler ..	1	50-80	
3.	Butlers	2	25-30	} 30-1-45
4.	Head Bearer ..	1	36 fixed	
5.	Bearers	2	25-30	
6.	Head Cook ..	1	55-2-65	} 50-2-64-3-85
7.	Tailor	1	80 fixed	
8.	Cook	1	50-60	41-2-65
9.	Dhoby Maistry ..	1	25-35	} 30-1-45
10.	Barber	1	30-1-40	
11.	Masalchis ..	2	18-25	} 26-1-40
12.	Water Carriers ..	2	18-25	
13.	Dhobies	4	20-30	
14.	Conservancy Staff (Sweepers and Scavengers)	9	15-20	
15.	Kalasis	3	18-25	
16.	Ayah	1	16-25	
17.	Kitchen Woman ..	1	12-25	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
<i>Medical Establishment :</i>			Rs.	Rs.
1.	Compounder ..	1	45-2-55-1-75	50-3-92-4-100 (If Matriculate 50-120)
2.	Male Nursing Orderly ..	1	19-25	} 26-1-40
3.	Sweeper	1	15-20	
4.	Garden Establishment..	10	1—24.50 nP. 1—23.00 nP. 4—19.00 nP. 2—18.50 nP. 1—15.50 nP. 1—15.00 nP.	} 26-1-40 Provided they are whole-time and borne on the regular cadre of establishment, else Rs. 25 for the first two and Rs. 20 for the rest.
			84	

Secretariat Departments

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Secretary to Government		475-75/2-700 (A) 400-25-550-EB-25-700 (T)	400-25-700
2.	Superintendents ..	195	200-20-400 (A)	200-10-310-15-400
		76	200-8½-285-13-350(T)	
3.	P.A. to Ministers ..	37	100-10-200-20-400(A)	100-5-140-7½-200 (or) 200-10-310-15-400 plus duty allowance Rs. 40 p.m.
4.	P.A. to Chief Secretary	1	200-8½-285-13-350(T)	200-10-310-15-400
5.	Inspecting Auditors	3	200-20-400 (A)	
		1	190-8½-275 (T)	
6.	P.C. to Chief Secretary	1	100-5-200 (A)	100-5-140-7½-200
7.	Economic Investigators	4	150-5-200 (A)	150-7½-210-10-250
8.	Divisional Accountants	8	154-6-190 (A & T)	120-5-140-7½-200
9.	Mechanical Supervisor	1	140-4½-176-EB-6½-215-EB-8½-300 (T)	120-5-150-7½-210-10-300
10.	Foreman Mechanic ..	1	100-5-150 (A)	100-5-140-7½-200
11.	Draughtsman ..	1	120-5-150 (A)	120-5-140-7½-200
			1 70-2-90-3-120 (A)	75-3-105-4-125-5-150
12.	Computers ..	4	90-5-125 (A)	90-4-110-5-150-7½-180
13.	Building Supervisor ..	1	80-2-100 (A)	85-3-100-4-120
14.	U.D. Clerks ..	217	135-4-159-EB-7-194-6-200 (T)	100-5-140-7½-200
		15	105-4-129-EB-7-164-6-170- (T)	
		361	90-5-125-10-170 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
15.	L.D. Clerks	.. 99	65-2½-90-EB-3-120 (T)	} 50-3-92-4-120
		5	50-2½-75-EB-3-105(T)	
		284	51-3-75-2½-100 (A)	
16.	Library Assistant	.. 1	45-3-60-2-90 (A)	} 100-5-140-7½- 200
17.	Steno-Typists	.. 19	200-8½-285-13-350(T)	
		45	160-4-184-EB-6-220 (T)	
18.	Typists	4 69-2-71-2½-96-EB-3½-145-(T)	} 50-3-92-4-120
		.. 21	51-3-75-2½-100 (A)	
		.. 68	69-2-71-2½-96-EB-3½-145 (T)	
		7	54-2-56-2½-81-3½-130 (T)	
		170	51-3-75-2½-100 (A)	
19.	Telephone Operators	.. 2	65-2½-90 (T)	50-3-92-4-100
		2	50-2½-65 (T)	50-2-64-3-85
20.	Shroffs	.. 1	45-3-60-2-90 (A)	50-3-92-4-120 (For present incumbent only. Future to be in 41-65)
21.	Lift-man	.. 6	35-1½-50 (T)	} 41-2-65
		.. 1	65-2½-90 (T)	
22.	Council Dubash	.. 1	50-2-60 (A)	
23.	Drivers	.. 3	50-2-60-2½-65 (T)	
		7	40-2-50 (A)	
		4	35-1½-50 (T)	
24.	Fitter	.. 1	40-1-50 (A)	
25.	Daroga	.. 1	42-2-54 (T)	
26.	Attendars	.. 66	24-1-32-½-35 (A)	} 30-1-45
		27	32-1-33-1¼-38 (T)	
27.	Jamedars	.. 27	32-1-33-1¼-38 (T)	
28.	Dafedars	.. 22	26-1-32 (T)	
		6	22-½-30 (A)	
29.	Head Chowkidars	.. 2	24-1-32-½-35 (A)	
30.	Cycle & Motor Cycle Orderlies	.. 3	25-1-30 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
31.	Daftari ..	2	21-1-26 (T)	} 26-1-40
	..	1	21-1-26 (T)	
32.	Peens ..	381	21-1-26 (T)	
	..	237	18- $\frac{1}{2}$ -25 (A)	
33.	Cleaner ..	1	21-1-26 (T)	
34.	Farrashes ..	20	18- $\frac{1}{2}$ -21 (T)	
35.	Watchmen ..	2	18- $\frac{1}{2}$ -25 (A)	
36.	Chowkidars ..	54	18- $\frac{1}{2}$ -25 (A)	
37.	Jamedar Sweeper ..	1	21-1-26 (T)	
38.	Scavengers ..	15	18- $\frac{1}{2}$ -21 (T)	
39.	Sweepers ..	34	18- $\frac{1}{2}$ -21 (T)	
40.	Waterman ..	11	18- $\frac{1}{2}$ -21 (T)	
	Total ..	2,592		

The Government House Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Reception Officer	.. 1	170-8½-255-13-320 (T)	150-7½-210-10-300.
2.	Accountants	.. 1	140-5-190 (A)	150-7½-210-10-250.
		3	105-4-129-7-164-6-170 (T)	90-4-110-5-150-7½-180.
		2	45-3-60-2-90 (A)	50-3-92-4-120.
3.	Typist ..	.. 1	130-4-154-6-190 (T)	90-4-110-5-150-7½-180.
4.	Clerks ..	.. 7	50-2½-75-3-105 (T)	50-3-92-4-120.
5.	Stewards ..	.. 1	65-2½-90 (T)	62-3-92-4-120.
		2	50-2-60-2½-65 (T)	50-2-64-3-85.
6.	Cooks :			
	English Cooks	1	90-3-105-3½-140 (T)	90-4-110-5-150.
		1	50-2-60-2½-65 (T)	50-2-64-3-85.
		3	35-1½-50 (T)	41-2-65.
	Moghlai Cooks	.. 1	50-2-60-2½-65 (T)	50-2-64-3-85.
		4	35-1½-50 (T)	} 41-2-65.
	Hindu Cooks	.. 2	35-1½-50 (T)	
7.	Butlers ..	.. 10	35-1½-50 (T)	} 41-2-65.
8.	Carpenter, Painter and Electrician	.. 3	50-2-60-2½-65 (T)		50-2-64-3-85
9.	Drivers ..	.. 3	50-2-60-2½-65 (T)	} 41-2-65 (plus Rs. 25 p.m. to drivers of Ministers)
		26	35-1½-50 (T)	
10.	Tailor ..	.. 1	do (T)	
11.	Shroff ..	.. 1	do (T)	} 41-2-65 (plus Rs. 25 p.m. to drivers of Ministers)
12.	Table servants	.. 6	26-1-33-1¼-38 (T)	
13.	Jamedar ..	.. 1	26-1-33-1¼-38 (T)	} 30-1-45.
14.	Dafedar ..	.. 1	26-1-32 (T)	
15.	Washerman	.. 1	26-1-32 (T)	
16.	Head Farrash	.. 1	26-1-32 (T)	
17.	Peons ..	.. 6	21-1-26 (T)	} 26-1-40.
18.	Mates ..	.. 10	21-1-26 (T)	
19.	Cleaners ..	.. 10	21-1-26 (T)	
		1	15-½-20-1-25 (T)	
20.	Farrashes —	.. 25	18-½-21 (T)	
21.	Watchmen	.. 6	18-½-21 (T)	} 26-1-40.
22.	Sweepers, Kamatans, Scavengers.	10	18-½-21 (T)	
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The Legislature Secretariat

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Secretary & Editor of Debates.		400-700	400-25-700.
2.	Superintendents ..	4	200-20-400 (A)	} 200-10-310-15-400.
		2	200-8½-285-EB-13-350 (T)	
3.	Assistant Editor of Debates.	1	200-8½-285-EB-13-350 (T)	
4.	Reporters ..	10	200-10-400 (A)	} 200-10-310-15-400.
		10	220-8½-305-EB-13-370 (T)	
5.	Translators ..	2	200-8½-285-EB-13-350 (T)	
6.	Librarian ..	1	190-10-240 (A)	150-7½-210-10-300.
7.	Caretaker ..	1	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
8.	Upper Division Clerks	5	90-5-125-10-175 (A)	} 100-5-140-7½-200.
		11	135-4-159-EB-7-194-6-200 (T)	
9.	Lower Division Clerks ..	13	51-3-75-2½-100 (A)	
		6	65-2½-90-EB-3-120 (T)	50-3-92-4-120.
10.	Technical Assistant ..	1	105-3½-140 (T)	90-4-110-5-150-7½-180
11.	First Grade Steno ..	1	200-8½-285-EB-13-350 (T)	100-5-140-7½-200.
12.	Steno Typists ..	2	51-3-75-2½-100 (A)	50-3-92-4-120.
		2	160-4-184-EB-6-220 (T)	} 100-5-140-7½-200.
13.	2nd Grade Typists ..	2	160-4-184-EB-6-220 (T)	
14.	Typists ..	6	51-3-75-2½-100 (A)	
		4	69-2-71-2½-96-EB-3½-145 (T)	50-3-92-4-120.
15.	Assistant Telugu Translators.	2	90-5-125 (A)	90-4-110-5-150-7½-180
16.	Duplicator Operator	1	50-2½-75-EB-3-105 (T)	50-3-92-4-120.
17.	Sergeant ..	1	45-3-60-2½-80. (A)	50-2-64-3-85.
18.	Shroff ..	1	35-1½-50 (T)	} 41-2-65.
19.	Motor Driver ..	1	35-1½-50 (T)	
20.	Telephone Operator ..	1	35-1½-50 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
21.	Attenders ..	2	40-2-50-1-55 (A)	}
		2	24-1-32- $\frac{1}{2}$ -35 (A)	
		2	35-1 $\frac{1}{2}$ -41-EB-2-45 (T)	
22.	Motor Cycle Orderly ..	1	32-1-33-1 $\frac{1}{4}$ -38 (T)	}
23.	Jamadar ..	1	50 Fixed (A)	
24.	Daftari ..	1	32-1-33-1 $\frac{1}{4}$ -38 (T)	
25.	Dafedars ..	2	26-1-32 (T)	
		1	22- $\frac{1}{2}$ -30 (A)	30-1-45.
26.	Peons ..	20	18- $\frac{1}{2}$ -25 (A)	}
		20	21-1-26 (T)	
27.	Chowkidars ..	7	21-1-26 (T)	26-1-40.
			Hostel	
1.	Assistant Superintendent	1	200-10-300 (A)	150-7 $\frac{1}{2}$ -210-10-300.
2.	Estate Officer ..	1	90-3-105-3 $\frac{1}{2}$ -140 (T)	90-4-110-5-150-7 $\frac{1}{2}$ -180
3.	Lower Division Clerk	1	51-3-75-2 $\frac{1}{2}$ -100 (A)	50-3-92-4-120.
4.	Telephone Clerks ..	2	35-1 $\frac{1}{2}$ -41-2-45 (T)	41-2-65.
5.	Carpenter ..	1	50-2-60-2 $\frac{1}{2}$ -65 (T)	}
6.	Electrician ..	1	50-2-60-2 $\frac{1}{2}$ -65 (T)	
7.	Plumber ..	1	50-2-60-2 $\frac{1}{2}$ -65 (T)	
8.	Daroga ..	1	35-1 $\frac{1}{2}$ -50 (T)	41-2-65.
9.	Chowkidars ..	7	21-1-26 (T)	}
10.	Peons ..	2	21-1-26 (T)	
11.	Farashes ..	6	18- $\frac{1}{2}$ -21 (T)	
12.	Sweepers ..	6	15- $\frac{1}{2}$ -20 (T)	
		4	18- $\frac{1}{2}$ -21 (T)	
13.	Scavengers..	2	18- $\frac{1}{2}$ -21 (T)	26-1-40.
			Personal Staff of Speaker	
1.	Personal Assistant ..	1	250 Fixed (A)	No change.
2.	U.D. Clerk ..	1	100-5-200-20-400 (A)	100-5-140-7 $\frac{1}{2}$ -200 plus special pay of Rs. 40.
3.	Jamedar ..	1	32-1-33-1 $\frac{1}{4}$ -38 (T)	30-1-45.
4.	Peons ..	3	18- $\frac{1}{2}$ -25 (A)	26-1-40.
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Office of the Secretary, Public Service Commission.

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendents	.. 3 10	170-320 (T) 140-400 (A)	} 150-7½-210-10-300
2.	U.D. Clerks	.. 8 13	105-170 (T) 80-125 (A)		} 90-4-110-5-150-7½-180
3.	1st Grade Steno	.. 1	170-320 (T)	} 90-4-110-5-150-7½-180
4.	2nd Grade Steno	.. 3	130-190 (T)	
5.	L.D. Clerks	.. 4 45	50-105 (T) 45-90 (A)	} 50-3-92-4-120
6.	Steno-typist	.. 1	45-90 (A)	
7.	Typists ..	.. 1 5	54-130 (T) 45-90 (A)	} 30-1-45
8.	Attenders..	.. 1 1 1	35-50 (T) 32-38 (T) 24-35 (A)	
9.	Jamadar ..	.. 1	32-38 (T)	} 26-1-40
10.	Dafedars ..	.. 2	26-32 (T)	
11.	Peons 15 13	21-26 (T) 18-25 (A)	} 26-1-40
12.	Chowkidar	.. 1	21-26 (T)	
13.	Sweepers 1 2	* 15 (A) 18-21 (T)	} 26-1-40
14.	Scavenger	.. 1	18-21 (T)	
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*Provided whole-time and borne on the regular cadre of establishment. Else Rs. 20.

Board of Revenue (Land Revenue and Settlement)

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendents	.. 3	250-10-300 (A)	} 150-7½-210-10-300
		14	170-320 (T)	
		7	190-240 (A)	
		14	140-190 (A)	
2.	U.D. Clerks	.. 69	105-170 (T)	} 150-7½-210-10-250
		73	80-125 (A)	
3.	Steno-Typists	.. 2	170-320 (T)	} 90-4-110-5-150-7½-180
		6	130-190 (T)	
		2	80-125 (A)	
		3	45-90 (A)	
4.	L.D. Clerks	.. 34	51-90 (A)	} 50-3-92-4-120
		30	50-105 (T)	
5.	Typists ..	.. 12	54-130 (T)	
		26	45-90 (A)	
6.	Sub-Overseer	.. 1	90-140 (T)	75-3-105-4-125-5-150
7.	Telephone Operator	.. 1	45-90 (A)	50-3-92-4-100
		1	35-70 (T)	} 50-2-64-3-85
8.	Copy Writer	.. 1	50-75 (T)	
9.	Jeep Drivers	.. 1	35-70 (A)	} 41-2-65
		1	35-50 (T)	
10.	Shroffs ..	.. 2	35-50 (T)	
11.	Pressman ..	.. 1	30-50 (T)	} 30-1-45
12.	Jamedars ..	.. 5	32-38 (T)	
13.	Attenders ..	.. 9	24-35 (A)	
14.	Daffedars ..	.. 1	26-32 (T)	} 26-1-40
		2	22-30 (A)	
15.	Peons ..	.. 36	18-25 (A)	} 26-1-40
		51	21-26 (T)	
16.	Cycle Orderlies	.. 2	21-26 (T)	
17.	Chowkidars	.. 4	18-21 (T)	
18.	Farrash ..	.. 2	18-21 (T)	
19.	Khagazi Spangi	.. 3	18-38 (T)	
20.	Malies ..	.. 5	13-18 (T)	
21.	Scavengers..	.. 2	13-18 (T)	
	Total ..	426		

Revenue Department (District and Taluq Administration)

(Based on Budget Figures of 1958-59)

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Revenue Assistants ..	9	250-250-15-370-370-EB-15-430-20-450 (T)	} 200-10-290-15-350.
2.	Tahsildars ..	75	250-250-15-370-370-EB-15-430-20-450 (T)	
		93	200-10-300 (A)	
3.	Huzur Sheristadars ..	11	200-10-300 (A)	} 150-7½-210-10-250.
4.	Deputy Tahsildars ..	69	190-8 -275 (T)	
		128	150-5-200 (A)	
5.	Huzur Head Clerks .	20	150-5-200 (A)	
6.	Superintendents ..	18	129-7-164-6-170 (T)	100-5-140-7½-200.
7.	Stenos ..	9	130-4-154-6-190 (T)	90-4-110-5-150-7½-180.
8.	Mica Inspector ..	1	115 Fixed (A)	} 90-4-110-5-150.
9.	Asst. Mica Inspectors	4	110 Fixed (A)	
10.	Huzur 2nd Clerks ..	43	110 Fixed (A)	
11.	Inspector ..	1	105-4-129-7-164-6-170 (T)	} 90-4-110-5-150-7½-180.
12.	U.D. Clerks ..	9	105-4-129-7-164-6-170 (T)	
		1	95 Fixed (A)	
		564	80-3-95-5-110 (A)	} 90-4-110-5-150.
13.	Clerk ..	1	87-3-105-4-129 (T)	
14.	Peshkars ..	200	87-3-105-4-129 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
15.	Draftsman	.. 1	90 Fixed (A)	85-3-100-4-120
16.	Surveyors	.. 3	68½-2½-81-3½-116-(T)	62-3-92-4-120.
17.	Revenue Inspectors	. 364	68½-2½-81-3½-116 (T)	} 50-3-92-4-120.
		157	45-3-60-2-90 (A)	
18.	L. D. Clerks	.. 1	66 Fixed (A)	
		1023	50-2½-75-3-105 (T)	
		1840	45-3-60-2-90 (A)	
19.	Typists	.. 25	54-2-56-2½-81-3½-130 (T)	} 41-2-65
		171	45-3-60-2-90 (A)	
20.	Lawaris Patwaris	.. 188	42-2-54 (T)	} 41-2-65
21.	Naqdi Navis	.. 52	42-2-54 (T)	
22.	Shroffs	.. 167	30-1-45 (A)	
23.	Jeep Drivers	.. 15	30-1-45 (A)	
24.	Daftaris	.. 2	32-1-33-1¼-38 (T)	} 30-1-45
25.	Jamadars	.. 7	32-1-33-1¼-38 (T)	
26.	Dafedars	.. 73	26-1-32 (T)	
		16	22-½-30 (A)	
27.	Attenders	.. 5	24-1-32-½-35 (A)	
28.	Peons	.. 1291	21-1-26 (T)	} 26-1-40
		2104	18-½-25 (A)	
29.	Chowkidars	.. 90	18-½-21 (T)	
30.	Farrashes	.. 9	18-½-21 (T)	
31.	Khallasis	.. 2	18-½-21 (T)	} 26-1-40
32.	Watermen	.. 2	18-½-21 (T)	
33.	Scavengers	.. 4	18-½-21 (T)	
34.	Mazdoors	.. 2	17-½-23 (T)	
	Total	.. 8870		

The Settlement, Survey and Land Records Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Director (Junior) ..	1	250-250-15-370-370 EB-15-430-20-450(T)	} 200-10-290-15-350
2.	Land Records Assistants	9	do	
3.	Settlement Tahsildars ..	12	200-10-300 (A)	
4.	Sheristadars (Settlement parties). do (Stores)	3 1	200-10-300 (A) 170-8½-255 (T)	} 150-7½-210-10-250
5.	Deputy Tahsildars (Settlement parties)	40	150-5-200 (A)	
6.	Superintendents ..	2	250-10-300 (A)	} 150-7½-210-10-300
		3	190-10-240 (A)	
		4	170-8½-255-EB-13-320 (T)	
	do (Settlement parties)	2 33	140-5-190 (A) 120 fixed (A)	150-7½-210-10-250 90-4-110-5-150
7.	Manager ..	1	190-8½-275 (T)	} 150-7½-210-10-250
8.	Senior Auditor (Sadar Tanquisaz)	1	do	
9.	Inspectors of Survey and Land Records	8	180-10-250 (A)	} 150-7½-210-10-250
	do Grade I	9	220 fixed (A)	
	do Grade II ..	39	180 fixed (A)		120-5-140-7½-200
10.	Junior Auditors (Tanquisaz)	3	116-3½-130-EB-4-154 (T)	} 90-4-110-5-150-7½-180
11.	District(Head)Surveyors	20	100-5-150 (A)	
	do Grade I ..	18	125 fixed (A)	} 90-4-110-5-150
	do Grade II ..	56	100 fixed (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
12.	Inspectors (Traverse) ..	2	116-3½-130-EB-4-154-EB-6-190 (T)	} 90-4-110-5-150-7½-180
13.	Head Computer	1	do	
14.	Head Accountants (Settlement parties)	3	115 fixed (A)	90-4-110-5-150
15.	Upper Division Clerks	22	80-3-95-5-125 (A)	90-4-110-5-150-7½-180
		152	80-3-95-5-110 (A)	90-4-110-5-150
		8	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
16.	Steno-Typists ..	2	130-4-154-EB-6-190(T)	
17.	Neemtanedars Head quarters Inspectors, General Deputy Inspectors	17	45-3-60-2-90 (A)	50-3-92-4-120
		43	87-3-105-EB-4-129 (T)	90-4-110-5-150
18.	Draughtsmen ..	3	90-5-125 (A)	} 75-3-105-4-125-5-150
		8	110 fixed (A)	
		13	90-3-105-3½-140-EB-EB-4½-176 (T)	90-4-110-5-150-7½-180
		13	50-2-60-2½-65 (T)	50-2-64-3-85
19.	Computers ..	1	116-3½-130-EB-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
		6	68½-2½-81-EB-3½-116 (T)	} 50-3-92-4-120
20.	Head Computers (Survey Parties)	11	100 fixed (A)	
21.	Typists ..	38	45-3-60-2-90 (A)	
		2	54-2-56-2½-81-EB-3½-130 (T)	
22.	Lower Division Clerks	1217	45-3-60-2-90 (A)	} 50-3-92-4-120
		105	50-2½-75-EB-3-105(T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
23.	Town or Panchayat Surveyors	43	70-1-90 (A)	} 62-3-92-4-120
24.	First Grade Classers, Measuring Circle Inspectors	206	68½-2½-81-EB-3½-116 (T)	
25.	First Grade Surveyors	8	do	
26.	Deputy or Taluk Surveyors	114	60-1-80 (A)	} 50-3-92-4-100
27.	Deputy Surveyors Gr.I	148	70 fixed (A)	
	Depty Surveyors Grade II.	.. 371	60 fixed (A)	} 50-2-64-3-85
28.	Field Surveyors	.. 140	50-1-60 (A)	
	do Grade I	.. 189	60 fixed (A)	
	do Grade II	.. 372	55 fixed (A)	
	do Grade III	1246	50 fixed (A)	
29.	II Grade Surveyors	.. 9	42-2-54-EB-2-56-2½ 68½ (T)	} 50-2-64-3-85
30.	II Grade Classers	.. 141	do	
31.	Foreman (Press)	.. 1	90-3-105 (T)	} 85-3-100-4-120
32.	Mechanical	.. 1	75-5-125 (A)	
33.	Junior Draughtsmen and computers	70	45-3-60-2-90 (A)	50-3-92-4-120
	do Grade I	.. 99	65 fixed (A)	} 50-2-64-3-85
	do Grade II	.. 230	55 fixed (A)	
	do Grade III	415	40 fixed (A)	
34.	Copy-writers	.. 1	65-2½-90 (T)	50-3-92-4-100
		2	50-2-60-2½-65-EB-2½-75 (T)	50-2-64-3-85
		2	35-1½-50 (T)	41-2-65
35.	Compositors	.. 3	50-2½-75 (T)	} 50-2-64-3-85.
36.	Sangsaz	.. 1	50-2½-75 (T)	
		5	35-1½-50 (T)	41-2-65
37.	Binders	.. 1	50-2½-75 (T)	50-2-64-3-85
		1	35-1½-50 (T)	41-2-65

Sl. No.	Name of the post	No. of posts	Present scale Rs.	Proposed scale Rs.
1	2	3	4	5
38.	Pressmen	.. 2	42 $\frac{1}{2}$ -1 $\frac{1}{2}$ -50-2-60-2 $\frac{1}{2}$ -65 (T)	50-2-64-3-85
39.	Blacksmith	.. 7	35-1 $\frac{1}{2}$ -50 (T)	} 41-2-65
40.	Carpenter	.. 1	do	
41.	Tailor	.. 1	do	
42.	Jeep Drivers	.. 21	35-1-45 (A)	
43.	Shroff	.. 1	35-1 $\frac{1}{2}$ -50 (T)	
44.	Dafedar	.. 1	26-1-32 (T)	} 30-1-45
45.	Demarcaters	.. 3	26-1-35 (T)	
46.	Attenders	.. 42	24-1-32- $\frac{1}{2}$ -35 (A)	
47.	Daftarband	.. 9	32-1-33-1 $\frac{1}{4}$ -38 (T)	
48.	Jamedar	.. 1	32-1-33-1 $\frac{1}{4}$ -38 (T)	
49.	Dandaksh	.. 9	21-1-26-EB-1-33-1 $\frac{1}{4}$ -38 (T)	} 26-1-40
50.	Kagazis	.. 17	do	
51.	Peons	.. 652	18- $\frac{1}{2}$ -25 (A)	
		100	21-1-26 (T)	
52.	Lascars	.. 11	18- $\frac{1}{2}$ -25 (A)	
		23	21-1-26 (T)	
53.	Farash	.. 11	18- $\frac{1}{2}$ -21 (T)	
54.	Chowkidars	.. 2	do	} 26-1-40
55.	Scavenger	.. 1	8.56 nP. Fixed (T)**	
56.	Chainmen	.. 216	15- $\frac{1}{2}$ -20 (A)	
			<u>6,887</u>	

**Provided whole-time and borne on the regular cadre of establishment. Else Rs. 15 Fixed.

Office of the Translator to Government

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Deputy Translator ..	1	250-250-15-370-EB-15-430-20-450 (T)	250-10-300-15-450
2.	Superintendent ..	1	170-8½-255-EB-13-320(T)	150-7½-210-10-300
3.	Assistant Translators	5	154-6-190-EB-8½-275 (T)	} 150-7½-210-10-280
		3	150-10-250 (A)	
4.	Junior Assistants ..	1	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150
		5	80-3-95-5-110 (A)	
5.	U.D. Clerk ..	1	80-3-95-5-110 (A)	
6.	L.D. Clerks ..	1	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		1	45-3-60-2-90 (A)	
7.	Typists ..	2	45-3-60-2-90 (A)	
		1	54-2-56-2½-81-EB-3½-130 (T)	
8.	Attender ..	1	24-1-32-¼-35 (A)	30-1-45
9.	Peons ..	6	21-1-26 (T)	} 26-1-40
		2	18-½-25 (A)	
		<u>31</u>		

The Directorate of Treasuries and Accounts

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Senior Superintendents ..	18 2	170-8½-255-13-320 (T) 190-10-240 (A)	} 150-7½-210-10-300
2.	Junior Superintendents ..	6	140-5-190 (A)	
3.	Assistant Treasury Officers ..	12	190-10-240 (A)	150-7½-210-10-300
	Sub-Treasury Officers and Huzur Head Accountants ..	112	140-5-190 (A)	150-7½-210-10-250
	District Accountants ..	9	154-6-190 (T)	120-5-140-7½-200
	Second Accountants Huzur Treasurers ..	36	120-5-170 (A)	100-5-140-7½-200
	Senior Accountants ..	2	110 Fixed (A)	} 90-4-110-5-150
	Deputy Accountants ..	9	90-3-105-4-129 (T)	
4.	Treasurer ..	1 1 1	190-8½-275 (T) 105-4-129-7-164-6-170 (T) 50-2½-75-3-105 (T)	150-7½-210-10-250 90-4-110-5-150-7½-180 50-3-92-4-120
5.	M.P.P. Deputy Tahsildar ..	1	120 Fixed (A)	90-4-110-5-150
6.	U.D. Accountants/ Clerks ..	75 25 103	105-4-129-7-164-6-170 (T) 80-3-95-5-125 (A) 80-3-95-5-110 (A)	} 90-4-110-5-150-7½-180 90-4-110-5-150
7.	Lady Commissioners ..	2	105-170 (T)	
8.	L.D. Accountants ..	311 782	50-2½-75-3-105 (T) 45-90 (A)		} 50-3-92-4-120
9.	Stenographers ..	2	130-4-154-6-190 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
	Stenographers—(Contd.)		Rs.	Rs.
10.	Typists	.. 2 23 11	45-90 (A) 45-90 (A) 54-2-56-2½-81-3½- 130 (T)	} 50-3-92-4-120
11.	Cashiers	.. 38 2	42-2-54 (T) 35-1½-50 (T)		50-2-64-3-85 41-2-65
12.	Shroffs	.. 200	30-1-45 (A)	} 41-2-65
13.	Drivers	.. 2	35-1½-50 (T)	
14.	Attender	.. 1	24-1-32-½-35 (A)	30-1-45
15.	Peons	.. 104 280	21-1-26 (T) 18-25 (A)	} 26-1-40
		<u>2,173</u>		

The Office of the Examiner of Local Fund Accounts

1.	District Inspectors	.. 32	150-10-300 (A)	150-7½-210-10-300.
2.	Head Clerks	.. 20	120-5-170 (A)	100-5-140-7½-200
3.	Audit Clerks	.. 170	55-3-85-5-125 (A)	} 50-3-92-4-120.
4.	L.D. Clerks	.. 41	45-3-60-2-90 (A)	
5.	Typists	.. 16	45-3-60-2-90 (A)	
6.	Attender	.. 1	24-1-32-½-35 (A)	30-1-45
7.	Peons	.. 2	30-½-35 (A)	30-1-45(personal to the existing in- cumbents)
		71	18-½-25 (A)	26-1-40
		<u>353</u>		

The Office of the Director of Information & Public Relations

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Director	.. 1	250-450 (T)	} 250-10-300-20-500.
2.	Production Officer	.. 1	250-450 (T)	
3.	Superintendents	.. 5	170-320 (T)	150-7½-210-10-300.
4.	U.D. Clerks	.. 9	105-170 (T)	90-4-110-5-150-7½-180
5.	L.D. Clerks	.. 10	50-105 (T)	50-3-92-4-120
6.	Translators	.. 2	154-275 (T)	150-7½-210-10-280
7.	Assistant Translators	.. 2	105-170 (T)	} 90-4-110-5-150-7½-180
8.	do	.. 1	90-125 (T)	
9.	Publicity Assistants	.. 4	150-200 (A)	150-7½-210-10-250
10.	Accountant	.. 1	105-170 (T)	} 90-4-110-5-150-7½-180
11.	Readers ..	.. 3	105-170 (T)	
12.	Artist ..	.. 1	90-125 (T)	
13.	A.V. Organizer	.. 1	214-28 nP. Fixed (T)	150-7½-210-10-250
14.	Cameraman	.. 1	190-340 (T)	200-10-290-15-350
15.	Photographer	.. 1	150-180 (A)	120-5-140-7½-200.
16.	do	.. 1	105-140 (T)	90-4-110-5-150
17.	Asst. Photographer	1	90-120 (A)	75-3-105-4-125-5-150
18.	Librarian ..	.. 1	154-275 (T)	150-7½-210-10-250
19.	Film Librarian	.. 1	80-110 (A)	90-4-110-5-150.
20.	Stenographers	.. 3	130-190 (T)	90-4-110-5-150-7½-180
21.	Typists ..	.. 8	54-130 (T)	} 50-3-92-4-120
		3	51-100 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
22.	Store-keeper	.. 1	51-100 (A)	50-3-92-4-120
23.	Sorter 1	50-65 (T)	} 50-2-64-3-85
24.	Operator ..	.. 1	50-65 (T)
25.	Shroff 1	35-50 (T)	} 41-2-65.
26.	Operator (Roneo) ..	.. 1	35-50 (T)
27.	Drivers ..	.. 6	35-50 (T)
28.	Attenders 3	24-35 (A)	} 30-1-45.
29.	Daftari ..	.. 1	32-38 (T)
30.	Cycle Messengers	.. 2	21-26 (T)	} 26-1-40.
31.	Peons ..	.. 22	21-26 (T)
32.	Packers ..	.. 3	21-26 (T)
33.	Chowkidars	.. 2	18-21 (T)	
34.	Sweepers ..	.. 2	18-21 (T)
35.	Cleaner ..	.. 1	21-26 (T)

Bureau of Economics and Statistics

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendents	.. 3	190-10-240 (A)	} 150-7½-210-10-300
		1	170-8½-255-EB-13-320 (T)	
		4	140-5-190 (A)	150-7½-210-10-250
2.	U. D. Clerks	.. 1	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		15	80-3-95-5-125 (A)	
3.	L. D. Clerks	.. 16	50-2½-75-EB-3-105(T)	} 50-3-92-4-120
		13	45-3-60-2-90 (A)	
4.	Stenographers	.. 2	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-108
5.	Steno-typist	.. 1	45-3-60-2-90 (A)	} 50-3-92-4-120
6.	Typists ..	.. 6	54-2-56-2½-81-EB-3½-130 (T)	
		6	45-3-60-2-90 (A)	
7.	Statistical Assistants	1	190-8½-275-EB-13-340 (T)	} 150-7½-210-10-300
		4	170-8½-255-EB-13-320 (T)	
		6	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
8.	Economic Research Assistants.	2	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
9.	Economic & Statistical Investigators.	29	150-5-200 (A)	150-7½-210-10-250
10.	Statistical Inspectors.	9	105-4-129-EB-7 - 164-6-170 (T)	90-4-110-5-150-7½-180
		9	68½-2½-81-EB-3½-116 (T)	62-3-92-4-120

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
11.	Computors	.. 1	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		11	90-5-140 (A)	
		2	80-3-95-5-125 (A)	
		1	80-10-220 (A)	
		7	68½-2½-81-EB-3½-116 (T)	50-3-92-4-120
12.	Technician	.. 1	90-5-140 (T)	} 75-3-105-4-125-5-150
13.	Punch Operators	.. 3	80-3-95-5-125 (A)	
14.	Draftsman	.. 1	90-3-105-EB-3½-140-EB-4½-176 (T)	
		1	70-2-90-3-120 (A)	
15.	Fieldmen	.. 15	45-2-55-1-60 (A)	50-2-64-3-85*
16.	Attender ..	.. 1	24-1-32-½-35 (A)	} 30-1-45
17.	Jamedar ..	.. 1	32-1-33-1¼-38 (T)	
18.	Dafedar ..	.. 1	26-1-32 (T)	
19.	Peons ..	.. 36	21-1-26 (T)	} 26-1-40
		24	18-½-25 (A)	
20.	Khalasi ..	.. 1	18-½-21 (T)	
21.	Farrash ..	.. 1	18-½-21 (T)	
22.	Chowkidars	.. 2	18-½-21 (T)	
			<u>238</u>	

*If Matriculate 50-100

110
Commercial Tax Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Deputy Commercial Tax Officers.	26	250-450 (T)	No change
		89	200-10-300 (A)	200-10-290-15-350
2.	Assistant Commercial Tax Officers.	49	170-320 (T)	No change
		166	150-200 (A)	150-7½-210-10-250
3.	Head Clerks	3	170-320 (T)	150-7½-210-10-300
		3	150-200 (A)	150-7½-210-10-250
		1	110 fixed (A)	90-4-110-5-150
4.	Superintendents	5	140-190 (A)	150-7½-210-250
5.	U.D. Clerks	32	105-170 (T)	90-4-110-5-150-7½-180
		98	80-110 (A)	90-4-110-5-150
		20	80-125 (A)	} 90-4-110-5-150-7½-180
6.	Inspectors (U.D.)	30	105-170 (T)	
		104	80-110 (A)	90-4-110-5-150
	Inspectors (L.D.)	10	50-105 (T)	} 50-3-92-4-120
		185	45-90 (A)	
7.	L.D. Clerks	157	50-105 (T)	} 50-3-92-4-120
		710	45-90 (A)	
8.	Marwari and Gujarathi Clerks	3	90 Fixed (A)	} 90-4-110-5-150-7½-180
9.	Steno-typists	3	130-190 (T)	
		3	45-90 (A)	} 50-3-92-4-120
10.	Typists	20	54-130 (T)	
		45	45-90 (A)	} 41-2-65
11.	Bill Collectors	44	30-55 (A)	
12.	Attenders	1	32-38 (T)	} 30-1-45
		132	24-35-(A)	
13.	Jamedar	1	32-38 (T)	} 30-1-45
14.	Dafedars	2	26-32 (T)	
15.	Peons	1,199	18-25 (A)	} 26-1-40
16.	Malis, Malans and Chowkidars.	39	18-21-(T)	
		<u>3,180</u>		

Sales Tax Appellate Tribunal

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	First Grade Clerk ..	1	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
2.	U. D. Clerks ..	2	80-3-95-5-125 (A)	90-4-110-5-150-7½-180
3.	L. D. Clerks ..	2	45-3-60-2-90 (A)	} 50-3-92-4-120
4.	Stenographers ..	2	45-3-60-2-90 (A)	
5.	Typist ..	1	45-3-60-2-90 (A)	
6.	Attender ..	1	24-1-32-½-35 (A)	} 30-1-45
7.	Dafedar ..	1	22-½-30 (A)	
8.	Peons ..	9	18-½-25 (A)	26-1-40
		<u>19</u>		
Excise Department				
1.	Asst. Excise Superintendents.	14	250-250-15-370-370-EB-15-430-20-450(T)	250-10-300-15-450
2.	Assistant Inspectors of Excise ..	12	Grade I 200 (A) Grade II 175 (A) Grade III 150 (A)	} 150-7½-210-10-250
3.	Laboratory Assistants	1	200-10-300 (A)	
		1	140-10-200 (A)	
		1	80-4-140 (A)	
4.	Office Superintendents	3	170-8½-255-13-320(T)	} 150-7½-210-10-300
		1	190-10-240 (A)	
		3	140-5-190 (A)	
5.	Circle Inspectors of Excise.	68	154-6-190-8½-275 (T)	150-7½-210-10-250
6.	Accountant ..	1	80-3-95-5-125 (A)	} 90-4-110-5-150-7½-180
7.	U.D. Clerks ..	18	80-3-95-5-125 (A)	
		4	80-3-95-5-110 (A)	90-4-110-5-150
		36	105-4-129-7-164-6-170 (T)	90-4-110-5-150-7½-180

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
8.	Sub-Inspectors of Excise	307 60	81-3½-130 (T) 80-3-95-4-115-2-135-3-150 (A)	} 90-4-110-5-150
9.	Lower Division Clerks	396 28	50-2½-75-EB-3-105 (T) 45-3-60-2-90 (A)	
10.	Typists ..	14	54-2-56-2½-81-3½-130 (T)	} 50-3-92-4-120
		15	45-3-60-2-90 (A)	
11.	Steno-typists ..	2	45-3-60-2-90 (A)	
		1	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
12.	Drill Master ..	1	64.46 [(consolidated pay) (will be abolished after the present incumbent vacates)].	50-2-64-3-85
13.	Nakedars ..	27	42-2-54-2-56-2½-68½ (T)	50-2-64-3-85
14.	Shroff ..	1	35-1½-50 (T)	41-2-65
15.	Tree Markers ..	505	32-1-33-1¼-38 (T)	} 30-1-45
16.	Jamedar ..	1	32-1-33-1¼-38 (T)	
17.	Daftaries or Attenders ..	1 3	do (T) 24-1-32-½-35 (A)	
18.	Dafedars ..	23	26-1-32 (T)	
19.	Prohibition Guards ..	222	30-½-40 (A)	30-1-50
20.	Excise Jawans ..	1,288	21-1-26 (T)	} 26-1-40
21.	Peons ..	17	21-1-26 (T)	
22.	Kalasis ..	4	18-½-21 (T)	
23.	Farrash ..	2	do	
24.	Waterman ..	1	do	
25.	Scavengers ..	2	do	
26.	Malies & Malans ..	2	do	
27.	Kamati ..	5	do	
		<u>3,091</u>		

Registration & Stamps Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	District Registrars	.. 14	230-30/2-320-40/2-400-50/2-500 (A)	} 250-10-300-20-500
		1	250-250-15-370-370-15-430-20-450 (T)	
2.	Sub-Registrars Gr. I	.. 55	160-5-200 (A)	150-7½-210-10-250
3.	Sub-Registrars Gr. II	.. 157	100-5-150 (A)	} 90-4-110-5-150-7½-180
		45	81-3½-130 (T)	
4.	Ist Grade Clerks	.. 2	170-8-255-13-320 (T)	150-7½-210-10-300
5.	U.D. Clerks	.. 6	105-4-129-7-164-6-170 (T)	90-4-110-5-150-7½-180
		35	80-3-95-5-110 (A)	90-4-110-5-150
6.	L.D. Clerks	.. 72	50-2½-75-3-105 (T)	} 50-3-92-4-120
		495	45-3-60-2-90 (A)	
7.	Steno-typist	.. 1	130-4-154-6-190 (T)	90-4-110-5-150-7½-180
8.	Typists	.. 1	54-2-56-2½-81-3½-130 (T)	} 50-3-92-4-120
		16	45-3-60-2-90 (A)	
9.	Shroffs	.. 4	35-1½-50 (T)	41-2-65
10.	Attenders	.. 3	24-1-32-½-35 (A)	} 30-1-45
		1	32-1-33-1½-38 (T)	
11.	Dafedar	.. 1	26-1-32 (T)	
12.	Peons	.. 63	21-1-26 (T)	} 26-1-40
		52	18-½-25 (A)	
13.	Farrash	.. 1	18-½-21 (T)	
14.	Khalasi	.. 1	18-½-21 (T)	
15.	Chowkidars	.. 7	18-½-21 (T)	

Office of the Registrar-General of Births, Marriages & Deaths

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	U.D. Clerk	.. 1	80-3-95-5-110 (A)	90-4-110-5-150
2.	L.D. Clerk	.. 1	45-3-60-2-90 (A)	50-3-92-4-120
3.	Attender ..	.. 1	24-1-32-½-35 (A)	30-1-45
4.	Peon ..	.. 1	18-½-25 (A)	26-1-40
		<u>4</u>		

Office of the Nazim Atiyat

1.	Ist Grade Clerks ..	2	170-320 (T)	150-7½-210-10-300
2.	IInd Grade Clerks ..	9	105-170 (T)	90-4-110-5-150-7½-180
3.	IIIrd Grade Clerks ..	11	50-105 (T)	} 50-3-92-4-120
4.	Typists ..	2	54-130 (T)	
		1	42-54 (T)	} 50-2-64-3-85 (If Matri- culate 50-120)
5.	Peons ..	15	21-26 (T)	} 26-1-40
6.	Farrash ..	1	18-21 (T)	
		<u>41</u>		

Civil Supplies Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Rationing Officer ..	1	190-8½-275 (T)	} 150-7½-210-10-300
2.	Godown Superintendent ..	1	do	
3.	Office Superintendents	3	170-8½-255-EB-13-320 (T)	} 150-7½-210-10-250
4.	Transport Inspector ..	1	170-8½-255 (T)	
5.	Milling Inspector ..	1	130-4-154-EB-6-190 (T)	100-5-140-7½-200
6.	Stenographers ..	3	130-4-154-EB-6-190 (T)	} 90-4-110-5-150-7½-180
7.	IIInd Grade Clerks ..	12	105-4-129-EB-7-164-6-170 (T)	
8.	Pest Control Inspectors	4	90-3-105-EB-3½-140 (T)	} 75-3-105-4-125-5-150
9.	Inspectors ..	4	do	
10.	Typists ..	5	54-2-56-2¼-81-EB-3½-130 (T)	} 50-3-92-4-120
11.	Transport Sub-Inspectors and Inspectors	15	do	
12.	Junior Store-keepers and IIIrd Grade Clerks	51	50-2½-75-EB-3-105 (T)	} 30-1-45
13.	Attender ..	1	32-1-33-1¼-38 (T)	
14.	Balance Writers ..	7	26-1-33-1¼-38 (T)	} 26-1-40
15.	Dafedar ..	1	26-1-32 (T)	
16.	Arab Guards ..	2	30 Fixed (T)	} 26-1-40 (if whole-time) 20 Fixed (if part time.)
17.	Peons ..	22	21-1-26 (T)	
18.	Chowkidars ..	5	18-½-21 (T)	} 26-1-40 (if whole-time) 20 Fixed (if part time.)
19.	Malis ..	5	do	
20.	Malan ..	6	do	} 26-1-40 (if whole-time) 20 Fixed (if part time.)
21.	Sweepers ..	5	18-44 nP. Fixed (T)	
22.	Scavenger ..	1	8-58 nP. Fixed (T)	

Office of the Jagir Administrator

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Examiner .. of Accounts	3	250-250-15-370-370-EB-15-430-20-450 (T)	250-10-300-15-450
2.	Ist Grade Clerks ..	7	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
3.	IInd Grade Clerks ..	20	105-4-129-EB-7-164-6 170 (T)	90-4-110-5-150-7½-180
4.	U. D. Clerks ..	4	80-3-95-5-110 (A)	90-4-110-5-150
5.	IInd Grade Stenos ..	2	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
6.	IIIRD Grade Clerks ..	13	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
7.	L. D. Clerks ..	11	45-3-60-2-90 (A)	
8.	Typists ..	1	54-2-56-2½-81-EB-3½-130 (T)	
		1	45-3-60-2-90 (A)	
9.	Shroff ..	1	42-2-54 (T)	} 41-2-65
10.	Motor Driver ..	1	35-1½-50 (T)	
11.	Jamedar & Daftari ..	2	32-1-33-1½38 (T)	} 30-1-45
12.	Daffedars ..	2	26-1-32 (T)	
13.	Peons ..	13	21-1-26 (T)	} 26-1-40
		5	18-½-25 (A)	
14.	Cycle Orderly ..	1	21-1-26 (T)	
15.	Farrash ..	1	18-½-21 (T)	

Office of the Jagirdars' Debt Settlement Board

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Ist Grade Clerk ..	1	170-320 (T)	150-7½-210-10-300
2.	Ist Grade Steno ..	1	170-320 (T)	} 90-4-110-5-150-7½-180
3.	IInd Grade Steno ..	1	130-190 (T)	
4.	Nazir ..	1	129-170 (T)	100-5-140-7½-200
5.	IInd Grade Clerks ..	6	105-170 (T)	90-4-110-5-150-7½-180.
6.	Upper Division Clerks ..	2	80-110 (A)	90-4-110-5-150
7.	IIInd Grade Clerks ..	10	50-105- (T)	50-3-92-4-120
8.	Jamedar ..	1	32-38 (T)	30-1-45
9.	Baliff ..	1	21-26 (T)	} 26-1-40
10.	Peons ..	6	21-26 (T)	
11.	Peon ..	1	18-25 (A)	
12.	Cycle Orderly ..	1	21-26 (T)	
		<u>32</u>		

Office of the Tribunal for Disciplinary Proceedings.

1.	Superintendent ..	1	190-240 (A)	150-7½-210-10-300
2.	U.D. Clerk ..	1	105-170 (T)	90-4-110-5-150-7½-180
3.	L.D. Clerk ..	1	50-105 (T)	} 50-3-92-4-120
4.	Steno-typist ..	1	54-130 (T)	
5.	Typist ..	1	45-90 (A)	
6.	Attender ..	1	24-35 (A)	30-1-45
7.	Peons ..	2	21-26 (T)	} 26-1-40
		3	18-25 (A)	
		<u>11</u>		

Office of the Inspector-General, Local Administration.

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Municipal Commissioners Grade II	12	300-30/2-420 (A)	250-10-300-15-450
	Grade III ..	18	200-20/2-300 (A)	150-7½-210-10-300
2.	District Panchayat Officers.	11	300-30/2-420 (A)	} 250-10-300-15-450
3.	Executive Officer, City Municipality, Nizamabad.	1	250-250-15-370-370-EB-15-430-20-450(T)	
4.	Executive Officers, City Municipalities	14	190-8½-275-EB-13-340 (T)	150-7½-210-10-300
5.	Executive Officers, Town Municipalities	51	90-3-105-EB-3½-140-EB-4½-176 (T)	100-5-140-7½-200
6.	Divisional Panchayat Officers.	60	150-5-200 (A)	150-7½-210-10-300
7.	Deputy Panchayat Officers.	194	100-5-150 (A)	100-5-140-7½-200
8.	Editor-cum-Publicity Officer.	1	200-10-300 (A)	} 150-7½-210-10-300
9.	Manager ..	1	250-10-300 (A)	
10.	Superintendents ..	3	190-10-240 (A)	
		2	170-8½-255-EB-13-320 (T)	} 150-7½-210-10-250
		11	140-5-190 (A)	
11.	Panchayat Supervisors	23	100-5-150-10-250 (A)	120-5-150-7½-210-10-300
12.	Panchayat Inspectors ..	26	90-3-105-EB-3½-140-EB-4½-176 (T)	} 100-5-140-7½-200
		76	100-5-150 (A)	
13.	Panchayat Overseers ..	70	70-3-115 (A)	75-3-105-4-125-5-150
14.	U.D. Clerks ..	7	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		20	80-3-95-5-125 (A)	
		31	80-3-95-5-110 (A)		90-4-110-5-150

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
15.	Steno-Typists	.. 1	80-3-95-5-125 (A)	90-4-110-5-150-7½-180
		4	45-3-60-2-90 (A)	50-3-92-4-120
16.	Draftsmen Gr. III	.. 5	70-2-90-3-120 (A)	75-3-105-4-125-5-150
17.	Typists	.. 2	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120
		17	45-3-60-2-90 (A)	
18.	L.D. Clerks	.. 38	50-2½-75-EB-3-105(T)	
		190	45-3-60-2-90 (A)	
19.	Tracer	.. 1	35-1-55 (A)	41-2-65
20.	Attenders	.. 18	24-1-32½-35 (A)	30-1-45
21.	Driver	.. 1	40-2-50 (A)	} 41-2-65
22.	Jeep Drivers	.. 6	35-1-45 (A)	
23.	Dafedar	.. 1	22-½-30 (A)	30-1-45
24.	Peons	.. 43	21-1-26 (T)	} 26-1-40
		304	18-½-25 (A)	
25.	Watchmen-cum Gardeners	5	18-½-25 (A)	
		<u>1,268</u>		

High Court

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Munsiff Magistrate ..	1	200-10-300 (A)	} 200-10-290-15-350
2.	Judicial II Class Magistrates ..	110	200-10-300 (A)	
3.	Managers ..	3	250-10-300 (A)	} 150-7½-210-10-300 100-5-140-7½-200
		1	120-5-170 (A)	
		1	105-4-129-EB-7-164-6-170 (T)	
		1	90-5-135 (A)	
4.	Sheristadars ..	10	90-5-105 (T)	} 85-3-100-4-120 150-7½-210-10-300 100-5-140-7½-200 90-4-110-5-150
		15	190-10-240 (A)	
		15	120-5-170 (A)	
		56	87-3-105-4-129 (T)	
5.	Special Assistant to Govt. Pleader ..	1	190-10-240 (A)	} 150-7½-210-10-300
6.	Superintendents ..	4	170-8½-255-EB-13-320 (T)	
		13	170-8½-255 (T)	} 150-7½-210-10-250
		6	150-10-250 (A)	
7.	Bench Clerks ..	5	170-8½-255-EB-13-320 (T)	} 150-7½-210-10-300
		20	150-10-250 (A)	
8.	Appeal Examiners ..	1	170-8½-255-EB-13-320 (T)	
		5	150-10-250 (A)	} 180-7½-210-10-300
9.	Official Receivers ..	2	165-10-325 (A)	
		2	160-5-240-10-270 (A)	} 150-7½-210-10-300
10.	Head Accountants ..	1	150-10-250 (A)	
		2	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
11.	Shorthand-Writers ..	1	170-8½-255-EB-13-320 (T)	
		3	130-4-154-EB-6-190 (T)	
		15	110-10-170 (A)	} 150-7½-210-10-300
12.	Court-Fee Examiners	2	150-10-250 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
13.	Division Superintendents ..	2	129-7-164-6-170 (T)	} 100-5-140-7½-200
14.	Nazirs ..	12	129-7-164-6-170 (T)	
		12	90-5-135 (A)	90-4-110-5-150-7½ -180
		57	75-3-105 (T)	85-3-100-4-120
		38	80-3-95-5-110 (A)	90-4-110-5-150
		7	45-3-60-2-90 (A)	50-3-92-4-120
15.	Head Clerks ..	21	120-5-170 (A)	100-5-140-7½-200
16.	Special Clerks and Translators ..	25	110-10-170-(A)	} 90-4-110-5-150-7½-180
		37	105-4-129-EB-7-164-6-170 (T)	
17.	Steno-typists ..	1	105-4-129-EB-7-164-6-170 (T)	} 50-3-92-4-120
		113	45-3-60-2-90 (A)	
18.	Overseer ..	1	100-8-140-10-200 (A)	90-4-110-5-150-7½-180
19.	Caretaker ..	1	90-3-105 (T)	85-3-100-4-120
20.	U. D. Clerks ..	52	80-3-95-5-125 (A)	90-4-110-5-150-7½-180
		130	80-3-95-5-110 (A)	90-4-110-5-150
21.	Translators ..	10	75-3-105 (T)	} 62-3-92-4-120
	Meer Munshis ..	23	75-3-105 (T)	
22.	Typists ..	45	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120
		75	45-3-60-2-90 (A)	
		1	40-2-54 (T)		50-2-64-3-85 (If Matriculate 50-120)
23.	L. D. Clerks ..	485	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		984	45-3-60-2-90 (A)	
24.	House-keeper ..	1	54-2-56-2½-81 (T)	50-3-92-4-100
25.	Examiners ..	6	45-3-60-2-90 (A)	50-3-92-4-120
26.	Book-bearers ..	84	40-1-50 (A)	} 41-2-65
		2	45-1-55 (A)	
27.	Readers ..	6	45 Fixed (A)	
		32	30-35 (A)	

Office of the Advocate-General

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Manager ..	.. 1	120-5-170 (A)	100-5-140-7½-200
2.	Superintendent Civil Section ..	.. 1	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
3.	Steno-typist ..	.. 1	45-3-60-2-90 (A)	50-3-92-4-120
4.	Attender ..	.. 1	24-1-32-½-35 (A)	30-1-45
5.	Peons ..	.. 1	21-1-26 (T)	} 26-1-40
		.. 2	18-½-25 (A)	
		<u>7</u>		

Office of the Assistant Public Prosecutor in Andhra Area.

1.	Assistant Public Prosecutors:			
	Grade I ..	.. 22	200-10-300 (A)	200-10-290-15-350
	Grade II ..	.. 58	150-5-200 (A)	150-7½-210-10-250
2.	Lower Division clerks ..	.. 10	45-3-60-2-90 (A)	50-3-92-4-120
3.	Peons ..	.. 96	18-½-25 (A)	26-1-40
		<u>186</u>		

Office of the Editor, Indian Law Reports

1.	Manager ..	.. 1	80-3-95-5-110 (A)	90-4-110-5-150
2.	L.D. Clerks ..	.. 2	45-3-60-2-90 (A)	50-3-92-4-120
3.	Attenders ..	.. 3	24-1-32-½-35 (A)	30-1-45
4.	Peons ..	.. 4	18-½-25 (A)	26-1-40
		<u>10</u>		

Office of the Administrator General and Official Trustee.

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	U.D. Clerk	.. 1	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7 $\frac{1}{2}$ -180
2.	do ..	.. 1	80-3-95-5-110 (A)	90-4-110-5-150
3.	L.D. Clerk ..	.. 1	45-3-60-2-90 (A)	} 50-3-92-4-120
4.	Typist ..	.. 1	54-2-56-2 $\frac{1}{2}$ -81-3 $\frac{1}{2}$ -130 (T)	
5.	Peons 2	21-1-26 (T)		} 26-1-40
6.	do ..	.. 1	18- $\frac{1}{2}$ -25 (A)	
		<u>7</u>		

Office of the Director of Endowments

1.	Superintendents	.. 1	170-320 (T)	150-7 $\frac{1}{2}$ -210-10-300.
		3	190-275 (T)	150-7 $\frac{1}{2}$ -210-10-250
2.	Overseer ..	.. 1	140-300 (T)	120-5-150-7 $\frac{1}{2}$ -210-10-300.
3.	Accountant	.. 1	105-170 (T)	} 90-4-110-5-150-7 $\frac{1}{2}$ -180
4.	U.D. Clerks	.. 6	105-170 (T)	
		1	80-110 (A)	90-4-110-5-150
5.	Steno-Typist	.. 1	130-190 (T)	90-4-110-5-150-7 $\frac{1}{2}$ -180
6.	L.D. Clerks	.. 25	50-105 (T)	} 50-3-92-4-120
7.	Typists ..	.. 2	54-130 (T)	
8.	Draftsman	.. 1	65-90 (T)	50-3-92-4-100 (If a non-Matriculate 41-65)
9.	Conf. Agents	.. 2	42-54 (T)	} 50-2-64-3-85
10.	Bill Collectors	.. 4	42-54 (T)	
11.	Class IV Employees	.. 28	21-26 (T)	26-1-40
		1	35-50 (T)	41-2-65
		1	18-21 (T)	26-1-40.
		<u>78</u>		

Office of the Commissioner of Hindu Religious and Charitable Endowments

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Senior Superintendent .	1	190-10-240 (A)	150-7½-210-10-300
2.	Junior Superintendents .	7	140-5-190 (A)	150-7½-210-10-250
3.	Upper Division Clerks .	21	80-3-95-5-110 (A)	} 90-4-110-5-150
4.	U.D. Inspectors ..	38	do	
5.	U.D. Steno ..	1	do	
6.	Lower Division Clerks .	76	45-3-60-2-90 (A)	} 50-3-92-4-120
7.	L.D. Inspectors ..	2	do	
8.	L.D. Stenos ..	2	do	
9.	Typists ..	15	do	
10.	Attenders ..	4	24-1-32-½-35 (A)	30-1-45
11.	Peons ..	85	18-½-25-(A)	26-1-40
		<u>252</u>		

Labour Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendents	.. 1	190-10-240 (A)	} 150-7½-210-10-300
		5	170-8½-255-EB-13-320 (T)	
		9	140-5-190 (A)	
2.	Junior Inspectors of Factories.	2	170-8½-255-EB-13-320 (T)	} 150-7½-210-10-300
3.	Junior Inspectors of Shops & Establishments	2	do	
4.	Welfare Organisers	.. 6	do	
5.	Inspectors of Labour	.. 29	150-5-200 (A)	} 150-7½-210-10-250
6.	Co-operative Sub-Registrar.	1	do	
7.	Draftsmen	.. 1	140-4½-176-6½-215-8½-300 (T)	120-5-150-7½-210-10-300
		2	90-3-105-EB-3½-140 (T)	75-3-105-4-125-5-150
8.	Stenos	.. .. 6	130-4-154-EB-6-190 (T)	} 90-4-110-5-150-7½-180
		1	80-3-95-5-125 (A)	
		7	45-3-60-2-90 (A)		50-3-92-4-120
9.	Asst. Inspectors of Shops and Establishments.	11	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
10.	Upper Division Clerks	38	105-4-129-EB-7-164-6-170 (T)	
		11	80-3-95-5-125 (A)	
		16	80-3-95-5-110 (A)	
11.	Nurses (Health Visitors)	6	60-2-100 (A)	90-4-110-5-150
12.	Cinema Operators	.. 6	80-5-100 (A)	85-3-100-4-120
13.	School Social Workers	6	100 Fixed (A)	62-3-92-4-120

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
14.	Typists	7	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120
		18	45-3-60-2-90 (A)	
15.	Lower Division Clerks .	46	50-2½-75-EB-3-105 (T)	}
		62	45-3-60-2-90 (A)	
16.	Games Supervisors ..	6	do	} 45-2-55-3-100-4-120
17.	Nursery School Teachers	6	do	
18.	Teachers (of Adult & Workers Education)	27	do	
19.	Shroffs	2	35-1½-50 (T)	41-2-65.
20.	Jamedar	1	30-1-33-1¼-38 (T)	} 30-1-45
21.	Dafedars	1	30-1-33-1¼-38 (T)	
		2	26-1-32 (T)	
		1	22-½-30 (A)	
22.	Attenders	3	24-1-32-½-35 (A)	
23.	Duplicating Operator ..	1	do	
24.	Peons	61	21-1-26 (T)	} 26-1-40
		96	18-½-25 (A)	
25.	Malis	1	21-1-26 (T)	
		1	18-½-21 (T)	
26.	Farrashes	8	18-½-21 (T)	
27.	Chowkidars	4	18-½-21 (T)	
		6	18 Fixed (T)	
28.	Ayabs	24	15-½-20 (A)	
			540	

National Employment Service

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Dist. Employment Officers or Asst. Employment Officers.	15	200-10-300 (A)	200-10-290-15-350
		3	150-5-200 (A)	150-7½-210-10-250
2.	Superintendents	..	1 190-10-240 (A)	} 150-7½-210-10-300.
		2	170-8½-255-EB-13-320 (T)	
		4	140-5-190 (A)		150-7½-210-10-250
3.	U.D. Clerks	..	11 105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		3	80-3-95-5-125 (A)	
		13	80-3-95-5-110 (A)		90-4-110-5-150
4.	Stenographer	..	1 130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
5.	L.D. Clerks	..	17 50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		15	60-130 (T)	
		41	45-3-60-2-90 (A)	
6.	Typists	..	1 51-3-75-2½-100 (A)	} 50-3-92-4-120
		7	54-2-56-2½-81-EB-3½-130 (T)	
		2	45-3-60-2-90 (A)	
7.	Guides	..	3 45-3-60-2-90 (A)	
8.	Driver	..	1 50 fixed (A)	41-2-65.
9.	Daftaries	..	4 24-1-32-½-35 (A)	30-1-45
10.	Peons	..	18 21-1-26.(T)	} 26-1-40
		51	18-½-25 (A)	
			213	

Industrial Tribunal

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4 Rs.	5 Rs.
1.	Superintendents	.. 1	170-8½-255-EB-13-320 (T)	150-7½-210-10-300.
		3	140-5-190 (A)	150-7½-210-10-250
2.	U.D. Clerks	.. 2	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
		7	80-3-95-5-110 (A)	90-4-110-5-150
3.	L.D. Clerks	.. 8	45-3-60-2-90 (A)	} 50-3-92-4-120
4.	Typists ..	.. 1	54-2-56-2½-81-EB-3½-130 (T)	
		6	45-3-60-2-90 (A)	
5.	Steno-typists	.. 3	45-3-60-2-90 (A)	
6.	Dafedar ..	.. 1	26-1-32 (T)	30-1-45
7.	Peons ..	.. 4	21-1-26 (T)	} 26-1-40
		7	18-½-25 (A)	
		<u>43</u>		

Office of the Commissioner for Government Examinations

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendents	.. 1	190-10-240 (A)	} 150-7½-210-10-300
		2	170-8½-255-EB-13-320 (T)	
		7	140-5-190 (A)		150-7½-210-10-250
2.	U.D. Clerks	.. 4	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		16	80-3-95-5-125 (A)	
3.	L.D. Clerks	.. 8	50-2½-75-EB-3-105(T)	} 50-3-92-4-120
		29	45-3-60-2-90 (A)	
4.	Typists and Stenos	.. 1	130-4-154-EB-6-190 (T)	} 90-4-110-5-150-7½-180. 50-3-92-4-120
		1	54-2-56-2½-81-EB-3½-130 (T)	
		7	45-3-60-2-90 (A)	
5.	Shroff	.. .. 1	35-1½-50 (T)	} 41-2-65
6.	Sergeant	.. .. 1	35-1½-50 (T)	
7.	Attenders	.. .. 3	24-1-32-½-35 (A)	30-1-45
8.	Peons	.. .. 7	21-1-26 (T)	} 26-1-40 *(provided they are whole-time and borne on the regular cadre. Else Rs. 20 fixed.)
9.	Farrash	.. .. 9	18-½-25 (A)	
		.. .. 1	18-½-21 (T)	
10.	Chowkidars	.. .. 2	do	
11.	Night Watchman	.. .. 1	15 fixed (T)	} *
12.	Sweeper	.. .. 1	do	
13.	Scavenger	.. .. 1	do	

The State Central Library

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendent	.. 1	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
2.	Accountant	.. 1	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
3.	Classifiers ..	.. 4	do	
4.	II Grade Clerks	.. 3	do	
5.	III Grade Clerks	.. 7	50-2½-75-EB-3-105(T)	} 50-3-92-4-120
6.	Typists ..	.. 3	54-2-56-2½-81-EB-3½-130 (T)	
7.	Card Writers	.. 6	50-2½-75-EB-3-105(T)	
8.	Book-Keepers	.. 8	do	
9.	Supervisors (Senior)	6	do	
10.	Supervisors (Junior)	.. 4	35-1½-41-EB-2-45(T)	} 41-2-65
11.	Library Attenders	.. 12	do	
12.	Binders ..	.. 1	42-1½-63-2-75 (T)	} 50-2-64-3-85
		3	35-1½-65-2-75 (T)	
		2	26-1-33-1½-38 (T)		30-1-45
13.	Shroff ..	.. 1	35-1½-50 (T)	41-2-65
14.	Daffedar ..	.. 1	26-1-32 (T)	30-1-45
15.	Book Bearers	.. 20	21-1-26 (T)	} 26-1-40
16.	Book Cleaners	.. 7	do	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
17.	Peons 8	21-1-26 (T)	} 26-1-40
18.	Farash ..	.. 4	18- $\frac{1}{2}$ -21 (T)
19.	Chowkidars ..	.. 2	do
20.	Gate-keepers ..	.. 4	do
21.	Kamatans ..	.. 3	do
22.	Head Malies ..	.. 2	21-1-32 (T)
23.	Malis ..	.. 4	18- $\frac{1}{2}$ -21 (T)
24.	Malans 3	do	} Rs. 15 fixed.
25.	Waterman ..	.. 1	10-28 n.P. fixed (T)
26.	Scavenger ..	.. 1	6-86 n.P. fixed. (T)
		<u>122</u>		

Office of the Registrar of Books

1.	Readers Grade II ..	.. 2	80-3-95-5-110 (A)	90-4-110-5-150
2.	L.D. Clerk ..	.. 1	45-3-60-2-90 (A)	} 50-3-92-4-120
3.	Typist ..	.. 1	45-3-60-2-90 (A)	
4.	Attender ..	.. 1	24-1-32- $\frac{1}{2}$ -35 (A)	30-1-45
5.	Peons ..	.. 2	18- $\frac{1}{2}$ -25 (A)	26-1-40
		<u>7</u>		

Central Records Office

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendents	.. 4	170-8½-255-EB-13-320 (T)	} 150-7½-210-10-300
		1	190-10-240 (A)	
		2	140-5-190 (A)		150-7½-210-10-250
2.	Referencers	.. 18	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		2	80-3-95-5-125 (A)	
3.	Calligrapher	.. 1	105-4-129-EB-7-164-6-170 (T)	
4.	Typists ..	.. 3	45-3-60-2-90 (A)	50-3-92-4-120
		.. 3	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
		2	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120.
5.	L. D. Clerks	.. 39	45-3-60-2-90 (A)	
		1	50-2½-75-EB-3-105 (T)	
		1	45-3-60-2-90 (A)	
6.	Menders	.. 4	30-2-50 (A)	} 41-2-65
7.	Shroff ..	.. 1	35-1½-50 (T)	
8.	Attenders ..	.. 7	32-1-33-1¼-38 (T)	} 30-1-45
		13	24-1-32½-35 (A)	
9.	Jamedar ..	.. 1	32-1-33-1¼-38 (T)	
10.	Dafedar ..	.. 1	26-1-32 (T)	} 26-1-40
11.	Peons ..	.. 20	21-1-26 (T)	
		4	18-½-25 (A)	
12.	Darwan ..	.. 1	22-1-30 (A)	
13.	Assistant Darwan	.. 1	18-½-25 (A)	
14.	Chowkidars	.. 4	18-½-21 (T)	

Social Welfare Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendents	.. 3	190-10-240 (A)	} 150-7½-210-10-300
		1	170-8½-255-EB-13-320 (T)	
		9	140-5-190 (A)		150-7½-210-10-250
2.	U. D. Clerks	.. 4	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		16	80-3-95-5-125 (A)	
3.	L. D. Clerks	.. 1	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		15	45-3-60-2-90 (A)	
4.	Steno-typists	.. 11	do	
5.	Inspectors	.. 5	154-6-190-EB-8½-275 (T)	150-7½-210-10-250
6.	Health Inspectors:	.. 3	90-3-105-3½-140-EB-4½-176 (T)	100-5-140-7½-200
7.	Revenue Inspectors	.. 2	45-3-60-2-90 (A)	50-3-92-4-120
8.	Organisers	.. 7	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180.
9.	Wardens	.. 4	do	
10.	Farm Manager	.. 1	90-3-105-EB-3½-140 (T)	
11.	Overseers ..	.. 2	70-2-90-3-120 (A)	75-3-105-4-125-5-150
12.	Store-keeper	.. 1	54-2-60-3-81 (T)	50-3-92-4-100
13.	Operator ..	.. 1	50-2½-75 (T)	50-2-64-3-85
14.	Village Teachers	.. 5	30 (A) Honorarium	Rs. 35
15.	Handicraft Instructors .	2	30-1-50 (A)	} 41-2-65
16.	Servers ..	.. 3	54 (A)	
17.	Drivers	.. 2	35-1½-50 (T)	
18.	Farm Maistry	1	35 (A)	30-1-45

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
19.	Attenders ..	.. 1	24-1-32- $\frac{1}{2}$ -35 (A)	30-1-45
		.. 4	12-26 nP. (T)	26-1-40 (if whole-time, else Rs. 20)
20.	Daffedar ..	.. 1	22-1-30 (T)	30-1-45
21.	Peons ..	.. 20	21-1-26	} 26-1-40
		.. 38	18- $\frac{1}{2}$ -25	
22.	Harijan Women	.. 2	30 (A)	
23.	Ploughmen ..	.. 2	18- $\frac{1}{2}$ -21 (T)	
24.	Attendants	.. 4	21-2-26 (T)	
25.	Chowkidars	.. 25	18- $\frac{1}{2}$ -21 (T)	
26.	Cooks	.. 6	21-1-26 (T)	
27.	Washermen	.. 3	26 (fixed)	30 (fixed)
28.	Sweepers ..	.. 7	18- $\frac{1}{2}$ -21 (T)	26-1-40
		.. 2	15 (fixed)	20 (fixed)
29.	Scavengers	.. 3	18- $\frac{1}{2}$ -21 (T)	26-1-40
30.	Barbers ..	.. 3	15 (fixed)	20 (fixed)
			220	

Women's Welfare Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Director ..	1	230-30/2-260-40/2-500-50/2-700 (A)	} 250-20-450-25-600
2.	Technical Asst. to Director	1	250-50/2-400 (A)	
3.	Asst. to Director	1	do	} 250-10-310-15-400
4.	Asst. Women's Welfare Officers.	12	160-5-200-10-240 (A)	
5.	Superintendents	3	200-10-300 (A)	} 150-7½-210-10-300
		2	190-10-240 (A)	
		1	160-5-200-10-240 (A)	
		3	140-5-190 (A)	} 150-7½-210-10-250
		17	150-5-200 (A)	
6.	U.D. Clerks	1	105-4-129-EB-7-164-6	} 90-4-110-5-150-7½-180
		10	170 (T) 80-3-95-5-125 (A)	
		13	80-3-95-5-110 (A)	
				90-4-110-5-150
7.	L.D. Clerks	3	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		9	45-3-60-2-90 (A)	
8.	Typists and Steno-typists	1	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
		8	45-3-60-2-90 (A)	50-3-92-4-120
9.	Sub-Editor	1	120-5-180 (A)	120-5-140-7½-200
10.	Store Keepers	3	45-3-60-2-90 (A)	50-3-92-4-120
11.	Graduate Teacher	1	85-5-125-10-175 (A)	90-4-110-5-155-7½-200
12.	Craft Instructress	3	60-4-100 (A)	} 62-3-92-4-120
13.	Skilled Asst.	1	do	
14.	Secondary Grade Teacher.	1	45-3-60-2-90 (A)	45-2-55-3-100-4-120

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
15.	Music Teacher	.. 1	45-3-60-2-90 (A)	} 45-2-55-3-100-4-120
16.	P.T. Instructress	2	do	
17.	Asst. Instructor	.. 1	85-5-125-10-175(A)	} 90-4-110-5-150-7½-180
18.	Manager-cum-Tutor for Typing and Shorthand	3	150 (fixed)	
19.	Sub-Inspectors	.. 12	90-3-105-EB-3½-140(T)	} 90-4-110-5-150
20.	Investigators	.. 3	80-3-95-5-110 (A)	
21.	Tutors for Secretariat Course.	3	100 (fixed)	85-3-100-4-120
22.	Nurse-cum-Compounder.	3	45-3-75 (A)	50-3-92-4-120 (Non-Matriculates to stop at Rs. 100)
23.	Women's Welfare Organisers.	58	60-4-100 (A)	62-3-92-4-120
24.	Maternity Assts.	.. 39	40-3-55-1-70 (A)	50-2-64-3-85
25.	Embroidery Teachers	.. 3	50-3-80 (A)	} 50-3-92-4-100
26.	Tailoring Instructress.	6	50-3-80 (A)	
27.	Driver	.. 1	35-1-45 (A)	41-2-65
28.	Police Constables	.. 20	30-½-39 (A)	30-1-50
29.	Attenders	.. 2	24-1-32-½-35 (A)	} 30-1-45
		3	30 fixed (A)	
30.	Peons	.. 21	21-1-26 (T)	} 26-1-40
		47	18-½-25 (A)	
31.	Sevikas	.. 3	18-½-25 (A)	} 30-1-45
		6	40 fixed (A)	
		3	30 fixed (A)	} 26-1-40
32.	Kamati	.. 1	18-½-21 (T)	
33.	Watchmen	.. 20	30 fixed (A)	} 26-1-40 (provided they are borne on the regular cadre.)
		6	15 fixed (T)	
34.	Sweeper	.. 1	10 fixed (A)	} 15 (fixed.)
35.	Scavenger	.. 1	5 fixed (A)	
		1	4-28 n.P. fixed (A)	

Tribal Welfare Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendent	1	140-5-190 (A)	} 150-7½-210-10-250
2.	Social Service Inspectors.	7	154-6-190-EB-8½-275 (T)	
3.	Co-operative Sub-Registrar.	1	150-5-200 (A)	
4.	Social Service Organisers.	20	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
5.	Managers ..	.. 2	85-5-125-10-175 (A)
6.	U.D. Clerks	.. 4	105-4-129-EB-7-164-6-170 (T)	
7.	Stenos ..	.. 8	80-3-95-5-125 (A)
		.. 3	130-4-154-EB-6-190 (T)	
		1	80-3-95-5-125 (A)	
8.	Typists ..	.. 2	45-3-60-2-90 (A)
		.. 5	54-2-56-2½-81-EB-3½-130 (T)	
		5	45-3-60-2-90 (A)	
9.	Accountants	.. 2	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
10.	Storekeepers	.. 3	45-3-60-2-90 (A)	
11.	L.D. Clerks	.. 26	50-2½-75-EB-3-105 (T)	
		9	45-3-60-2-90 (A)	
12.	Head masters	.. 3	130-4-154-EB-6-190 (T)	90-4-110-5-155-7½-200
13.	Assistant Head-masters.	4	81-3½-130 (T)	} 45-2-55-3-100-4-120
14.	Teachers ..	.. 2	54-2-56-2½-81-EB-3½-130 (T)
		9	42-2-54 (T)	} 30-1-42-2-60
		8	30-1-35-2-45 (T)	
		149	26 fixed (T)	} 26-1-40
		24	15 fixed (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
15.	Handicraft Instructors .	12	45-3-60-2-90 (A)	} 45-2-55-3-100-4-120
16.	Wardens ..	2	50-2½-75-EB-3-105 (T)	
17.	Wardens ..	3	45-3-60-2-90 (A)	
18.	Carpentry Instructors ..	4	65-2½-75 (T)	50-2-64-3-85
19.	Agricultural Demonstrators.	2	100-5-140-10-220 (A)	150-7½-210-10-300
20.	Farm Manager ..	1	90-3-105-EB-3½-140 (T)	} 90-4-110-5-150
			do	
			do	
21.	Senior Fieldman ..	1	do	
22.	Junior Fieldman ..	1	50-2½-75-EB-3-90 (T)	50-2-64-3-85 (if Matriculate 50-100)
23.	Veterinary Assistant ..	1	65-2½-90 (T)	50-3-92-4-100
24.	Sericulturists ..	1	105-5-140 (T)	} 90-4-110-5-150
			80-3-95-5-125 (A)	
25.	Readers ..	1	65-2½-90 (T)	} 50-3-92-4-100.
			45-3-60-2-90 (A)	
26.	Realers ..	1	65-2½-90 (T)	
			45-3-60-2-90 (A)	
27.	Vaid ..	1	176-6½-215-EB-8½-300-EB-12½-375 (T)	180-7½-210-10-290-15-350.
28.	Health Inspectors ..	4	90-3-105-EB-3½-140-EB-4½-176 (T)	100-5-140-7½-200
29.	Compounders ..	2	81-3½-130 (T)	} 50-3-92-4-120 (non-matriculates to stop at Rs. 100).
			54-2-56-2½-81-EB-3½-130 (T)	
30.	Midwife ..	1	35-1½-50 (T)	41-2-65
31.	Co-operative Inspectors	1	154-6-190-EB-8½-275 (T)	No change
		12	65-2½-90 (T)	62-3-92-4-120
32.	Neemtanadars ..	4	87-3-105-EB-4-129 (T)	90-4-110-5-150

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
33.	Classers 4	42-2-54-EB-2-56-2½-68½ (T)	50-2-64-3-85
34.	Drivers 2	42½-1½-50-2-60-2½-65 (T)	} 41-2-65
		4	35-1½-50 (T)	
		4	35-1-45 (A)	
35.	Daffedar 1	26-1-32 (T)	30-1-45
36.	Cycle Orderly	.. 1	21-1-26 (T)	} 26-1-40
37.	Peons ..	.. 67	do
		19	18-½-25 (A)	
38.	Farm Maistries	.. 4	20-1-30 (A)	} 30-1-50
39.	Kamgars ..	.. 1	35-1½-50 (T)
		4	25-1-30-1½-45 (T)	
40.	Cooks 3	25-1-35 (A)	30-1-45
		2	21-1-26 (T)	} 26-1-40
41.	Malees ..	.. 6	26 Fixed (T)
		2	20-1-30 (A)	
42.	Chowkidars	.. 10	18-½-21 (T)	
		6	21-1-26 (T)	
		9	15-1-20 (A)	
43.	Farrash ..	.. 1	18-½-21 (T)
44.	Kamatees	.. 2	21 Fixed (T)	
		8	18-½-21 (T)	
		2	18-½-25 (A)	
45.	Cartmen ..	.. 7	18-½-21 (T)
46.	Ploughmen	.. 2	do	

Police Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Deputy Superintendent of Police (Communications)	1	230-30/2-380-40/2 420 (A)	} 250-10-300-20-500
2.	Assistant Surgeons ..	2	250-250-15-370-370- EB-15-430-20-450 (T)	
		3	200-25/2-400 (A)	
		2	150-25/2-400 (A)	
3.	Asst. Director, Scientific Section.	1	250-25/2-500 (A)	} 150-7½-210-10-300
4.	Registrar ..	1	250-250-15-370-370- EB-15-430-20-450 (T)	
<i>Ministerial Staff.</i>				
1.	Superintendents ..	2	250-10-300 (A)	} 150-7½-210-10-300
		1	200-20-400 (A) (Manager)	
		18	190-10-240 (A)	
		9	170-8½-255-EB-13- 320 (T)	
		71	140-5-190 (A)	} 150-7½-210-10-250
		28	170-10-220 (A)	
2.	Accountants ..	51	110-5-125 (A)	90-4-110-5-150-7½-180
		40	87-3-105-EB-4- 129 (T)	90-4-110-5-150
3.	U. D. Clerks ..	51	80-3-95-5-125 (A)	90-4-110-5-150-7½-180
		120	80-3-95-5-110 (A)	90-4-110-5-150
		93	105-4-129-EB-7-164- 6-170 (T)	90-4-110-5-150-7½-180
4.	L. D. Clerks ..	399	50-2½-75-EB-3- 105 (T)	} 50-3-92-4-120
		561	45-3-60-2-90 (A)	
5.	Typists ..	16	130-4-154-EB-6- 190 (T)	90-4-110-5-150-7½- 180
		104	54-2-56-2½-81-EB- 3-130 (T)	} 50-3-92-4-120
		242	45-3-60-2-90 (A)	
6.	Technical Clerks (F.P.B.)	1	105-3½-140 (T)	90-4-110-5-150
		4	90-3-105 (T)	85-3-100-4-120
7.	Finger Print Searchers .	8	45-3-60-2-90 (A)	50-3-92-4-120
8.	Telephone Operator ..	1	45-3-60-2-90 (A)	50-3-92-4-100

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
<i>Executive Staff:</i>			Rs.	Rs.
1.	Police Prosecuting Officers	.. 24	170-8½-255-EB-9-300 (T)	200-10-290-15-350
2.	Inspectors of Police	.. 211	175-10-255-EB-10-275 (A)	} 180-7½-210-10-300
		118	170-8½-255-EB-9-300 (T)	
3.	Reserve Inspectors	.. 17	175-10-255-EB-10-275 (A)	
4.	Subedars Major and Subedar A.P.S.P.	.. 24	170-8½-255-EB-9-300 do (T)	
		24	150-3-180-5-200 (A)	} 150-7½-210-10-250 (For Law Graduates)
5.	Assistant Police Prosecuting Officers	.. 52	105-4-129-EB-7-164-6-170 (T)	
6.	Sub-Inspectors of Police & Reserve Sub-Inspectors	.. 572	85-3½-120-EB-4-140-4½-149-5-154 (T)	} 90-4-110-5-150-7½-180
		1,168	80-3-95-4-115-EB-2-135-EB-3-150 (A)	
7.	Jamadars, A.P.S.P.	.. 44	85-3-100-5-120 (A)	
		112	85-3½-120-EB-4-140-4½-149-5-154 (T)	} 62-3-92-4-120
		77	65-1-75-EB-1-80 (A)	
8.	Chief Armourer	.. 1	140-4½-176 (T)	90-4-110-5-150-7½-180
9.	Company Havildars Major A.P. S.P.	.. 16	65-½-70 (A)	} 50-2-64-3-85
		59	68-56- nP. Fixed (T)	
10.	Head Constables	2,894	40-1-50-EB-2-60 (A)	} 41-2-65
		924	68-56 nP. Fixed (T)	
		924	55-69 nP. Fixed (T)	
11.	Havildars A.P. S.P.	.. 82	55-½-60 (A)	} 41-2-65
12.	Naiks A.P. S.P.	.. 115	55-69 nP. (T)	
		209	45-½-50 (A)	
		189	42-87 nP. (T)	} 30-1-50
13.	Police Constables including armed Reserves and Lance Naiks A.P. S.P.	.. 2177	32-½-43 (A)	
		15937	30-½-40 (A)	
		11888	30-½-39 (T)	} 30-1-50
14.	Followers	.. 480	30-½-39 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
<i>Technical Posts :</i>			Rs.	Rs.
1.	Plan Drawing Instructor	1	150-10-250 (A)	120-5-150-7½-210-10-300 (B.Es. to start at Rs. 180)
2.	Photographer	.. 1	120-3-150 (A)	50-4-110-5-150-7½-180
3.	Assistant Photographer.	1	90-3-120 (A)	75-3-105-4-125-5-150
4.	Band Master	.. 1	100-5-165 (A)	90-4-110-5-150-7½-180
5.	Hon. Urdu Instructor	1	100 Fixed (A)	No change
6.	Radio Supervisors	.. 4	80-5-200 (A)	100-5-140-7½-200
7.	Junior Reporters	.. 23	80-3-95-4-115-EB-2-135-EB-3-150 (A)	90-4-110-5-150-7½-180
8.	Radio Electricians	.. 6	60-3-90 (A)	62-3-92-4-120
<i>Medical Staff :</i>				
1.	Compounders	.. 3	54-2-56-2½-81-EB-3½-116 (T)	} 50-3-92-4-120 (Non-Matriculantes to stop at Rs. 100)
		4	45-2-55-1-75 (A)	
2.	Midwives	.. 5	50-2-60-2½-65 (T)	50-2-64-3-85
3.	Male Nursing Orderlies	7	30-½-39 (T)	30-1-45
		6	19-½-25 (A)	26-1-40
<i>Last Grade Service :</i>				
1.	Shroffs	.. 19	35-1½-50 (T)	41-2-65
2.	Jamadar	.. 1	do	} 30-1-45
3.	Daftari	.. 1	32-1-33-1½-38 (T)	
4.	Dafedar	.. 1	26-1-32 (T)	
5.	Cooks	.. 6	25-½-35 (A)	
6.	Attenders	.. 29	24-1-32-½-35 (A)	
7.	Peons	.. 17	21-1-26 (T)	} 26-1-40
		40	18-½-25 (A)	
8.	Scavengers	.. 8	20-58 nP. Fixed (T)*	
9.	Khallasies etc.	.. 18	18-½-21 (T)	
			40,387	

* Provided these are whole-time servants

Prisons Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendent (K.V.C. Home)	.. 1	250-250-15-370-370- EB-15-430-20-450(T)	} 250-10-300-15-450
2.	Assistant Superintendents	.. 2	do	
3.	Assistant Surgeons	.. 7	200-25/2-400 (A)	250-10-300-20-500
4.	Jailors	.. 2	200-25/2-300 (A)	} 150-7½-210-10-300
5.	Jailors	.. 3	130-4-154-EB-6- 190 (T)	
6.	Probation Officers Grade I	.. 2	200-10-300 (A)	} 180-7½-210-10-300
	do Grade II	.. 17	170-8½-255-EB-13- 320 (T)	
7.	Manager	.. 1	250-10-300 (A)	150-7½-210-10-300
8.	Stock Verifier	.. 1	140-5-190 (A)	} 150-7½-210-10-250
9.	Junior Superintendents	6	do	
10.	Deputy Jailors	.. 8	90-5-140 (A)	} 90-4-110-5-150-7½-180
		8	81-3½-130 (T)	
11.	Reserve Deputy Jailors	3	80-3-95-5-110 (A)	
12.	Reserve Assistant Matrons	.. 2	90-125 (A)	90-4-110-5-150
13.	U. D. Clerks	.. 4	105-4-129-EB-7- 164-6-170 (T)	90-4-110-5-150-7½-180
		15	80-3-95-5-110 (A)	90-4-110-5-150
14.	Stenographers	.. 1	130-4-154-EB-6- 190 (T)	90-4-110-5-150-7½-180
		1	45-3-60-2-90 (A)	} 50-3-92-4-120
15.	Typists	.. 4	54-2-56-2½-81-EB- 3½-130 (T)	
		4	45-3-60-2-90 (A)	
16.	Fitters (Grade II)	2	81-3½-130-EB-4- 154 (T)	75-3-105-4-125-5-150
	(Grade III)	.. 2	42-2-54-EB-2-56-2½- 81 (T)	50-3-92-4-100

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
17.	Instructors (Grade II)..	6	81-3½-130-EB-4-154 (T)	75-3-105-4-125-5-150
	(Carpentry Instructors Grade II)	2	50-3-80 (A)	} 50-3-92-4-100
	(Grade III)	.. 8	42-2-54-EB-2-56-2½-81 (T)	
	(Tailoring Instructors) (Grade IV)	2	35-2-55 (A)	} 41-2-65
		.. 2	35-1½-50 (T)	
18.	Teachers ..	.. 1	81-3½-130-EB-4-154 (T)	75-3-105-4-125-5-150
		1	54-2-56-2½-81-3½-130 (T)	} 45-2-55-3-100-4-120
		2	54-2-56-2½-81-3½-98½ (T)	
		4	30-1-50 (A)	30-1-42-2-60
19.	Draftsman	.. 1	90-3-105-3½-140 (T)	75-3-105-4-125-5-150
20.	Matron (Auxiliary Home)	1	54-2-56-2½-81 EB-3½-116 (T)	} 50-3-92-4-120
*21.	Compounders	.. 5	do		} *(Non-Matriculates to stop at Rs. 100)
		5	45-2-55-1-75 (A)	
22.	L.D. Clerks	.. 25	50-2½-75-EB-3-105(T)	} 50-3-92-4-120
		20	45-3-60-2-90 (A)	
23.	Jailors in Sub-jails Grade II	3	do	
24.	Chief Head Warden & Gate Keeper	4	do	
25.	Wireman ..	.. 1	45-2-65 (A)	} 50-2-64-3-85
26.	Electrician	.. 1	40-2-80 (A)	
27.	Engine Driver	.. 1	40-3-70 (A)	
28.	Head Supervisor	.. 1	42-2-54-EB-2-56-2½-81 (T)	
29.	Reserve Head Warders	2	40-2-60 (A)		41-2-65
30.	Supervisors	.. 12	30 fixed (T)	26-1-40

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
31.	Ist Grade Warders	.. 17	35-1-40-1-45 (A)	41-2-65
32.	IInd Grade Warders	.. 184	30- $\frac{1}{2}$ -40 (A)	30-1-50
33.	Female Warders Grade I	2	35-1-40-1-45 (A)	41-2-65
34.	Female Warders Grade II	11	30- $\frac{1}{2}$ -40 (A)	30-1-50
35.	Cashiers ..	.. 3	35-1 $\frac{1}{2}$ -50 (T)	41-2-65
36.	Ist Grade Jawans	.. 79	34-31- N.P. fixed (T)	} 30-1-45
37.	IInd Grade Jawans	.. 280	30 fixed (T)	
38.	Reception Home Assistants.	3	30- $\frac{1}{2}$ -40 (A)	30-1-50
39.	Jamadar Chauffuers	.. 6	68-56 nP. fixed (T)	} 41-2-65
40.	Jamedars ..	.. 11	68-56 nP. fixed (T)	
41.	Dafedars ..	.. 27	42-87 nP. fixed (T)	30-1-50
42.	Nursing Orderlies & Ward Boys	9	26-1-33-1 $\frac{1}{4}$ -38 (T)	} 30-1-45
43.	Attenders ..	.. 4	24-1-32- $\frac{1}{2}$ -35 (A)	
44.	Cycle Orderlies	.. 4	21-1-26 (T)	} 26-1-40
45.	Peons ..	.. 15	21-1-26 (T)	
		16	18- $\frac{1}{2}$ -25 (A)	
46.	Coolies ..	.. 1	21-1-26 (T)	
		2	18- $\frac{1}{2}$ -21 (T)	
47.	Barbers ..	.. 10	18- $\frac{1}{2}$ -21 (T)	
48.	Sweepers ..	.. 12	18- $\frac{1}{2}$ -21 (T)	
49.	Malis ..	.. 7	18- $\frac{1}{2}$ -21 (T)	
50.	Blacksmiths	.. 3	18- $\frac{1}{2}$ -21 (T)	

Fire Service Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	District Fire Officers			
	Grade I	..	250-400	} 200-10-290-15-350
	Grade II	.. 5	250-10/2-300 (A)	
2.	Superintendent	.. 1	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
3.	Asst. Dist. Fire Officers	.. 6	150-5-200 (A)	} 150-7½-210-10-250
		.. 1	140-4½-176-6½-215 (T)	
4.	Steno-typist	.. 1	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
		1	45-3-60-2-90 (A)	50-3-92-4-120
5.	Accountants	.. 1	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		3	80-3-95-5-125 (A)	
6.	U.D. Clerks	.. 6	80-3-95-15-110 (A)	90-4-110-5-150
7.	L.D. Clerks	.. 3	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
8.	Typists	.. 5	45-3-60-2-90 (A)	
9.	Station Officers	.. 9	105-3½-140 (T)	} 75-3-105-4-125-5-150
10.	Station Officers including Engineer Sub-Officers.	35	70-3-130 (A)	
11.	Chief Mechanic	.. 1	70-3-130 (A)	
12.	Telephone Operators	.. 6	50-2-60-2½-65 (T)	50-2-64-3-85
		40	45-3-60-2-90 (A)	50-3-92-4-100
		29	35-2-45 (unqualified) (A)	41-2-65
13.	Driver Mechanics	.. 3	65-2½-90 (T)	50-2-64-3-85
14.	Driver Operators	.. 33	35-1-45 (A)	} 41-2-65
		29	50-2-60-2½-65 (T)	
		206	30-1-40 (A)	
15.	Fireman Mechanics	.. 4	30-1-40 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
16.	Leading Firemen	.. 20	65-2½-90 (T)	} 30-1-42-2-60
		124	30-1-40 (A)	
17.	Firemen ..	.. 108	50-2-60-2½-65 (T)	} 26-1-45
		855	20-½-30 (A)	
18.	Attenders ..	.. 1	24-1-32-½-35 (A)	30-1-45
19.	Peons ..	.. 3	21-1-26 (T)	} 26-1-40
		4	18-½-25 (A)	
20.	Cyclists ..	.. 12	21-1-26 (T)	
21.	Malies ..	.. 6	18-½-25 (T)	
22.	Cobbler ..	.. 1	18-½-21 (T)	
23.	Sweepers ..	.. 5	18-½-21 (T)	
		<u>1,567</u>		

Office of the Transport Commissioner

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Secretary S.T.A.	.. 3	250-50/2-500 (A)	} 250-10-300-20-500
2.	Regional Transport Officers.	.. 15	250-50/2-500 (A)	
3.	Superintendents	.. 2	190-10-240 (A)	} 150-7½-210-10-300
		1	170-8½-255-EB-13-320 (T)	
		12	140-5-190 (A)		150-7½-210-10-250
4.	Motor Vehicles Inspectors	.. 17	175-10-225-EB-10-275 (A)	} 180-7½-210-10-300
		12	154-6-190-EB-8½-275 (T)	
5.	Assistant Motor Vehicles Inspectors.	.. 11	120 Fixed (A)	90-4-110-5-150
6.	Steno-typists	.. 1	130-4-154-EB-6-190 (T)	} 90-4-110-5-150-7½-180
		1	80-3-95-5-125 (A)	
		2	45-3-60-2-90 (A)		50-3-92-4-120
7.	U. D. Clerks	.. 8	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
8.	Head Clerks & U.D. Clerks	.. 18	80-3-95-5-125 (A)	
9.	U. D. Clerks and Accountants	.. 38	80-3-95-5-110 (A)	90-4-110-5-150
10.	Typists ..	.. 3	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120
		24	45-3-60-2-90 (A)	
11.	L. D. Clerks	.. 12	50-2½-75-EB-3-105(T)	
		60	45-3-60-2-90 (A)	
12.	Shroffs ..	.. 2	35-1½-50 (T)	41-2-65
13.	Attenders 16	24-1-32-½-35 (A)	30-1-45
14.	Last Grade Servants	.. 15	21-1-26 (T)	} 26-1-40
		93	18-½-25 (A)	

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Co-operative Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Deputy Registrars	.. 48	230-30/2-260-40/2-500-50-2-700 (A)	} 250-20-450-25-600
		2	300-20-500-EB-20-600 (T)	
2.	Assistant Registrars	.. 14	250-250-15-370-370-EB-15-430-20-450 (T)	No change
3.	Co-operative Sub-Registrars	.. 247	150-5-200 (A)	150-7½-210-10-250
4.	Senior Inspectors	.. 764	90-4-110-5-120 (A)	90-4-110-5-150-7½-180
		83	154-6-190-EB-8½-275 (T)	No change
5.	I Grade Clerks	.. 3	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
6.	Accountant	.. 1	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
7.	II Grade Clerks	.. 7	105-4-129-EB-7-164-6-170 (T)	
8.	Stenographer	.. 1	130-4-154-EB-6-190 (T)	
9.	L. D. Clerks	.. 101	45-3-60-2-90 (A)	} 50-3-92-4-120
		138	50-2½-75-EB-3-105 (T)	
10.	Typists ..	.. 97	45-3-60-2-90 (A)	
		14	54-2-56-2½-81-EB-3½-130 (T)	
11.	Dairy Assistants	.. 13	175-5-225 (A)	} 100-5-140-7½-200
12.	Dairy Chemists	.. 2	125-5-200 (A)	
13.	Supervisor, P.W.D.	.. 3	150-5-200 (A)	120-5-150-7½-210-10-300
14.	Palmgur Instructors	.. 9	65-2-85-1-90 (A)	62-3-92-4-100
15.	Junior Inspectors	.. 569	65-2-85-1-90 (A)	} 62-3-92-4-120
		112	81-3½-130 (T)	
16.	Stockman Compounder	1	35-1-60 (A)	41-2-61-3-85
17.	Forest Ranger	.. 1	100-5-150-10-250 (A)	120-5-150-7½-210-10-300

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
18.	Forestor	.. 1	50-3-65-2-85 (A)	50-3-92-4-120
19.	Deputy Palm Gur Organiser	.. 1	150-5-200 (A)	120-5-140-7½-200
20.	Women Welfare Officer	1	150-5-200 (A)	} 150-7½-210-10-250
21.	Tanning and Leather Instructor	.. 1	150-10-250 (A)	
22.	Supervisor	.. 1	100-5-200 (A)	100-5-140-7½-200
		155	54-2-56-2½-81 (T)	50-3-92-4-100
23.	Woollen Designer	.. 1	100-5-125 (A)	90-4-110-5-150
24.	Propagandists	.. 3	81-3½-130 (T)	85-3-100-4-120
25.	Photographer	.. 1	90-3-120 (A)	75-3-105-4-125-5-150
26.	Shroff	.. 1	35-1½-50 (T)	} 41-2-65
27.	Cook for Hostel	.. 1	35-1½-50 (T)	
28.	Drivers	.. 9	35-1-45 (A) 1 35-1½-50 (T)	
29.	Attenders	.. 3	24-1-32-½-35 (A)	} 30-1-45
		1	24-1-35 (T)	
30.	Dafedar	.. 1	22-½-30 (A)	
31.	Jamedar	.. 1	32-1-33-1½-38 (T)	} 26-1-40
32.	Poultry Servant	.. 1	26-1-32 (A)	
33.	Peons	.. 480	18-½-25 (A)	
		239	21-1-26 (T)	
34.	Kalasis	.. 53	18-½-21 (T)	
35.	Watchmen	.. 12	18-½-21 (T)	
36.	Sweeper	.. 1	18-½-21 (T)	
37.	Gardener	.. 1	do	
38.	Farrashes	.. 2	do	
39.	Servants	.. 7	do	
40.	Chowkidars	.. 2	do	
			<u>3,211</u>	

Forest Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Conservator of Forests		300-40/2-500-50/2 700 (A) 300-25-450-EB-25-600 (T)	} 250-20-450-25-600
2.	Range Officers	.. 112	100-5-150-EB-10-250 (A)	} 120-5-150-7½-210-10-300
		86	140-4½-176-EB-6½-215-EB-8½-300 (T)	
3.	Deputy Rangers	.. 88	90-3-105-EB-3½-140 (T)	90-4-110-5-150
4.	Draughtsmen	.. 25	100-5-150-10-250 (A)	} 120-5-150-7½-210-10-300
5.	Surveyors ..	.. 23	do	
6.	Artist Photographer	.. 1	140-4½-176-EB-6½-215-EB-8½-300 (T)	120-5-150-7½-210-10-250
7.	Managers	.. 1	190-10-240 (A)	150-7½-210-10-300
		5-	140-5-190 (A)	150-7½-210-10-250
8.	Superintendents	.. 2	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
		4	140-5-190 (A)	150-7½-210-10-250
9.	Accountants	.. 2	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
		2	140-5-190 (A)	150-7½-210-10-250
10.	U. D. Clerks	.. 14	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		15	80-3-95-5-125 (A)	
		55	80-3-95-5-110 (A)	90-4-110-5-150
11.	U. D. Steno	.. 1	130-4-154-EB-6-190(T)	90-4-110-5-150-7½-180
12.	L. D. Clerks	.. 15	75-3-105 (T)	62-3-92-4-120

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
	L. D. Clerks— <i>Contd.</i>	186	50-2½-75-EB-3-105 (T)	
		191	45-3-60-2-90 (A)	
13.	Typists ..	28	54-2-56-2½-81-3½-130 (T)	} 50-3-92-4-120
		34	45-3-60-2-90 (A)	
14.	Foresters ..	175	65-2½-90 (T)	}
		351	50-3-65-2-85 (A)	
15.	Drill Master	1	54-2-56-2½-81-EB-3½-91½ (T)	45-2-55-3-100-4-120
16.	Tramline Foreman, Sriharikota	1	60-3-90 (A)	50-3-92-4-100
17.	Senior Mechanic	1	45-3-60 (A)	50-2-64-3-85
18.	Drivers	8	30-1-45 (A)	} 41-2-65
		1	35-1-45 (A)	
		1	40-1-50 (A)	
		4	35-1-50 (A)	
19.	Band Master	1	26-1-33-EB-1¼-38 (T)	}
20.	Attenders	2	24-1-32-½-35 (A)	
21.	Jamedar ..	1	32-1-33-1¼-38 (T)	} 30-1-45
22.	Daftari ..	1	32-1-33-1¼-38 (T)	
23.	Dafedar ..	1	22-½-30 (A)	
24.	Forest Guards	1215	26-1-33-EB-1¼-38 (T)	} 26-1-45
		1083	20-½-30 (A)	
25.	Peons ..	242	21-1-26 (T)	}
		227	18-½-25 (A)	
26.	Treasury Guards	35	18-½-25 (A)	
27.	Khallasias ..	14	18-½-21 (T)	} 26-1-40
28.	Tapparasans	2	21-1-26 (T)	
29.	Malis ..	26	21-1-26 (T)	
30.	Malans . .	29	18-½-21 (T)	
31.	Scavengers, Sweepers, etc.	7	18-½-21 (T)	
		<u>4,319</u>		

Agriculture Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Agricultural Development Officer	1	250-250-15-370-370-EB-15-430-20-550(T)	} 250-20-450-25-600
2.	Asst. Directors of Agriculture	5	230-30/2-260-40/2-500-50/2-700 (A)	
3.	District Agricultural Officers	42	230-30/2-260-40/2-500-50/2-700 (A)	
4.	Compost Development Officers	2	250-250-15-370-370-EB-15-430-20-550*(T)	
5.	Agricultural Information Officer.	1	do	
6.	Field Manure Officers	2	do	
7.	Plant Protection Officers.	6	do	
8.	Superintendent, College Farm, Bapatla.	4	do	
9.	Lecturers in Agriculture.	2	do	
10.	Sugar Cane Inspectors	3	230-30/2-260-40/2-500-50/2-700 (A)	
11.	Seed Development Officers.	2	do	
12.	Asst. Cotton Extension Officers.	2	do	
13.	Asst. Tobacco Extension Officers	2	do	
14.	Asst. Agricultural Chemists.	10	do	
15.	Agricultural Bacteriologist.	1	do	
16.	Soil Physicist	.. 1	do	
17.	Sugarcane and Ghur Chemists.	2	do	
18.	Biochemist	.. 1	do	
19.	Lecturers in Chemistry	3	do	

* Corresponding scale in the Telangana region for the District Agriculture Officers and other allied posts. Out of 165 posts shown against items 3 to 47 there are 34 Officers in the Telangana Scale of Rs. 250-550.

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
20.	Asst. Entomologists ..	8	230-30-2-260-40/2-500-50/2-700 (A)	} 250-20-450-25-600
21.	Lecturers in Entomology.	3	do	
22.	Assistant Micologists ..	5	do	
23.	Lecturer in Mycology	1	do	
24.	Superintendents Sugarcane Laision Farm.	6	do	
25.	Asst. Agronomist and Cane Development Officer.	2	do	
26.	Asst. Oil Seed Specialists.	3	do	
27.	Superintendents, Research Station etc.	5	do	
28.	Asst. Cotton Specialists	3	do	
29.	Asst. Fruit Specialists	4	do	
30.	Asst. Horticulture Development Officer.	1	do	
31.	Vegetable Research Officers.	2	do	
32.	Lecturer in Horticulture	1	do	
33.	Cashewnut Development Officer.	1	do	
34.	Asst. Paddy Specialists	2	do	
35.	Asst. Millet Specialist ..	1	do	
36.	Asst. Maize Breeder ..	1	do	
37.	Lecturers in Botony ..	2	do	
38.	Cytogonoitist ..	1	do	
39.	Assistant Phylologist ..	1	do	
40.	Chillies Research Officer	1	do	
41.	Turmeric Research Officer.	1	do	
42.	Tobacco Research Officer.	1	do	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
43.	Fodder Research Officer.	1	230-30/2-260-40/2-500-50/2-700 (A)	} 250-20-450-25-600
44.	Lecturer in Agricultural Economics.	1	do	
45.	Asst. Agricultural Engineers.	17	do	
46.	Lecturers in Mechanical and Civil Engg.	2	do	
47.	Statistician and statistical Officer.	2	do	
48.	Tractor Foremen ..	2	240-8-272-8½-340 (A)	200-10-290-15-350
49.	Upper Subordinates ..	721	100-5-140-EB-10-220(A)	150-7½-210-10-300
50.	Agricultural Assistants	140	176-176-6½-215-EB-8½-300 (T)	} *(150-300 if Agriculture graduates, else 150-250)
		12	150-4-158-4½-176-EB-6½-215 (T)*.	
51.	Key Market Superintendents	3	190-8½-275-EB-13-340 (T)	} 180-7½-210-10-290-15-350
52.	Marketing Assistants ..	2	do	
		1	[170-8½-225-8½-340(T)]	
53.	Agriculture Engineering Supervisors	60	100-5-150-10-250 (A)	} 120-5-150-7½-210-10-300 (B.Es. to start at Rs. 180)
54.	Boring Supervisor ..	1	170-8½-225-8½-340 (T)	
55.	Head Drillers ..	3	do	
56.	Soil Conservation Supervisors ..	5	140-4½-176-6½-215-8½-300 (T)	
57.	Boaring Supervisor ..	1	do	
58.	Mechanical Supervisor	4	140-4½-176 (T)	120-5-140-7½-200
59.	Electrical Supervisor .	1	150-10-250 (A)	120-5-150-7½-210-10-300
60.	Senior Market Superintendents ..	12	154-6-190-EB-8½-275 (T)	150-7½-210-10-300
61.	Junior Market Superintendents ..	17	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
62.	Assistant Market Superintendents ..	8	81-3½-130 (T)	75-3-105-4-125-5-150
63.	Agricultural Engineering Foremen	25	85-5-150 (A)	90-4-110-5-150-7½-180

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
64.	Assistant Agricultural Engineering Foremen	14	60-4-100 (A)	62-3-92-4-120
65.	Computors	.. 3	90-5-140 (A)	} 90-4-110-5-150-7½-180
66.	Drillers ..	.. 2	100-5-150 (A)	
67.	Probationer	.. 1	86-56 nP. Fixed (A)	} 50-3-92-4-100
68.	Electricians	.. 2	65-2½-90 (T)	
		1	50-2-70 (A)	
69.	Draftsmen	.. 1	90-5-140 (A)	} 75-3-105-4-125-5-150 (L. C. Es. to start at Rs. 117)
		1	75-4½-120-5-130 (T)	
		3	120-5-150 (A)		120-5-140-7½-200
		8	70-2-90-3-120 (A)	} 75-3-105-4-125-5-150
		2	90-3-105-3½-140- (T)	
		1	90-3-105-5-120 (A)	
70.	Tracers ..	.. 4	35-1-55 (A)	} 41-2-65 (for non-matriculates or 50-100 for Matriculates)
		2	45-3-50-2-90 (A)	
		1	90-3-105-3½-140 (T) (Suboverseer)	75-3-105-4-125-5-150
		4	50-2-60-2½-90 (T)	} 50-3-92-4-100 (If Matriculates)
		1	50-2-60-2½-75 (T)	
71.	Fieldmen Grade I	.. 16	60-2-70-1-80 (A)	} 50-2-64-3-85- (for non-matriculates) and 50-3-92-4-100 (for Matriculates)
	do Grade II	.. 591	45-2-55-1-60 (A)	
		414	50-2-60-2½-65-EB-2½-90 (T)	
72.	Demonstration Maistries Grade I	.. 52	30-1-40 (A)	} 30-1-50
	Grade II	.. 793	20-1-30 (A)	
73.	Assistant Drillers	.. 3	85-4½-130 (A)	} 85-3-100-4-120
		5	65-2½-90 (T)	
74.	Field Assistants	.. 7	100-5-120 (A)	75-3-105-4-125-5-150
		2	54-2-56-2½-81-EB-3½-130 (T)	50-3-92-4-120
		11	50-2-60-2½-65-EB-2½-90 (T)	50-3-92-4-100

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale	
1	2	3	4	5	
			Rs.	Rs.	
75.	Sub-overseer	.. 1	90-3-105-EB-3½-140 (T)	75-3-105-4-125-5-150	
76.	Supervisors	.. 72	54-2-56-2½-81-EB-3½-130 (T)	50-3-92-4-120	
		3	50-2-60-2½-65-EB-2½-90 (T)	50-3-92-4-100	
		9	90-3-105 (T)	50-3-92-4-120	
77.	Line Inspector	.. 1	70-3-100 (A)	62-3-92-4-120	
78.	Plant Collectors	.. 12	54-2-56-2½-81-EB-3½-130 (T)	50-3-92-4-120	
79.	Machanics	.. 1	90-3-105-3½-140 (T)	} 90-4-110-5-150	
		1	90-3-105-5-120 (A)		
		28	70-5-100 (A)		62-3-92-4-120
		1	60-3-75 (A)		} 50-3-92-4-100
		5	55-3-85 (A)		
		4	50-2-60-2½-90 (T)		
		1	45-2-55-1-60 (A)	50-2-64-3-85	
		2	60-3-90 (A)	} 62-3-92-4-100	
80.	Welder ..	.. 1	65-2½-90-3-105 (T)	
		1	65-2½-90 (T)		
		2	60-2-70-1-80 (A)	} 50-2-64-3-85	
		1	50-1-60 (A)		
81.	Miller ..	.. 1	50-1-60 (A)	
82.	Chargeman	.. 1	50-3-80 (A)	50-3-92-4-100	
83.	Assistant Wireman	.. 1	35-1-45 (A)	41-2-65	
84.	Cinema Operators	.. 2	105-5-140 (A)	90-4-110-5-150-7½-180	
85.	Operators	.. 47	35-1½-50 (T)	41-2-65	
		1	65-2½-90 (T)	} 50-3-92-4-100	
		36	50-2-60-2½-90 (T)		
86.	Fitters ..	.. 5	60-3-90 (A)	} 50-2-64-3-85
		4	50-2-60-2½-90 (T)		
		2	45-3-75 (A)		
		3	50-2-60-2½-75 (T)		
		28	40-3-70 (T)		
		2	60-5-100 (A)	62-3-92-4-120	
87.	Engineering Maistries .	2	16-1-28 (A)	26-1-40	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
88.	Turners ..	3	65-2½-90 (T)	} 62-3-92-4-100
		1	50-3-80 (A)	
89.	Technicians ..	4	60-5-100 (A)	} 62-3-92-4-100
		6	65-2½-90 (T)	
90.	Surveyors ..	17	50-2-60-2½-90 (T)	} 50-2-64-3-85
		1	50-1-60 (A)	
91.	Registrar ..	1	250-250-15-370-370- EB-15-430-20-450 (T)	150-7½-210-10-300
92.	Audit Officer ..	1	do	No change
93.	Assistant Accounts Officer.	1	250-250-15-370-370- EB-15-430-20-550 (T)	No change
94.	Senior Superintendents	10	190-10-240 (A)	} 150-7½-210-10-300
		12	170-8½-255-EB-13- 320 (T)	
		28	140-5-190 (A)	150-7½-210-10-250
95.	U.D. Clerks ..	64	105-4-129-EB-7-164 6-170 (T)	90-4-110-5-150-7½-180
		166	80-3-95-5-110 (A)	90-4-110-5-150
96.	L. D. Clerks ..	273	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		488	45-3-60-2-90 (A)	
97.	Typists and Steno- typists.	10	130-4-154-EB-6- 190 (T).	90-4-110-5-150-7½-180
		35	54-2-56-2½-81-EB- 3½-130 (T)	} 50-3-92-4-120
		113	45-3-60-2-90 (A)	
98.	Lab. Assistant ..	1	50-2½-75-EB-3-105 (T)	50-3-92-4-100
99.	Artists ..	3	130-4-154-EB-6-190 (T)	120-5-140-7½-200
		1	170-8½-255-EB-13- 320 (T)	150-7½-210-10-300
		1	105-4-129-7-164-6- 170 (T)	90-4-110-5-150-7½-180
		8	90-3-120 (A)	90-4-110-5-150

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
100.	Store-keepers	.. 1	105-4-129-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		1	100-5-125 (A)	
		18	60-4-100 (A)	} 62-3-92-4-120
		1	75-4½-120-5-130 (T)	
		5	25-1-40 (A)	} 30-1-45
		1	50-2-60-2½-75 (T)	
		1	65-2½-90 (T)	} 50-3-92-4-100
101.	Store Assistants	.. 8	50-2-60-2½-90 (T)	
		1	35-1½-50 (T)	41-2-65
102.	Tractor & Lorry Drivers.	3	50-2-60-2½-90 (T)	} 50-2-64-3-85
		22	50-1-60 (A)	
		1	50-2-60-2½-65 (T)	
		215	40-1-50 (A)	} 41-2-65
		35	35-1½-50 (T)	
103.	Oil Engine and Pump-set Drivers.	2	35-1½-50 (T)	} 50-2-64-3-85
		6	50-2-60-2½-90 (T)	
		229	40-3-70 (A)	
		1	35-1½-50-2-60-2½-65 (T)	
104.	Jeep Drivers	.. 35	35-1-45 (A)	} 41-2-65
105.	Blacksmiths	.. 1	35-2-55-EB-1-65 (T)	
		3	65-2½-90 (T)	50-3-92-4-100
		1	22-1-38 (A)	30-1-45
		7	50-2-60-2½-90 (T)	50-3-92-4-100
		7	50-2-60-2½-75 (T)	50-2-64-3-85
106.	Carpenters	.. 3	65-2½-90 (T)	50-3-92-4-100
		1	23-1-37 (A)	30-1-45
		1	50-2-60-2½-75 (T)	50-2-64-3-85
107.	Helpers	.. 8	35-1½-50 (T)	41-2-65
		2	28-1-35 (A)	} 30-1-45
		11	26-1-33-1½-38 (T)	
108.	Smiths	.. 1	50-3-80 (A)	} 50-2-64-3-85
		1	50-2-60-2½-75 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
109.	Tinsmith 1	40-1-50 (A)	} 41-2-65
110.	Shroffs ..	.. 2	35-1½-50 (T)
111.	Attenders..	.. 62	24-1-32-½-35 (A)	} 30-1-45
112.	Daftaries	.. 2	32-1-38 (T)	
113.	Dafedars ..	.. 2	26-1-32 (T)
114.	Cleaners 1	15-1-25 (A)	} 26-1-40
		19	15-1-20 (A)	
		25	21-1-26 (T)	
		149	20-1-25 (A)	} 41-2-65
		1	35-1½-50-2-60-2½-65 (T)	
		4	35-1½-50 (T)	
115.	Kamgars 383	35-1½-50-2-60-2½-65 (T)	} 30-1-50
		12	20-1-30 (A)	
116.	Gasmen 2	16-1-28 (A)	} 26-1-40
117.	Peons ..	.. 272	18-½-25 (A)
		233	21-1-26 (T)	
118.	Lascars 4	12-1/2 Fixed (T)	Rs. 20 Fixed
119.	Weighmen	.. 83	21-1-26 (T)	} 26-1-40
120.	Watchmen	.. 8	18-½-20 (T)	
121.	Sweepers ..	.. 4	18-½-21 (T)
122.	Malis ..	.. 2	18-½-21 (T)
123.	Malans ..	.. 2	15-½-18 (T)
			<u>6,569</u>	

Animal Husbandry Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Veterinary Assistant Surgeons (Gazetted).	9	215-8½-300-EB-12½-375-EB-20-415 (T)	} 180-7½-210-10-290-15-350 (For Degree holders)
	do (Non-gazetted)	47	176-6½-215-EB-8½-300 (T)	
	do (do)	334	170-8½-225-9-300 (T) 120-5-200-10-250 (A) (B.V. Scs. to start on Rs. 140)	
2.	Dairy Assistants	.. 2	120-5-200-10-250 (A)	} 100-5-140-7½-200
3.	Dairy Supervisors	.. 2	105-3½-140-EB-4½-176 (T)	
4.	Agricultural Demonstrators and Farm Managers.	7	100-5-140-EB-10-220 (A)	} 150-7½-210-10-300
5.	Agriculture Assistant	.. 1	176-6½-215-EB-8½-300 (T)	
6.	Veterinary Assistants	.. 13	90-4-110-EB-5-145-7-215 (T)	} 75-3-105-4-125-5-150
		54	81-3½-130 (T)	
7.	Veterinary Live Stock Inspectors.	271	60-3-120 (A)	
8.	Assistant Manager	.. 1	54-2-60-2½-65-EB-2½-90 (T)	} 50-3-92-4-100
9.	Laboratory Assistant	.. 1	50-2-60-2½-65-EB-2½-90 (T)	
10.	Laboratory Technicians	11	50-2-80 (A)	
11.	Stockmen	.. 42	65-2½-90 (T)	} 62-3-92-4-100 (62-120 for Matriculates)
		13	60-3-105 (A)	
12.	Veterinary Compounders.	20 173	42½-1½-50-2-60 (T) 35-1-60 (A)	} 41-2-61-3-85

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
13.	Fieldman ..	3	50-2-60-2½-65-EB-2½-90 (T)	} 50-2-64-3-85 (50-100 if Matriculates)
		22	45-2-55-1-60 (A)	
14.	Physical Director ..	1	100-5-140-10-190 (A)	100-5-140-7½-200
15.	Physical Instructors ..	2	50-2-70-2½-95 (A) ..	45-2-55-3-100-4-120.
16.	Photographers & Artists.	1	105-3½-140 (T)	} 90-4-110-5-150
		1	90-3-120 (A)	
17.	Fireman ..	1	50-2-60-2½-65 (T)	No change (future 26-1-45)
18.	Carpenters ..	4	50-2-60-2½-65 (T)	50-2-64-3-85
19.	Milk Recorders and Record-keeper ..	2	26-1-33-1¼-38 (T)	30-1-45
		1	45-2-55-1-60 (A)	41-2-65
20.	Jamedar Gowlies ..	4	26-1-33-1¼-38 (T)	30-1-45
21.	Gowlies ..	16	21-1-26 (T)	} 26-1-40
22.	Shepherds ..	16	21-1-26 (T)	
23.	Chowkidars ..	12	18-½-21 (T)	
24.	Dairy Workers ..	2	26-1-33-1¼-38 (T)	30-1-45
		1	21-1-26 (T)	} 26-1-40
25.	Dairy Hammals ..	8	21-1-26 (T)	
26.	Attendants ..	2	26-1-33-1¼-38 (T)	30-1-45
		24	21-1-26 (T)	} 26-1-40
		1	18-½-21 (T)	
27.	Farrashes ..	25	18-½-21 (T)	
		3	21-1-26 (T)	
28.	Dressers ..	3	26-1-33-1¼-38 (T)	} 30-1-45
29.	Farriers ..	1	26-1-33-1¼-38 (T)	
		1	45-2-65-1-70 (A)	50-2-64-3-85
		1	21-1-26 (T)	} 26-1-40
30.	Dog Attendants ..	3	21-1-26 (T)	
31.	Sycc ..	5	21-1-26 (T)	} 26-1-40
		2	60 Fixed (A)	
				41-2-65

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
32.	Laboratory Attendants	7	26-1-33-1½-38 (T)	} 30-1-45
		17	24-1-32-½-35 (A)	
33.	Bull-men ..	.. 26	18-½-25 (A) 18-½-21 (T)	} 26-1-40
34.	Vaccinators	.. 180	30-1-50 (A)	} 41-2-65
35.	Maistries ..	.. 19	40-1-45 (A)	
36.	Senior Flockman and Sheerers	.. 1 6	35-1-50 (A) 25-1-35 (A)		30-1-45
37.	Junior Flockman and Sheerers	.. 3	20-1-30 (A)	26-1-40
38.	Superintendents	.. 3	170-8½-255-EB-13-320 (T)	} 150-7½-210-10-300
		3	190-10-240 (A)	
		5	140-5-190 (A)		150-7½-210-10-250
39.	U.D. Clerks	.. 22	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		21	80-3-95-5-125 (A)	
		29	80-3-95-5-110 (A)		90-4-110-5-150
40.	L.D. Clerks	.. 51	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		57	45-3-60-2-90 (A)	
41.	Typitsts & Steno-typists	10	54-2-56-2½-81-EB-3½-130 (T)	
		42	45-3-60-2-90 (A)	
		10	45-3-60 (A)	50-3-92-4-120 (If matriculates, else 50-2-64-3-85)
		1	24-1-35 (A)	30-1-45
		1	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
42.	Mechanics	.. 1	50-2-60-2½-65-EB-2½-90 EB-3-105-3½-140 (T)	75-3-105-4-125-5-150
		2	55-3-85 (A)	50-3-92-4-100
		1	45 fixed (A)	41-2-65

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
43.	Drivers	.. 1	50-2-60-2½-65 (T)	} 41-2-65
		28	40-1-60 (A)	
		1	40-1-50 (A)	
		4	40-1-45 (A)	
		4	35-1-45 (A)	
		1	35 Fixed (A)	
		5	40 Fixed (A)	
		2	60 Fixed (A)	
44.	Ele. School Teacher	.. 1	35-1-50 (A)	30-1-42-2-60
45.	Shroff	.. 1	35-1½-50 (T)	41-2-65
46.	Attenders	.. 22	24-1-32-½-35 (A)	} 30-1-45
47.	Daftari	.. 1	32-1-33-1¼-38 (T)	
48.	Dafedar	.. 1	26-1-32 (T)	
49.	Agriculture Kamgar	.. 1	35-1-45 (T)	30-1-50
50.	Blacksmith	.. 1	30-1-50 (T)	41-2-65
51.	Peons	.. 172	21-1-26 (T)	} 26-1-40
		295	18-½-25 (A)	
52.	Cleaners of Vehicles	.. 5	15-1-20 (A)	
53.	Watchmen & Sweepers	2	18-½-25 (A)	
54.	Dung Carriers	.. 2	21-1-26 (T)	
		8	18-½-21 (T)	
		1	13-½-18 (T)	
55.	Calf Boys	.. 1	18-½-21 (T)	
		3	13-½-18 (T)	
56.	Lascars	.. 26	21-1-26 (T)	
		4	18-½-21 (T)	
57.	Milkmen	.. 4	21-1-26 (T)	
58.	Washermen	.. 1	18-½-21 (T)	
59.	Kamaties	.. 36	18-½-21 (T)	
60.	Packers	.. 2	18-½-21 (T)	
61.	Gunman	.. 1	39 Fixed (A)	
62.	Malies	.. 2	18-½-21 (T)	
		1	13-½-18 (T)	
63.	Gardener	.. 1	18-½-25 (A)	
64.	Thoties	.. 3	17-½-20 (A)	
			<u>2,344</u>	

Fisheries Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Biochemist	1	250-250-15-370-370- EB-15-430-20-450(T)	} 250-10-300-20-500
2.	Officer-in-charge, Deep Water Netting.	1	do	
3.	Asst. Fisheries Officers	7	do	
4.	Research Officer	1	230-30/2-260-40/2 500 (A)	
5.	Gazetted Asst.	1	do	
6.	Asst. Directors of Fisheries.	4	do	
7.	Refrigeration Engineer	1	do	
8.	Superintendents	1	250-10-300 (A)	} 150-7½-210-10-300
		2	190-10-240 (A)	
		1	170-8½-255-EB-13- 320 (T)	
		1	140-5-190 (A)	} 150-7½-210-10-250
9.	U.D. Clerks	10	105-4-129-7-164-6- 170 (T)	} 90-4-110-5-150-7½-180
		8	80-3-95-5-125 (A)	
		6	80-3-95-5-110 (A)	
10.	L.D. Clerks	27	50-2½-75-3-105 (T)	} 50-3-92-4-120
		18	45-3-60-2-90 (A)	
11.	Store-keepers	2	45-3-60-2-90 (A)	
12.	Stenographers	1	130-4-154-EB-6-190(T)	90-4-110-5-150-7½- 180
		2	45-3-60-2-90 (A)	} 50-3-92-4-120
13.	Typists	6	54-2-56-2½-81-EB-3½- 130 (T)	
		6	45-3-60-2-90 (A)	
14.	Pisci-culturists	8	190-8½-275-EB-13- 340 (T)	} 180-7½-210-10-290- 15-350
15.	Asst. Research Biochemist	1	do	
16.	Asst. Research Biologist.	1	do	
17.	Development Assistant	1	do	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
18.	Co-operative Sub-Registrar.	1	150-5-200 (A)	150-7½-210-10-250
19.	Junior Inspectors of Co-operative Societies	5	65-2-85-1-90 (A)	62-3-92-4-120
20.	Botanist	1	140-4½-176-EB-6½-215-EB-8½-300 (T)	} 120-5-150-7½-210-10-250
21.	Inspectors	22	do	
22.	Inspectors of Fisheries	17	120-5-160-10-220(A)	
23.	Photo-Artist	12	do	
23.	Photo-Artist	1	105-3½-140-EB-6½-215 (T)	90-4-110-5-150-7½-180
24.	Laboratory Asst.	1	90-3-105-EB-3½-140 (T)	} 75-3-105-4-125-5-150
25.	Mechanics	1	do	
26.	Operators	9	60-4-100 (A)	} 62-3-92-4-120
27.	Refrigeration Mechanic.	1	68½-2½-81-EB-3½-116 (T)	
28.	Laboratory Technician.	1	60-3-90-5-100 (A)	
29.	Asst Inspectors of Fisheries.	40	65-2-85-1-90 (A)	
29.	Asst Inspectors of Fisheries.	40	60-3-90-5-100 (A)	
30.	Seed Collection Assistants	13	60 (A)	50-2-64-3-85
31.	Fishery Overseers	2	45-2-85 (A)	50-3-92-4-100
32.	Fishery Supervisor	1	40-1-60 (A)	} 50-2-64-3-85
33.	Machanical Designer	1	40-2-80 (A)	
34.	Draughtsman	1	35-1-55 (A)	41-2-65
35.	Laboratory Attendants	4	35-1½-50 (T)	} 41-2-65
36.	Drivers	11	35-1½-50 (T)	
		1	35-1-50 (T)	
		5	40-1-50 (A)	
		2	40-1-60 (A)	
		2	30-1-45 (A)	
37.	Driver-cum-Tindal	1	60 (A)	
38.	Tindals	4	30-1-40 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
39.	Headmasters	.. 9	30-1-50 (A)	} 30-1-42-2-60
40.	Teachers ..	.. 9	30-1-50 (A)	
41.	Fieldmen ..	.. 82	42½-1½-50-2-60-2½-65 (T)	} 30-1-50
		45	25-1-40 (A)	
42.	Cleaners ..	.. 7	26-1-33-EB-1½-38 (T)	30-1-45
		2	21-1-26 (T)	} 26-1-40
		1	15-1-25 (A)	
43.	Dafedars and Peons	.. 1	26-1-33-EB-1½-38 (T)	30-1-45
		44	21-1-26 (T)	} 26-1-40
		38	18-½-25 (A)	
44.	Petty Yard Officers	.. 3	25-1-35 (A)	} 30-1-45
45.	Fishery guards	.. 8	25-1-40 (A)	
		1	25-1-35 (A)	
46.	Fishermen	.. 50	18-½-25 (A)	} 26-1-40
		206	21-1-26 (T)	
47.	Chowkidars	.. 28	18-½-21 (T)	
48.	Lascars ..	.. 15	17-1-26 (A)	} *(if whole-time, else Rs. 20 fixed.)
		1	15 (A)*	
		830		

Medical Service Including the Indian Medicine Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Surgeons & Tutors.	172 741	250-250-15-370-370- EB-15-430-20-550. 200-25/2-400 (A)	} 250-10-300-20-500
2.	Non-clinical Tutors ..	184	150-25/2-400 (A)	
3.	Non-Medical Assistants	14	200-25/2-400 (A)	
4.	Nursing Superintendents :			
	Grade I		275-25/2-325 (A)	250-10-310-15-400
	Grade II ..	6	200-25/2-250 (A)	} 180-7½-210-10-300
		1	215-8½-300-EB-12½- 375 (T)	
	Grade III ..	9	165-10/2-205 (A)	150-7½-210-10-250
5.	Lay Secretaries, Gr. I .	2 2 ^s	250-25/2-400 (A) 250-250-15-370-370- EB-15-430-20-450 (T)	} 250-10-310-15-400
6.	Lay Secretaries, Gr. II.	8	190-15/2-250 (A)	150-7½-210-10-300
7.	Nursing Tutors, Gr. I	2	200-25/2-250 (A)	180-7½-210-10-300
	Grade II ..	2	170-6½-235-EB-8- 275 (T)	} 150-7½-210-10-250
		10	165-10/2-205 (A)	
8.	Head Nurses ..	41 97	170-6½-225-EB-8- 275 (T) Sr. Sisters 150-5-200 (A)	
9.	Pathologist-cum-Bio- Chemist.	1	250-30/2-400 (A)	} 250-10-310-15-400
10.	Herbarium Superin- tendent.	1	do	
11.	Lecturer ..	1	250-250-15-370-EB-15 430-EB-20-550 (T)	} 250-10-300-15-450
12.	Tabeebs ..	2	250-250-15-370-EB- 15-430-EB-20-550 (T)	
13.	Ayurvedic Assistants ..	2	200-25/2-400 (A)	200-10-310-15-400

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
<i>Ministerial :</i>			Rs.	Rs.
14.	Registrar	.. 1	190-10-240 (A)	150-7½-210-10-300
		1	80-3-95-5-125 (A)	90-4-110-5-150-7½-180
15.	Superintendents	.. 4	190-10-240 (A)	} 150-7½-210-10-300
		5	170-8½-255-EB-13-320 (T)	
		1	170-8½-255 (T)	} 150-7½-210-10-250
		15	140-5-190 (A)	
16.	Ist Grade Clerks	.. 9	170-255 (T)	
17.	Superintendent for Lady Students.	1	130-4-154-EB-6-202 (T)	120-5-140-7½-200
18.	Accountants & U.D. Clerks.	40	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
19.	Upper Division Clerks	22	80-3-95-5-125 (A)	
20.	do	.. 57	80-3-95-5-110 (A)	} 90-4-110-5-150
21.	Senior Accounts Clerks	.. 6	87-3-105-EB-4-129 (T)	
22.	Assessor	.. 1	100-5-150 (A)	90-4-110-5-150-7½-180
23.	Lower Division Clerks	127	50-2½-75-EB-3-105 (T)	50-3-92-4-120
		9	75-3-105 (Head Clerks) (T)	85-3-100-4-120
		234	45-3-60-2-90 (A)	50-3-92-4-120
24.	Stenos	.. 5	130-4-154-EB-6-190 (T)	} 90-4-110-5-150-7½-180
		9	80-3-95-5-125 (A)	
		24	45-3-60-2-90 (A)	} 50-3-92-4-120
25.	Typists	.. 23	54-2-56-2½-81-EB-3½-130 (T)	
		52	45-3-60-2-90 (A)	
26.	Register-Writers	.. 7	35-1½-41-EB-2-45 (T)	} 41-2-65
27.	Book-Keeper	.. 1	do	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale	
1	2	3	4	5	
<i>Non-Ministerial :</i>			Rs.	Rs.	
28.	Tabeebs ..	8	215-8½-300-EB-12½-375-EB-20-415-(T)	} 180-7½-210-10-290-15-350 and 150-7½-210-10-250. (in the proportion of 2 :3)	
		73	176-6½-215-EB-8½-300-EB-12½-375 (T)		
29.	Vaids ..	23	176-6½-215-EB-8½-300-EB-12½-375 (T)	180-7½-210-10-290-15-350	
		33	130-4-154-EB-6-202 (T)	150-7½-210-10-250	
30.	Physical Directors ..	5	100-5-140-10-190 (A)	100-5-140-7½-200	
31.	Assistant Librarians .	5	90-5-125-10-175 (A)	90-4-110-5-150-7½-180	
32.	Artist Draftsmen ..	5	90-5-120 (A)	} 85-3-100-4-120	
		4	70-5-100 (A)		
33.	Non-Medical Assistants	6	150-10-200-5-250 (A)	150-7½-210-10-250	
34.	Drug Inspectors ..	4	125-10-225 (A)	120-5-150-7½-210-10-250	
35.	Medical Officer ..	1	100-8-140-10-200 (A)	150-7½-210-10-250	
36.	Inspecting Medical Officer.	1	140-5-190-10-250 (A)	150-7½-210-10-300	
37.	Pharmacists ..	1	125-10-175 (A)	} 90-4-110-5-150-7½-180 (Degree Holders to start at Rs. 120)	
		2	110-2-140-4-160 (A)		
		2	80-3-95-5-125 (A) (Pharmacist Store-keeper)		90-4-110-5-150
		14	60-3-90-5-100 (Grade II) (A)		62-3-92-4-120
38.	Chief Radio Grapher .	1	100-10-150 (A)	90-4-110-5-150-7½-180	
39.	Radiographers ..	6	90-3-105-3½-140-4½-176 (T)	} 62-3-92-4-120	
		38	70-5-100 (A)		
		1	65-2½-90 (T)		
		5	50-2-60-2½-65-EB-2½-90 (T)		
		1	45-3-60-1-80 (A)		
40.	Occupational Therapists	10	200-10-300 (A)	200-10-290-15-350	
41.	Medico Social Workers.	4	170-8½-255-13-320 (T)	} 150-7½-210-10-300	
		6	150-5-250 (A)		

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
<i>Non-Ministerial.—(Contd.)</i>			Rs.	Rs.
42.	Social Workers	.. 9	85-5-150 (A)	} 90-4-110-5-150-7½-180
43.	X-ray Technicians	.. 1..	90-3-105-3½-140-EB-4½-176 (T)	
		2	65-2½-90 (T)	} 62-3-92-4-120
		5	50-2-60-2½-65-EB-2½-90 (T)	
44.	Technicians	.. 5	65-2½-90 (T)	62-3-92-4-100
45.	Electric Technician	.. 1	65-2½-90-3-105 (T)	62-3-92-4-120
46.	Electric Attendants	.. 2	50-2-60-2½-65 (T)	50-2-64-3-85
47.	Mould Technician	.. 1	50-2-60-2½-65-2½-90 (T)	50-3-92-4-100
48.	Dietician ..	.. 1	140-4½-176-6½-215 (T)	} 150-7½-210-10-250
49.	Stewards ..	.. 1	170-8½-255-13-320 (T)	
		1	170-8½-255 (T)	} 90-4-110-5-150-7½-180
		6	90-3-105-3½-140 (T)	
		1	65-2½-90 (T)	} 50-3-92-4-100
		1	50-2-60-2½-65-2½-90(T)	
50.	Kitchen Supervisor..	1	140-4½-176-6½-215(T)	100-5-140-7½-200
51.	Physio Therapy Assts.	1	70-5-100 (A)	} 62-3-92-4-120
		1	65-2½-90-3-105-3½-140 (T)	
		1	65-2½-90-3-105 (T)	
		1	45-3-60-1-80 (A)	
52.	Physicist ..	.. 1	150-5-200 (A)	150-7½-210-10-250
53.	Chemist ..	.. 1	130-4-154-EB-6-190 (T)	120-5-140-7½-200
54.	Staff Nurses	.. 76	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
			(Jr. Sisters, Tutors, Ward Masters.)	
		657	85-5-150 (A)	
		318	65-2½-90-EB-3-105-3½-140 (T)	} 90-4-110-5-150
55.	Health Visitors	.. 4	90-3-105-3½-140-4½-176-(T)	
		15	85-5-150 (A)	} 50-3-92-4-100
		2	60-3-90 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
<i>Non-Ministerial.—(Contd.)</i>			Rs.	Rs.
56.	Masseur ..	1	65-2½-90-3-105 (T)	62-3-92-4-120
57.	Health Sub-Inspectors .	19	50-2-60-2½-65-2½-90(T)	50-3-92-4-100
58.	Compounders ..	369	54-2-56-2½-81-EB-3½-116 (T)	50-3-92-4-120 (Non-matriculates to stop at Rs. 100)
		3	54-2-56-2½-81-EB-3½-98½ (T)	
		379	45-2-55-1-75 (A)	
		1	45-2-55-1-70 (A)	
		1	40-1-55 (A)	
59.	Vaccinator ..	1	42½-1½-50-2-60-2½-65(T)	50-2-64-3-85
60.	Maternity Assistants ..	20	50-2-60-2½-65 (T) ..	50-2-64-3-85.
		160	40-3-55-1-70 (A)	
61.	House Keeper ..	1	90-3-120 (A)	85-3-100-4-120
		2	70-1-90 (A)	50-3-92-4-100
		1	45-1-70 (A)	50-2-64-3-85
62.	Linen Supervisors ..	2	140-4½-176-6½-215(T)	100-5-140-7½-200
63.	Linen Keepers ..	3	65-2½-90-3-105-3½-140 (T)	50-3-92-4-120
64.	Laboratory Technicians	3	90-3-105-3½-140 (T)	90-4-110-5-150-7½-180 62-3-92-4-120
		3	65-2½-90 (T)	
		44	50-5-100 (A)	
		1	50-2-60-2½-65 (T)	50-2-64-3-85
		14	35-2-55-1-60 (A)	41-2-65
65.	Laboratory Assistants	14	105-176 (T)	90-4-110-5-150-7½-180
		1	50-2-60-2½-65-EB-2½-90 (T)	50-3-92-4-100
		1	50-2-60-2½-65 (T)	50-2-64-3-85
		6	45-90 (A)	50-3-92-4-100
66.	Laboratory Attendants	19	35-1½-50 (T)	41-2-65
		12	26-1-33-1¼-38 (T)	30-1-45
		24	24-1-32 ½-35 (A)	
67.	Electrical Engineer ..	1	140-4½-176-6½-215-8½-300 (T)	120-5-150-7½-210-10-300. (B. Es to start at Rs. 180)
68.	Electricians ..	1	105-3½-140 (T)	90-4-110-5-150-7½-180 62-3-92-4-120
		5	82½-2½-90-3-105 (T)	
		2	70-3-100 (A)	
		1	50-2-60-2½-90 (T)	
		3	35-2-55-1-60 (A)	
		2	35-1½-50 (T)	50-3-92-4-100
69.	Electrical Pump Driver	1	70-3-100 (A)	41-2-65 62-3-92-4-120

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
<i>Non-Ministerial—(Contd.)</i>			Rs.	Rs.
70.	Oil Engine Driver ..	1	50-2½-75-EB-3-90 (T)	50-3-92-4-100
71.	Ambulance Drivers ..	1	50-2-60-2½-65 (T)	} 41-2-65
		1	42½-1½-50 (T)	
		41	40-1-50 (A)	
		3	35-1½-50 (T)	
72.	Steam Laundry Drivers	2	35-1-50 (A)	
73.	Sr. Borewell Drivers ..	1	70-3-100 (A)	62-3-92-4-120
		1	35-1-50 (A)	41-2-65
74.	Mechanic ..	1	120-5-150 (A)	90-4-110-5-150-7½-180
75.	Mechanics ..	2	65-2½-90 (T)	62-3-92-4-100
		1	45-3-75 (A)	} 50-2-64-3-85
		1	42-2-54-EB-2-56-2½-81 (T)	
		4	35-1-50 (A)	
76.	Mechanic Chargeman	1	80-3-110 (A)	41-2-65
77.	Mechanical Supervisor	1	90-3-105 (T)	85-3-100-4-120
78.	Assistant Mechanical Supervisor	1	50-2-60-2½-65-2½-90 (T)	} 50-3-92-4-100
79.	Refractionist ..	1	65-2½-90 (T)	
80.	Deputy Overseer ..	1	90-2-100 (A)	85-3-100-4-120
81.	Curator ..	1	90-3-105-3½-140-4½-176 (T)	} 90-4-110-5-150-7½-180
82.	Stock Verifier ..	1	105-4-129-7-164-6-170 (T)	
83.	Photo Artists ..	4	75-5-85-3-100 (A)	} 85-3-100-4-120
		1	70-5-100 (A)	
		2	70-5-85-3-100 (A)	
		1	40-3-55-2-75 (A)	50-2-64-3-85
84.	Fieldmen ..	1	50-2½-75-EB-3-90 (T)	} 50-2-64-3-85 (if Matriculates 50-100)
		2	45-3-60 (A)	
85.	Sergeants ..	3	50-3-80 (A)	} 50-2-64-3-85
86.	Dark room Assistants	11	40-3-55-2-75 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
87.	Theatre Assistants ..	17	42½-1½-50-EB-2-60-2½-65 (T)	} 41-2-65
88.	Lift Attendant ..	1	35-1-50 (A)	
89.	Theatre Attendants ..	12	35-1½-50 (T)	
90.	Pump Attendants ..	4	35-1½-50 (T)	
91.	Linen Attendant ..	1	24-1-32-½-35 (A)	} 30-1-45
92.	Dark room Attendants	6	26-1-33-1¼-38 (T)	
93.	X-Ray Attendants ..	19	24-1-32-½-35 (A)	
94.	Ambulance Attendants	23	20-½-25 (A)	} 26-1-40
95.	Hydros Attendant ..	1	20-½-30 (A)	
96.	Washer Attendant ..	1	do	
97.	Wash Tub-Attendants	7	do	
98.	Attendant ..	1	24-1-32-½-35 (A)	30-1-45
99.	Lift Attendants ..	4	20-½-26 (A) 15-½-25 (A)	} 26-1-40
100.	Cleaner Attendant ..	1	15-½-25 (A)	
101.	Book Bearers ..	3	26-1-33-1¼-38 (T)	30-1-45
102.	Bearers ...	3	15-½-20 (A)	} 26-1-40
103.	Stretcher Bearers ..	12	18-½-25 (A)	
104.	Male Injector ..	1	35-1-60 (A)	41-2-65
105.	Painter ..	1	30-½-35 (A)	30-1-45
106.	Wireman ..	1	30-1-50 (A)	41-2-65
107.	Horticulturist ..	1	50-2-60-2½-65 (T)	50-2-64-3-85
108.	Bundi Instructor ..	1	60 Fixed (A)	} 41-2-65
109.	Weaving Master ..	1	40-2-50 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
110.	Carpenters	.. 4	30- $\frac{1}{2}$ -35 (A)	30-1-45
111.	Carpenter	.. 1	35-1 $\frac{1}{2}$ -50 (T)	41-2-65
112.	Assistant Carpenters	.. 4	28-1 $\frac{1}{2}$ -35 (T)	} 30-1-45
113.	Carpenter Inspector	.. 1	30- $\frac{1}{2}$ -35 (A)	
114.	Carpenter Boy	.. 1	15- $\frac{1}{2}$ -20 (A)	26-1-40
115.	Plumbers ..	.. 5	35-2-55-1-60 (A)	} 41-2-65
		1	60-Fixed (A)	
116.	Tailors ..	.. 6	35-1 $\frac{1}{2}$ -50 (T)	} 30-1-45
		15	26-1-33-1 $\frac{1}{4}$ -38 (T)	
		5	25- $\frac{1}{2}$ -35 (A)	
117.	Blacksmith	.. 1	35-1 $\frac{1}{2}$ -50 (T)	} 41-2-65
118.	Head Dhobies	.. 2	35-1 $\frac{1}{2}$ -50 (T)	
119.	Dhobies ..	.. 50	26-1-32 (T)	30-1-45
		5	21-1-32 (T)	} 26-1-40
		92	20- $\frac{1}{2}$ -30 (A)	
120.	Lab. Boys	.. 2	26-1-33-1 $\frac{1}{4}$ -38 (T)	30-1-45
		2	35-1 $\frac{1}{2}$ -50 (T)	41-2-65
121.	Ward Boys	.. 240	26-1-33-1 $\frac{1}{4}$ -38 (T)	30-1-45
122.	Kitchen Boy	.. 1	15- $\frac{1}{2}$ -20 (A)	} 26-1-40
123.	Telephone Boys	.. 2	21-1-26 (T)	
124.	Nursing Orderlies	.. 35	24- $\frac{1}{2}$ -30 (A)	30-1-45
		792	19- $\frac{1}{2}$ -25 (A)	26-1-40
125.	Cooks ..	.. 3	35-1 $\frac{1}{2}$ -50 (T)	41-2-65
		100	26-1-33-1 $\frac{1}{4}$ -38 (T)	30-1-45
		3	21-1-26 (T)	26-1-40
126.	Cook Maty	.. 146	25- $\frac{1}{2}$ -35 (A)	30-1-45
		34	15- $\frac{1}{2}$ -20 (A)	26-1-40
127.	Packers ..	.. 8	26-1-33-1 $\frac{1}{4}$ -38 (T)	} 30-1-45
128.	Barbers ..	.. 7	25- $\frac{1}{2}$ -35	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale	
1	2	3	4	5	
			Rs.	Rs.	
	—Barbers 15	21-1-26 (T)	} 26-1-40	
		1	18- $\frac{1}{2}$ -21 (T)		
129.	Cleaners ..	.. 10	21-1-26 (T)	
130.	Bore Well Cleaners ..	.. 9	15- $\frac{1}{2}$ -20 (A)	
131.	Cleaners ..	.. 2	15- $\frac{1}{2}$ -20 (A)	
132.	Ayahs ..	.. 16	21-1-26 (T)	
133.	Masalchis ..	.. 5	15- $\frac{1}{2}$ -20 (A)	
134.	Shroffs 10	35-1 $\frac{1}{2}$ -50 (T)		41-2-65
135.	Sweepers 294	26-1-35 (A)		30-1-45
		228	15- $\frac{1}{2}$ -20 (A)		} 26-1-40
136.	Chowkidars ..	.. 45	21-1-26 (T)	
		1	18- $\frac{1}{2}$ -21 (T)		
137.	Watermen ..	.. 10	21-1-26 (T)	
		55	15- $\frac{1}{2}$ -20 (A)		
		2	16- $\frac{1}{2}$ -25 (A)		
		2	18- $\frac{1}{2}$ -25 (A)		
		3	18- $\frac{1}{2}$ -21 (T)	} 30-1-45	
138.	Daftardars ..	.. 1	35-1 $\frac{1}{2}$ -41-EB-2-45 (A)	
		3	18- $\frac{1}{2}$ -21 (T)	26-1-40	
139.	Daffedars 8	26-1-32 (T)	} 30-1-45	
		2	22- $\frac{1}{2}$ -30 (A)		
140.	Daftaries ..	.. 2	32-1-33-1 $\frac{1}{2}$ -38 (T)	
141.	Jamedars 1	40-2-60 (A)	} 30-1-45	
		1	40-1-50 (A)		
		5	32-1-33-1 $\frac{1}{2}$ -38 (T)		
142.	Attenders..	.. 27	24-1-32- $\frac{1}{2}$ -35 (A)	} 26-1-40	
143.	Peons ..	.. 263	21-1-26 (T)	
		186	18- $\frac{1}{2}$ -25 (A)		
144.	Weighman ..	.. 1	18- $\frac{1}{2}$ -25 (A)	
145.	Gardeners ..	.. 38	do	
146.	Night Watchmen 6	do	} 26-1-40	
147.	Watchmen ..	.. 30	16- $\frac{1}{2}$ -25 (A)	
		6	15- $\frac{1}{2}$ -20 (A)		
		33	15- $\frac{1}{2}$ -18 (A)		
148.	Gatemen 10	18- $\frac{1}{2}$ -20 (A)		

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
149.	Scavengers	.. 3	26-1-35 (A)	30-1-45
150.	Maiter & Scavengers..	26	18- $\frac{1}{2}$ -21 (T)	} 26-1-40
151.	Thoties ..	.. 477	15- $\frac{1}{2}$ -20 (A)	
152.	Lascar ..	.. 1	15- $\frac{1}{2}$ -20 (A)	
153.	Dispensary Servants ..	5	15- $\frac{1}{2}$ -20 (A)	
154.	Malies & Malans ..	65	21-1-26 (T)	
		58	18- $\frac{1}{2}$ -21 (T)	} 30-1-45
155.	Messengers ..	10	18- $\frac{1}{2}$ -21 (T)	
156.	Kamaties ..	112	21-1-26 (T)	} 30-1-45
		62	18- $\frac{1}{2}$ -21 (T)	
157.	Khidmaties ..	182	26-1-33-1 $\frac{1}{2}$ -38 (T)	} 26-1-40
		4	24-1-32- $\frac{1}{2}$ -35 (A)	
158.	Khadima ..	1	21-1-26 (T)	} 26-1-40
159.	Jawans ..	.. 5	21-1-26 (T)	
160.	Farashes ..	.. 24	18- $\frac{1}{2}$ -21 (T)	} 26-1-40
161.	Kamgars ..	.. 3	15- $\frac{1}{2}$ -20 (A)	
162.	Hand Graners ..	7	20- $\frac{1}{2}$ -30 (A)	} 26-1-40
163.	Mechanic Graners ..	4	20- $\frac{1}{2}$ -30 (A)	
164.	Drivers ..	.. 3	15- $\frac{1}{2}$ -20 (A)	} 26-1-40
165.	Undertakers ..	2	15- $\frac{1}{2}$ -20 (A)	
166.	Pumpmen ..	5	do	} 26-1-40
167.	Ploughmen ..	2	21-1-26 (T)	
168.	Dayahs ..	.. 171	36-1 $\frac{1}{2}$ -50 (T)	} 41-2-65
169.	Jarrahs ..	.. 17	42 $\frac{1}{2}$ -1 $\frac{1}{2}$ -50-EB-2-60-2 $\frac{1}{2}$ -65 (T)	
170.	Fitter Mechanic ..	1	30- $\frac{1}{2}$ -35 (A)	} 30-1-45
171.	Borewell Mechanic ..	1	30- $\frac{1}{2}$ -40 (A)	

Department of Public Health

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Health Officers	.. 78	160-20/2-200-25/2-300-EB-25/2-400-40/2-600 (A)	} 250-10-300-20-500,
2.	Medical Officers (Health)	.. 65	250-250-15-370-370-EB-15-430-20-550 (T)	
3.	Women Medical Officer	1	200-20/2-400 (A)	
4.	Statistician	.. 1	230-30/2-380-40/2-500 (A)	} 250-10-310-15-400
5.	Senior Entomologists	.. 5	250-25/2-400 (A)	
6.	Medical Entomologists	4	190-8½-275-EB-13-340 (T)	
7.	Entomological Assistants	34	100-10-180 (A)	120-5-140-7½-200
8.	Senior Sister Tutor	.. 1	170-6½-235-EB-8-275 (T)	} 150-7½-210-10-250
9.	Midwifery Tutors	.. 2	165-10/2-175-15/2-205 (A)	
10.	Public Health Nurse	.. 1	do	
11.	Sister Tutor	.. 1	do	
12.	Junior Sisters	.. 2	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
13.	Staff Nurses	.. 5	65-2½-90-EB-3-105 (T)	90-4-110-5-150
14.	Assistant Bio-Chemist	.. 1	150-5-200-10-250 (A)	150-7½-210-10-300
15.	Health Educators	.. 3	150-5-225 (A)	150-7½-210-10-250
16.	Selection Grade Health Inspectors	25	140-5-180 (A)	} 100-5-140-7½-200
17.	Senior Health Inspectors	42	90-3-105-3½-140-EB-4½-176 (T)	
18.	Senior Sanitary Inspectors	.. 47	do	
19.	Special Grade Sanitary Inspectors	10	130-4-154-EB-6-190 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
20.	Manager ..	1	250-10-300 (A)	} 150-7½-210-10-300
21.	Supdt., Grade I ..	3	190-10-240 (A)	
22.	Superintendents ..	5	170-8½-255-EB-13-320 (T)	
23.	Senior Assistant Supdt., Niloufer Health School	1	170-8½-255-EB-13-320 (T)	
24.	Assistant Supdts. Niloufer School ..	2	130-5-215 (T)	} 150-7½-210-10-250
25.	Supdts. Grade II ..	11	140-5-190 (A)	
26.	Statistical Clerk ..	1	140-5-190 (A)	
27.	Statistical Assistant ..	1	140-5-190 (A)	
28.	Stenographers	2	130-4-154-EB-6-190 (T)	} 90-4-110-5-150-7½-180
29.	Accountants ..	5	105-4-129-EB-7-164-6-170 (T)	
30.	2nd Gr. Clerks	10	do	
31.	U. D. Steno ..	1	80-3-95-5-125 (A)	
32.	U. D. Clerks ..	25	80-3-95-5-125 (A)	} 90-4-110-5-150
33.	U. D. Clerks ..	13	80-3-95-5-110 (A)	
34.	Head Clerk ..	1	75-3-105 (T)	} 85-3-100-4-120
35.	Statistical Clerk ..	1	75-3-105 (T)	
36.	L.D. Stenos ..	4	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
37.	do ..	9	45-3-60-2-90 (A)	
38.	Typists ..	14	54-2-56-2½-81-EB-3½-130 (T)	
39.	Typists ..	31	45-3-60-2-90 (A)	
40.	L. D. Clerks ..	69	do	
41.	do ..	57	50-2½-75-EB-3-105 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
42.	Social Workers	.. 2	85-5-150 (A)	} 90-4-110-5-150
43.	Health Visitors (Senior).	38	90-3-105-3½-140-4½-176 (T)	
44.	Health Visitors	.. 101	60-2-100 (A)	
45.	do	.. 86	85-5-150 (A)	
46.	Junior Health Inspectors	.. 217	90-3-105-EB-3½-140 (T)	} 75-3-105-4-125-5-105
47.	Health Inspectors	.. 438	60-3-90-EB-4-130 (A)	
48.	Sanitary Sub-Inspectors	5	81-3½-130 (T)	
49.	Health Sub-Inspectors..	75	50-2-60-2½-65-2½-90 (T)	50-3-92-4-100
50.	Vaccinators (Agency) ..	17	50-3-80 (A)	} 50-2-64-3-85
51.	Vaccinators	.. 41	42½-1½-50-2-60-2½-65 (T)	
52.	do	.. 60.	42-2-54 (T)	
53.	Publicist ..	.. 1	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
54.	Librarian ..	.. 1	90-5-125-10-175 (A)	
55.	Overseer	.. 1	140-4½-176-EB-6½-215-8½-300 (T)	120-5-150-7½-210-10-300.
56.	Sub-Overseers	.. 2	90-3-105-3½-140 (T)	} 75-3-105-4-125-5-150
57.	Draftsmen	.. 2	90-3-105-3½-140 (T)	
58.	do	.. 1	70-2-90-3-120 (A)	
59.	Photographer	.. 1	105-3½-140 (T)	
60.	Artist-cum-Photographer	.. 1	90-3-120 (A)	} 85-3-100-4-120
61.	Artist ..	.. 1	85-3½-170 (T)	
62.	Cinema Operator	.. 1	80-2-100 (A)	
63.	Technician (Propaganda)	.. 1	80-2-100 (A)	62-3-92-4-120
64.	Technician	.. 1	60-2-100 (A)	50-3-92-4-120
65.	Computers	.. 2	65-2½-90 (T)	50-3-92-4-120

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
66.	Mechanics	.. 3	65-2½-90 (T)	62-3-92-4-100
67.	do	.. 2	50-2-60-2½-65 (T)	50-3-92-4-100
68.	Store-Keepers	.. 3	50-2½-75-EB-3-105(T)	50-3-92-4-120
69.	Insect-collectors	.. 4	50-2-60-2½-65-EB-2½-90 (T)	50-3-92-4-100
70.	Lab. Assistants	.. 29	40-2-60 (A)	} 50-2-64-3-85
71.	House-Keeper	.. 1	45-2-55-1-70 (A)	
72.	Carpenters	.. 2	50-2-60-2½-65 (T)	
73.	Midwives (Materinary Asst.)	192	50-2-60-2½-80 (T)	
74.	Maternity Assts.	.. 268	40-3-55-1-75 (A)	} 41-2-65
75.	Drivers	.. 21	45-3-75 (A)	
76.	do	.. 2	45-1-50 (A)	
77.	do ..	.. 25	40-1-50 (A)
78.	do ..	.. 68	35-1½-50 (T)
79.	do ..	.. 20	35-1-45 (A)
80.	Shroffs ..	.. 2	35-1½-50 (T)
81.	Darogas	.. 4	64 (fixed) (T)	
82.	Gurkha Watchman	.. 1	60 (fixed) (T)	
83.	Dayas	.. 120	35-1½-50 (T)	
84.	Field Assts.	.. 201	25-2-45 (A)	30-1-42-2-60
85.	Attenders	.. 12	24-1-32-½-35 (A)	} 30-1-45
86.	Daftari ..	.. 1	32-1-33-1½-38 (T)
87.	Dafedar ..	.. 1	26-1-32 (T)
88.	do ..	.. 1	22-½-30 (A)

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
89.	Cooks 7	26-1-33-1 $\frac{1}{2}$ -38 (T)	30-1-45
90.	do 6	18- $\frac{1}{2}$ -21 (T)	} 26-1-40
91.	Ayahs ..	.. 9	21-1-26 (T)
92.	Nursing Orderlies ..	.. 14	19- $\frac{1}{2}$ -25 (A)
93.	Ayahs ..	.. 40	12- $\frac{1}{2}$ -16 (A)
94.	Maistries (Malaria) ..	.. 27	20-1-30 (A)
95.	do ..	.. 15	21-1-26 (T)
96.	Peons ..	.. 412	18- $\frac{1}{2}$ -25 (A)
97.	do ..	.. 275	21-1-26 (T)
98.	Mukaddams ..	.. 113	24-1-27 (T)
99.	Jawans ..	.. 10	21-1-26 (T)
100.	Kamaties ..	.. 571	22-1-28 (T)
101.	Kamatons ..	.. 11	18- $\frac{1}{2}$ -21 (T)
102.	Chowkidars ..	.. 31	21-1-26 (T)
103.	do ..	.. 13	18- $\frac{1}{2}$ -21 (T)
104.	Lab. Boys ..	.. 2	18- $\frac{1}{2}$ -25 (A)
105.	Sevaks ..	.. 36	31 fixed (T)
106.	Dhobies ..	.. 3	20- $\frac{1}{2}$ -30 (A)
107.	do ..	.. 2	18- $\frac{1}{2}$ -21 (T)
108.	Cleaners ..	.. 93	18- $\frac{1}{2}$ -21 (T)
109.	do ..	.. 9	15- $\frac{1}{2}$ -20 (A)

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
110.	Khallasis	.. 33	18- $\frac{1}{2}$ -21 (T)	} 26-1-40
111.	Malies and Malans	.. 18	18- $\frac{1}{2}$ -21 (T)	
112.	Gardener ..	.. 1	18- $\frac{1}{2}$ -25 (A)
113.	Watchman	.. 1	18- $\frac{1}{2}$ -25 (A)	
114.	Packer ..	.. 1	15- $\frac{1}{2}$ -20 (A)
115.	Sweepers ..	.. 2	*26 and 35 fixed
116.	do ..	.. 14	18- $\frac{1}{2}$ -21 (T)
117.	do 4	15- $\frac{1}{2}$ -20 (A)	} Rs. 15 fixed.
118.	do ..	.. 6	12 fixed (T)
		<u>4,451</u>		

*Provided they are whole-time.

Community Projects and National Extension Service

(As per Budget figures 1958-59)

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Block Development Officers	12	250-250-15-370-370-	} 200-10-290-15-350
		188	EB-15-430-20-450 (T) 200-10-300 (A)	
		18	190-8½-275 (T)		150-7½-210-10-250
2.	Extension Supervisors	182	100-5-150-10-250 (A)	} 120-5-150-7½-210-10-300
		31	140-4½-176-EB-6½-215 EB-8½-300 (T)	
3.	Extension Officers for Industries.	60	176-6½-215-EB-8½-300 (T)	} 120-5-150-7½-210-10-250
		149	100-5-150-10-250 (A)	
4.	Extension officers for Agriculture.	31	176-6½-215-EB-8½-300 (T)	} 150-7½-210-10-300
		195	100-5-140-EB-10-220A	
5.	Extension Officers for Animal Husbandry.	31	81-3½-130 (T)	75-3-105-4-125-5-150
		178	120-5-200-10-250 (A)	180-7½-210-10-290-15-350
6.	Extension Officers, Co-operation.	178	90-4-110-5-120 (A)	90-4-110-5-150-7½-180
		31	154-6-190-EB-8½-275 (T)	No change.
7.	Extension Officers for Panchayats.	175	100-5-150 (A)	} 100-5-140-7½-200
8.	Social Education Organisers	105	130-4-154-EB-6-190(T)	
		104	125-5-200 (A)	
		105	80-200 (T)	
104	90-190 (T)			
9.	Progress Assistants	209	80-3-95-5-110 (A)	90-4-110-5-150
10.	Village Level Workers	400	45-3-60-2-100 (A)	} 50-3-92-4-120
		400	60-2-70-1-80 (A)	
		500	70-2-90 (T)	
		500	100-5-120 (A)	75-3-105-4-125-5-150
		355	45-2-55-1-60 (A&T)	50-2-64-3-85

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
11.	Gram Sevikas	.. 418	45-3-60-2-100 (A&T)	50-3-92-4-120
12.	Medical Officers	.. 30	250-250-15-370-370- EB-15-430-20-450 (T)	} 250-10-300-20-500
		143	200-25/2-400 (A)	
13.	Lady Health Visitors	.. 69	90-3-105-EB-3½-140(T)	} 90-4-110-5-150
		100	60-2-100 (A)	
14.	Sanitary Inspectors	.. 69	90-3-105-EB-3½-140(T)	} 75-3-105-4-125-5-150
		100	60-3-90-4-130 (A)	
15.	Compounders	.. 110	45-2-55-1-75 (A)	} 50-3-92-4-120 (Non- Matriculates to stop at 100)
		63	54-2-56-2½-81-EB-3½- 130 (T)	
16.	Veterinary Compounders.	338	35-1-60 (A)	41-2-61-3-85
17.	Midwives	.. 400	40-3-55-1-70 (A)	} 50-2-64-3-85
		284	50-2½-65 (T)	
18.	Huzur Head Clerks	.. 21	150-5-200 (A)	150-7½-210-10-250
19.	U.D. Clerks	.. 100	105-4-129-EB-7-164- 6-170 (T)	90-4-110-5-150-7½- 180
		155	80-3-95-5-110 (A)	90-4-110-5-150
20.	Accountant-cum- Storekeepers.	76	105-4-129-EB-7-164- 6-170 (T)	90-4-110-5-150-7½- 180
		150	45-3-60-2-90 (A)	} 50-3-92-4-120
21.	L.D. Clerks	.. 90	45-3-60-2-90 (A)	
		60	50-2½-75-EB-3-105(T)	
22.	Steno-typists & Typists	26	54-2-56-2½-81-EB-3½- 130 (T)	} 50-3-92-4-120
		50	45-3-60-2-90-(A)	
23.	Cashiers	.. 209	45-3-60-2-90 (A)	} 41-2-65
24.	Drivers	.. 181	35-1-45 (A)	
		100	35-1½-50 (T)	
25.	Peons	.. 520	18-½-21 (A)	} 26-1-40
		400	21-1-26 (T)	
		<u>8,503</u>		

Public Works Department
Special Chief Engineer (Irrigation)

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Manager ..	.. 1	250-10-300 (A)	} 150-7½-210-10-300
2.	Superintendents ..	4	170-8½-255-EB-13-320 (T)	
		2	190-10-240(A)	
		7	140-5-190 (A)	150-7½-210-10-250
3.	Stenographers ..	1	170-8½-255-EB-13-320 (T)	} 90-4-110-5-150-7½-180
		4	130-4-154-EB-6-190 (T)	
		1	45-3-60-2-90 (A)		50-3-92-4-120
4.	Accountant ..	1	154-6-190 (T)	120-5-140-7½-200
5.	Senior Accounts Clerks	2	87-3-105-EB-4-129 (T)	90-4-110-5-150
6.	Upper Division Clerks	25	80-3-95-5-125 (A)	} 90-4-110-5-150-7½-180
		11	105-4-129-EB-164-6-170 (T)	
7.	Lower Division Clerks	19	45-3-60-2-90 (A)	} 50-3-92-4-120
		16	50-2½-75-EB-3-105 (T)	
8.	Sub-Divisional Clerk ..	1	50-2½-75-EB-3-105 (T)	
9.	Typists ..	7	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120
		12	45-3-60-2-90 (A)	
10.	Supervisors ..	17	140-4½-176-EB-6-215 EB-8½-300 (T)	} 120-5-150-7½-210-10-300 (B.Es. to start at Rs. 180)
11.	Junior Engineers	16	100-5-150-10-250 (A)	
12.	Draftsmen Spl. Grade..	3	200-10-250 (A)	180-7½-210-10-300
13.	Draftsmen I Grade ..	4	150-5-180 (A)	} 120-5-140-7½-200
	II Grade ..	9	120-5-150 (A)	
	III Grade ..	10	70-2-90-3-120 (A)		75-3-105-4-125-5-150 (L.C.Es. to start at Rs. 117)
14.	Overseer ..	.. 1	do	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
15.	Sub-Overseers	.. 16	90-3-105-3½-140 (T)	75-3-105-4-125-5-150 (L.C.Es. to start at Rs. 117)
16.	Tracers	.. .. 5	65-2½-90 (T)	} 50-3-92-4-100 (for Matriculates) and 41-2-65 (for non- Matriculates)
		.. .. 11	35-1-55 (A)	
17.	Shroff	.. .. 1	35-1½-50 (T)	41-2-65
18.	Jamedars & Dafedars	.. 1	32-1-33-1¼-38 (T)	} 30-1-45
		.. 1	22-½-30 (A)	
19.	Daftari	.. .. 1	32-1-33-1¼-38 (T)	
20.	Attenders	.. .. 8	24-1-32-½-35 (A)	
21.	Peons and Lascars	.. 31	21-1-26 (T)	} 26-1-40
		.. 34	18-½-25 (A)	
22.	Sweepers, Watchman Scavenger	.. 2	18-½-21 (A)	

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Chief Engineer (Buildings)

1.	Registrar	.. 1	250-250-15-370-370- EB-15-430-20- 450 (T)	150-7½-210-10-300
2.	Superintendents	.. 1	170-8½-255-EB-13- 320 (T)	150-7½-210-10-300
		.. 1	140-5-190 (A)	150-7½-210-10-250
3.	Stenographers	.. 6	130-4-154-EB-6- 190 (T)	} 90-4-110-5-150-7½-180
4.	Accountant	.. 1	105-4-129-EB-7-164- 6-170 (T)	
5.	Senior Accounts Clerk	.. 1	87-3-105-EB-4-129 (T)	90-4-110-5-150
6.	Upper Division Clerks	.. 7	105-4-129-EB-7-164- 6-170 (T)	} 90-4-110-5-150-7½-180
		.. 3	80-3-95-5-125 (A)	
		.. 2	80-3-95-5-110 (A)		90-4-110-5-150

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
7.	Lower Division Clerks .	18	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		17	45-3-60-2-90 (A)	
8.	Typists	7	54-2-56-2½-81-EB-3½-130 (T)	
		4	45-3-60-2-90 (A)	
9.	Senior Architect Assistants	.. 3	250-25/2-400 (A)	250-10-300-15-450
10.	Chief Architectural Draftsmen	.. 10	140-4½-176-EB-6½-215-EB-8½-300 (T)	150-7½-210-10-300
11.	Junior Electrical Engineers	.. 3	150-10-250 (A)	} 120-5-150-7½-210-10-300 (B.Es. to start at Rs. 180)
12.	Junior Engineers	.. 2	do	
13.	Supervisors	.. 14	140-4½-176-EB-6½-215-EB-8½-300 (T)	
		19	100-5-150-10-250 (A)	
		1	100-5-150 (A)	75-3-105-4-125-5-150
		1	65-2½-90 (T)	50-3-92-4-100 (for Matriculates)
14.	Special Supervisors	.. 2	103-154	} 75-3-105-4-125-5-150 (L.C.Es. to start at Rs.117)
15.	Supervisors	.. 3	90-3-105 (A)	
16.	Draftsman Special Grade	.. 1	200-10-250 (A)	180-7½-210-10-300
17.	Draftsmen I Grade	.. 2	150-5-180 (A)	} 120-5-140-7½-200
	Draftsmen II Grade	.. 6	120-5-150 (A)	
	Draftsmen III Grade	— 7	70-2-90-3-120 (A)	
	Draftsman	.. 1	146-193	
18.	Architectural Draftsmen	2	250 Fixed (A)	150-7½-210-10-300
19.	Junior Architect Assistants	.. 2	150-10-250 (A)	} 150-7½-210-10-300
20.	Moddler & Photographer	.. 1	150-10-250 (A)	
21.	Sub-Overseers	.. 6	90-3-105-EB-3—140 (T)	75-3-105-4-125-5-150
22.	Tracers .. ..	.. 8	65-2½-90 (T)	50-3-92-4-100 (for Matriculates)
		8	35-1-55 (A)	41-2-65 (for non-Matriculates)

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
23.	Head Drivers	.. 1	70-3-100 (A)	} 85-3-100-4-120
24.	Line Inspectors	.. 4	do	
25.	Electricians	.. 10	45-3-60-2-90 (A)	50-3-92-4-100
26.	Wiremen ..	.. 12	45-2-65 (A)	} 50-2-64-3-85
27.	Head Animal Keeper	.. 1	43-64	
28.	Fitters ..	.. 2	43-64	
29.	Carpenters	.. 1	45-2-65 (A)	
30.	Lineman ..	.. 1	50-Fixed	} 41-2-65
31.	Assistant Wiremen	.. 7	30-1-45 (A)	
32.	Cleaner I Grade	.. 2	30-1-45 (A)	} 26-1-40
	II Grade	.. 7	16- $\frac{1}{2}$ -25 (A)	
33.	Head Malies	.. 10	35-1 $\frac{1}{2}$ -50 (T)	41-2-65
	Assistant Head Malies..	18	26-1-33-1 $\frac{1}{4}$ -38 (T)	30-1-45
	Senior Malies	.. 33	22-1-26-1-32 (T)	} 26-1-40
	Malies ..	.. 180	22-1-26 (T)	
34.	Darogahs ..	.. 1	51-70 (T)	} 50-2-64-3-85
		1	26-1-33-1 $\frac{1}{4}$ -38 (T)	
35.	Helpers ..	.. 16	25-1-35 (A)	} 30-1-45
36.	Attender	.. 1	24-1-32- $\frac{1}{2}$ -35 (A)	
37.	Blue Print Operators	.. 2	20-1-30 (A)	26-1-45
38.	Zoo Keepers	.. 10	22-1-26(T)	} 26-1-40
39.	Malans ..	.. 236	18- $\frac{1}{2}$ -21 (T)	
40.	Rawannas	.. 2	22-1-26-1-32 (T)	
41.	Gadikar ..	.. 1	22-1-26 (T)	
42.	Peons ..	.. 33	21-1-26 (T)	} 26-1-40
		33	18- $\frac{1}{2}$ -25 (A)	
43.	Watchmen	.. 4	11 Fixed	Rs. 15 fixed
			800	

Chief Engineer (General)

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Sub-Engineers ..	12	250-250-15-370-370-EB-15-430-20-450 (T)	(Posts to be abolished after the present incumbents vacate office)
2.	Junior Engineers & Supervisors.	535	100-5-150-10-250 (A)	120-5-150-7½-210-10-300 (B. Es. to start at Rs. 180)
		7	176-6½-215-EB-8½-300 (T)	
		557	140-4½-176-EB-6½-215-EB-8½-300 (T)	
3.	Electrical Supervisors ..	2	100-5-150-10-250 (A)	•
4.	Foreman Supdt. Workshop.	1	225-10-325 (A)	200-10-290-15-350
5.	Outdoor Foreman ..	1	150-10-240 (A)	120-5-150-7½-210-10-300
6.	Draftsmen ..	4	150-5-180 (A)	120-5-140-7½-200
		58	120-5-150 (A)	
		150	70-2-90-3-120 (A)	
7.	Overseers ..	180	70-2-90-3-120 (A)	75-3-105-4-125-5-150 (L.C.Es. to start at Rs. 117)
8.	Sub-Overseers ..	695	90-3-105-3½-140 (T)	
9.	Tracers ..	129	65-2½-90 (T)	50-3-92-4-100 (for Matriculates) 41-2-65 (for non-Matriculates)
		69	35-1-55 (A)	
10.	Electricians ..	10	45-3-60-2-90 (A)	50-3-92-4-100
11.	Anicut Superintendent	1	do	50-3-92-4-120
12.	Superintendents ..	14	170-8½-255-13-320 (T)	150-7½-210-10-300
		3	190-10-240 (A)	
		6	140-5-190 (A)	
13.	Asst. Stock Verifier ..	1	150-10-250 (A)	150-7½-210-10-300
14.	Divisional Accountants	16	154-6-190-EB-7-225(A)	150-7½-210-10-250
		16	130-10-250-15-355 (A)	No change
15.	Managers ..	1	250-10-300 (A)	150-7½-210-10-300
		4	170-10-220 (A)	150-7½-210-10-250
		4	130-10-250-15-355 (A)	No change

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
16.	Circle Office Assistants	4	140-5-190 (A)	150-7½-210-10-250
17.	Head Clerks ..	30	80-3-95-5-125 (A)	} 90-4-110-5-150-7½-180
18.	U. D. Clerks ..	79	105-4-129-EB-7-164-6-170 (T)	
		19	80-3-95-5-125 (A)	} 90-4-110-5-150
19.	Senior Accounts Clerks	77	87-3-105-EB-4-129 (T)	
		260	80-3-95-5-110 (A)	
20.	II Grade Stenographers	43	130-4-154-EB-6-190 (T)	} 90-4-110-5-150-7½-180
21.	Store-keepers ..	5	105-4-129-EB-7-164-6-170 (T)	
		1	100-5-150 (A)	} 90-4-110-5-150
		45	87-3-105-EB-4-129 (T)	
		4	60-4-100 (A)	} 50-3-92-4-120
22.	Lower Division Clerks	516	50-2½-75-EB-3-105 (T)	
		400	45-3-60-2-90 (A)	} 50-3-92-4-100
23.	Sub-Divisional Clerks	16	54-2-56-2½-81-EB-3½-130 (T)	
		22	50-2½-75-EB-3-105 (T)	} 50-3-92-4-100
24.	Telephone Clerks ..	4	45-3-60-2-90 (A)	
25.	Steno-typists & Typists	98	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120
		8	50-2½-75-EB-3-105 (T)	
		75	45-3-60-2-90 (A)	} 41-2-65
26.	Supervisor, Guest House	1	45 fixed	
27.	Time Keepers ..	4	35-1-55 (A)	} 30-1-42-2-60
28.	Shroffs ..	12	35-1½-50 (T)	
29.	Gumasthas ..	32	30-1-45 (A)	} 30-1-45
		84	24-1-30 (A)	
30.	Telephone Gumasthas..	3	35-1-45 (A)	} 30-1-45
		10	24-1-30 (A)	
31.	Attenders ..	40	24-1-32-½-35 (A)	} 32-1-33-1¼-38 (T)
32.	Daftaries ..	5	32-1-33-1¼-38 (T)	
33.	Dafedars ..	1	24-1-30 (A)	} 26-1-32 (T)
		7	26-1-32 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
34.	Line Inspectors	.. 4	70-3-100 (A)	62-3-92-4-120
35.	Plough Drivers	.. 2	50-2½-65-2-75	} 50-2-64-3-85
36.	Carpenters..	.. 16	45-2-65 (A)	
37.	Provincial Maistries	.. 3	50-2-70 (A)	
		.. 3	35-1-50 (A)	
38.	Butlers ..	.. 4	60 fixed (A)
39.	Asst. Plough Drivers	.. 2	30-1-50 (A)	
40.	Lock & Wharf Supdts.	62	do	
41.	Lineman ..	.. 1	50 fixed
42.	Wiremen ..	.. 6	45-2-65 (A)
43.	Asst. Wiremen	.. 10	30-1-45 (A)		} 41-2-65
44.	Electricians	.. 2	50 fixed	
45.	Plumbers ..	.. 2	45 fixed
46.	Lock Superintendents	.. 73	30-1-50 (A)	
47.	Cleaners 5	30-1-45 (A)	} 30-1-45
48.	Helpers ..	.. 7	25-1-35 (A)
49.	Irrigation Gumasthas	.. 38	30-1-45 (A)	} 30-1-42-2-60
		.. 90	24-1-30 (A)	
50.	Blue Print Operators	.. 6	20-1-30 (A)	} 26-1-45
		.. 1	25-1-40 (A)	
51.	Peons 1,022	21-1-26 (A)	} 26-1-40
		.. 887	18-½-25 (A)	
		.. 7	18-½-21 (T)	
52.	Watchmen	.. 7	18-½-25 (A)	
53.	Cleaner Boy	.. 1	25 fixed (A)	} 26-1-40
54.	Lascars ..	.. 480	21-1-26 (T)
55.	Farrash, Water carriers, etc.	10	18-½-21 (T)	
		<u>7,134</u>		

Office of the Chief Engineer (Highways).

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Managers ..	1	250-10-300 (A)	150-7½-210-10-300
		2	170-10-220 (A)	150-7½-210-10-250
2.	Superintendents ..	2	150-15-310-20-330-EB-20-350	150-7½-210-10-300
		1	200-15-380-EB-20-500 (S.A.S.)	No change
		2	170-8½-255-EB-13-320 (T)	} 150-7½-210-10-300
		2	150-10-240 (A)	
		7	140-5-190 (A)	150-7½-210-10-250
3.	Divisional Office Manager & Divisional Accountants ..	23	110-5-150-10-240-EB-15-300	120-5-150-7½-210-10-300
4.	Head Clerks ..	5	140-5-190 (A)	150-7½-210-10-250
		14	80-3-95-5-125 (A)	} 90-4-110-5-150-7½-180
5.	Upper Division Clerks .	6	80-5-120-EB-8-200-10-220 (A)	
		51	80-3-95-5-125 (A)	
		146	80-3-95-5-110 (A)	90-4-110-5-150
6.	Sub-Division Clerks ..	2	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
7.	Lower Division Clerks .	173	45-3-60-2-90 (A)	
		53	54-2-56-2½-81-EB-3½-130 (T)	
8.	Steno-typist ..	1	45-3-60-2-90 (A)	
9.	Typists ..	40	45-3-60-2-90 (A)	} 120-5-150-7½-210-10-300
		12	54-2-56-2½-81-EB-3½-130 (T)	
10.	Junior Engineers and Supervisors ..	215	100-5-150-10-250 (A)	
		102	140-4½-176-EB-6½-215-EB-8½-300 (T)	
11.	Head Draftsman Special Grade ..	1	200-10-250 (A)	180-7½-210-10-300

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
12.	Draftsmen I Grade ..	3	150-5-180 (A)	} 120-5-140-7½-200
13.	Draftsmen II Grade ..	25	120-5-150 (A)	
14.	Draftsmen III Grade ..	76	70-2-90-3-120 (A)	} 75-3-105-4-125-5-150
15.	Sub-Overseers ..	3	90-3-105-3½-140 (T)	
16.	Tracers ..	2	65-2½-90 (T)	50-3-92-4-100 (for Matriculates)
		31	35-1-55 (A)	41-2-65 (for non-Matriculates)
17.	Blue Print Operators ..	8	25-1-40 (A)	} 26-1-45
		2	20-1-30 (A)	
18.	Attenders ..	183	24-1-32-½-35 (A)	} 30-1-45
19.	Dafedar ..	1	22-½-30 (A)	
20.	Peons ..	327	18-½-25 (A)	} 26-1-40
		150	21-1-26 (T)	
		<u>1,672</u>		

Chief Engineer, P.W.D. (Nagarjunsagar Canals)

1.	Assistant Engineer ..		300-25-450-EB-25-600 (T) 260-30/2-380-40/2-500 (A)	} 250-20-450-25-600
2.	Supervisors ..	57	140-4½-176-EB-6½-215-EB-8½-300 (T)	} 120-5-150-7½-210-10-300 (B.Es. to start at Rs. 180)
3.	Junior Engineers ..	32	100-5-150-10-250 (A)	
4.	Draftsmen II Grade ..	2	120-5-150 (A)	120-5-140-7½-200
5.	Overseers ..	77	70-2-90-3-120 (A)	} 75-3-105-4-125-5-150 (L.C.Es. to start at Rs. 117)
6.	Sub-Overseers ..	41	90-3-105-3½-140(T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
7.	Tracers ..	30	65-2½-90 (T)	} 50-3-92-4-100 (for matriculates) and 41-2-65 (for non-Matriculates)
		26	35-1-55 (A)	
8.	Blue Print Operators ..	2	25-1-40 (A)	26-1-45
9.	Manager ..	1	250-10-300 (A)	} 150-7½-210-10-300
10.	I Grade Clerks ..	5	170-8½-255-EB-13-320 (T)	
11.	Stenographers ..	1	do	} 90-4-110-5-150-7½-180
		5	130-4-154-EB-6-190 (T)	
12.	Typists ..	7	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120
		5	45-3-60-2-90 (A)	
13.	Divisional Accountants.	2	154-6-190-EB-7-225 (T)	150-7½-210-10-250
14.	U.D. Clerks ..	15	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		2	80-3-95-5-125 (A)	
		15	80-3-95-5-110 (A)	} 90-4-110-5-150
15.	Senior Accounts Clerks	5	87-3-105-EB-4-129 (T)	
16.	L. D. Clerks ..	30	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		23	45-3-60-2-90 (A)	
17.	Shroffs ..	4	35-1½-50 (T)	41-2-65
18.	Attenders ..	2	24-1-32-½-35 (A)	} 30-1-45
19.	Daftaries ..	2	32-1-33-1¼-38 (T)	
20.	Jamedar ..	1	do	} 26-1-40
21.	Dafedars ..	4	26-1-32 (T)	
22.	Peons ..	118	21-1-26 (T)	
		100	18-½-25 (A)	
23.	Farashes ..	2	18-½-21 (T)	
24.	Sweepers ..	2	do	
		618		

Nagarjunsagar Control Board (Dam Portion)

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendents	.. 23	200-20-400 (A)	} 150-7½-210-10-300
		7	190-10-240 (A)	
		2	140-5-190 (A)	150-7½-210-10-250
2.	Divisional Accountants.	14	130-10-250-15-355 (A)	No change
3.	U. D. Clerks	.. 63	90-5-125-10-175 (A)	} 90-4-110-5-150-7½-180
		94	80-3-95-5-125 (A)	
		1	80-3-95-5-110 (A)		90-4-110-5-150
4.	L.D. Clerks	.. 45	51-3-75-2½-100 (A)	} 50-3-92-4-120
		166	45-3-60-2-90 (A)	
5.	Stenographers	.. 2	200-8½-285-13-350 (T)	} 90-4-110-5-150-7½-180
		1	170-8½-255-13-320 (T)	
		3	160-4-184-6-220 (T)	
		6	130-4-154-6-190 (T)	
6.	Typitsts	.. 2	51-3-75-2½-100 (A)	} 50-3-92-4-120
		9	51-3-75-2½-100 (A)	
		49	45-3-60-2-90 (A)	
7.	Telephone Clerks	.. 3	45-3-60-2-90 (A)	50-3-92-4-100
8.	Junior Engineers and Supervisors	.. 241	100-5-150-10-250 (A)	120-5-150-7½-210-10-300 (B.Es. to start at Rs.180)
9.	Draftsmen I Grade	.. 4	150-5-180 (A)	} 120-5-140-7½-200
	do II Grade	.. 2	120-5-150 (A)	
10.	Physicist	.. 1	150-10-250 (A)	} 150-7½-210-10-300
11.	Chemist	.. 1	do (A)	
12.	Stock Verifiers	.. 2	190-10-240 (A)	
13.	Store Keepers	.. 2	do	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
14.	Comptist	1	80-3-95-5-110 (A)	90-4-110-5-150
15.	Computer	1	150-10-250 (A)	150-7½-210-10-300
16.	Assistant Computers	5	65-2½-90 (T)	50-3-92-4-120
17.	Tracers	25	do	50-3-92-4-100 (for Matriculates)
18.	Blue Print Operators	4	25-1-40 (A)	26-1-45
19.	Assistant Store Keepers	9	45-3-60-2-90 (A)	} 50-3-92-4-120
20.	Bill Collectors	2	do	
21.	Meter Readers	3	do	
22.	Labour Assistants	4	do	
23.	Head Nurse	1	150-5-200 (A)	150-7½-210-10-250
24.	Male Nurses & Staff Nurses	7	85-5-150 (A)	90-4-110-5-150-7½-180
25.	Compounders	4	45-2-55-1-75 (A)	50-3-92-4-120 (non-Matriculates to stop at Rs. 100)
26.	Midwives (Maternity Assistants)	3	40-3-55-1-70 (A)	50-2-64-3-85
27.	Dayas	2	35-1-50 (A)	41-2-65
28.	Nursing Orderlies	4	19-½-25 (A)	} 26-1-40
29.	Ayahs	5	21-1-26 (T)	
30.	Entomological Assistant	1	100-10-180 (A)	120-5-140-7½-200
31.	Health Inspector	4	90-3-105-3½-140-EB-4½-176 (T)	100-5-140-7½-200
		1	60-3-90-4-130 (A)	75-3-105-4-125-5-150
32.	Physio Thearaphist	1	85-5-150 (A)	90-4-110-5-150-7½-180
33.	Health Visitor	1	85-5-150 (A)	90-4-110-5-150
34.	X-Ray Technician	1	50-5-100 (A)	} 62-3-92-4-120
35.	Lab. Technician	1	50-5-100 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
36.	Laboratory Assistants .	2	40-2-60 (A)	50-2-64-3-85
37.	Dark Room Attendant	1	24-1-32- $\frac{1}{2}$ -35 (A)	} 30-1-45
38.	Theatre Attendants ..	2	24-1-32- $\frac{1}{2}$ -35 (A)	
39.	Laboratory Attendant	1	do	
40.	Headmaster ..	1	200	90-4-110-5-155-7 $\frac{1}{2}$ -200 (Plus Headmasters allowance)
41.	Graduate Trained Teacher ..	1	85-5-125-10-175 (A)	90-4-110-5-155-7 $\frac{1}{2}$ -200
42.	Secondary Grade Trained Teachers ..	5	45-3-60-2-90 (A)	} 45-2-55-3-100-4-120
43.	Drawing and Drill Teacher ..	1	do	
44.	Telugu Pandit ..	1	do	
45.	Male Teachers ..	8	do	
46.	Lady Teachers ..	4	do	
47.	Conductors ..	4	18- $\frac{1}{2}$ -25 (A)	26-1-40
48.	Field Assistants ..	4	25-2-45 (A)	30-1-42-2-60
49.	Driver ..	1	35-1 $\frac{1}{2}$ -50 (T)	41-2-65
50.	Dafedars ..	2	32-1-33-1 $\frac{1}{2}$ -38 (T)	} 30-1-45
51.	Attenders ..	8	24-1-32- $\frac{1}{2}$ -35 (A)	
52.	Laboratory Boys ..	2	18- $\frac{1}{2}$ -25 (A)	} 26-1-40
53.	Cleaners ..	5	do	
54.	Peons ..	57	do	
55.	Dhobies ..	2	do	
56.	Watchman ..	1	do	
57.	Cooks ..	2	do	
58.	Scavengers..	3	do	
59.	Barber ..	1	do	
60.	Kamaties ..	4	do	
			956	

State Broadcasting Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Asst. Radio Engineers	12	230-30/2-380-40/2 420 (A)	250-10-300-15-450
2.	Junior Van Supervisor	1	150-10-200 (A)	} 150-7½-210-10-250
3.	Technical Assistants	2	do	
4.	P.A. to Radio Engineer	1	80-5-200 (A)	} 100-5-140-7½-200
5.	Radio Supervisors	110	80-5-200 (A)	
6.	Store Keeper Grade II	1	100-5-150 (A)	90-4-110-5-150-7½-180
7.	Store Keeper Grade III	2	60-4-100 (A)	62-3-92-4-120
8.	Draftsman Grade III	1	70-2-90-3-120 (A)	75-3-105-4-125-5-150
9.	Technicians	3	90-3-105 (T)	85-3-100-4-120
10.	Fitter Mechanics	1	70-3-100 (A)	62-3-92-4-120
11.	Electricians	2	50-2½-75 (T)	50-2-64-3-85
12.	Battery Assistants	2	35-1½-50 (T)	} 41-2-65
13.	Ordinary Mechanic	1	40-2-50 (A)	
14.	Battery Mechanic	1	40 fixed (A)	30-1-45
15.	Superintendents	2	140-5-190 (A)	} 150-7½-210-10-250
16.	Accountant	1	140-5-190 (A)	
17.	Head Clerk	1	80-3-95-5-125 (A)	90-4-110-5-150-7½-180
18.	U. D. Clerks	17	80-3-95-5-110 (A)	90-4-110-5-150
19.	L. D. Clerks	27	45-3-60-2-90 (A)	} 50-3-92-4-120
20.	Steno-typist	1	do	
21.	Typists	9	do	
22.	Driver	1	42-1½-63-2-65 (T)	41-2-65
23.	Attenders	17	24-1-32-½-35 (A)	30-1-45
24.	Peons	188	18-½-25 (A)	26-1-40

Office of the Chief Engineer, Local Administration and Public Health

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
<i>Ministerial :</i>			Rs.	Rs.
1.	1st Grade Clerks ..	5	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
2.	Junior Superintendents	4	140-5-190 (A)	150-7½-210-10-250
3.	U. D. Clerks ..	19	105-4-129-EB-7-164-170 (T)	90-4-110-5-150-7½-180
		36	80-3-95-5-110 (A)	90-4-110-5-150
4.	Manager and Divisional Accountants.	9	130-10-250-EB-15-355 (T)	No change
5.	Accountant ..	1	120-5-170 (A)	100-5-140-7½-200
6.	Divisional Head Clerks	14	80-3-95-5-125 (A)	90-4-110-5-150-7½-180
7.	Senior Accounts Clerks	11	87-3-105-EB-4-129 (T)	90-4-110-5-150
8.	Nazirs ..	4	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
9.	Stenographers ..	3	130-4-154-EB-6-190(T)	
10.	Typists ..	17	45-3-60-2-90 (A) 54-2-56-2½-81-3½-130 (T)	50-3-92-4-120
11.	L.D. Clerks ..	86	50-2½-75-EB-3-105 (T)	
		70	45-3-60-2-90 (A)	
12.	Rent Collectors ..	11	42-2-54 (T)	41-2-65
		7	30-2-50-1-55 (A)	
13.	Shroffs ..	7	35-1½-50 (T)	
14.	Attenders ..	5	21-1-32-½-35 (A)	30-1-45
		3	24-1-32-½-35 (A)	
15.	Daftari ..	1	32-1-33-1½-38 (T)	
16.	Dafedars ..	4	26-1-32 (T)	26-1-40
17.	Peons ..	154	21-1-26 (T)	
		149	18-½-25 (A)	
18.	Watchmen..	6	18-½-21 (T)	
19.	Watermen ..	3	18-½-21 (T)	
20.	Sweepers ..	4	18-½-21 (T)	
21.	Farrash ..	6	18-½-21 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
	<i>Technical :</i>		Rs.	Rs.
22.	Junior Engineers and Supervisors.	60 63 19	140-4½-176-EB-6½-215-EB-8½-300 (T) 100-5-150-10-250 (A) 150-10-250 (A) Junior Engineers.	120-5-150-7½-210-10-300.
23.	Draftsmen	.. 2 .. 2 .. 9 .. 35	200-10-250 (A) (Spl. Gr.) 150-5-180 (A) 1st gd. 120-5-150 (A) 2nd gd. 70-2-90-3-120 (A) 3rd Gr.	180-7½-210-10-300 120-5-140-7½-200 75-3-105-4-125-5-150
24.	Sub-Overseers	.. 45	90-3-105-EB-3½-140(T)	
25.	Tracers	.. 9 .. 14	65-2½-90 (T) 35-1-55 (A)	50-3-92-4-100 (for Matriculates) or 41-2-65 (for non-Matriculates)
26.	Blue Print Operator	.. 1	20-1-30 (A)	26-1-45
27.	Store Keepers	.. 2 .. 2	100-5-150 Gd. II (A) 60-4-100 Gd. III (A)	90-4-110-5-150-7½-180 50-3-92-4-120
28.	Fitters	.. 12	50-2-60-2½-65 (T)	50-2-64-3-85
29.	Maistries	.. 3	50-2-60-EB-2½-65 (T)	
30.	Drivers	.. 3	50-2-60-EB-2½-65 (T)	41-2-65
	<i>Skilled and Unskilled Field Staff :</i>			
31.	Health Inspectors	.. 6	150 Fixed (A)	100-5-140-7½-200
32.	Well Drillers	.. 12	150 Fixed (A)	90-4-110-5-150-7½-180
33.	Mechanics	.. 6	100 Fixed (A)	85-3-100-4-120
34.	Skilled Labourers	.. 20	75 Fixed (A)	50-2-64-3-85
35.	Drivers for wells	.. 8	80 Fixed (A)	
36.	Unskilled Labourers	.. 20	50 Fixed (A)	41-2-65
37.	Peons	.. 4	18-½-25 (A)	26-1-40
			1,015	

Office of the Director of Town Planning

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Special Draftsman ..	1	200-10-250 (A)	180-7½-210-10-300
2.	Draftsman Modeller ..	1	150-5-180 (A)	120-5-140-7½-200
3.	Architect Head ..	1	140-4½-176-6½-215-8½-300 (T)	150-7½-210-10-300
4.	Architect Draftsmen ..	3	140-4½-176-6½-215 (T)	150-7½-210-10-250
5.	Draftsmen Grade I ..	3	120-5-150 (A)	120-5-140-7½-200
6.	Assistant Architect ..	7	90-3-105-3½-140 (T)	} 75-3-105-4-125-5-150
7.	Draftsmen Grade II ..	6	70-2-90-3-120 (A)	
8.	Assistant Architect ..	1	180-10-300 (A)	} 150-7½-210-10-300
9.	Superintendents ..	1	170-8½-255-EB-13-320 (T)	
10.	Supervisor ..	1	140-5-190 (A) 140-4½-176-6½-215-8½-300 (T)	150-7½-210-10-250 120-5-150-7½-210-10-300
11.	Quantity Surveyors ..	2	140-4½-176-6½-215 (T)	120-5-150-7½-210-10-250
12.	Photographer ..	1	do	120-5-140-7½-200
13.	Upper Division Clerks ..	1	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
14.	Accountant ..	2	80-3-95-5-110 (A)	} 90-4-110-5-150
		1	87-3-105-EB-4-129 (T)	
15.	Surveyors ..	4	70-2-90-3-120 (A)	} 75-3-105-4-125-5-150
16.	Sub-Overseers ..	3	90-3-105-3½-140 (T)	
17.	Sub-Divisional Clerk ..	1	68-2½-81-EB-3½-116 (T)	62-3-92-4-120
18.	Typists ..	1	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120
		3	45-3-60-2-90 (A)	
19.	Lower Division Clerks ..	3	50-2½-75-3½-105 (T)	
20.	Steno-Typists ..	6	45-3-60-2-90 (A)	
		2	45-3-60-2-90 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
21.	Tracers ..	.. 1	65-2½-90 (T)	50-3-92-4-100 (for Matriculates) 41-2-65 (for non- Matriculates)
		6	35-1-55 (A)	
22.	B.P.T. ..	.. 1	25-1-40 (A)	} 26-1-45
		1	18-1-30 (A)	
23.	Attender ..	.. 1	24-1-32-½-35 (A)	30-1-45
24.	Lascars ..	.. 6	21-1-26 (T)	} 26-1-40
25.	Peons ..	.. 13	21-1-26 (T)	
		13	18-½-25 (A)	
		98		

Head Quarters Offices of the Electricity Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Registrar ..	1	250-15-550 (T)	No change
2.	Deputy Chief Accountants	9	230-30/2-350 (A)	200-10-290-15-350
3.	Manager ..	1	170-8½-255-EB-13-320 (T)	} 150-7½-210-10-300
4.	Accountants	3	190-10-240 (A)	
		9	140-5-190 (A)	} 150-7½-210-10-250
		1	170-8½-255 (T)	
5.	Senior Account Clerks .	3	87-3-129 (T)	90-4-110-5-150
6.	Superintendents	1	200-20-400 (A)	} 150-7½-210-10-300
		1	170-8½-255-EB-13-320 (T)	
		2	190-10-240 (A)	
7.	Stock verifiers	17	140-5-190 (A)	} 150-7½-210-10-250
		2	140-5-190 (A)	
		2	50-2½-75-EB-3-105 (T)	50-3-92-4-120
		1	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
8.	Audit Assistants	2	80-3-95-5-110 (A)	90-4-110-5-150
9.	Upper Division Clerks .	6	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		21	80-3-95-5-125 (A)	
		41	80-3-95-5-110 (A)	
10.	Stenographers	1	170-8½-255-EB-13-320 (T)	} 90-4-110-5-150-7½-180
		4	130-4-154-EB-6-190 (T)	
		2	80-3-95-5-125 (A)	
11.	Lower Division Clerks .	9	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		80	45-3-60-2-90 (A)	
12.	Sub-Divisional Clerk ..	1	50-2½-75-EB-3-105 (T)	
13.	Typists ..	5	54-2-56-2½-81-EB-3-130 (T)	} 50-3-92-4-120
		46	45-3-60-2-90 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
14.	Junior Engineers	.. 65	150-10-250 (A)	} 120-5-150-7½-210-10-300 (B. Es. to start at Rs. 180)
15.	Supervisors	.. 4	140-4½-176-EB-6½-	
		9	215-EB-8½-300 (T) 100-5-150-10-250 (T)	
16.	Draftsmen	.. 6	150-5-180 (A)	} 120-5-140-7½-200
		12	120-5-150 (A)	
17.	Sub-Overseers	.. 18	70-2-90-3-120 (A)	} 75-3-105-4-125-5-150
		2	90-3-105-3½-140 (T)	
		1	105-3½-140 (T)	
18.	Tracers	.. 2	65-2½-90 (T)	} 50-3-92-4-100 (for Matriculates) and 41-2-65 (for Non-Matriculates) 62-3-92-4-120
		28	35-1-55 (A)	
19.	Mechanic winder	.. 1	70-3-100 (A)	
20.	Shroff	.. 1	35-1½-50 (T)	41-2-65
21.	Attenders	.. 10	24-1-32-½-35 (A)	} 30-1-45
22.	Jamadar	.. 1	32-1-33-1½-38 (T)	
23.	Daffedars	.. 4	22-½-30 (A)	
		2	26-1-32 (T)	
24.	Peons	.. 155	18-½-25 (A)	} 26-1-40
		26	21-1-26 (T)	
25.	Watchman..	.. 1	18-½-21 (T)	
26.	Sweepers	.. 2	18-½-21 (T)	
27.	Malis	.. 1	18-½-21 (T)	
28.	Malans	.. 1	13-½-18 (T)	
			623	

Education Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Asst. Directors of Public Instruction.	2	250-250-15-370-370-EB-15-430-20-550(T)	250-20-450-25-600
		2	230-30/2-260-40/2-500 (A)	
2.	Spl. Officer for the Admn. of Libraries Act and Audio Visual Education.	1	230-30/2-260-40/2-500-50/2-700 (A)	
3.	Basic Educational Officers.	2	230-30/2-260-40/2-500 (A)	
4.	District Educational Officers	16	230-30/2-260-40/2-500-50/2-700 (A)	250-10-300-20-500
5.	Physical Directors ..	1	230-30/2-260-40/2-500 (A)	
		2	200-10-250 (A)	150-7½-210-10-280
		8	100-5-140-10-190 (A)	100-5-140-7½-200
6.	Chief Inspector of Physical Education (1 post) Inspectresses of Girls Schools (3 posts)	4	230-30/2-260-40/2-500-50/2-700 (A)	250-20-450-25-600
7.	Regional Inspectors of Physical Education.	5	200-10-250 (A)	150-7½-210-10-280
8.	Inspector of Oriental Schools.	1	165-5-205-10-245 (A)	
9.	Senior Deputy Inspectors.	22	154-6-190-EB-8½-275 (T)	90-4-110-5-155-7½-200
		66	130-4-154-EB-6-190(T)	
		232	85-5-125-10-175 (A)	
10.	Junior Deputy Inspectors.	125	65-4-105-5-125 (A)	75-3-105-4-125-5-150
11.	Principal ..	..	1 230-30/2-260-40/2-500 (A)	250-10-300-20-500
12.	Professor ..	..	1 230-30/2-260-40/2-500-50/2-700 (A)	
13.	Lecturers ..	..	13 do	
		37	230-30/2-260-40/2-500 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
14.	Asst. Lecturers	20	165-5-205-10-245 (A) (Training Colleges)	150-7½-210-10-280
		258	150-5-200-10-250 (A)	
		15	85-5-125-10-175 (A) (Oriental Languages)	100-5-140-7½-200
15.	Part-time Lecturer	1	150 (Fixed)	No change
16.	Headmasters, Headmistresses and Special posts.	1	230-30/2-260-40/2-500-50/2-700 (A)	250-10-300-20-500
		10	230-30/2-260/40-2-500 (A)	
		6	165-5-205-10-245 (A)	150-7½-210-10-280
		393	154-6-190-EB-8½-275 (T)	90-4-110-5-155-7½-200
		569	130-4-154-EB-6-190 (T)	
		21	85-5-125-10-175(A)	
		1378	81-3½-130 (T)	45-2-55-3-100-4-120
		6750	54-2-56-2½-81-EB-3½-98½ (T)	45-2-55-3-100-4-120 (if trained)
17.	Manual Training Instructors	4	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
		13	45-3-60-2-90 (A)	45-2-55-3-100-4-120
		4	35-1-55 (A)	41-2-65
18.	Physical Training Instructors	4	154-6-190-EB-8½-275 (T)	90-4-110-5-150-7½-180
		30	130-4-154-EB-6-190(T)	
		6	54-98½ (T)	45-2-55-3-100-4-120
		61	50-2-70-2½-95 (A)	
19.	Yogasana Instructors	2	154-6-190-EB-8½-275 (T)	90-4-110-5-150-7½-180
20.	Agricultural Instructors	14	100-5-140-10-220 (A)	150-7½-210-10-300
21.	Engineering Instructors	10	180-10-280 (A)	120-5-150-7½-210-10-300
22.	Commercial Instructors	2	60-3-120 (A)	75-3-105-4-125-5-150
		1	60-4-100 (A)	
23.	Pre-vocational Instructors	2	45-3-60-2-90 (A)	45-2-55-3-100-4-120

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
24.	Arts & Crafts Instructors (Tailoring, Weaving, etc.)	1	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
		18	45-3-60-2-90 (A)	45-2-55-3-100-4-120
25.	School Assistants	2	230-30/2-260-40/2-500 (A)	250-10-300-20-500
		86	165-5-205-10-245 (A)	150-7½-210-10-280
		65	154-6-190-EB-8½-275 (T)	
		462	85-5-125-10-175 (A)	90-4-110-5-155-7½-200
26.	Drawing and Sewing Masters	2	154-6-190-EB-8½-275 (T)	90-4-110-5-150-7½-180
		2	130-4-154-EB-6-190 (T)	
27.	Music Teachers	11	45-3-60-2-90 (A)	
		24	45-3-60-2-90 (A)	45-2-55-3-100-4-120
28.	Organizer Cultural Programme	1	81-3½-130 (T)	
29.	Tutors and Demonstrators	12	85-5-125-10-175 (A)	90-4-110-5-150-7½-180
		151	80-5-120-10-140 (A)	
30.	Assistant Teachers	119	85-5-125-10-175 (A)	90-4-110-5-155-7½-200
		8,600	45-2-54 (T)	30-1-42-2-60
		2,500	30-1½-42½ (T)	26-1-40
31.	Needle Work Assistants	2	130-4-154-EB-6-190 (T)	90-4-110-5-150
32.	Pandits	145	85-5-125-10-175 (A)	90-4-110-5-150-7½-180
		56	45-3-60-2-90 (A)	
33.	Teachers of Art	13	do	45-2-55-3-100-4-120
34.	Teachers and Specialists	1,995	45-3-60-2-90 (A)	
35.	Lower Grade Teachers	17	25-1-35 (A)	26-1-40
36.	Higher Elementary Grade Assistants	1,149	30-1-50 (A)	30-1-42-2-60
37.	Deputy Wardens and Matrons	9	35-1-60 (A)	41-2-65

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
38.	Senior Superintendents .	1	250-10-300 (A)	} 150-7½-210-10-300
		4	190-10-240 (A)	
		9	170-8½-255-EB-13-320 (T)	
39.	Junior Superintendents .	1	170-8½-255 (T)	} 150-7½-210-10-250
		12	140-5-190 (A)	
40.	Managers ..	..	6 140-5-190 (A)	}
41.	U.D. Clerks	..	17 105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
			30 80-3-95-5-125 (A)	
			68 80-3-95-5-110 (A)	
42.	L. D. Clerks	..	333 50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
			572 45-3-60-2-90 (A)	
			1 40-2-60 (A)	} 41-2-65
			1 35-1½-41-EB-2-45 (T)	
			4 30-1-45 (T)	
			1 25-1-35 (A)	
43.	Typists and Stenographers.	6	130-4-154-EB-6-190 (T)	} 90-4-110-5-150-7½-180
		1	80-3-95-5-125 (A)	
		38	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120
		75	45-3-60-2-90 (A)	
44.	Librarians ..	..	1 176-6½-210-EB-8½-300 (T)	150-7½-210-10-300
			10 105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
			1 85-5-125-10-175 (A)	
			1 85-5-125 (A)	} 90-4-110-5-150
			9 75-5-145 (A)	
			8 45-3-60-2-90 (A)	
			1 25-1-35 (A)	50-3-92-4-120
45.	Library Clerks	..	4 50-2½-75-EB-3-105 (T)	30-1-45
46.	Book Bearers	..	8 26-1-32-1½-38 (T)	50-3-92-4-120
47.	Auditors ..	..	8 80-5-120-10-250 (A)	} 120-5-150-7½-210-10-300.
			2 140-5-190-10-240	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
48.	Accountants	.. 27	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
49.	Part-time Medical Officers.	2	100 Fixed	No change
50.	Part-time Asst. Clerks	.. 28	50-2½-75-EB-3-105 (T)	50-3-92-4-120
51.	Seristadars..	.. 11	87-3-105-EB-4-129 (T)	90-4-110-5-150
52.	Store-keepers	.. 10 ^o 3	50-2½-75-EB-3-105 (T) 45-3-60-2-90 (A)	50-3-92-4-120
53.	Harmonist	.. 1	100 Fixed (T)	} 85-3-100-4-120
54.	Tablist ..	.. 1	80 Fixed (T)	
55.	Cameraman	.. 1	80-2-100 (A)	
56.	Artist ..	.. 1	do	
57.	Film Examiners	.. 2	45-3-60-2-90 (A)	50-3-92-4-120
58.	Electrician	.. 1	35-1½-50 (T)	41-2-65
59.	Film Operators	.. 5	80-2-100 (A)	85-3-100-4-120
60.	Telephone Operator	.. 1	45-3-60-2-90 (A)	50-3-92-4-100
61.	Roneo Operator	.. 1	35-1½-50 (T)	} 41-2-65
62.	Mechanics	.. 5	40-1-50-2-60 (A)	
63.	Fitters ..	.. 2	35-1½-50-EB-2-60-2½-65 (T)	
64.	Field Assistant	.. 1	65-2½-90 (T)	} 50-3-92-4-100*
65.	Fieldmen ..	.. 2	50-2-60-2½-50 (T)	
		2	21-1-26 (T)	26-1-40
66.	Conductor	.. 1	45-2-54 (T)	41-2-65
67.	Kindergarten Servants ..	1	81-3½-130 (T)	45-2-55-3-100-4-120
		1	18-½-21 (T)	26-1-40
68.	Binders ..	.. 1	81-3½-130 (T)	85-3-100-4-120
		1	42-75 (T)	} 50-2-64-3-85
		3	35-1½-65-2-75 (T)	
		2	26-1-32-1½-38 (T)	
				30-1-45

*Rs. 50-85 for non-Matriculates

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
69.	House Keeper	.. 1	70-100 (A)	50-3-92-4-100
70.	Compounders	.. 1	45-3-60-2-90 (A)	} 50-3-92-4-120 (non-matriculates to stop at 100)
		3	45-2-75 (A)	
71.	Shroffs ..	.. 2	45-1-50 (A)	} 41-2-65
		12	35-1½-50 (T)	
72.	Drivers ..	.. 6	40-1-50 (A) *	} 41-2-65
		2	35-1½-50 (T)	
73.	Sergeants	.. 4	35-3-50-2-80 (T)	50-2-64-3-85
74.	Daroga	.. 1	50-2½-75-EB-3-105 (T)	50-3-92-4-100
75.	Junior Supervisors and Library Attendants	.. 16	35-1-45 (A)	41-2-65
76.	Lab. Attendants	.. 27	21-1-26 (T)	} 26-1-40
77.	Lab. Boys	.. 59	do	
78.	Shop Attendants	.. 4	do	
79.	Attenders	.. 1	30-1-40 (A)	} 30-1-45
		269	24-1-32-½-35 (A)	
		1	13-1-18 (T)	26-1-40
80.	Jamedar ..	.. 1	32-1-33-1¼-38 (T)	} 30-1-45
81.	Daftaries ..	.. 6	do	
82.	Daffedars	.. 2	32-1-33-1¼-38 (T)	
		3	26-1-32 (T)	
		1	25-1-35 (A)	} 30-1-45
83.	Gassmen ..	.. 7	25-1-40 (A)	
84.	Kamgars ..	.. 2	35-1½-50-EB-2-60	30-1-50
			2½-65 (T)	} 26-1-40
85.	Peons ..	.. 19	18-½-21 (T)	
		684	21-1-26 (T)	
		596	18-½-25 (A)	
86.	Farm Labourers	.. 20	21-1-26 (T)	} 26-1-40
87.	Kitchen Supervisors	.. 16	21-1-26 (T)	
		1	18-½-21 (T)	
88.	Office Karyakartas	.. 3	21-1-26 (T)	} 26-1-40

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
89.	Khetikamgar	.. 1	21-1-26 (T)	} 26-1-40
90.	Watchman	.. 1	18-½-25 (A)	
91.	Boarding Servants	.. 26	18-½-21 (T)	
92.	Manual Servant	.. 1	do	
93.	Agricultural Servants	.. 3	do	
94.	Dhobi	.. 1	do	
95.	Lascars	.. 33	22-½-30 (T)	
		10	21-1-26 (T)	
96.	Cleaners ..	.. 6	15-1-20 (A)
97.	Khallasis ..	.. 31	18-½-21 (A)
98.	Farrashes	.. 2,277	do	
99.	Chowkidars	.. 104	do	
		1	16-½-21 (A)	
100.	Head Malies	.. 2	21-1-32 (A)	
101.	Malies & Malans	.. 1	21-1-26 (T)	
		1	18-½-26 (T)	
		187	18½-21 (T)	
102.	Watermen	.. 1	18-½-21 (A)	
		2	6-13-9 (Fixed) (A)	Rs. 15 Fixed (if part-time)
103.	Scavengers	.. 3	18-½-21 (T)	} 26-1-40
104.	Office Motchi	1	13-1-18 (A)	
105.	Ayahs 2	26-1-32 (T)	} 30-1-45
		4	21-1-26 (T)	
		8	18-½-21 (A)	
106.	Khadimas	.. 1	21-1-26 (T)	} 26-1-40
		197	18-½-21 (T)	
107.	Conductresses	.. 2	18-½-21 (T)	} 26-1-40
108.	Cooks	.. 24	21-1-26 (T)	
		9	18-½-21 (T)	
109.	Servants 2	16 Fixed (T)	} 20 fixed } (if part- 15 fixed } time)
		2	10 Fixed (T)	
			31,628	

Technical Education Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendents	.. 1	190-10-240 (A)	} 150-7½-210-10-300
		2	170-8½-255-EB-13-320 (T)	
		6	140-5-190 (A)	
2.	U.D. Clerks	.. 37	80-3-95-5-110(A)	90-4-110-5-150
		20	80-3-95-5-125 (A)	} 90-4-110-5-150-7½-180
		15	105-4-129-EB-7-164-6-170 (T)	
		5	87-3-105-4-129 (T)	
3.	Librarians	.. 1	81-3½-130 (T)	} 75-3-105-4-125-5-150 (90-180 if Graduates)
		2	75-5-145 (A)	
4.	L.D. Clerks	.. 92	45-3-60-2-90 (A)	} 50-3-92-4-120
		34	50-2½-75-EB-3-105(T)	
5.	Typists ..	.. 20	45-3-60-2-90 (A)	
		9	54-2-56-2½-81-EB-3½-130 (T)	
6.	Shroffs ..	.. 5	35-1½-50 (T)	41-2-65
7.	Attenders ..	.. 40	24-1-32-½-35 (A)	} 30-1-45
8.	Dafedars ..	.. 2	26-1-32 (T)	
9.	Peons ..	.. 322	18-½-25 (A)	} 26-1-40
		108	21-1-26 (T)	
10.	Peons, Chowkidars, Farrash, etc.	59	18-½-21 (T)	
11.	Khallasies	.. 20	30 Fixed (A)	
12.	Principals ..	.. 4	250-250-15-370-370-15-430-20-450 (T)	} 250-10-300-20-500
		1	230-30/2-260-40/2-340 (A)	
13.	Vice-Principal	.. 1	250-250-15-370-370-EB-15-430-20-550 (T)	
14.]	Lecturers & Assistant Lecturers.	1	do	
		11	250-250-15-370-370-EB-15-430-20-450(T)	
		2	230-30/2-260-40/2-500 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
	Lecturers & Assistant Lecturers.—(Contd.)	82	180-10-280 (A)	180-7½-210-10-300
		22	150-5-200-10-250 (A)	150-7½-210-10-300
		35	180-5-200-10-300 (A)	180-7½-210-10-300
		12	180-5-200-10-240 (A)	
		29	154-6-190-EB-8½-275 (T)	150-7½-210-10-300
		66	150-5-200-10-250 (A)	
		2	90-5-180 (A)	100-5-140-7½-200
		2	90-3-120 (A)	90-4-110-5-150
		4	100-10-200 (A)	100-5-140-7½-200
15.	Teachers	7	130-4-164-EB-6-190(T)	90-4-110-5-155-7½-200
		34	154-6-190-EB-8½-275 (T)	120-5-140-7½-200
		3	150-5-200-10-250 (A)	150-7½-210-10-280
		25	81-3½-130-EB-4-154(T)	90-4-110-5-150
		3	80-5-150 (A)	90-4-110-5-150-7½-180
16.	First Assistant, Girls ... Vocational Institute.	3	154-6-190-EB-8½-275- (T)	120-5-140-7½-200
17.	Handicraft Assistants	15	42-2-54-EB-2-56-2½-81 (T)	50-3-92-4-100
18.	Instructors	5	80-3-95-5-125 (A)	90-4-110-5-150
		83	81-3½-130-EB-4-154(T)	
		9	50-3-80 (A)	50-3-92-4-100
		3	75-5-100-10-150 (A)	90-4-110-5-150-7½-180
		3	250-250-15-370-370-15-430-20-450 (T)	250-10-300-15-450
		14	80-3-95-5-150 (A)	90-4-110-5-150-7½-180
19.	Signellory Instructor	1	90-5-120 (A)	90-4-110-5-150
20.	Workshop Instructors	9	70-2-90-3-120 (A)	75-3-105-4-125-5-150
		20	100-5-150 (A)	100-5-140-7½-200
		3	150-5-200-10-250 (A)	150-7½-210-10-300
		10	81-3½-130-EB-4-154(T)	90-4-110-5-150
21.	Foreman Instructors	6	250-250-15-370-370-15-430-20-450 (T)	250-10-300-15-450
		8	150-10-240 (A)	150-7½-210-10-280
22.	Supervisory Instructors	21	120-5-180 (A)	120-5-140-7½-200

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
23.	Workshop Superintendent ..	1	250-250-15-370-370-15-430-20-450- (T)	250-10-300-15-450
24.	Workshop Foremen ..	2	150-10-240 (A)	150-7½-210-10-250
		1	90-5-180 (A)	100-5-140-7½-200
		2	90-3-120 (A)	90-4-110-5-150
25.	Craft Instructors ..	76	100-5-150 (A)	90-4-110-5-150-7½-180
		71	80-3-125 (A)	75-3-105-4-125-5-150
		19	80-3-95-5-150 (A)	90-4-110-5-150-7½-180
26.	Physical Directors ..	4	100-5-140-10-190 (A)	100-5-140-7½-200
27.	Physical Training Instructors ..	2	85-5-120-10-170 (A)	} 90-4-110-5-150-7½-180
		5	130-4-154-EB-6-190 (T)	
28.	Residential Medical Officers ..	2	200-25/2-400 (A)	250-10-300-20-500
29.	Medical Officers	6	100-8-140-10-170-EB-10-300 (T)	} No change
		1	50 Part-time (A)	
30.	Power House Superintendent	1	225-10-325 (A)	200-10-290-15-350
31.	Heads of Sections ..	6	230-30/2-410 (A)	250-10-310-15-400
32.	Office Superintendent (Technical) ..	1	154-6-190-8½-275 (T)	} 150-7½-210-10-300
33.	Superintendent, Govt. Industrial School ..	1	200-5-250 (A)	
34.	Assistant Hostel Superintendents ..	8	80-3-95-5-125 (A)	90-4-110-5-150
35.	Workshop Supervisors .	4	30-2-40 (A)	41-2-65
		9	154-6-190-EB-8½-275 (T)	} 120-5-140-7½-200
36.	Supervisor ..	1	do	
37.	Demonstrators ..	53	100-5-150-10-200 (A)	} 120-5-140-7½-200
			154-6-190-EB-8½-275 (T)	
		8	90-3-120 (A)	} 90-4-110-5-150
		12	80-5-120-10-140 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
38.	Survey Assistant	.. 1	100-5-140 (A)	90-4-110-5-150-7½-180
39.	Fitters ..	.. 1	50-2-80 (A)	50-3-92-4-100
		1	40-1-50 (A)	41-2-65
		4	20-1-40 (A)	26-1-45
		1	42-2-54-EB-2-56-2½-81 (T)	50-3-92-4-100
40.	Moulder ..	.. 1	40-1-50 (A)	} 41-2-65
41.	Welder ..	.. 1	40-1-50 (A)	
42.	Helpers Grade I	.. 1	25-1-30 (A)	30-1-45
	Grade II	.. 11	20-1-25 (A)	26-1-40
43.	Compounders	.. 2	45-2-55 (A)	} 50-2-64-3-85 (for non-Matriculates)
		6	40-1-50-2-60 (A)	
		2	55-130 (A)		50-3-92-4-120
44.	Male Nursing Orderly..	1	19-½-25 (A)	} 26-1-40
45.	Female Nursing Orderly	2	19-½-25 (A)	
46.	Ward Boy	.. 1	18-½-25 (A)	} 50-2-64-3-85
47.	Boiler Attender	.. 1	50-2-70 (A)	
48.	Workshop Artisans	.. 6	50-2-60 (A)	
49.	Blacksmith Attender	.. 1	50-3-80 (A)	} 50-3-92-4-100
50.	Foreman Fitters	.. 2	45-3-60-2-90 (A)	
51.	Foreman Carpentry	.. 1	45-3-60-2-90 (A)	} 50-2-64-3-85
52.	Instrument Repairers	.. 3	45-2-65-1-70 (A)	
53.	Fitter Carpentry	.. 1	45-3-60 (A)	} 41-2-61-3-85
54.	Linesman Electricians	.. 5	35-2-55-1-65 (A)	
55.	Armature Winders	.. 2	35-3-50-2-60 (A)	} 30-1-45
56.	Gasman ..	.. 1	25-1-40 (A)	
57.	Switch-Board Attenders	3	24-1-32-½-35 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
58.	Cleaners	20	22- $\frac{1}{2}$ -30 (A)	} 26-1-40
59.	Pump House Operator	1	22- $\frac{1}{2}$ -30 (A)	
60.	Stocker-cum-Cleaner ..	1	22- $\frac{1}{2}$ -30 (A)	
61.	Workshop Helpers ..	4	20-1-25 (A)	} 50-3-92-4-100
62.	Turner	1	60-2-80 (A)	
63.	Blacksmith ..	1	50-2-80 (A)	
64.	Hammermen ..	2	30-1-40 (A)	} 30-1-45
65.	Carpenters ..	2	50-2-80 (A)	
66.	Machinemen ..	6	40-1-50 (A)	} 41-2-65
67.	Painter	1	40-1-50 (A)	
68.	Tractor Drivers ..	1	20-1-40 (A)	} 26-1-45
69.	Bus Drivers ..	1	40-1-50 (A)	
70.	Engine Drivers ..	2	do	} 41-2-65
71.	Lascars	2	45-3-60 (A)	
72.	Bus Cleaners ..	2	40-1-50 (A)	} 50-2-64-3-85
73.	Sergeants	2	45-3-75 (A)	
74.	Lab. Attendants ..	2	40-1-70 (A)	} 50-2-64-3-85
75.	Tracker	2	18- $\frac{1}{2}$ -25 (A)	
76.	Bus Cleaners ..	2	15- $\frac{1}{4}$ -20 (A)	} 26-1-40
77.	Sergeants	2	35-3-50-3-80 (A)	
78.	Lab. Attendants ..	1	26-1-32-1 $\frac{1}{4}$ -38 (T)	} 30-1-45
79.	Tracker	1	30-1-40 (A)	
80.	Bus Cleaners ..	8	26-1-32 (T)	
81.	Tracker	4	26-1-33-1 $\frac{1}{4}$ -38 (T)	
82.	Tracker	1	65-2 $\frac{1}{2}$ -90 (T)	62-3-92-4-100
83.	Beatmen	3	Rs. 30 fixed (A)	26-1-40
84.	Tindal	1	60-4-100 (A)	62-3-92-4-120
85.	Mill Wrights ..	2	42-2-54-EB-2-56-2 $\frac{1}{2}$ -81 (T)	50-3-92-4-100
86.	Tele Maistry ..	1	75-5-120 (A)	75-3-105-4-125-5-150

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
80.	Electric Maistry ..	1	60-3-75 (A)	} 50-2-64-3-85
81.	Machine Shop Maistry	1	45-2-55-1-70 (A)	
82.	Mechanical Maistry ..	1	45-3-60 (A)	
83.	Blacksmithy Maistry ..	1	45-3-60 (A)	
84.	Foundry Maistry ..	2	40-2-60 (A)	
85.	Smithy Maistry ..	1	40-2-50-1-65 (A)	
86.	Mechanics ..	4	42-2-54-EB-2-56-2½-81 (T)	50-3-92-4-100
		4	40-2-50-1-65 (A)	50-2-64-3-85
		1	60-3-90 (A)	62-3-92-4-100
87.	Instrument Mechanics..	4	100-5-150 (A)	90-4-110-5-150-7½-180
		2	45-3-60 (A)	} 50-2-64-3-85
88.	Lab. Mechanics ..	4	40-2-50-1-65 (A)	
		1	40-2-60 (A)	
89.	Mechanics	2	50-3-80 (A)	50-3-92-4-100
90.	Electricians ..	5	80-5-150 (A)	90-4-110-5-150-7½-180
91.	Draftsmen ..	2	70-2-90-3-120 (A)	75-3-105-4-125-5-150
92.	Drummers ..	3	81-3½-130-EB-4-154(T)	90-4-110-5-150
93.	Draftsmen and Instructors.	3	140-4½-176-EB-6½-215-EB-8½-300 (T)	120-5-150-7½-210-10-300
		4	90-3-120 (A)	90-4-110-5-150
		26	150-5-200-10-250(A)	150-7½-210-10-300
94.	Workshop Attendants	17	30-2-40 (A)	} 30-1-45
		2	24-1-30 (A)	
		3	18-½-25 (A)		26-1-40
95.	Workshop Attenders ..	22	30-2-40 (A)	30-1-45
96.	Dresser ..	1	18-½-25 (A)	26-1-40
			<u>1,902</u>	

Industries and Commerce Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Office Manager	.. 1	250-10-300 (A)	} 150-7½-210-10-300
2.	Superintendents	.. 4	170-8½-255-EB-13-320 (T)	
		10	190-10-240 (A)	
		11	140-5-190 (A)	150-7½-210-10-250
3.	Statistical Supdt.	.. 1	180-5-200-10-240 (A)	} 150-7½-210-10-280
4.	Librarian ..	.. 1	150-10-250 (A)	
5.	Supervisor, Drawing Room Office.	1	100-5-150-10-250 (A)	120-5-150-7½-210-10-300
6.	Accountants Asst.	.. 1	150-10-300 (A)	150-7½-210-10-300
7.	Commercial Accountants	2	140-5-190 (A)	150-7½-210-10-250
8.	Accountants	.. 5	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
9.	Internal Auditors	.. 2	140-5-190 (A)	150-7½-210-10-250
10.	Head Clerk	.. 1	90-3-120 (A)	90-4-110-5-150
11.	Upper Division Clerks	30	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
		25	80-3-95-5-125 (A)	
		23	80-3-95-5-110 (A)		90-4-110-5-150
12.	Stenographers	.. 2	130-4-154-EB-6-190(T)	} 90-4-110-5-150-7½-180
		1	80-3-95-5-125 (A)	
		10	45-3-60-2-90 (A)	} 50-3-92-4-120
13.	Accounts Clerks	.. 2	50-2½-75-EB-3-105(T)	
		3	45-3-60-2-90 (A)	
14.	Lower Division Clerks	1	50-2½-75-EB-3-105(T)	} 50-3-92-4-120
		109	45-3-60-2-90 (A)	
15.	Store-keepers	.. 2	50-2½-75-EB-3-105 (T)	
		3	45-3-60-2-90 (A)	
16.	Typists ..	.. 38	do	} 50-3-92-4-120
		1	54-2-56-2½-81-EB-3½-130 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
17.	Propaganda Officer ..	1	200-10-250 (A)	150-7½-210-10-300
18.	Extension Officers (Industries)	1	176-6½-215-EB-7½-300 (T)	120-5-150-7½-210-10-250
19.	Supdt. in Ceramics ..	1	180-5-200-10-240 (A)	} 150-7½-210-10-280
20.	Supdt. in Carpentry ..	1	180-5-200-10-240 (A)	
21.	Works Superintendent .	1	do	
22.	Supdt. Saw Mills ..	1	do	
23.	Tanning Superintendent	1	150-10-250 (A)	
24.	Masonry Supervisor .	1	90-3-120 (A)	90-4-110-5-150
25.	Supervisors in Ceramics	6	90-5-180 (A)	100-5-140-7½-200
		3	70-2-90 (A)	85-3-100-4-120
26.	Supervisor, Pottery Training Centre ..	1	90-3-120 (A)	} 90-4-110-5-150
27.	Nursing Supervisors ..	3	do	
28.	Glass Supervisors ..	1	70-2-90 (A)	85-3-100-4-120
29.	Bricklayer Supervisors .	2	90-3-120 (A)	90-4-110-5-150
30.	Industrial Inspectors ..	7	130-4-154-EB-6-190 (T)	120-5-140-7½-200
		10	100-5-150-10-250 (A)	120-5-150-7½-210-10-250
		9	80-3-95-5-110 (A)	} 90-4-110-5-150
		2	90-3-120 (A)	
31.	Inspector (Marketing) .	1	130-4-154-EB-6-190(T)	120-5-140-7½-200
32.	Sericulture Inspectors ..	2	180-5-200-10-240 (A)	150-7½-210-10-280
		1	105-3½-140 (T)	90-4-110-5-150
33.	Nursery Inspector ..	1	180-5-200-10-240 (A)	150-7½-210-10-280
34.	Tassar Inspector ..	1	90-3-120 (A)	90-4-110-5-150
35.	Inspector of Power Drills ..	1	100-5-150 (A)	90-4-110-5-150-7½-180
36.	Lecturer ..	1	180-5-200-10-240 (A)	150-7½-210-10-280

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
37.	Chemists	2	160-10-300 (A)	} 180-7½-210-10-300
38.	Junior Scientific Asst	1	do	
39.	Junior Research Assistants	5	150-10-250 (A)	150-7½-210-10-280
40.	Technical Assistant	1	150-5-200 (A)	150-7½-210-10-250
41.	Instructors in Carpentry	7	100-5-150 (A)	} 90-4-110-5-150-7½-180 50-3-92-4-100
		4	50-3-80 (A)	
42.	Instructors in Blacksmithy	1	90-3-120 (A)	} 75-3-105-4-125-5-150
		1	70-5-120 (A)	
43.	Senior Coir Instructors.	1	90-5-180 (A)	} 100-5-140-7½-200
		1	90-3-180 (A)	
44.	Instructor in Leather-goods Manufacture	1	80-2-100 (A)	85-3-100-4-120
45.	Tailoring Instructors	1	45-2-75 (A)	} 50-2-64-3-85
		3	75 fixed	
46.	Baboo Instructor	1	60-2-80 (A)	} 41-2-65
		1	40-2-60 (A)	
47.	Footwear Instructors	2	30-1-40 (A)	
48.	Sericulture Instructor	1	45-2-75 (A)	50-2-64-3-85
49.	Basket Training Instructors	1	100 fixed (A)	} 50-2-64-3-85
		1	60-2-80 (A)	
		1	50 fixed	41-2-65
		1	40-2-80 (A)	} 50-2-64-3-85
50.	Dress Making Instructors	3	75-fixed (A)	
		1	40-2-60 (A)	41-2-65
51.	Instructor in Mat-Waving	1	50-3-80 (A)	50-2-64-3-85
52.	Assistant Superintendent, Stone-Ware Pipe	1	180-5-200-10-240 (A)	} 150-7½-210-10-280
53.	Production Assistant Builders, Hardware Unit	1	do	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
54.	Supervisors	4	140-4½-176-EB-6½-	} 120-5-150-7½-210-10-300
		20	215-EB-8½-300 (T)	
		2	100-5-150-10-250 (A)	
			90 fixed (A)	85-3-100-4-120
55.	Blasting Supervisor	1	100-5-150-10-250 (A)	} 120-5-150-7½-210-10-300
56.	Supervisor, Engineering Workshop	1	180-5-200-10-250 (A)	
57.	Drill Supervisors	2	120-5-180 (A)	120-5-140-7½-200
58.	R. W. S. Instructor	1	40-2-60 (A)	50-2-64-3-85
59.	Instructors	3	100-5-150 (A)	} 90-4-110-5-150-7½-180
		2	75 fixed (A)	
		1	60 fixed (A)	
60.	Sericulture Supervisor	1	90-3-120 (A)	90-4-110-5-150
61.	Draftsmen	2	70-2-90-3-120 (A)	75-3-105-4-125-5-150
62.	Timber Cutting Assistants	2	60-3-90 (A)	50-3-92-4-100
63.	Diesel Mechanics	2	90-3-120 (A)	} 90-4-110-5-150
64.	Drill Mechanics	2	do	
65.	Mechanics	2	90-5-150 (A)	} 90-4-110-5-150-7½-180
		1	90-3-105-3½-140 (T)	
		2	55-3-85 (A)	
		1	75-5-100 (A)	
		13	45-3-60 (A)	
66.	R. W. S. Mechanics	2	40-2-60 (A)	50-2-64-3-85
67.	Tanning Foreman	1	100-5-150 (A)	90-4-110-5-150-7½-180
68.	Foremen in Blacksmithy	4	90-3-120 (A)	} 90-4-110-5-150
		1	70-2-90 (A)	
69.	Propaganda Foremen	4	50-2-60-2½-65 (T)	} 50-2-64-3-85
70.	Bore-well Foremen	106	40-2-60 (A)	
71.	Foremen	12	105-3½-140 (T)	} 90-4-110-5-150
		1	65-2½-90 (T)	
		2	100-5-150 (A)	
		4	90-3-120 (A)	
				50-3-92-4-100
				90-4-110-5-150-7½-180
				90-4-110-5-150

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
72.	Cutlery Foreman ..	1	90-3-105 (T)	85-3-100-4-120
73.	Rearing Foremen ..	2	65-2½-90 (T)	50-3-92-4-100
74.	Nursing Foremen ..	2	50-2-60 2½-65 (T)	} 50-2-64-3-85
75.	Farm Foremen ..	5 3	45-3-75 (A) 45-3-60 (A)	
76.	Hoisary Foreman ..	1	100-5-150 (A)	} 90-4-110-5-150-7½-180
77.	Tanning Foreman ..	1	100-5-150 (A)	
78.	Machine Foremen ..	2	60-5-90 (A)	62-3-92-4-100
79.	Mechanical Foreman	1	90-5-150 (A)	90-4-110-5-150-7½-180
80.	Chargemen ..	2	90-3-120 (A)	90-4-110-5-150
81.	Drillers ..	4	80-4-120 (A)	75-3-105-4-125-5-150
82.	Assistant Drillers ..	2	60-3-90 (A)	} 62-3-92-4-100
		15	60-2-80 (A)	
83.	Drill Operators ..	2	40-2-60 (A)	50-2-64-3-85
84.	Rearing Operators ..	2	45-3-60-2-90 (A)	} 50-3-92-4-100
		3	65-2½-90 (T)	
		3	45-3-75 (A)	} 50-2-64-3-85
85.	Grainage Operators ..	6	45-3-75 (A)	
86.	Tanneries & Machine Operators.	4	45-3-75 (A)	
87.	Training Operators ..	8	24-1-35 (A)	30-1-45
88.	Coir Senior Assistants	2	90-5-180 (A)	100-5-140-7½-200
89.	Master Potters ..	2	70-2-90 (A)	62-3-92-4-120
		1	70 fixed	50-2-64-3-85
90.	Silk Realer ..	1	65-2½-90 (T)	} 62-3-92-4-100
91.	Sericulture Demonstrators.	2	65-2½-90 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
92.	Tanning Demonstrators	2	80-2-100 (A)	85-3-100-4-120
		1	55-3-85 (A)	50-3-92-4-100
93.	Demonstrators ..	3	45-3-75 (A)	50-2-64-3-85
		3	35-1-55 (A)	41-2-65
		1	90-5-150 (A)	90-4-110-5-150-7½-180
94.	Rearing Assistants ..	3	90-3-120 (A)	} 90-4-110-5-150
95.	Farm Managers ..	6	90-3-120 (A)	
		1	90-3-105 (T)	
		1	45-3-60-2-90 (A)	85-3-100-4-120
96.	Manager, Hosiery Unit	1	150-5-200 (A)	50-3-92-4-120
				150-7½-210-10-250
97.	Grainage Assistant ..	1	90-3-120 (A)	90-4-110-5-150
98.	Senior Assistant ..	1	90-5-180 (A)	100-5-140 7½-200
99.	Moulder ..	1	70-2-90 (A)	62-3-92-4-100
100.	Gassman ..	1	40-2-60 (A)	50-2-64-3-85
101.	Electrician ..	1	50-3-80 (A)	50-3-92-4-100
102.	Fireman ..	1	70-2-90 (A)	} 62-3-92-4-100
103.	Boiler Attender ..	1	60-3-90 (A)	
104.	Artisans ..	21	65-2½-90 (T)	
105.	Dyer and Printer ..	1	65-2½-90 (T)	
106.	Carpenter ..	1	65-2½-90 (T)	} 41-2-65
		1	60-2-80 (A)	
		1	30-1-40 (A)	
107.	Kamgars ..	12	26-1-33-1¼-38 (T)	30-1-50
108.	Flayers ..	1	65-2½-90 (T)	62-3-92-4-100
		1	30-1-45 (A)	} 41-2-65
109.	Drivers ..	1	35-1-55 (A)	
		1	35-1-45 (A)	
110.	Oil Engine Drivers ..	3	40-2-60 (A)	} 50-2-64-3-85
111.	Pumpset Drivers ..	2	40-2-60 (A)	
		1	40-2-90 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
112.	Cutter ..	1	100-5-150 (A)	} 90-4-110-5-150-7½-180
113.	Timber Cutting Mastry.	1	100-5-150 (A)	
114.	Stitcher ..	6	60-2-90 (A)	50-3-92-4-100
115.	Moth Tester ..	1	35-1-45 (A)	41-2-65
116.	Laboratory Assistant..	1	45-3-75 (A)	50-2-64-3-85
117.	Laboratory Attenders	2	24-1-35 (A)	30-1-45
118.	Electrician cum Mechanic.	1	60-3-90 (A)	} 62-3-92-4-100
119.	Literate Skilled Asstts.	1	60-3-90 (A)	
120.	Semi-skilled Assts. ..	4	45-3-60 (A)	50-2-64-3-85
121.	Junior Assistant ..	1	70-2-90 (A)	} 62-3-92-4-100
122.	Skilled Workers Gr. I	4	70-2-90 (A)	
	do Gr. II	6	50-3-80 (A)	50-3-92-4-100
	do Gr. III	9	40-2-60 (A)	50-2-64-3-85
123.	Blacksmith Maistries	4	50-3-80 (A)	} 50-3-92-4-100
124.	Carpentry Maistries ..	6	50-3-80 (A)	
		1	30-2-50 (A)	} 41-2-65
		2	30-1-45 (A)	
125.	Assistant Instructor	1	50 fixed	
126.	Maistries in Bee keeping.	1	68 fixed	} 50-2-64-3-85
127.	Coir Maistries ..	1	45-3-75 (A)	
		2	45-3-60 (A)	} 50-3-92-4-100
128.	Maistry in Leather goods Manufacture.	1	50-3-80 (A)	
129.	Maistries in Footwear	2	35-2-65 (A)	41-2-61-3-85
130.	Maistries ..	6	50-3-80 (A)	50-3-92-4-100
131.	Tracers ..	2	35-1-55 (A)	41-2-65 (for non-Matriculates)
132.	Blue Print Operator .	1	25-1-40 (A)	26-1-45

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
133.	Fitter ..	1	35-2-55 (A)	} 41-2-65
134.	Compressor ..	1	45 fixed	
135.	Shroff ..	1	35-1½-50 (T)	
136.	Operators ..	6	24-1-32-½-35 (A)	} 30-1-45
		4	25-1-35 (A)	
137.	Weaving Operators & Mulberry Cultivators	4	24-1-32-½-35 (A)	
138.	Practical Sericulturists	8	25-1-35 (A)	
149.	Attender ..	1	24-1-32-½-35 (A)	
140.	Dafedar ..	1	26-1-32 (T)	} 26-1-40
141.	Peons ..	34	21-1-26 (T)	
		155	18-½-25 (A)	
142.	Malis ..	5	18-½-21 (T)	
143.	Farrash ..	1	do	
144.	Chowkidars ..	6	do	
145.	Sevak ..	1	18 fixed		(if whole-time, else Rs. 20)
		<u>1,046</u>		

Stationery Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Stock Verification Officer	.. 1	200-20-400 (A)	200-10-310-15-400
2.	Manager ..	.. 1	170-10-220 (A)	150-7½-210-10-250
		1	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
3.	Superintendents	.. 3	140-5-190 (A)	} 150-7½-210-10-250
4.	Store-keeper	.. 1	140-5-190 (A)	
		1	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
5.	Head Accountant	.. 1	80-3-95-5-125 (A)	} 90-4-110-5-150-7½-180
6.	Assistant Store-keeper..	1	do	
		1	105-4-129-EB-7-164-6-170 (T)	
7.	Upper Division Clerks .	7	80-3-95-5-125 (A)	
		12	105-4-129-EB-7-164-6-170 (T)	
8.	Cashier ..	.. 1	do	
9.	Typewriter Mechanic ..	1	80-3-95-5-125 (A)	
10.	Lower Division Clerks .	15	45-3-60-2-90 (A)	} 50-3-92-4-120
		20	50-2½-75-3-105 (T)	
11.	Stenographer	.. 1	45-3-60-2-90 (A)	
12.	Typists ..	.. 4	do	
13.	Telephone Operator	.. 1	45-3-60-2-90 (A)	50-3-92-4-100
		1	35-1½-50 (T)	} 41-2-65
14.	Warehousemen ..	12	30-2-50-EB-1-60 (A)	
		5	26-1-33-1½-38 (T)	30-1-45
		2	21-1-26 (T)	26-1-40
15.	Lorry and Van Drivers	2	40-1-60 (A)	} 41-2-65
		1	50-2-60-2½-65 (T)	
16.	Attenders ..	.. 4	24-1-32-½-35 (A)	} 30-1-45
17.	Daffedar	.. 1	26-1-32 (T)	
18.	Maistries ..	.. 4	24-1-32-½-35 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
19.	Carpenters	.. 6	30- $\frac{1}{2}$ -35 (A)	} 30-1-45
20.	Tinker	.. 1	do	
21.	Peons ..	.. 8	18- $\frac{1}{2}$ -25 (A)	} 26-1-40
		.. 3	21-1-26 (T)	
22.	Lascars	.. 20	18- $\frac{1}{2}$ -25 (A)	
		.. 2	21-1-26 (T)	
23.	Watchmen	.. 6	18- $\frac{1}{2}$ -21 (T)	
24.	Van Cleaners	.. 1	30-78 nP. (Fixed)	} 26-1-40 (Provided they are whole-time)
		.. 1	26 Fixed	
25.	Pairokar ..	.. 1	30 Fixed	
26.	Motor Attendants	.. 2	26 Fixed	
		<u>156</u>		

Department of Controlled Commodities

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Director	..	250-250-15-370-370-EB-15-430-20-450 (T)	250-10-300-20-500
2.	Superintendents	.. 3	170-8½-255-13-320 (T)	150-7½-210-10-300
		1	190-10-240 (A)	
		3	140-5-190 (A)	
3.	U. D. Clerks	.. 1	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
		13	80-3-95-5-110 (A)	90-4-110-5-150
4.	Ind Grade Steno	.. 1	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
5.	L.D. Clerks	.. 25	45-3-60-2-90 (A)	50-3-92-4-120
6.	Typists	.. 4	do	
7.	Steno Typist	.. 1	45-3-60-2-90 (A)	
8.	Steel Assistant	.. 1	200-10-300 (A)	200-10-290-15-350
9.	Inspectors of Controlled Commodities	5	150-5-200 (A)	150-7½-210-10-250
	Inspector of Controlled Commodities (Steel).	1	150-5-200 (A)	
	Inspector of Controlled Commodities (Coal).	1	150-5-200 (A)	
	Inspector of Controlled Commodities (Technical)	1	100-8-140-10-200 (A)	
10.	Peons	.. 2	21-1-26 (T)	26-1-40
		16	18-½-25 (A)	
11.	Farrash	.. 1	18-½-21 (T)	
		80		

Central Stores Purchase Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Upper Subordinate ..	1	140-4½-176-EB-6½-215 EB-8½-300 (T)	120-5-150-7½-210-10-300
2.	Superintendents ..	2	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
		1	140-5-190 (A)	150-7½-210-10-250
3.	Accountant ..	1	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
4.	II Grade Stenographers ..	3	130-4-154-EB-6-190 (T)	
5.	II Grade Clerks ..	12	105-4-129-EB-7-164-6-170 (T)	
6.	III Grade Clerks ..	20	50-2½-75-EB-3-105 (T)	50-3-92-4-120
7.	Shroff ..	1	35-1½-50 (T)	41-2-65
8.	Peons ..	8	21-1-26 (T)	} 26-1-40
		5	18-½-25 (A)	
9.	Farrash ..	1	18-½-21 (T)	
10.	Khallasi ..	1	18-½-21 (T)	

Director of Handlooms

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Superintendents	.. 1	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
		2	140-5-190 (A)	150-7½-210-10-250
2.	U.D. Clerks	.. 1	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
		4	80-3-95-5-110 (A)	90-4-110-5-150
3.	Stenographer	.. 1	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
4.	L.D. Clerks	.. 2	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		4	45-3-60-2-90 (A)	
5.	Typists	.. 3	45-3-60-2-90 (A)	
6.	Chief Handloom Inspector.	1	190-8½-275-EB-13-340 (T)	180-7½-210-10-300
7.	Handloom Inspectors	.. 5	130-4-154-EB-6-190 (T)	120-5-140-7½-200
8.	Attender	.. 1	24-1-32-½-35 (A)	30-1-45
9.	Peons	.. 7	21-1-26 (T)	} 26-1-40
		3	18-½-25 (A)	
		<u>35</u>		

Weights and Measures Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Asst. Director	.. 1	250-250-15-370-370- EB-15-430-20-450 (T)	250-10-300-15-450
2.	Senior Inspector	.. 1	190-8½-275 (T)	180-7½-210-10-300
3.	Inspectors,	20	130-4-154-EB-6-190(T)	100-5-140-7½-200
4.	Stonographer, IInd Grade.	1	do	} 90-4-110-5-150-7½-180
5.	Accountant,	1	105-4-129-EB-7-164- 6-170 (T)	
6.	II Grade Clerk	.. 1	do	
7.	III Grade Clerks	.. 2	50-2½-75-EB-3-105(T)	50-3-92-4-120
8.	Maistry, Central Laboratory.	.. 1	90-3-105 (T)	85-3-100-4-120
9.	Manual Assistants	.. 21	35-1½-50 (T)	} 41-2-65
10.	Shroff ..	.. 1	do	
11.	Peons ..	.. 22	21-1-26 (T)	} 26-1-40
12.	Labourers	.. 2	18-½-21-1-26 (T)	
13.	Waterman	.. 1	18-½-21 (T)	
14.	Farrash ..	.. 1	do	
15.	Sweeper ..	.. 1	do	
16.	Chowkidar	.. 1	do	
			78	

Mines and Geology Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Engineer	..	300-25-450-EB-25-600 (T) 260-30/2-380-40/2-500 (A)	} 250-20-450-25-600
2.	Asst. Geologists	.. 2	250-250-15-370-370-EB-15-430-20-450 (T)	
3.	Chemist	.. 1	do	} 250-10-300-20-500
4.	Supervisor	.. 1	176-6½-215-EB-8½-300 (T)	
5.	Fieldman	.. 1	140-4½-176-EB-6½-215 (T)	} 120-5-150-7½-210-10-300 (B.Es. to start at Rs. 180).
6.	Surveyors	.. 2	do	
7.	Draughtsman	.. 1	90-3-105-EB-3½-140 (T)	75-3-105-4-125-5-150
8.	Superintendents	.. 2	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
		1	140-5-190 (A)	150-7½-210-10-250
9.	U.D. Clerks	.. 3	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
10.	Accountant	.. 1	80-3-95-5-125 (A)	
		1	105-4-129-EB-7-164-6-170 (T)	} 50-3-92-4-120
11.	Typists	.. 1	50-2½-75-EB-3-105 (T)	
		2	54-2-56-2½-81-EB-3½-130 (T)	
		1	45-3-60-2-90 (A)	} 41-2-65
12.	L.D. Clerks	.. 11	50-2½-75-EB-3-105(T)	
		4	45-3-60-2-90 (A)	} 26-1-40
13.	Shroff	.. 1	35-1½-50 (T)	
14.	Peons	.. 17	21-1-26 (T)	
		6	18-½-21 (T)	} 26-1-40
15.	Chowkidars	.. 2	do	
16.	Malis	.. 2	do	
17.	Farrash	.. 1	do	
Total		.. 64		

Government Printing Department

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
1.	Accountant and Superintendent	.. 1	170-8½-255-EB-13-320 (T)	150-7½-210-10-300
		2	140-5-190 (A)	150-7½-210-10-250
2.	Manager, Publication Bureau	.. 1	170-8½-255-EB-13-320 (T)	} 150-7½-210-10-300
3.	Manager	.. 1	190-10-240 (A)	
4.	Head Clerk	.. 1	140-5-190 (A)	} 150-7½-210-10-250
5.	Accountant, Commercial	1	140-5-190 (A)	
6.	U.D. Clerks	.. 11	105-4-129-EB-7-164-6-170 (T)	90-4-110-5-150-7½-180
		15	80-3-95-5-110 (A)	90-4-110-5-150
7.	L.D. Clerks	.. 25	40-3-60-2-90 (A)	} 50-3-92-4-120
		57	50-2½-75-EB-3-105 (T)	
8.	Typists and Stenos	.. 2	130-4-154-EB-6-190 (T)	90-4-110-5-150-7½-180
		2	54-2-56-2½-81-EB-3½-130 (T)	} 50-3-92-4-120
		8	45-3-60-2-90 (A)	
9.	Head Despatcher	.. 1	90-5-130-EB-10-150 (A)	90-4-110-5-150-7½-180
10.	Booking clerk	.. 1	80-3-95-5-110 (A)	90-4-110-5-150
11.	Senior Despatching clerk	1	70-4-110 (A)	85-3-100-4-120
12.	Despatch Clerks	.. 6	45-3-60-2-90 (A)	} 50-3-92-4-120
13.	Despatchers	.. 1	90-3-105 (T)	
		1	65-2½-90 (T)	
		1	50-2-60-2½-65 (T)	
		1	35-1½-50 (T)	50-2-64-3-85
		20	24-1-32-½-35 (A)	41-2-65
				30-1-45
14.	Job Clerks	.. 2	90-3-105 (T)	50-3-92-4-120

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
15.	Store Clerks ..	4	50-2-60-2½-65 (T)	} 50-2-64-3-85
16.	Book Adjustment clerks	7	50-2-60-2½-65 (T)	
17.	Farmaish Clerk ..	4	50-2-60-2½-65 (T)	
18.	Section clerks ..	1	35-1½-50 (T)	41-2-65
19.	Seghadar Farmaish ..	1	90-3-105 (T)	} 50-3-92-4-120
20.	Seghadar, paper store .	1	65-2½-90 (T)	
21.	Caretaker ..	1	65-2½-90 (T)	
22.	Cycle Caretaker ..	1	26-1-35 (T)	} 30-1-45
23.	Pairokars ..	3	30-40 (T)	
24.	Storekeeper ..	1	140-4½-176-EB-6½-215 (T)	120-5-140-7½-200
		2	90-3-105 (T)	50-3-92-4-120
25.	Cashier ..	1	80-3-95-5-125 (A)	} 90-4-110-5-150
		1	80-3-95-5-125 (A)	
26.	Shroff ..	1	35-1½-50 (T)	41-2-65
27.	Comptometer Assistant	1	45-3-60-2-90 (A)	50-3-92-4-120
28.	Attendders ..	2	24-1-32-½-35 (A)	30-1-45
29.	Timekeeper ..	1	90-3-105 (T)	50-3-92-4-120
		1	35-1½-50-2½-65 (T)	41-2-61-3-85
		4	50-2-60-2½-65 (T)	50-2-64-3-85
30.	Driver ..	1	40-1-50-2½-55 (A)	41-2-65
31.	Motor Cleaners ..	2	20-1-35 (T)	26-1-45
32.	Cleaners ..	1	15-1-20 (A)	} 26-1-40
		3	18-½-21-1-26 (T)	
33.	Motor Attendants ..	6	18-½-21-1-26 (T)	
34.	Jamedar ..	1	32-1-33-1½-38 (T)	30-1-45
35.	Peons ..	22	21-1-26 (T)	} 26-1-40
		22	18-½-25 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
36.	Motor Cycle Orderly ..	1	30-40 (T)	30-1-45
37.	Cycle Orderlies ..	8	18- $\frac{1}{2}$ -21-1-26 (T)	} 26-1-40
38.	Cycle Messengers ..	4	18- $\frac{1}{2}$ -25 (A)	
39.	Farrash ..	2	18- $\frac{1}{2}$ -21 (T)	
40.	Malis and Malans ..	6	18- $\frac{1}{2}$ -21 (T)	
41.	Head Watchman ..	1	35-1 $\frac{1}{2}$ -50 (T)	41-2-65
42.	Watchmen ..	10	20-1-25 (A)	} 26-1-40
43.	Sweepers ..	8	18- $\frac{1}{2}$ -25 (A)	
44.	Khallasies ..	1	30-40 (T)	30-1-45
45.	Scavengers..	119	18- $\frac{1}{2}$ -21 (T)	} 26-1-40
		2	18- $\frac{1}{2}$ -21 (T)	
46.	Chief Foremen	2	215-8 $\frac{1}{2}$ -300-EB-12 $\frac{1}{2}$ -375 (T)	250-10-310-15-400
		1	120-5-170 (A)	120-5-140-7 $\frac{1}{2}$ -200
47.	Foremen ..	8	140-4 $\frac{1}{2}$ -176-EB-6 $\frac{1}{2}$ -215-EB-8 $\frac{1}{2}$ -300 (T)	150-7 $\frac{1}{2}$ -210-10-300
		1	105-3 $\frac{1}{2}$ -140 (T)	} 90-4-110-5-150-7 $\frac{1}{2}$ -180
		5	90-5-130-EB-10-150 (A)	
		8	45-3-60-2-90 (A)	50-3-92-4-100
		6	35-2-45-1-55 (A)	41-2-65
48.	Manager I.G.P. Press ..	1	140-4 $\frac{1}{2}$ -176-EB-6 $\frac{1}{2}$ -215-EB-8 $\frac{1}{2}$ -300 (T)	} 150-7 $\frac{1}{2}$ -210-10-300
49.	Technical Manager ..	1	do	
50.	Head Examiners ..	2	do	
51.	Chief Mechanic ..	1	do	120-5-150-7 $\frac{1}{2}$ -210-10-300
52.	Chief Designer ..	1	140-4 $\frac{1}{2}$ -176-EB-6 $\frac{1}{2}$ -215 (T)	150-7 $\frac{1}{2}$ -210-10-250

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
53.	Assistant Managers ..	2	105-4-129-EB-7-164-6-170 (T)	} 90-4-110-5-150-7½-180
54.	Mono Mechanic ..	1	105-3½-140 (T)	
55.	Inter type Mechanic ..	1	105-3½-140 (T)	
56.	Senior Mechanic ..	1	70-4-110 (A)	} 85-3-100-4-120
57.	Mechanics ..	2	90-3-105 (T)	
		1	65-2½-90 (T)	62-3-92-4-100
		4	50-2-60-2½-65 (T)	50-2-64-3-85
		2	35-1½-50 (T)	41-2-65
		1	35-2-55-EB-1-65 (A)	41-2-61-3-85
58.	Mechanical Composition Supervisor ..	1	120-5-170 (A)	120-5-140-7½-200
59.	Electrical Supervisor	1	150-10-250 (A)	120-5-150-7½-210-10-300
60.	Vari Typists ..	2	100-5-150 (A)	} 90-4-110-5-150-7½-180
61.	Transcribers ..	2	90-5-130-EB-10-150 (A)	
62.	Ludlow Operator ..	1	65-2½-90 (T)	62-3-92-4-100
		1	50-2-60-2½-65 (T)	50-2-64-3-85
63.	Mono Operators ..	2	105-3½-140 (T)	} 90-4-110-5-150-7½-180
		4	160-5-150 (A)	
		4	90-3-105 (T)	
		6	65-2½-90 (T)	
		14	50-2-60-2½-65 (T)	62-3-92-4-100
				50-2-64-3-85
64.	Process Operators ..	1	105-3½-140 (T)	90-4-110-5-150-7½-180
		1	65-2½-90 (T)	62-3-92-4-100
65.	Inter Type Operators ..	3	90-3-105 (T)	85-3-100-4-120
		5	65-2½-90 (T)	62-3-92-4-100
66.	Lino Operators ..	10	100-5-150 (A)	90-4-110-5-150-7½-180
67.	Rota Print Operators ..	2	40-2-60-1-70 (A)	50-2-64-3-85
68.	Dye Stamp Operators ..	2	30-2-40-1-50 (A)	41-2-65
69.	Assistant Artist and Caligrapher ..	1	105-3½-140 (T)	90-4-110-5-150-7½-180
		1	50-3-105 (T)	85-3-100-4-120

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
70.	Head Computers	.. 1	105-3½-140 (T)	} 90-4-110-5-150-7½-180
		5	90-5-130-EB-10-150 (A)	
71.	Computers	.. 1	90-3-105 (T)	} 50-3-92-4-120
		2	65-2½-90 (T)	
		12	45-3-60-EB-2½-85 (A)	
72.	Head Estimator	.. 1	105-3½-140 (T)	90-4-110-5-150-7½-180
73.	Assistant Estimator	.. 1	65-2½-90 (T)	50-3-92-4-120
74.	Proof Examiners	.. 4	105-3½-140 (T)	90-4-110-5-150-7½-180
		1	50-2½-75-EB-3-105 (T)	} 50-3-92-4-120
		4	65-2½-90 (T)	
75.	Top Senior Reader	.. 1	120-5-170 (A)	120-5-140-7½-200
76.	Senior Readers	.. 6	90-5-130-EB-10-150 (A)	90-4-110-5-150-7½-180
77.	Proof Readers	.. 7	90-3-105 (T)	85-3-100-4-120
		13	65-2½-90 (T)	62-3-92-4-100
		5	50-2-60-2½-65 (T)	50-2-64-3-85
		17	45-3-60-2½-85 (A)	50-3-92-4-100
78.	Copy Holders	.. 22	50-2-60-2½-65 (T)	} 41-2-61-3-85
		24	35-2-55-EB-1-65 (A)	
79.	Katib	.. 1	50-2-60-2½-65 (T)	} 50-2-64-3-85
80.	Store Supplier	.. 1	50-2-60-2½-65 (T)	
81.	Prover	.. 1	50-2-60-2½-65 (T)	
82.	Provers	.. 2	35-1½-50 (A)	41-2-65
83.	Jarida Distributor	.. 1	50-2-60-2½-65 (T)	50-2-64-3-85
84.	Ware House-Men	.. 6	35-2-55-EB-1-65 (A)	41-2-61-3-85
85.	Engraver	.. 1	50-2-60-2½-85 (T)	50-2-64-3-85
		1	35-1½-50 (T)	} 41-2-65
86.	Chromium Assistants	2	35-1½-50 (T)	
87.	Task Writers	.. 7	35-1½-50 (T)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale	
1	2	3	4	5	
			Rs.	Rs.	
88.	Section Holders	.. 4	105-3½-140 (T)	90-4-110-5-150-7½-180	
		5	90-3-105 (T)	85-3-100-4-120	
89.	Compounder	.. 1	54-116 (T)	} 50-3-92-4-120	
90.	Copynavis	.. 1	50-2½-75-EB-3-105 (T)		
		2	90-3-105 (T)		85-3-100-4-120
		1	65-2½-90 (T)		62-3-92-4-100
		1	35-1½-50 (T)	41-2-65	
91.	Compositors	.. 2	50-2½-75-EB-3-105 (T)	} 62-3-92-4-100	
		13	65-2½-90 (T)		
		37	50-2-60-2½-65 (T)		50-2-64-3-85
		108	35-1½-50 (T)		41-2-65
		11	30-40 (T)		30-1-45
		119	40-2-60-1-70 (A)		50-2-64-3-85
92.	Draftsman	.. 1	90-3-105 (T)	50-3-92-4-120	
93.	Senior Electrician	.. 1	70-4-110 (A)	} 85-3-100-4-120	
94.	Electricians	.. 2	90-3-105 (T)		
		2	35-1½-50 (T)		41-2-65
95.	Plate Printers	.. 2	50-2-60-2½-65 (T)	50-2-64-3-85	
		3	35-1½-50 (T)	41-2-65	
		1	30-40 (T)	30-1-45	
96.	Machine Minders	.. 1	50-2-60-2½-65 (T)	} 50-2-64-3-85	
		6	40-2-60-1-70 (A)		
		19	35-2-45-1-55 (A)		
97.	Galley Press-cum-Minders.	.. 2	35-2-45-1-55 (A)	} 41-2-65	
98.	Press-cum-Machine Minders	.. 2	35-2-45-1-55 (A)		
99.	Gate Officer	.. 1	50-2-60-2½-65 (T)	} 50-2-64-3-85	
100.	Sangsaz ..	.. 1	50-2-60-2½-65 (T)	
		2	35-1½-50 (T)		41-2-65
101.	Press Men	.. 2	50-2-60-2½-65 (T)	50-2-64-3-85	
		4	35-1½-50 (T)	41-2-65	
		6	30-40 (T)	30-1-45	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
102.	Blacksmith	.. 1	50-2-60-2½-65 (T)	50-2-64-3-85
		1	35-1½-50 (T)	41-2-65
103.	Carpenters	.. 2	50-2-60-2½-65 (T)	50-2-64-3-85
		1	35-1½-50 (T)	} 41-2-65
		2	40-50 (A)	
104.	Cutters ..	.. 3	35-1½-50 (T)	} 30-1-45
		1	30-40 (T)	
		2	35-2-45-1-55 (A)		41-2-65
105.	Imposers .	.. 2	65-2½-90 (T)	62-3-92-4-100
		1	50-2-60-2½-65 (T)	50-2-64-3-85
		7	35-1½-50 (T)	41-2-65
		1	30-40 (T)	30-1-45
		23	40-3-55-4-75-5-80 (A)	50-3-92-4-100
		4	40-2-60-1-70 (A)	50-2-64-3-85
106.	Rotary Sterocaster	.. 1	50-2-60-2½-65 (T)	50-2-64-3-85
107.	Metalcaster	.. 1	30-2-40-1-50 (A)	} 41-2-65
108.	Rollercaster	.. 1	do	
109.	Monocasters	.. 2	65-2½-90 (T)	62-3-92-4-100
		5	50-2-60-2½-65 (T)	50-2-64-3-85
		20	35-1½-50 (T)	41-2-65
		2	35-2-55-EB-1-65 (A)	41-2-61-3-85
110.	Welder ..	.. 1	65-2½-90 (T)	} 62-3-92-4-100
111.	Turner ..	.. 1	do	
112.	Binding Maistry	.. 1	70-4-110 (A)	62-3-92-4-120
113.	Senior Binder-cum-reader.	1	40-2-60-1-70 (A)	50-2-64-3-85
114.	Binders ..	.. 7	65-2½-90 (T)	62-3-92-4-100
		15	50-2-60-2½-65 (T)	50-2-64-3-85
		37	35-1½-50 (T)	41-2-65
		33	30-40 (T)	} 30-1-45
		49	26-1-35 (T)	
		5	35-2-45-1-55 (A)	} 41-2-65
		45	30-2-40-1-50 (A)	

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
115.	Treadle Machinemen and Machinemen.	9	65-2½-90 (T)	62-3-92-4-100
		20	50-2-60-2½-65 (T)	50-2-64-3-85
		31	35-1½-50 (T)	41-2-65
		3	30-40 (T)	30-1-45
116.	Machine Maistry ..	1	70-4-110 (A)	62-3-92-4-120
117.	Rotary Machineman	1	105-3½-140 (T)	90-4-110-5-150-7½-180
118.	Feeder Attendants ..	3	35-1½-50 (T)	} 41-2-65
119.	Lino Attendant ..	1	30-2-40-1-50 (A)	
120.	Casting Attendants ..	6	35-2-55-EB-1-65 (A)	41-2-61-3-85
121.	Plate minders ..	1	35-1½-50 (T)	41-2-65
		2	30-40 (T)	} 30-1-45
122.	Roler Stitcher ..	1	30-40 (T)	
		1	26-1-35 (T)	
123.	Proof pullers ..	9	30-40 (T)	
124.	Moulders ..	2	35-1½-50 (T)	41-2-65
		1	30-40 (T)	30-1-45
125.	Etchers ..	3	35-1½-50 (T)	} 41-2-65
126.	Inkers ..	2	35-1½-50 (T)	
		3	30-40 (T)	} 30-1-45
		29	26-1-35	
127.	Wattmen ..	2	35-1½-50 (T)	} 41-2-65
128.	Fitters ..	2	35-1½-50 (T)	
		1	30-40 (T)	30-1-45
129.	Telephone Operators .	2	35-1½-50 (T)	} 41-2-65
130.	Chauffeurs ..	2	35-1½-50 (T)	
131.	Distributors ..	1	35-1½-50 (T)	
		3	30-40 (T)	30-1-45
132.	Camermen ..	1	105-3½-140 (T)	90-4-110-5-150-7½-180
		1	50-2-60-2½-65 (T)	50-2-64-3-85
		1	35-1½-50 (T)	41-2-65

Sl. No.	Name of the post	No. of posts	Present scale	Proposed scale
1	2	3	4	5
			Rs.	Rs.
133.	Peshkash	.. 2	30-40 (T)	} 30-1-45
134.	Type polisher	.. 2	26-1-35 (T)	
135.	Stone polisher	.. 2	30-40 (T)	
		6	26-1-35 (T)	
136.	Counters ..	.. 2	30-40 (T)
		16	26-1-35 (T)	
		7	24-1-32- $\frac{1}{2}$ -35 (A)	} 41-2-65
137.	Searchers	.. 10	26-30 (T)	
138.	Packers ..	.. 18	26-1-35 (T)
		6	24-1-32- $\frac{1}{2}$ -35 (A)	
139.	Layerson	.. 30	30-2-40-1-50 (A)	} 41-2-65
140.	Form carriers	.. 6	30-2-40-1-50 (A)	
		<u>1,579</u>		

*Statement showing the number of posts under each category
of the Revised Scales of Pay*

SCALE	No. OF POSTS
26-1-40	30,504
26-1-45	3,302
30-1-45	6,903
30-1-50	32,483
30-1-42-2-60	10,238
41-2-65	12,693
41-2-61-3-85	604
45-2-55-3-100-4-120	10,426
50-2-64-3-85	4,618
50-3-92-4-100	2,331
50-3-92-4-120	24,096
62-3-92-4-100	127
62-3-92-4-120	1,492
85-3-100-4-120	185
75-3-105-4-125-5-150	3,017
90-4-110-5-150	5,313
90-4-110-5-150-7½-180	7,443
90-4-110-5-155-7½-200	1,960
100-5-140-7½-200	2,146
120-5-140-7½-200	404
120-5-150-7½-210-10-250	291
120-5-150-7½-210-10-300	2,682
150-7½-210-10-250	2,011
150-7½-210-10-280	417
150-7½-210-10-300	1,879
180-7½-210-10-300	609
180-7½-210-10-290-15-350	630
200-10-250-15-350	708
200-10-310-15-400	328
250-10-310-15-400	57
250-10-300-15-450	84
250-10-300-20-500	1,587
250-20-450-25-600	249
No change, fixed etc.,	591
Total	1,72,408