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**OF THE**

**THIRD CENTRAL PAY COMMISSION**

**1973**

**Volume II**  
**(PART I)**

**MINISTRY OF FINANCE**  
**GOVERNMENT OF INDIA**

**COMPLETE TABLE OF CONTENTS  
FOR VOLUMES I TO IV  
CONTENTS**

**CHAPTER**

**VOLUME I—PART I—INTRODUCTORY**

1. Our Terms of Reference and Its Scope
2. Procedure of Work
3. Employment under the Central Government

**PART II—GENERAL PRINCIPLES INCLUDING ECONOMIC AND FINANCIAL  
CONSIDERATIONS**

4. Economic Situation and Financial Resources
5. Principles of Pay Determination
6. Minimum Remuneration
7. Starting Salary of Class I Services and Maximum Salary under the Government

**PART III—PAY SCALES—ORGANISED SERVICES AND COMMON CATEGORIES**

8. General Recommendations on Pay Structure (including a section on Promotion Policies and Selection Grades)
9. Headquarters Organisation of the Government of India
10. Office Staff in Non-Secretariat Organisations
11. All India Services
12. Central Services Class I
13. Class II Services and Posts
14. Engineering Services
15. Scientific Services
16. Medical Services
17. Economists and Statisticians
18. Class IV Staff
19. Workshop Staff
20. Common Categories—
  - I. Teachers and other Educational Staff
  - II. Storekeeping Staff
  - III. Fire Service Staff
  - IV. Drivers of Motors Vehicles
  - V. Librarians and other Library Staff
  - VI. Telephone/Teleprinter/Telex Operators
  - VII. Marine Staff
  - VIII. Other Common Categories

**VOLUME II— PART I**

21. Ministry of Agriculture
22. Ministry of Commerce
23. Ministry of Communications
24. Ministry of Defence
25. Ministry of Education and Social Welfare
26. Ministry of External Affairs

CHAPTER

27. Ministry of Finance
28. Ministry of Health and Family Planning
29. Ministry of Home Affairs
30. Ministry of Industrial Development
31. Ministry of Information and Broadcasting
32. Ministry of Irrigation and Power

VOLUME II—PART II

33. Ministry of Labour and Rehabilitation
34. Ministry of Law and Justice
35. Ministry of Planning
36. Ministry of Railways
37. Ministry of Shipping and Transport
38. Ministry of Steel and Mines
39. Ministry of Tourism and Civil Aviation
40. Ministry of Works and Housing
41. Department of Atomic Energy
42. Department of Science and Technology
43. Department of Supply
44. Cabinet Secretariat
45. Others:

- I. Petroleum and Chemicals
- II. President's Secretariat
- III. Vice-President's Secretariat
- IV. Prime Minister's Secretariat
- V. Department of Parliamentary Affairs

46. Union Territories
47. Union Territories (Continued)

VOLUME III—ARMED FORCES PERSONNEL

48. Reference and Procedure
49. Our Approach to Armed Forces Pay
50. Service Officers Pay
51. Pay Structure of Personnel below officer rank
52. Allowances and Benefits of Servicemen
53. Non-effective Benefits of Servicemen
54. Fixation of pay in the proposed Scales and cost of recommendations

VOLUME IV—PART I—ALLOWANCES & FACILITIES

55. Dearness Allowance
56. Compensatory Allowances
  - I. Compensatory (City) Allowance
  - II. House Rent Allowance
  - III. Housing Facilities
  - IV. Rent Free Quarters
  - V. Other Compensatory Allowances
  - VI. All-India Transfer Liability Allowance
  - VII. Risk Allowance
  - VIII. Transport between place of work and residence

57. Travelling Allowance
58. Leave Travel Concessions
59. Educational Facilities and Allowances
- PART II—DEATH-CUM-RETIREMENT BENEFITS
60. Death-cum-Retirement Benefits
- PART III—CONDITIONS OF SERVICE, AMENITIES ETC.
61. Hours of Work, Holidays, and Overtime Allowance
62. Leave Entitlements
63. Medical Facilities
64. Staff Amenities :
- I. Uniforms, Protective Clothing and Protective Accessories
  - II. Canteen Facilities
  - III. Advances to Government servants
  - IV. Other Welfare measures
65. Miscellaneous :
- I. Classification of Services
  - II. Temporary and Quasi-Permanent Status
  - III. Industrial and non-industrial Employees
- PART IV—OTHER MATTERS
66. Staffing and Efficiency in Government Service
67. (I) Date of Effect of our Recommendations on Pay and Pension  
(II) Fixation of Pay in proposed scales  
(III) Cost of our Recommendations
- ACKNOWLEDGEMENTS**
- NOTES OF DISSENT**
- SUMMARY OF RECOMMENDATIONS**
- ANNEXES**
- I. Interim Report
  - II. Second Interim Report
  - III. Third Interim Report
  - IV. Questionnaire
  - V. Offices, Establishments, etc. visited by the Pay Commission
  - VI. Prominent public men, Economists, retired Government officials, with whom Commission had discussions
  - VII. Service Associations and representatives of Groups of employees who tendered evidence before the Commission
  - VIII. Government officials, who tendered evidence before the Commission

## TABLE OF CONTENTS

(Volume II Part—I)

PARA No.	CHAPTER	PAGE No.
	<b>21 MINISTRY OF AGRICULTURE</b>	
	<b>I. Department of Agriculture :</b>	
3	General . . . . .	1
23	Directorate of Economics and Statistics . . . . .	6
24	Directorate of Extension . . . . .	7
30	Directorate of Plant Protection, Quarantine and Storage . . . . .	8
35	Delhi Milk Scheme . . . . .	8
39	Directorate of Marketing and Inspection . . . . .	9
45	Central Ground Water Board . . . . .	10
48	Delhi Zoological Park . . . . .	11
49	All India Soil and Land Use Survey Organisation . . . . .	11
50	Tractor Training and Testing Centres . . . . .	11
54	Pre-Investment Survey of Forest Resources . . . . .	11
58	Regional Poultry and Random Sample Laying Test Unit . . . . .	12
59	Directorates of Development of various commodities . . . . .	12
61	Forest Research Institute and Colleges . . . . .	13
68	Directorate of Agricultural Aviation . . . . .	16
72	Fisheries Organisation . . . . .	17
87	<b>II. Departments of Community Development and Co-operation . . . . .</b>	<b>20</b>
	<b>III. Department of Food :</b>	
91	General . . . . .	20
97	Directorate of Sugar and Vanaspati . . . . .	22
99	National Sugar Institute, Kanpur . . . . .	22
	<b>22 MINISTRY OF COMMERCE</b>	
	<b>A. Department of Foreign Trade</b>	
1	General . . . . .	24
2	Secretariat . . . . .	24
12	Chief Controller of Imports and Exports Organisation . . . . .	25
22	All India Handicrafts Board . . . . .	27
27	Tariff Commission . . . . .	27
33	Textile Commissioner . . . . .	28
48	Jute Commissioner . . . . .	30
52	Directorate of Commercial Intelligence and Statistics . . . . .	31
54	Development Commissioner, Kandla Free Trade Zone . . . . .	31
55	Custodian of Enemy Property . . . . .	31
	<b>B. Department of Internal Trade</b>	
57	General . . . . .	32
58	Civil Supplies Organisation . . . . .	32
61	Directorate of Weights and Measures . . . . .	32
64	Forward Markets Commission . . . . .	32
	<b>23 MINISTRY OF COMMUNICATIONS</b>	
	<b>I. Department of Communication</b>	
1	General . . . . .	33
3	Wireless Planning and Coordination Branch . . . . .	33

PARA No.	CHAPTER	PAGE No.
9	Monitoring Organisation . . . . .	34
10	Overseas Communications Service . . . . .	34
	<b>II. Posts and Telegraphs Department</b>	
23	Introductory . . . . .	37
28	The Posts and Telegraphs Board . . . . .	37
30	The Posts and Telegraphs Directorate . . . . .	38
36	Telecommunication Research Centre . . . . .	38
43	<b>III. Class I and Class II Services and Posts . . . . .</b>	<b>39</b>
44	Indian Postal Service Class I . . . . .	40
45	Telegraph Engineering Service Class I . . . . .	40
46	Indian Posts and Telegraphs Traffic Service Class I . . . . .	40
47	Telegraph Traffic Service Class I and Class II . . . . .	40
52	Postmasters Class I, Postmasters Service Class II and Postal Superintendents Service Class II . . . . .	41
60	Telegraph Engineering Service Class II . . . . .	42
61	Posts and Telegraphs Accounts and Finance Service Class II . . . . .	42
64	General Central Service Class I and Class II . . . . .	43
65	Posts in the Telecommunication Factories, Civil Engineering Wing, Mail Motor Service, etc. . . . .	43
	<b>IV. Clerical Staff</b>	
76	In the administrative offices . . . . .	45
	In the Operating offices . . . . .	45
91	<b>V. Postal Branch . . . . .</b>	<b>47</b>
94	Postal Signallers . . . . .	48
95	Town Inspectors and Wireless Licence Inspectors . . . . .	48
97	Treasurers and Assistant Treasurers . . . . .	48
99	Post Office/Railway Mail Service/Departmental Telegraph Office Accountants and Assistant Accountants . . . . .	48
102	Time Scale Sub Postmasters . . . . .	49
105	Lower Selection Grade and Higher Selection Grade Postmaster categories . . . . .	49
109	<b>VI. Railway Mail Service Branch . . . . .</b>	<b>50</b>
111	Sorters . . . . .	51
116	Supervisory categories . . . . .	51
119	<b>VII. Inspectors and Assistant Superintendent of Post Offices and Railway Mail Service . . . . .</b>	<b>52</b>
127	<b>VIII. Postmen, Supervisory Postmen, etc. . . . .</b>	<b>54</b>
133	Mail Guards and Head Mail Guards . . . . .	55
137	<b>IX. Telegraph Traffic Branch . . . . .</b>	<b>55</b>
140	Telegraphists . . . . .	55
147	Assistant Telegraph Masters . . . . .	57
148	Telegraph Masters . . . . .	57
149	Telegraph Traffic Supervisors . . . . .	57
152	Telegraph Overseers and Munshis . . . . .	57
153	<b>X. Telegraph Engineering Branch . . . . .</b>	<b>58</b>
154	Telephone Operators and Monitors . . . . .	58
160	Wireless Operators, Repeater Station Assistants, etc. . . . .	59
169	Telecommunication Mechanics . . . . .	61
171	Cable Jointers . . . . .	61
174	Wiremen . . . . .	62
178	Line Staff . . . . .	62
182	Ex-Company Staff . . . . .	63
	<b>XI. Miscellaneous Organisations and Posts</b>	
183	P&T Directorate . . . . .	64
184	Telecommunication Research Centre . . . . .	64

PARA No.	CHAPTER	PAGE No.
186	Returned Letter Offices . . . . .	64
189	Foreign Post Organisation . . . . .	64
191	Postal Stores Depots . . . . .	65
192	<b>Saving Bank Control Organisation . . . . .</b>	<b>65</b>
195	Telecommunication Accounts Organisation . . . . .	65
196	Mail Motor Organisations . . . . .	66
199	Telecommunication Factories . . . . .	66
201	Telecommunication Stores Organisation . . . . .	67
205	Testing Organisation . . . . .	68
206	P&T Civil Engineering Wing . . . . .	68
207	P&T Dispensaries . . . . .	68
208	Miscellaneous posts . . . . .	68
211	<b>XII. Class IV staffs . . . . .</b>	<b>68</b>
212	Boy Peons and Boy Messengers . . . . .	69
213	Test and Non Test Categories . . . . .	69
215	Telegraphmen . . . . .	69
218	Jamadars . . . . .	69
220	<b>XIII. General and Special Conditions of service of P&amp;T Staff . . . . .</b>	<b>70</b>
221	Holidays . . . . .	70
222	Weekly Offs . . . . .	70
223	Alternate Set System . . . . .	70
224	Split Duty . . . . .	71
225	Outstation Allowance . . . . .	71
226	Night Halt Allowance . . . . .	71
24	<b>MINISTRY OF DEFENCE . . . . .</b>	<b>72</b>
25	<b>MINISTRY OF EDUCATION AND SOCIAL WELFARE</b>	
1	<b>I. General . . . . .</b>	<b>79</b>
	<b>II. Department of Education</b>	
2	(i) General . . . . .	79
4	(ii) Class I and class II posts . . . . .	79
11	(iii) Class III and Class IV posts . . . . .	81
12	Anthropological Survey of India . . . . .	81
17	Directorate of Adult Education . . . . .	83
18	Central Hindi Directorate . . . . .	83
19	Commission for Scientific and Technical Terminology . . . . .	83
20	Directorate of National Fitness Corps . . . . .	84
21	The Asian Institute of Educational Planning and Administration, New Delhi . . . . .	84
22	Directorate of Practical Training in Mining, Dhanbad . . . . .	84
	<b>III. Department of Culture</b>	
23	General . . . . .	84
24	Archaeological Survey of India . . . . .	84
32	National Gallery of Modern Art . . . . .	87
33	Indian War Memorial Museum . . . . .	87
34	National Museum . . . . .	87
38	National Archives of India . . . . .	89
39	National Library . . . . .	89
40	Central Reference Library . . . . .	90
41	Central Institute of Indian Languages . . . . .	90
	<b>IV. Department of Social Welfare</b>	
42	General . . . . .	90
43	Secretariat proper . . . . .	91

PARA No.	CHAPTER	PAGE No.
44	Office of the Commissioner for Scheduled Castes and Scheduled Tribes . . . . .	91
45	Regional Pre-Vocational Training Centre . . . . .	91
47	Training Centre for the Adult Deaf . . . . .	91
49	National Centre for the Blind . . . . .	92
51	Model School for Mentally Deficient Children . . . . .	93
52	School for Partially Deaf Children . . . . .	94
53	Social Welfare and Rehabilitation Directorate . . . . .	94
55	Central Bureau of Correctional Services . . . . .	95
56	Office of the Director General Backward Classes Welfare. . . . .	96
	<b>26 MINISTRY OF EXTERNAL AFFAIRS</b>	
1	General . . . . .	97
4	Indian Foreign Service (A) . . . . .	97
7	Indian Foreign Service (B) . . . . .	98
14	Information Service of India. . . . .	99
16	Other posts . . . . .	99
	<b>27 MINISTRY OF FINANCE</b>	
3	<b>I. Department of Banking</b> . . . . .	102
	<b>II. Department of Economic Affairs</b>	
16	India Government Mints . . . . .	103
27	Security Paper Mill, Hoshangabad . . . . .	106
34	India Security Press, Nasik . . . . .	107
44	Bank Note Press, Dewas . . . . .	109
53	National Savings Organisation . . . . .	111
	<b>III. Department of Expenditure</b>	
59	Central Cost Accounts Pool . . . . .	112
62	Bureau of Public Enterprises . . . . .	113
	<b>IV. Department of Revenue and Insurance</b>	
70	Class I and Class II posts . . . . .	115
77	Class III and Class IV posts . . . . .	117
94	Central Revenue Chemical Service and Laboratories . . . . .	122
99	Office of the Controller of Insurance . . . . .	123
	<b>V. Audit and Accounts Departments</b>	
107	Class II posts . . . . .	125
118	Class III posts . . . . .	127
	<b>28 MINISTRY OF HEALTH AND FAMILY PLANNING</b>	
	<b>I. General Department of Health</b>	
1	Central Public Health Environmental and Engineering Organisation . . . . .	135
4	Other posts in the Secretariat of the Department of Health . . . . .	136
11	Directorate General of Health Services . . . . .	136
12	Central Drugs Standard Control Organisation . . . . .	138
29	Central Drugs Laboratory . . . . .	139
34	Central India Pharmacopoeia Laboratory . . . . .	139
38	Central Food Laboratory . . . . .	139
39	B.C.G. Vaccine Laboratory . . . . .	140
41	Department of Serologist and Chemical Examiner . . . . .	140
45	Central Research Institute . . . . .	141
48	National Institute of Communicable Diseases/National Malaria Eradication Programme . . . . .	141
52	Port/Airport Health Organisation . . . . .	142
54	Rural Health Training Centre . . . . .	142
56	Lady Reading Health School . . . . .	142
60	National Trachoma Control Programme . . . . .	143
64	College of Nursing . . . . .	143
65	All India Institute of Physical Medicine and Rehabilitation . . . . .	144

PARA NO.	CHAPTER	PAGE No.
73	Hospital for Mental Diseases . . . . .	144
79	Jawaharlal Institute of Post—Graduate Medical Education and Research . . . . .	145
86	National Tuberculosis Institute . . . . .	146
91	Medical Stores Organisation . . . . .	146
96	All India Institute of Hygiene and Public Health . . . . .	147
105	Willingdon and Safdarjang Hospitals . . . . .	149
109	Non-Medical Scientific and Teaching posts under the Department of Health . . . . .	149
116	<b>II. Department of Family Planning—General . . . . .</b>	<b>152</b>
117	Department of Family Planning—Secretariat . . . . .	152
127	Department of Family Planning—Subordinate offices . . . . .	153
29	<b>MINISTRY OF HOME AFFAIRS</b>	
1	General . . . . .	156
3	Class I and Class II posts . . . . .	156
23	Class III and Class IV posts . . . . .	159
37	Police Personnel . . . . .	162
77	Hindi posts . . . . .	169
30	<b>MINISTRY OF INDUSTRIAL DEVELOPMENT</b>	
1	General . . . . .	172
3	Secretariat . . . . .	172
7	Directorate General of Technical Development . . . . .	173
23	Director General of Patents, Designs and Trade Marks . . . . .	175
29	Development Commissioner, Small Scale Industries . . . . .	176
36	Research and Development Organisation for Electrical Industry, Bhopal . . . . .	177
37	Salt Commissioner, Jaipur . . . . .	178
45	Chief Inspector of Explosives, Nagpur . . . . .	179
49	Bureau of Industrial Costs and Prices . . . . .	180
31	<b>MINISTRY OF INFORMATION AND BROADCASTING</b>	
1	General . . . . .	181
3	Central Information Service . . . . .	181
17	Directorate of Advertising and Visual Publicity . . . . .	185
21	Press Information Bureau . . . . .	185
23	Publication Division . . . . .	186
26	Directorate of Field Publicity . . . . .	186
30	National Film Archives of India . . . . .	187
31	Song and Drama Division . . . . .	187
33	Photo Division . . . . .	187
36	Film and Television Institute . . . . .	188
42	Films Division . . . . .	189
58	All India Radio . . . . .	192
32	<b>MINISTRY OF IRRIGATION AND POWER</b>	
4	<b>I. Secretariat . . . . .</b>	<b>198</b>
5	<b>II. Central Water and Power Commission . . . . .</b>	<b>199</b>
6	Class I and II posts . . . . .	199
9	Class III posts . . . . .	200
	<b>III. Other Organisations</b>	
	Farakka Barrage Control Board, Badarpur Thermal Project Control Board, Ganga Basin Water Resources Circle—	
10	Class I and II posts . . . . .	200
12	Class III and IV posts . . . . .	200
15	Artisan and Workshop staff . . . . .	200

## CHAPTER 21

### MINISTRY OF AGRICULTURE

The Ministry of Agriculture comprises the following Departments:—

- I. Department of Agriculture,
- II. Department of Community Development and Cooperation, and
- III. Department of Food.

#### I. DEPARTMENT OF AGRICULTURE

The Department of Agriculture is responsible for the formulation of policies and programmes for agricultural production, the overall supply and availability of agricultural inputs, guidance to State Governments in the implementation of agricultural programmes and the promotion of agricultural research. Matters relating to locust control, plant quarantine,

crop and cattle insurance, animal husbandry, development of agro-industries, fishing and fisheries, forestry policy, land reforms, soil conservation etc., also fall within the purview of this department. There are several attached and subordinate offices under this department each entrusted with specific jobs in the different fields of agriculture. Apart from the Indian Council of Agricultural Research, which has an autonomous status, the department has four corporations under its administrative control, namely, the National Seeds Corporation, the State Farm Corporation, Central Fisheries Corporation and Indian Dairy Corporation.

2. The total staff strength of the department, including the various organisations under its control is 13899. The class-wise distribution is shown in the table below:—

TABLE I

Serial Number	Name of office	Class I	Class II	Class III	Class IV	Total
1	2	3	4	5	6	7
1.	Department of Agriculture (Secretariat)	201	429	458	226	1314
2.	Directorate of Economics and Statistics	74	103	422	86	685
3.	Directorate of Extension	41	46	358	173	618
4.	Directorate of Plant Protection, Quarantine and Storage	51	69	489	252	861
5.	Directorate of Marketing and Inspection	30	232	734	416	1412
6.	Delhi Milk Scheme	28	63	1108	1311	2510
7.	Forest Research Institute and Colleges	89	122	824	801	1836
8.	Commodity Development Directorates	46	62	353	119	580
9.	Central Ground Water Board	32	72	698	214	1016
10.	Fisheries Organisations	56	76	725	202	1059
11.	Others	134	225	935	714	2008
<b>TOTAL.</b>		<b>782</b>	<b>1499</b>	<b>7104</b>	<b>4514</b>	<b>13899</b>

3. The Secretariat of the Department has a number of wings each of which is responsible for the planning and implementation of the specified items of work. The overall supervision of the wings is the responsibility of the concerned Additional Secretary or Joint Secretary in the Department. Under each wing there are divisions which are headed either by a Commissioner or a Joint Commissioner or a secretariat officer depending upon the nature of work. Below this level there are Deputy Commissioners and Assistant Commissioners on the technical side assisted by the usual complement of secretariat staff.

4. There is one post each of Agricultural Commissioner and Animal Husbandry Commissioner in the secretariat of the Department. Both these 3 M of Fin./73—1

posts were in the pay scale of Rs. 2000—125/2—2250 till December, 1972 when the post of Agricultural Commissioner was upgraded to the scale of Rs. 2500—125/2—2750 with the ex-officio status of a Joint Secretary. The field of recruitment for these posts is from among officers of the status of the Directors of Agriculture/Animal Husbandry in the State Governments or having equivalent or higher status under the Central Government with at least 20 years' experience in the field of agriculture/animal husbandry. These two officers function as Principal Advisers to the Government in formulation of agricultural programmes. Having regard to the duties of these functionaries, the importance of their role and the field of recruitment, we recommend that both these posts may be placed in the scale of Rs. 2500—3000.

5. There are 22 posts of Joint Commissioner in the following scales of pay:—

TABLE II

Serial Number	Scale of pay	Designation of post	Number of posts	Method of recruitment
1	2	3	4	5
1.	Rs. 1800-100-2000	Joint Commissioner— (i) Cash Crops . . . . . (ii) Minor Irrigation . . . . . (iii) State Liaison . . . . . (iv) Extension & Training . . . . . (v) Agricultural Census . . . . . (vi) Plan Coordination . . . . .	1 1 1 1 1 1	By deputation from State Governments or Central Agricultural Departments. Promotion from Deputy Commissioner. By deputation of IAS etc., officers. Do. Recruitment Rules not finalised. By deputation from Indian Economic Service.
2.	Rs. 1600-100-2000	Joint Commissioner, (Fertilizer, Shipping & Distribution).	1	By transfer on deputation or short-term contract.
3.	Rs. 1600-100-1800	Joint Commissioner— (i) Livestock Production . . . . . (ii) Cattle Breeding Farm . . . . . (iii) Sheep . . . . . (iv) Dairy Development . . . . . (v) Fisheries . . . . .  (vi) Argo-Industries . . . . . (vii) Food Crops . . . . .  (viii) Project . . . . . (ix) Machinery . . . . .  (x) Livestock Health . . . . . (xi) Poultry . . . . . (xii) Cotton . . . . . (xiii) Soil Conservation . . . . .	1 1 1 1 1  1 1  1 1  1 1 1 1	By promotion from Deputy Commissioner. Direct recruitment from amongst those having Doctorate in Zoology with 5 years' experience. By promotion from Deputy Commissioner. By transfer on deputation from State Governments with 10 years' experience. Recruitment Rules not finalised. Direct recruitment from amongst Bachelors in Mechanical Engineering or Agricultural Engineering with 12 years' experience. Recruitment Rules not finalised. Do. Do. By transfer promotion or direct.
4.	Rs. 1300-60-1600-100-1800	Joint Commissioner— (i) Water Utilisation . . . . .  (ii) Export promotion . . . . .	1  1	By transfer on deputation of Irrigation Engineer. By deputation of I.A.S. officers.

We have been informed by the Department that earlier the posts of Joint Commissioner carried different designations such as Irrigation Adviser, Fisheries Development Adviser, Dairy Development Adviser. Following the reorganisation in 1968 all these posts were redesignated as Joint Commissioner but continued on different scales of pay. The official witnesses felt that with a view to attract more qualified and experienced persons, and taking note of the duties and responsibilities, as also to avoid multiplicity of pay scales, all the Joint Commissioners may be treat-

ed uniformly and given a somewhat better scale than the current medium level. The posts appear to have been sanctioned in different scales of pay taking into account the field of specialisation required, method of recruitment etc. Having regard to these features, we recommend the scale of Rs. 2000—2250 for the posts in the existing scales of Rs. 1600—2000, and Rs. 1800—2000 and the scale of Rs. 1800—2000 for those in the scales of Rs. 1300—1800 and Rs. 1600—1800.

6. There are 33 posts of Deputy Commissioner as per the details given in the table below:—

TABLE III

Serial Number	Scale of pay	Designation of post	Number of posts	Method of recruitment		
1	2	3	4	5		
1.	Rs. 1300-60-1600	Deputy Commissioner—				
		(i) World Food Programme Project	1	By promotion from Assistant Commissioner in the particular discipline.		
		(ii) Sheep	1			
		(iii) Dairy Products	1			
		(iv) Poultry	1			
				(v) Cattle Development	1	50% by promotion from Assistant Commissioner and 50% by transfer on deputation.
				(vi) Intensive Cattle Development Programme.	1	
				(vii) Slaughter Houses and Bacon Factories.	1	
			Rs. 1300-60-1600	(viii) Livestock Health	1	Direct recruitment from amongst graduates in Veterinary Science with Post Graduate degree in Animal Diseases Control and 10 years' experience.
				(ix) Feed & Fodder	1	By transfer on deputation, failing which by direct recruitment from amongst M.Sc.s. in Agronomy with 10 years' experience.
				(x) Fisheries Planning	1	Direct recruitment from amongst persons possessing Master's Degree in Fisheries Technology/Zoology with 10 years' experience in Research Marketing/Fisheries Development.
		(xi) Education & Trade	1			
		(xii) Machinery	1	By transfer on deputation.		
		(xiii) Minor Irrigation	2	By transfer on deputation.		
		(xiv) Soils	1	By transfer on deputation.		
Rs. 1300-60-1600		(xv) Soil Conservation, Inspection & Coordination.	1	Direct recruitment from amongst M.Sc.s. in Agronomy or Soil Science or Association of IARI in Agronomy with 10 years' experience.		
		(xvi) Soil Conservation, Training & Research.	1			
		(xvii) Soil Conservation Engineering	1	Direct recruitment from amongst Bachelors in Civil or Agricultural Engineering with 10 years' experience including 5 years in Soil Conservation Engineering.		
		(xviii) Export Promotion	1	By transfer on deputation.		
		(xix) Soil Conservation Forests	1	By deputation of Indian Forest Service Officers.		
		(xx) Water Management	4	Recruitment Rules not finalised.		
		(xxi) Rural Works Programme	1	Do.		
2.	Rs. 1100-50-1400	Deputy Commissioner—				
		(i) Horticulture	1	By transfer on deputation.		
		(ii) Commercial Crops	2	50% by promotion from Assistant Commissioner and 50% by deputation.		
		(iii) Freedom from Hunger Campaign	1	By transfer on deputation including short-term contract.		
		(iv) Agriculture Credit	1	By transfer/deputation.		
		(v) Movement	1	By transfer on deputation including short-term contract.		
		(vi) Marginal Farmers & Agricultural Labourers.	1	Recruitment Rules not finalised.		
(vii) Port Organisation & Projects	1	Do.				

We have taken note of the qualifications and the method of recruitment for these posts and consider that the existing differentiation in the pay scales is justified. We accordingly recommend the pay scale of Rs. 1500—1800 for posts in the scale of Rs. 1300—1600 and the scale of Rs. 1300—1700 for the posts in the scale of Rs. 1100—1400.

7. There are 37 posts of Assistant Commissioner in the pay scale of Rs. 700—40—1100—50/2—1250 for which the scale of Rs. 1050—1600 would be appropriate. For the one post of Assistant Commissioner (Fisheries Planning) which is on the scientific scale of pay of Rs. 700—50—1250, the scale

recommended for corresponding scientific posts in Chapter 15 would apply.

8. There is one post of Special Officer (Progress) in the pay scale of Rs. 590-30-830-35-900 which is filled by direct recruitment from amongst persons possessing a Master's degree in Agricultural Economics or M.Sc. Agriculture with 3 years' experience in collection, analysis and interpretation of data in the field of agriculture. Having regard to the prescribed qualifications, we recommend the pay scale of Rs. 700—1300.

9. For the following posts we recommend the pay scales indicated against each:—

TABLE IV

Serial Number	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Photo Officer	1	Rs. 400-25-500-30-590-EB-30-800.	Rs. 650—1200
2.	Progress Assistant	6	Rs. 150-10-250-EB-10-290-15-320.	Rs. 330—560
3.	Research Investigator (Forestry)	2	Rs. 320-15-470-EB-15-530.	Rs. 550-900

10. The Department of Agriculture is also responsible for the administration of the Indian Forest Service in consultation with the Department of Personnel. The highest post available to the members of the Indian Forest Service under the Central Government is that of Inspector General of Forests on a pay of Rs. 3000/- (fixed). The Inspector General of Forests is the principal adviser to the Government on forestry matters and is responsible for the overall policy and programme of forest development in the country including supervision and coordination of the State sector programmes, supervision of research and training programmes in the Forest Research Institute and Colleges etc. Having regard to the duties and responsibilities of the post, we recommend the scale of Rs. 3000—3500.

11. There are a number of Class I posts under the Department in the standard Class I senior and Class I junior scales of pay applicable to the scientific, engineering and non-technical posts. We recommend that all these posts should be brought over to the appropriate revised scales recommended by us for posts at these levels.

12. For the following Class I posts in the scale of Rs. 1100-50-1400 we recommend the scale of Rs. 1300-1700 :—

TABLE V

Serial Number	Designation of post	Organisation	No. of posts
1	2	3	4
1.	Specialist (Poultry/Animal Husbandry).	Secretariat	2
2.	Specialist (Agricultural Implements/Irrigation/Water-use/Hydrology/Sedimentation).	..	5

1	2	3	4
3.	Specialist (Plant Protection Pathology).	Secretariat	2
4.	Specialist (Plant Protection)	..	2
5.	Specialist (Soils & Fertilisers/Soil Testing and Fertilisers Use).	..	3
6.	Specialist (Horticulture)	..	1
7.	Joint Director (High Yielding Varieties Programme).	..	2
8.	Joint Project Director	..	1
9.	Director of Accounts	..	1
10.	Equipment Officer	Directorate of Agricultural Aviation.	1
11.	Senior Dairy Manager	Delhi Milk Scheme	1
12.	Managers (Processing/Procurement/Quality Control/Distribution).	..	4
13.	Director of Administration	Directorate of Marketing & Inspection	1
14.	Chief Hydrogeologist.	Central Ground Water Board.	1
15.	Specialist (Ground Water Development).	..	1
16.	Joint Director (Extension/Women Programme Farmers' Training/Farm Information/Information/Livestock).	Directorate of Extension.	7
17.	Principal	Extension Education Institute.	1

Serial Number	Designation of post	Organisation	No. of posts
1	2	3	4
18.	Director and Deputy Economic & Statistical Adviser (Editing).	Directorate of Economics & Statistics.	1
19.	Officer-in-Charge	Regional Stations on Forage Production & Demonstration.	3
20.	Geneticist.	Regional Poultry Farms.	3
21.	Director	Central Cattle Breeding Farms.	3
22.	Registrar	Forest Research Institute & Colleges	1
23.	Principal and Head of Biological Research, Southern Forest Ranger College.	"	1
24.	Editor	Forest Research Institute & Colleges	1
25.	Deputy Director	Central Institute of Fisheries Operatives.	1
26.	Project Director	Pre-Investment Survey of Fishing Harbours.	1

13. There are two posts of Director in the Tractor Training Centres at Hissar and Budni in the scale of Rs. 1100-50-1300-60-1600 which are filled by direct recruitment from amongst degree holders in mechanical/agricultural engineering with 6 years' teaching experience and knowledge of the operation,

maintenance and repairs of heavy and light tractor mobile equipment. We recommend the scale of Rs. 1500—1800 for these posts.

14. For the following posts in the scale of Rs. 1300-60-1600, we recommend the scale of Rs. 1500—1800:—

TABLE VI

Serial Number	Designation of post	Organisation	No. of posts
1	2	3	4
1.	Director (Agricultural Implements).	Secretariat	1
2.	Director (Farm Advisory Unit).	"	1
3.	Director (Dry Farming)	"	1
4.	Director (High Yielding Varieties Programme).	"	1
5.	Deputy Director (Plant Disease/Training).	Directorate of Plant Protection, Quarantine & Storage.	2
6.	Officer on Special Duty	Delhi Milk Scheme	1
7.	Deputy General Manager (Administration/Technical)	"	2
8.	Financial Adviser & Chief Accounts Officer.	"	1

15. For the Class I posts in the scales of pay indicated in the table below, we recommend the revised scales shown against each :—

TABLE VII

Sl. No.	Existing scale of pay	Designation of posts	Number of posts	Proposed scale of pay
1	2	3	4	5
1.	Rs. 1800-100-2000	Agriculture Marketing Adviser Director (Rural Works Programme) Director (Internal Finance)	1 1 1	Rs. 2000-2250
2.	Rs. 1600-100-2000	Chairman, Delhi Milk Scheme	1	Rs. 1800-2250
3.	Rs. 1600-100-1800	Joint Agriculture Marketing Adviser Officer-on-Special Duty (Insecticides) (Secretariat) Plant Protection Adviser	1 1 1	Rs. 1800-2000
4.	Rs. 1300-60-1600-100-1800	Superintending Engineer, Central Ground Water Board	1	Rs. 1500-2000

16. At the Class II level, the scientific, engineering and general posts borne on the standard Class II pay scale of Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900 should be brought over on the scale of Rs. 650-1200.

17. There are a large number of posts in the Department in the pay scale of Rs. 325-15-475-EB-20-575. Some of the posts are of Senior Technical Assistant in the Secretariat of the Department, Direc-

torate of Plant Protection, Directorate of Extension, Pre-Investment Survey of Forest Resources, Regional Stations on Forage Production, Development Directorates and Delhi Zoological Park. The posts in this scale of pay exist in other organisations also with different designations, e.g. Technical Assistant in the Tractor Training Centre, Senior Analyst in Delhi Milk Scheme, Senior Chemist in Directorate of Marketing and Inspection, Assistant Marketing Officer in the Directorate of Marketing and Inspection, Senior

Marketing Intelligence Inspectors in the Directorate of Economics and Statistics etc. The posts in the pay scale of Rs. 325—575 are filled partly by direct recruitment mostly from amongst persons holding a Master's Degree in the particular subject such as Dairying, Agricultural, Botany, Fruit Technology, Chemistry, Economics, Mathematics, Agricultural Economics etc., and partly by promotion from the lower grades generally in the pay scales of Rs. 210-10-290-15-320-EB-15-425 and Rs. 250-10-290-15-320-EB-15-530. We have taken note of the qualifications, method of recruitment and duties and responsibilities of these posts and recommend that all the posts in the existing pay scale of Rs. 325—575 should be placed on the scale of Rs. 550—900.

18. Similarly in the different divisions and agencies of the Department there are posts of Technical Assistant, Agriculture Assistant, Publicity Assistant, Research Assistant, Marketing Intelligence Inspector, Exhibition Assistant, Information Assistant, Sales Assistant, Biological Assistant, Junior Chemist, Junior Inspector, Analyst, Production Assistant, Assistant Chemist, Executive Assistant, Horticulture Assistant, Junior Assistant (Agriculture), Marketing Assistant etc., in the pay scale of Rs. 210-10-290-15-320-EB-15-425. We recommend that all these and other posts on the existing pay scale of Rs. 210—425 should be brought over to the pay scale of Rs. 425—700.

19. There are two posts of Veterinary Assistant Surgeon—one each at the Central Sheep Breeding Farm, Hissar, and the Cattle Herd Registration Scheme, Rohtak in the pay scales of Rs. 325-15-475-EB-20-575 and Rs. 210-10-290-15-320-EB-15-425 respectively. The post at Hissar is filled by direct recruitment from amongst Bachelors in Veterinary Science possessing at least three years' experience in disease investigation work in a livestock farm, preferably in a Sheep Farm. The post at Rohtak is also filled by direct recruitment from amongst Degree or Diploma holders in Veterinary Science with experience of working at an artificial insemination station. Having regard to entry qualifications and experience and the duties for these posts, we recommend the pay scale of Rs. 550—900 for the post at Hissar and Rs. 425—750 for the post at Rohtak.

20. There are also a large number of posts under the Department in the pay scale of (i) Rs. 150-5-160-8-240-EB-8-280-10-300, (ii) Rs. 130-5-160-8-

200-EB-8-256-EB-8-280-10-300, and (iii) Rs. 130-5-160-8-200-EB-8-256-EB-8-280. Having regard to the duties and responsibilities attached to these posts and the method of recruitment, these posts should be allotted the scale of Rs. 330—560, except where indicated to the contrary in the succeeding paragraphs.

21. For the various posts in the pay scale of Rs. 110-3-131-4-155-EB-175-5-180 the scale of Rs. 260—400 is recommended.

22. For the Artisan category posts in the different sub-organisations of the department, the proposed scales have been shown in the table below :—

TABLE VIII

Serial Number	Existing scale of pay	Proposed scale of pay
(1)	(2)	(3)
1.	Rs. 75-1-85-EB-2-95 . . . . .	Rs. 200—280
2.	Rs. 85-2-95-EB-3-110 . . . . .	Rs. 200—280
3.	Rs. 85-2-95-3-128 . . . . .	Rs. 200—280
4.	Rs. 110-3-131 . . . . .	Rs. 260—350
5.	Rs. 100-3-121 . . . . .	Rs. 260—350
6.	Rs. 110-3-131-4-143-EB-4-155 . . . . .	Rs. 260—350
7.	Rs. 125-3-131-4-155-EB-4-175-5-180 . . . . .	Rs. 260—400
8.	Rs. 140-5-175 . . . . .	Rs. 320—400
9.	Rs. 131-4-155 . . . . .	Rs. 320—400
10.	Rs. 150-5-175-6-205 . . . . .	Rs. 330—480
11.	Rs. 150-4-170-5-205 . . . . .	Rs. 330—480
12.	Rs. 130-4-170-5-225 . . . . .	Rs. 330—480
13.	Rs. 150-5-175-6-205-EB-7-240 . . . . .	Rs. 380—560
14.	Rs. 168-8-256 . . . . .	Rs. 380—560
15.	Rs. 175-5-205-7-240 . . . . .	Rs. 380—560
16.	Rs. 130-5-160-8-200-EB-8-256-EB-8-280 . . . . .	Rs. 330—560
17.	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300 . . . . .	Rs. 330—560
18.	Rs. 205-7-240-8-280 . . . . .	Rs. 380—560

We may now discuss the posts which need detailed consideration by us owing to their special features.

#### Directorate of Economics & Statistics

23. The Directorate of Economics and Statistics is responsible for the collection, compilation and dissemination of agro-economic intelligence and statistics. The following categories of personnel are engaged in the field for collecting the market data regarding agricultural commodities :—

TABLE IX

SJ. No.	Designation of post	Number of posts	Existing pay scale	Method of recruitment
(1)	(2)	(3)	(4)	(5)
1.	Market Intelligence Inspector . . . . .	40	Rs. 210-10-290-15-320-EB-15-425	75% by direct recruitment, 25% by promotion from Technical Clerk (Rs. 150-300)
2.	Senior Market Intelligence Inspector . . . . .	14	Rs. 325 -15-475-EB-20-575	50% by direct recruitment, 50% by promotion from Market Intelligence Inspector.
3.	Market Intelligence Officer . . . . .	3	Rs. 350-25-500-30-800	50% by direct recruitment, 50% by promotion from Senior Market Intelligence Inspector

Government might examine whether direct recruitment at all the three consecutive levels is necessary when the academic qualifications prescribed for recruitment in all cases are at least Second Class Master's Degree in Economics, Commerce, Mathematics or Statistics. In addition, 3 years' experience of collection compilation and analysis of the data is essential in the case of the Market Intelligence Inspector and the Market Intelligence Officer but not in the case of the Senior Market Intelligence Inspector. We recommend the pay Scales of Rs. 425-700, Rs. 550-900 and Rs. 650-1200 for the Market Intelligence Inspector, Senior Market Intelligence Inspector and the Market Intelligence Officer respectively.

There are 8 posts of Proof Reader (Rs. 168-8-256-EB-8-280-10-300) for which we recommend the scale of Rs. 330-560.

#### Directorate of Extension

24. The Directorate of Extension is responsible for disseminating among the farmers the scientific knowledge gathered from agricultural research being conducted in agricultural institutes and universities. The Directorate tries to persuade the farmers to adopt improved techniques for food production and

to make the inputs available through the concerned agencies. The Directorate is under the charge of Joint Commissioner (Extension and Training).

25. The post of Exhibition Officer (Rs. 820-40-1100-50/2-1150) in this Directorate is filled by direct recruitment from amongst Degree holders with 5 years' experience of setting up and organising exhibitions. We recommend the pay scale of Rs. 1050-1600 for this post.

26. There is one post of Business Manager in the pay scale of Rs. 590-30-830-35-900 which is filled by direct recruitment from amongst graduates with 5 years' experience in a responsible managerial capacity in a publishing house. We recommend the pay scale of Rs. 840-1200 for this post.

27. The post of Assistant Livestock Officer (Rs. 350-25-500-30-590-EB-30-800) is filled from amongst graduates in Veterinary Science/Animal Husbandry with 3 years' experience. The scale of Rs. 650-1200 would be appropriate for this post.

28. For the following posts in this Directorate we recommend the revised pay scales indicated against each :—

TABLE X

Sl. No.	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Press Manager	1	Rs. 350-25-575	Rs. 550-900
2.	Assistant Technical Officer	1	Rs. 325-15-475	Rs. 550-750
3.	Camerman-cum Plate Maker	3	Rs. 210-10-290-15-320-EB-15-425	Rs. 425-700
4.	Assistant Camerman-cum Plate Maker	2	Rs. 130-5-160-8-200-EB-8-256-8-280-10-300	Rs. 330-560
5.	Assistant Artist (Retoucher)	1	Rs. 250-10-290-EB-15-380	Rs. 455-700
6.	Half-Tone (Etcher)	2	Rs. 200-10-290-EB-15-320	Rs. 425-600
7.	Etcher (Class II)	1	Rs. 140-5-175	Rs. 320-400
8.	Calligraphist	7	Rs. 205-7-240-8-280	Rs. 380-560
9.	Supervisor (Livestock)	5	Rs. 130-5-170	Rs. 260-430
10.	Camp Supervisor	1	Rs. 110-3-131-4-139	Rs. 260-350
11.	Paper Man	1	Rs. 100-3-130	Rs. 225-308
12.	Dark Room Assistant	2	Rs. 85-2-95-3-110-3-128	Rs. 200-280
13.	Tilter	1	Rs. 85-2-95-3-110-3-128	Rs. 200-280
14.	Warehousing Man	6	Rs. 75-1-85-2-95-EB-3-110	Rs. 200-260
15.	Inkman	1	Rs. 75-1-85-2-95-EB-3-110	Rs. 200-260

#### Extension Education Institute Nilokheri

29. For the following posts in the Extension Edu-

cation Institute, Nilokheri, the scales indicated against each in the table below would be appropriate:—

TABLE XI

Sl. No.	Designation of post	Number of post	Existing pay scale	Proposed scale of pay
1	2	3	4	5
1.	Training Officer (Smith and Carpentry)	2	Rs. 250-10-290-15-380	Rs. 455-700
2.	Artist-cum-Photographer	1	Rs. 150-5-175-6-205	Rs. 330-480
3.	Tubewell Operator	2	Rs. 110-3-131	Rs. 260-350

### Directorate of Plant Protection Quarantine & Storage

30. The Directorate of Plant Protection, Quarantine & Storage (P.P.Q.&S.) headed by the Plant Protection Adviser is responsible for rendering advice on matters relating to plant protection, plant quarantine, storage, locust control etc. There are two posts of Administrative Officer, one each in the Training Institute at Hyderabad and the Jodhpur office. The former, which is in the pay scale of Rs. 400-25-500-30-590-30-620-EB-30-680 is filled by deputation of Assistants (Rs. 210-530) of the Central Secretariat Service. The latter carries the scale of Rs. 590-30-830-35-900 and is filled by deputation of Section Officers. We recommend the pay scales of Rs. 650-960 and Rs. 840-1200 for these posts respectively.

31. There are 5 posts of Locust Technical Officer (Rs. 250-15-475-EB-20-575) of which 50 per cent are filled by promotion from Locust Warning Officer/Locust Assistant/Plant Quarantine Inspector/Research Assistant (Rs. 210-425) and the remaining by direct recruitment from amongst persons having a B.Sc. Degree in Agriculture with Entomology or an Honours Degree in Zoology with experience in Locust Control. There are also posts of Senior Technical Assistant/Technical Assistant (Selection Grade) in the pay scale of Rs. 325-575 which are filled entirely by promotion from Technical Assistants (Entomology)/Plant Quarantine Inspector/Locust Warning Officer/Locust Assistant (Mycology) (Rs. 210-425) with 5 years' experience. We recommend the pay scale of Rs. 550-900 for the Locust Technical Officer and the Senior Technical Assistant/Technical Assistant (Selection Grade). Government may examine whether these

cadres could be integrated to form a promotional cadre for the lower grades.

32. At present the Technical Assistants (Selection Grade) are eligible for promotion to 10 per cent of the posts of Assistant Plant Pathologist/Assistant Entomologist/Plant Protection Officer etc., in the pay scale of Rs. 350-900. While the direct recruitment qualifications for the Class III posts are B.Sc. (Agriculture) or Honours Degree in Zoology etc., the qualifications for the Class II posts is M.Sc. Degree with varying experience. We think that the promotional avenues for the Technical Assistants in this Directorate need improvement and, therefore, recommend that 25 per cent of the Class II gazetted posts at present in the pay scale of Rs. 350-900 should be reserved for the promotion of the departmental candidates.

33. There are 94 posts of Junior Technical Assistant in the pay scale of Rs. 110-4-150-EB-4-170-5-180-EB-5-200. These posts are filled by direct recruitment from amongst Matriculates possessing experience or training in field or laboratory work. The Junior Technical Assistant are responsible for assisting in the collection and maintenance of specimens of insects, fungi, parasites etc., causing plant diseases, information about pests, maintenance of pesticides and plant protection equipment etc. Having regard to their duties we recommend the pay scale of Rs. 260-430 for them.

34. For the following posts in this Directorate we recommend the revised pay scales as indicated against each in the table below :—

TABLE XII

Sl. No.	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Cataloguing Assistant (Mycology)	2	Rs. 150-10-250-EB-10-290-15-335-EB-15-380	Rs. 380-640
2.	Cataloguing Assistant (Entomology)	1	Rs. 150-10-250-EB-10-290-15-335-EB-15-380	Rs. 380-640
3.	Fumigation Operator	1	Rs. 100-3-130	Rs. 260-350
4.	Fumigation Attendant	12	Rs. 85-2-25-3-110	Rs. 200-260
5.	Junior Kamdar	1	Rs. 85-2-95-3-110	Rs. 200-260
6.	Locust Mukaddam	29	Rs. 75-1-85-EB-2-95	Rs. 190-240
7.	Plant Quarantine Supervisor	7	Rs. 130-5-160-8-256-EB-8-280-10-300	Rs. 290-560
8.	Assistant Locust Warning Officer	46		

### Delhi Milk Scheme

35. In the Delhi Milk Scheme there are two posts of Administrative Officer (Rs. 620-30-830-35-900) which are filled partly by promotion of Superintendents (Rs. 350-20-450-25-475) and partly by deputation from the Central Secretariat. Having regard to the method of recruitment for these posts, we recommend the scale of Rs. 840—1200.

For the three posts of Assistant Administrative Officer (Rs. 450-25-575) the scale of Rs. 700—900 would be appropriate.

The post of First P. A. to Chairman (Rs. 325-15-460) is filled by promotion of Stenographer (Rs. 210—425). We do not see any justification for continuing

the post in a non-standard scale of pay and would recommend that this post should be brought over on the scale of Rs. 550—750.

36. The Milk Tanker/Milk Van Drivers in the pay scale of Rs. 110—180 are given a special pay of Rs. 25 per mensem for keeping an account of the milk etc. Similarly, the artisan staff employed in the Cold Storage are given a special pay of Rs. 10 per mensem on account of the difficult and hazardous working conditions in the Cold Storage. We recommend that the existing arrangement of paying a special pay to these

personnel should continue. We do not recommend any change in the quantum of special pay.

37. There is one post of Stockman in the pay scale of Rs. 105-3-135 which is filled by direct recruitment of Matriculates with certificate of stockmanship. Similar posts in the Jersey Cattle Breeding Farm are in the scale of Rs. 110-3-131 with comparable qualifications. We recommend the pay scale of Rs. 260—350 for the Stockmen in both the organisations.

38. For the following posts in the Delhi Milk Scheme the revised pay scales as indicated against each would be appropriate :—

TABLE XIII

Sl. No	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Transport Inspector	5	Rs. 210-10-290-15-320	Rs. 425-600
2.	Tally Clerks	64	Rs. 105-3-135	Rs. 225-308
3.	Security Supervisor	4	Rs. 125-3-131-4-135-EB-4-167	Rs. 320-400
4.	Head Watchman	8	Rs. 85-2-95	Rs. 200-280
5.	Tally Attendant	1	Rs. 75-1-85-EB-2-95	} Rs. 190-240
6.	Meter Reader	1	Rs. 75-1-85-EB-2-95	
7.	Store Attendant	9	Rs. 75-1-85-EB-2-95	

For the 3 posts of Time-Keeper and one post each of Manager and Receptionist (Rs. 130—300), which are promotional posts for Lower Division Clerks, we recommend the scale of Rs. 330—560.

#### Directorate of Marketing & Inspection

39. The Directorate of Marketing & Inspection, headed by the Agricultural Marketing Adviser (Rs. 1800—2000) is responsible for the promotion of grading and standardisation of agricultural products and livestock and for rendering advice on agricultural marketing and allied subjects.

40. There are three posts of Deputy Agricultural Marketing Adviser (Rs. 1100-50-1400) which carry a special pay of Rs. 150 per mensem. The special pay appears to have been attached to these posts mainly in consideration of the administrative duties which the incumbents have to shoulder in addition to their technical work. We recommend that these three posts should be placed in the scale of Rs. 1500—1800 without any special pay.

41. There are 52 posts of Marketing Officer in the scale of Rs. 350-25-500-30-590-EB-30-800. For the posts of Marketing Officer (Ghee, Oil etc.) there is direct recruitment to the extent of 75 per cent from among candidates having a B.Sc. (Tech.) degree in Oil Technology or B.Sc. (Food Technology) or M.Sc. degree in Agricultural Chemistry. The other posts of Marketing Officer are filled by direct recruitment up to 50 per cent from M.Sc.s. in Agriculture or Economics or Botany with 2 years' experience. The remaining posts are filled by promotion from Assistant Marketing Officers (Rs. 325-15-475-EB-20-575). For the 2 posts of Marketing Development Officer (Fruit Products) and 4 posts of Marketing Development Officer

(Cold Storage) in the pay scale of Rs. 350-25-500-EB-30-800-EB-30-830-35-900, the prescribed qualifications are a degree in Science with Chemistry or Agriculture and a diploma in Fruit Technology or a degree in Mechanical Engineering etc.

There are eight posts of Deputy Senior Marketing Officer, five posts of Deputy Senior Marketing Development Officer (Fruit Products) and one post of Deputy Senior Marketing Development Officer (Refrigeration) in the pay scale of Rs. 590-30-830-35-900.

Having regard to the qualifications and the nature of work we do not see any justification for the existing differentiation in the pay scales of Marketing Officer and the Marketing Development Officer and would recommend that both these posts should be placed in the scale of Rs. 650—1200.

We also consider it unusual that Class II officers in the scales of Rs. 350—800 and Rs. 350—900 should get promoted to another Class II post in the scale of Rs. 590—900. We accordingly recommend that the posts of Deputy Senior Marketing Officer and Deputy Senior Marketing Development Officer should be placed in the scale of Rs. 700—1300. If it is considered necessary to continue direct recruitment at this level also, a suitable higher start may be given to the direct recruits depending upon the qualifications, experience etc.

42. There are two posts of Chief Chemist in the pay scale of Rs. 400-25-500-30-590-EB-30-800-EB-30-830-35-900 which are filled by promotion from Marketing Development Officer (Rs. 350—900).

There are 21 posts of Senior Chemist (Rs. 325-15-475-EB-25-575) but they are not considered eligible for promotion to the post of Chief Chemist. As there are no promotional avenues for the Senior Chemists who are partly recruited direct from amongst M.Scs in Chemistry with 5 years' experience, we would recommend that the posts of Chief Chemist should be filled by promotion from Senior Chemist only.

The pay scale of Rs. 650—1200 would be adequate for the Chief Chemist.

Government should also consider whether the designation of Chief Chemist and Senior Chemist should be changed to Senior Chemist and Chemist respectively having regard to the pay scales, qualifications, duties etc. of these posts.

We recommend the scale of Rs. 650—1200 for the posts of Junior Scientific Officer and Chief Wool Test-

ing Officer now in the pay scale of Rs. 400-25-500-30-590-EB-30-800-EB-30-830-35-900.

43. There are 15 posts of Junior Inspector (Rs. 210-10-290-15-320-EB-15-425) and 113 posts of Senior Inspector (Rs. 250-10-290-15-320-EB-15-530). While the former are filled by direct recruitment from amongst Degree holders in Agriculture or Veterinary Science, the latter are filled partly by direct recruitment (66-2/3 per cent) and the rest by promotion from the Junior Inspectors and Junior Chemist or Analyst in the scale of Rs. 210—425. The qualifications for direct recruitment of Senior Inspector is a Degree in Agriculture, Botany, Economics, Veterinary Science, B.Sc. in Oil Chemistry, Food Technology etc. We recommend the pay scale of Rs. 425—700 and Rs. 550—800 for the Junior and Senior Inspector respectively.

44. For the following other posts in this Directorate, we recommend the pay scales shown against each :—

TABLE XIV

Sl. No.	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Superintendent (Technical)	1	Rs. 350-20-450-25-475	Rs. 550-750
2.	Senior Proof Reader	1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs. 290—560
3.	Diagram and Map Maker	4	Rs. 110-4-150-EB-4-170-5-180-EB-5-200	Rs. 260—430
4.	Studio Attendant	1	Rs. 125-3-155	Rs. 260—350

### Central Ground Water Board

45. The Central Ground Water Board is responsible for exploration of ground water and the delineation of areas which have potentiality for practical application. The organisation is headed by a Chief Engineer (Rs. 1800-100-2000) who is appointed by promotion of Superintending Engineer (Rs. 1300-60-1600-100-1800). We recommend for the Chief Engineer the scale of Rs. 2250-2500.

For the post of Administrative Officer (Rs. 590-30-830-35-900) which is filled by deputation of Section

Officers of the Central Secretariat Service, we recommend the pay scale of Rs. 650—1200.

46. There are 39 posts of Field Supervisor which are filled by direct recruitment from amongst Diploma holders in Mechanical Engineering with one year's practical training and experience in Tubewell drilling. The pay scale is Rs. 180-10-290-15-380 for Diploma holders and Rs. 150-10-290-15-380 for others. We recommend the pay scale of Rs. 425—700 for Diploma holders and the scale of Rs. 380—640 for others.

47. For the following posts we recommend the revised scale indicated against each :—

TABLE XV

Sl. No	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Foreman Supervisor	6	Rs. 370-20-450-25-475	Rs. 550—900
2.	Pump Foreman	6	Rs. 325-15-475	Rs. 550—750
3.	Driller-cum-Mechanic	70	Rs. 205-7-240-8-280	Rs. 425—640
4.	Assistant Driller-cum-Mechanic	101	Rs. 150-5-175-6-205-7-240	Rs. 330—480
5.	Assistant Mechanic	35	Rs. 150-5-175-6-205-7-240	Rs. 330—480
6.	Dozer Driver	11	Rs. 140-5-175	Rs. 320—400
7.	Compressor Driver	11	Rs. 110-3-131	Rs. 260—350

### Delhi Zoological Park

48. The Delhi Zoological Park is headed by a Director who belongs to the Indian Forest Service.

The posts in this Park, which need specific mention, are indicated in the table below with the proposed scales shown against each :—

TABLE XVI

Sl. No.	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Security Supervisor	1	Rs. 150-5-175-6-205-EB-7-240	Rs. 330—480
2.	Works Supervisor	2	Rs. 110-3-131	Rs. 260—350
3.	Zoo Guards	7	Rs. 75-1-85-EB-2-95	Rs. 190—240
4.	Zoo Keepers/Mahouts	27	Rs. 75-1-85-EB-2-95	Rs. 190—240
5.	Assistant Keepers	36	Rs. 70-1-80-EB-1-85	Rs. 185-220

### All India Soil and Land use Survey Organisation

49. The following posts exist in this organisation for the work connected with soil survey :—

TABLE XVII

Serial Number	Designation of post	Number of posts	Existing scale of pay
1	2	3	4
1.	Senior Soil Surveyor	6	Rs. 325-15-475-EB-20-575.
2.	Junior Soil Surveyor	12	Rs. 210-10-290-15-320-EB-15-425.
3.	Surveyors	14	Rs. 150-5-175-6-205-EB-7-240.
4.	Field Assistant	16	Rs. 110-4-150-EB-4-170-5-180-EB-5-200.

The Field Assistant and the Surveyor assist the Senior and Junior Soil Surveyors in the field for soil survey work. For the Senior and Junior Soil Surveyors we recommend the pay scales of Rs. 550—900 and Rs. 425—700 respectively. For the Surveyor and the Field Assistant the scales of Rs. 330—560 and Rs. 260—430 would be appropriate.

### Tractor Training and Testing Centres

50. There is a Tractor Training Centre at Hissar and a Tractor Training and Testing Centre at Budni, each headed by a Director (Rs. 1100-50-1300-100-1600). In these Centres there are ten posts of Training Assistant (Rs. 250-10-290-15-320-EB-15-380) and another two posts in the selection grade of Rs. 335-15-485. The posts of Training Assistant are filled by direct recruitment to the extent of 50 per cent from amongst Degree or Diploma holders in Engineering with about four years' relevant experience and the remaining posts are either filled by promotion from the posts in the scale of Rs. 205-7-240-8-280 or by transfer on deputation. The posts in the selection grade are filled by promotion from ordinary grade. Having regard to the prescribed qualifications, we recommend the scale of Rs. 455—700 for the Training Assistants

and Rs. 550—750 for the Training Assistants in the selection grade.

51. In the Centre at Hissar, there are three posts of Instructor (Machineman and Mechanic) in the scale of Rs. 205-7-240-8-280 which are filled by direct recruitment from amongst Matriculates possessing a diploma in Mechanical/Automobile/Electrical Engineering with 2-3 years' experience in machinery fitting or maintenance operations. Similarly in the Centre at Budni there is one post of Mechanic (Testing) and two posts of Instructor (Mechanic) and one post of Mechanic (Instrumentation) in the same scale of pay with similar qualifications. There are also three posts of Instructor in welding, carpentry and black-smithy at Hissar in the scale of Rs. 205—280 to which recruitment is made from amongst diploma holders in the particular craft or trade with experience ranging from 2 to 5 years. Taking into consideration the recruitment qualifications and experience required, we recommend that (i) the posts held by Mechanical Engineering diploma holders (3 years after Matriculation) should be placed in the scale of Rs. 425—700, and (ii) the remaining posts should be allotted the scale of Rs. 380—560.

52. For 21 posts of Trainer Operator and five posts of Junior Test Operator in these Centres which are in the scale of Rs. 150—205, the scale of Rs. 330—480 would be appropriate.

53. There are two posts of Agricultural Assistant (Rs. 160-8-256-EB-8-280-10-300) which are filled by direct recruitment from amongst graduates in Agriculture with 2 years' experience in mechanised farming and teaching. These posts should be placed in the scale of Rs. 380—560.

For the 12 posts of Mate Grade I and two posts of Fieldmen in the scale of Rs. 85-2-95-3-110 the scale of Rs. 200—260 would be appropriate.

### Pre-investment survey of Forest Resources

54. This organisation is responsible for investigating the requirements and economic availability of raw material for the expansion and development of wood-based industry and the determination of potential areas

for industrial exploitation. The organisation is headed by a Chief Coordinator (Rs. 1800—2000) who is assisted by other Class I officers at different levels. Most of the Class I posts are held by members of the Indian Forest Service who should be allowed the corresponding scales of pay.

55. There is a post of Pilot (Rs. 1300-60-1600) who is responsible for flying the project Helicopter used for aerial photography and survey work. There is also a post of Flight Engineer in the same scale of pay who is responsible for the maintenance and repairs of this Helicopter. Both these posts are filled by deputation of suitable officers from the Indian Air Force. We recommend the scale of Rs. 1500—1800 for these posts. We also recommend a flying bounty at Rs. 375 *per mensem* for the Pilot.

56. There is one post of Wireless Operator (Mechanic) in the pay scale of Rs. 325—575 which is filled by direct recruitment from amongst persons possessing Airport Radio Maintenance Engineer Licence with about 3 years' experience in maintenance and repair of airborne equipment.

There are also two posts of Fitter Grade II (Engine and Airframe) in the same scale of pay which are also

filled by direct recruitment from amongst persons possessing 4 years' general aeronautical and engineering experience on aeroengines or airframes with about one year's experience of maintaining a Helicopter. We recommend the pay scales of Rs. 550—900 for these posts.

57. There are 32 posts of Deputy Ranger (Rs. 130—300) and 62 posts of Fieldman (Rs. 110-3-131-4-139). While the latter are filled either by direct recruitment or by transfer of Fieldmen working in State/Central Government offices, the former are filled by promotion of the Fieldmen. We recommend the scale of Rs. 290—560 for the Deputy Ranger and Rs. 260—350 for the Fieldman.

#### Regional Poultry Farms and Random Sample laying Test Unit

58. The Regional Poultry Farms have been set up to produce high pedigree birds and for the development of poultry in the country on modern and scientific lines. Each farm is under a Geneticist in the pay scale of Rs. 1100-50-1400. For the following special posts in these Farms we recommend the scales shown against each :—

TABLE XVIII

Sl. No.	Designation of post	Number of posts	Method of recruitment	Existing scale of pay	Proposed scale of pay
1	2	3	4	5	6
1.	Farm Supervisor	14	66 $\frac{2}{3}$ % by direct recruitment from Degree or Diploma holders in Veterinary Science or Animal Husbandry or Degree in Agriculture, and 33 $\frac{1}{3}$ % by promotion from Poultry Assistant.	Rs. 325-15-475	Rs. 550—750
2.	Poultry Assistant	10	66 $\frac{2}{3}$ % by direct recruitment—Matriculate with training in poultry husbandry, and 33 $\frac{1}{3}$ % by promotion from Poultry Attendants.	Rs. 110-4-150-EB-4-170-5-180-EB-5-200	Rs. 260—430
3.	Poultry Attendant	66	100% by direct recruitment—experience in poultry farming for 6 months.	Rs. 70-1-80-EB-1-85	Rs. 185—220

#### The Directorates of Development of various Commodities

59. There are a number of Directorates which are responsible for coordination of the development, marketing, publicity etc. of various agricultural commodities. The Directors in charge of these Directorates are in the following scales of pay:—

Scale of pay	Number of posts	Designation of post
1	2	3
Rs. 1100-50-1400	5	Director (Coconut), (Pulses), (Sugar Cane), (Tobacco), (Areca nut).

1	2	3
Rs. 1300-60-1600	6	Director (Lac), (Rice), (Oil Seeds), (Cotton), (Jute), (Millets).
Rs. 1800-100-2000	1	Director (Cashewnuts).

The pay scale of the posts of Director, Cotton Development and Director, Jute Development was revised from Rs. 1100—1400 to Rs. 1300—1600 in May, 1971. The Department has informed us that the pay scale of Rs. 1800—100—2000 for the Director of Cashewnut Directorate appears to have been fixed with reference to the incumbent of the post and not the worth of charge. A special pay of Rs. 200 *per mensem* has been attached to the post

of the Director of Lac Development as the incumbent is on deputation from the Indian Forest Service. Except for the post of Director (Rice) which is filled by promotion of Paddy Specialist in the scale of Rs. 1100—1400 and Director (Millets) which is filled by deputation of officers from State Agriculture Service, the other posts are filled by promotion from officers in the scale of Rs. 700—1250.

We recommend the pay scale of Rs. 1500—1800 for the Directors of Rice, Oil Seeds, Cotton, Jute, Lac, Cashewnut and Millets and the scale of Rs. 1300—1700 for the Directors of Coconut, Pulses, Sugar-cane, Tobacco and Arecanut.

60. For the following posts peculiar to these Directorates, we recommend scales indicated against each:—

TABLE XIX

Sl. No.	Name of the Directorate	Designation of posts	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5	6
1.	Directorate of Lac Development	(i) Lac Inspector	5	Rs. 150-5-175-6-205-EB-7-240	Rs. 330—560
		(ii) Lac Supervisor	10	Rs. 110-3-131-4-155-EB-4-175-5-180	Rs. 260-400
2.	Cashewnut Directorate	Artist Photographer	1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280	Rs. 330—560
3.	Arecanut and Spices Directorate	Artist Photographer	1	Rs. 210-10-290-15-320-FB-15-425	Rs. 425—700
4.	Tobacco Directorate and Rice Directorate	(i) Caretaker Mechanic	3	Rs. 150-5-175-6-205-EB-7-240	Rs. 330-480
		(ii) Junior Technical Assistant	6	Rs. 110-4-150-EB-4-170-5-180-EB-5-200	Rs. 260—430
5.	Sugarcane Directorate	Artist-cum-Photographer	1	Rs. 210-10-290-15-320-EB-15-425	Rs. 425—700
6.	Oilseeds Directorate	(i) Caretaker	1	Rs. 210-10-290-15-320-EB-15-425	Rs. 425—700
		(ii) Proof Reader	1	Rs. 150-5-175-6-205-EB-7-240	Rs. 330—480
7.	Coconut Directorate	Artist Photographer	1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280	Rs. 330—560
8.	Oilseeds Directorate	Telephone Operator-cum-Receptionist	1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280.	Rs. 290—560

In the Directorate of Jute Development there are five posts of Jute Inspector and 14 posts of Grader in the pay scale of Rs. 130-5-160-8-200-EB-8-256-EB-8-280 and Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300 respectively. Direct recruitment to all the posts of Jute Inspector and 50 per cent of the posts of Grader is made from amongst Matriculates possessing two years' Diploma in Agriculture Science. The remaining posts of Grader are promotional posts for Jute Inspector. The Jute Inspectors watch the progress of implementation of centrally sponsored schemes on jute and mesta and assist the field staff in organising various development campaigns. The Graders, on the other hand, impart training in jute and mesta fibre grading to the trainees and jute growers. We consider it an unusual arrangement to treat the scale of Rs. 130—300 as a promotional grade for posts in the scale of Rs. 130—280. We accordingly recommend the scale of Rs. 290—560 for the Jute Inspector and the scale of Rs. 380—640 for the Grader.

#### Forest Research Institute & Colleges, Dehra Dun (F.R.I.)

61. The Forest Research Institute is responsible for conducting research into problems connected

with forestry. The Institute is headed by a President. The post carries the scale of Rs. 2000-100-2500 for a scientist and Rs. 2000-125-2250 if held by an officer of the Indian Forest Service. The recruitment rules prescribed for this post provide for direct recruitment from amongst serving Chief Conservators of Forests in a State or Conservators of Forests with 20 years of service in the grade or eminent scientists with administrative experience, knowledge of forest, forestry research and allied sciences. The Association representing the Class I officers of F.R.I. has requested that the post of President should be in the pay scale of Rs. 2500-100-3000. The Second Expert Committee known as Thacker Committee (1965) which examined the working of the Institute recommended the pay scale of Rs. 2000—2500. We do not see any justification for different pay scales for this post depending upon whether the incumbent is a scientist or from the Indian Forest Service. Having regard to the method of recruitment prescribed for this post and the duties and responsibilities, we recommend that the post of President may be placed in the pay scale of Rs. 2500—3000.

62. At the Class I level, the scientific posts in the Institute are borne on the standard scientific scales of pay. Apart from a few isolated posts of Silviculturist,

Assistant Silviculturist, Mensuration Officer etc., (Rs. 700-50-1250) the remaining scientific posts have been organised into a regular cadre in the following grades:—

TABLE XX

Sl. No.	Designation of posts	Number of posts	Existing scale of pay	Method of recruitment/qualifications
1	2	3	4	5
1.	Directors of Forest Products Research and Biological Research	2	Rs. 1300-60-1600 plus special pay of Rs. 100 per mensem	By promotion from Senior Research Officer (Selection Grade) with 10 year's service.
2.	Senior Research Officer (Selection Grade)	5	Rs. 1300-60-1600	By promotion from Senior Research Officer (Ordinary Grade) with 5 years service.
3.	Senior Research Officer (Ordinary Grade)	28	Rs. 700-50-1250	66 $\frac{2}{3}$ % by direct recruitment from among Second Class M.Sc.s. in scientific subjects with 5 years' experience in the required field. 33 $\frac{1}{3}$ % by promotion from Research Officers.
4.	Research Officer Class II . . . . .	74	Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900	66 $\frac{2}{3}$ % by direct recruitment from Second Class M.Sc.s. with 3 years' experience  33 $\frac{1}{3}$ % by promotion from Research Assistants Grade I

Unlike the other scientific Departments, there are no scientific posts in this Institute in the Junior Class I pay scale of Rs. 400—950. The Thacker Committee recommended that the post of Research Officer (Rs. 350—900) may be upgraded to the Junior Class I level. The post of Research Officer at the Class II level provides a useful channel of promotion for the Research Assistants in the Class III scales of pay. We think that an upgradation of all these posts would adversely affect the promotional avenues for the Class III staff. We accordingly recommend that depending upon the field of specialisation, the duties and responsibilities of the posts etc. the Government may consider upgrading some of the posts of Research Officers Class II to the Junior Class I level. The remaining posts should, in future, be filled entirely by promotion from the Class III staff. The Class I posts should be filled partly by direct recruitment and partly by promotion of the Class II officers. With the proposed creation of a cadre of Research Officers—Class I, Government should consider whether the percentage of direct recruitment at the level of the Senior Research Officer (Ordinary Grade) should be the same as at present particularly when the academic qualifications for direct recruitment both for the Senior Research Officer (Ordinary Grade) and Research Officer are similar even at present.

63. We recommend the pay scale of Rs. 650—1200 for Research Officers Class II.

For the proposed cadre of Research Officers Class I, the scale of Rs. 700—1300 would be appropriate.

The Senior Research Officer (Ordinary Grade) should be placed in the scale of Rs. 1100—1600\* and those in the selection grade should be in the scale of Rs. 1500—1800.

For the two posts of Director in the scale of Rs. 1300-60-1600 with a special pay of Rs. 100 per mensem, we recommend the scale of Rs. 1800—2000 without any special pay.

64. At the non-gazetted level, there are posts of Research Assistants, requiring scientific, engineering and technical qualifications. While the designations and the pay scales attached to these posts are uniform in the different fields, the method of recruitment varies depending upon the specialisation. Even operational posts in routine fields like store-keeping, motor mechanics, overseer, draftsman etc. carry the designation of Research Assistant and the same pay scale as applicable to the comparable posts on the scientific research side. Only at the level of the Research Assistant Grade II, while the posts on the research side carry the pay scale of Rs. 150-5-160-8-240-EB-8-280-10-300, those in other fields carry

\*Member Secretary has dissented from the view *vide* his Note of Dissent.

the pay scale of Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300. On the scientific research side the

details of the posts, at the non-gazetted level, are given below:—

TABLE XXI

Serial No.	Designation of post	No. of posts	Existing scale of pay	Method of recruitment/qualification
1	2	3	4	5
1.	Research Assistant Grade I (Selection Grade)	8	Rs.325-15-475-EB-20-575	By Promotion from Research Assistant Grade I.
2.	Research Assistant Grade I (Research)	76	Rs. 210--10-290-15- EB -320-15 425	33 $\frac{1}{3}$ % by promotion from Research Assistant Grade II. 66 $\frac{2}{3}$ % by direct recruitment from Second Class Degree holders in the required subject.
3.	Research Assistant Grade II (Research)	54	Rs.150-5-160-8-240- EB- 8-280-10 300	33 $\frac{1}{3}$ % by promotion from Technical Assistants Grade I with B.Sc. or I. Sc. with 5 years' experience 66 $\frac{2}{3}$ % by direct recruitment from Second Class B.Sc. in the relevant subject.
4.	Technical Assistant Grade I	62	Rs. 110-4-150-EB-4-170-5-180- EB-5-200	33 $\frac{1}{3}$ % by promotion from Technical Assistants Grade II 66 $\frac{2}{3}$ % by direct recruitment from Intermediate in Science.
5.	Technical Assistant Grade II	62	Rs. 110-3-131-4-155- EB-4-175-5 180.	100% by direct recruitment from Matriculates in Science.

65. We think that in the above grade structure there is need for modification of the existing provision for direct recruitment at the various levels as also for reducing the number of levels. Having regard to the nature of work expected from the Technical Assistants and the prescribed qualifications we recommend that the posts of Technical Assistants Grade I and II may be merged and placed in the scale of Rs. 260—430. These posts should in future be filled by direct recruitment of persons who have passed the Intermediate or Higher Secondary Examination with science.

As regards Research Assistants (Grade II) our general approach is that on the research side the direct recruitment of B.Sc. should be in the scale of Rs. 425—700 and that posts below this level should mainly provide promotional avenues for the lower

staff. Accordingly, we would recommend that Government should suitably reduce the existing percentage of direct recruitment at the level of Research Assistant Grade II. We recommend the scale of Rs. 380—560 for these posts.

For the posts of Research Assistant Grade I, we recommend the scale of Rs. 425—700, and for the Research Assistants (Selection Grade) we recommend the scale of Rs. 550—900.

The remaining posts of Research Assistant Grade II in the existing scale of Rs. 130—300 may be placed in the scale of Rs. 330—560.

66. The Artisan category posts also carry the designation of Technical Assistants and are placed in the following scales of pay:—

TABLE XXII

Serial No.	Designation of post	Number of posts	Existing scale of pay	Method of recruitment
1	2	3	4	5
1.	Technical Assistant Grade II	65	Rs. 110-3-131-4-143-EB-4-155	Direct—Trade certificates in the Particular trade and experience.
2.	Technical Assistant Grade II	4	Rs. 95-3-131-EB-4-155	Matriculation
3.	Technical Assistant Grade III	132	Rs. 85-2-95-3-110	Direct—Middle Pass/Technician Certificate/Literate with 3 years' experience, etc.

We recommend that the posts of Technical Assistant Grade II in the pay scales of Rs. 95—155 and

Rs. 110—155 may be merged and placed in the scale of Rs. 260—350. For the posts of Technical

Assistant Grade III (Rs. 85--110) the scale of Rs. 200--280 would be appropriate.

67. For the following posts in this organisation we recommend the revised scales indicated against each:—

TABLE XXIII

Serial No.	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Officer Incharge Photo Section . . . . .	1	Rs. 400-25--500-30-590-EB-30 800.	Rs. 650—1200
2.	P.T. and Games Instructor . . . . .	1	Rs. 350-25-575	Rs. 550—900
3.	Engineer Supervisor . . . . .	1	Rs. 335-15-485	Rs. 550—750
4.	Forest Ranger . . . . .	3	Rs. 210-10-290-15-EB-320-15-425.	Rs. 425—700
5.	Printing Foreman . . . . .	1	Rs. 200-10-290-EB-15-380	Rs. 425—640
6.	Deputy Ranger . . . . .	1	Rs. 150-5-175-6-205	Rs. 330- 480
7.	Dark Room Assistant . . . . .	1	Rs. 125-3-155	Rs. 260—350
8.	Cane Processor & Worker . . . . .	1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs. 330—560
9.	Artist Photographer . . . . .	2	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs. 330—560
10.	Kiln Operator. . . . .	3	Rs. 110-4-150-EB-4-170-5-180-EB-5-200	Rs. 260—430
11.	Forester . . . . .	2	Rs. 110-3-131-4-143-EB-4-155	Rs. 260—350
12.	Field Man . . . . .	3	Rs. 110-4-150-EB-4-170-5-180-EB-5-200	Rs. 260—430
13.	Herbarium Assistant . . . . .	1	Rs. 110-4-150-EB-4-170-5-180-EB-5-200	Rs. 260—430
14.	Insectory Assistant . . . . .	1	Rs. 110-4-150-EB-4-170-5-180-EB-5-200	Rs. 260—430
15.	Documentation Assistant . . . . .	2	Rs. 210-10-290-15-EB-320-15-425	Rs. 425—700

#### Directorate of Agriculture Aviation

68. The Directorate of Agricultural Aviation is responsible for aerial spraying of pesticides etc., both in the desert areas and on the standing crops. The organisation is headed by a Director (Rs. 1600-100-2000) who, on the operation side, is assisted by two Operational Supervisors (Rs. 1300-60-1600-100-1800), seven Senior Pilots (Rs. 1300-60-1600) and 11 Junior Pilots (Rs. 1100-50-1250). The posts of Pilot are filled by deputation or re-employment of Officers from the Indian Air Force failing which by direct recruitment. The Indian Air Force Pilots are required to possess 500 to 700 hours of flying experience. The I.A.F. Pilots when deputed to these posts are allowed their pay in the I.A.F. plus a deputation allowance of 10 per cent of pay subject to a maximum of Rs. 150 per mensem and the flying bounty of Rs. 350 per mensem to which they are entitled in the Air Force. We understand that out of seven posts of Senior Pilot, four are lying vacant and as against 11 posts of Junior Pilot there are only two persons in position.

69. It appears to us that agricultural flying is exposed to special risks as the Pilots have to manoeuvre the single engined aircraft very near ground level and to negotiate the various hazards which come in the way of low flying. Besides the precision flying called for, the Pilots have to work with noxious chemicals etc. and to operate from rural air-strips etc., without the benefit of Sophisticated aids. Having regard to the nature of flying and the recruitment difficulties we think that the existing scale of pay of the Pilots need improvement. We accordingly recommend the scale of Rs. 2000-2250 for the Director.

For the posts of Operational Supervisor and Senior Pilot we recommend the scale of Rs. 1800-2000.

For the posts of Junior Pilot the scale of Rs. 1500-1800 would be appropriate. We also recommend that all Pilots engaged on flying duties should be given a flying bounty at the rate of Rs. 375 per mensem.

70. For the repair and maintenance of the aircrafts owned by the Directorate the following categories of the staff are employed :—

TABLE XXIV

S.No.	Designation of post	No. of posts	Existing scale of pay
1	2	3	4
1.	Chief Engineer . . . . .	1	Rs. 1300-60- 1600 100-1800
2.	Deputy Chief Engineer . . . . .	1	Rs.1300-60-1600
3.	Senior Aircraft Maintenance Engineer . . . . .	1	Rs.700-40-1100- 50/2-1250
4.	Helicopter Engineer . . . . .	4	Rs. 700-40-1100— 50/2-1250
5.	Superintendent of Workshop . . . . .	1	Rs. 700-40-1100— 50/2-1250
6.	Junior Aircraft Maintenance Engineer . . . . .	7	Rs. 350-25-500-30- 590-EB-30-800— EB-30-830-35— 900
7.	Aircraft Mechanic . . . . .	13	Rs. 175-6-205-7-240— EB-8-280
8.	Aircraft Finisher . . . . .	1	Rs. 175-5-205-7— 240-EB-8-280

The qualifications prescribed for direct recruitment to the above categories provide for possession of Aircraft Maintenance Engineers Licences in different categories. For the post of Chief Engineer, a Degree in Engineering with A.M.E. Licences in categories A, B, C, and X are required with about 10 years' experience. The posts of Deputy Chief Engineer and Senior Aircraft Maintenance Engineer are filled by promotion from the next lower grades from amongst persons who are graduates in engineering holding licences of categories A, B & C. For the post of Helicopter Engineer which is also filled by promotion of Junior Aircraft Maintenance Engineer, Licences in categories A & C on Helicopters are prescribed. For the post of Superintendent of workshop, Licences in category A, B and C on the types of aircraft operated by the department are necessary. The posts of Junior Aircraft Maintenance Engineer are filled partly by promotion of Mechanics and partly by direct recruitment from amongst those possessing the Aircraft Maintenance Engineers Licence in categories A, C and X with endorsement for the types operated by the department. For the Aircraft Mechanic and the

Aircraft Finisher possession of any licence is not insisted upon.

Having regard to the qualifications prescribed for recruitment to the above posts and also the duties and responsibilities, we recommend the scale of Rs. 1800-2000 for the Chief Engineer and Rs. 1500-1800 for the Deputy Chief Engineer.

For the Senior Aircraft Maintenance Engineer, the Helicopter Engineer and the Superintendent of Workshop the scale of Rs. 1050-1600 would be appropriate.

Having regard to the prescribed qualifications, we recommend that the post of Junior Aircraft Maintenance Engineer may be placed in the scale of Rs. 700-1300.

The posts of Aircraft Mechanic and Aircraft Finisher may be placed on the pay scale of Rs. 380-560.

71. For the following posts in this Directorate we recommend the pay scales indicated against each :—

TABLE XXV

S. No.	Designation of post	No. of posts	Existing Scale of pay	Proposed Scale of pay
1	2	3	4	5
1.	Radio Mechanic	1	Rs. 325-15-475-EB-20-575.	Rs. 550-900
2.	Store Supervisor (Aviation)	1	Rs. 325-15-475-EB-20-575.	Rs. 550-900
3.	Senior Sheet Metal Worker	1	Rs. 250-8-290-10-340-10-480.	Rs. 550-750
4.	Sheet Metal Worker	1	Rs. 175-6-205-7-240-EB-8-280.	Rs. 380-560
5.	Instrument Mechanic	1	Rs. 175-6-205-7-240-EB-8-280.	Rs. 380-560
6.	Radio Technician	1	Rs. 175-6-205-7-240-EB-8-280.	Rs. 380-560

### Fisheries Organisation

72. The following organisations under the Department are responsible for the training of personnel in various fishing operations, exploration of off-shore and deep sea fishing areas, chartering of fishing grounds etc.:—

- (i) Central Institute of Fisheries Operatives, Cochin and Madras (CIFO)
- (ii) Central Institute of Fisheries Education, Bombay (CIFE).
- (iii) Indo-Norwegian Project.
- (iv) Deep Sea Fishing Organisation.

73. The Central Institute of Fisheries Education and Central Institute of Fisheries Operatives are each under the charge of a Director (Rs. 1300-60-1600). The Superintending Engineer, Deep Sea Fishing Organisation, is also in the same scale of pay. We recommend the scale of Rs. 1500-1800 for these posts.

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74. The revised pay scale for the Director, Indo-Norwegian Project (Rs. 1100-50-1400) should be Rs. 1300-1700.

75. In the Indo-Norwegian Project there is one post each of Refrigeration Engineer, Processing Technologist, Fishery Officer, Marketing Officer, Assistant Engineer (Workshop) and Assistant Engineer (Works) in the pay scale of Rs. 350-425-500-30-590-FB-30-800. For these posts either a Degree in Engineering or in Chemistry/Biochemistry or Food Technology, or in Zoology is required. We recommend that all these posts may be placed in the scale of Rs. 650-1200.

76. The posts of Administrative Officer in the CIFE, CIFO and Deep Sea Fishing Organisation carry the pay scale of Rs. 350-25-575 and are filled by direct recruitment from amongst Degree holders with 5 years' experience of establishment, administrative, accounts work etc. We recommend that these posts should be placed in the pay scale of Rs. 650-960

77. The instructional staff in the CIFE and CIFO consist of the following categories :—

TABLE XXVI

S.No.	Existing scale of pay	Central Institute of Fisheries Operatives	Central Institute of Fisheries Education
1	2	3	4
1.	Rs. 700-50-1250	..	Professor (3 posts)
2.	Rs. 700-40-1100-50/2-1250	Chief Instructor (5 posts)	Principal (2 posts)
3.	Rs. 400-40-800-EB-50-950	..	Assistant Professor (6 posts) Chief Training Superintendent (1 post)
4.	Rs. 400-400-450-30-600-35-670-EB-35-950	Instructor (15 posts)	..
5.	Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900	..	Fisheries Training Superintendent (1 post) Senior Instructor (4 posts)
6.	Rs. 350-20-450-EB-25-575	..	Demonstrator (3 posts)
7.	Rs. 325-15-475-EB-20-575	Assistant Instructor (8 posts)	..
8.	Rs. 210-10-290-15-320-EB-15-425	..	Assistant Fishing Training Superintendent (2 posts) Junior Instructor (15 posts)
9.	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	..	Demonstrator (8 posts)

While in the CIFO the posts at all the three levels are filled by direct recruitment, in the case of CIFE the posts of Professor and Assistant Professor and Demonstrator are filled by direct recruitment and the remaining posts are filled partly by direct recruitment and partly by promotion from the next lower grade. The qualification prescribed for direct recruitment in both the Institutes is generally Master's Degree in the relevant science subjects although for the posts of Chief Instructor (Marine Engineering) and Instructor (Seamanship and Navigation) a Degree in Marine Engineering or the Ministry of Transport Certificate of Competency is also prescribed.

78. We recommend that the posts on the standard Class II and Junior Class I and Senior Class I scales of pay should be brought on to the appropriate revised scales of pay recommended by us.

79. For the posts of Demonstrator (Craft and Gear, Fisheries Biology and Fish Processing) in the CIFE in the pay scale of Rs. 350-20-450-25-575 which are filled by direct recruitment of Graduates in Zoology, Chemistry, Biochemistry, Engineering, etc., with two years' experience, we recommend the pay scale of Rs. 550-900.

For the posts of Assistant Instructor which are filled by direct recruitment from amongst M.Sc.s. we recommend the pay scale of Rs. 550-900.

For the Assistant Fishing Training Superintendent and Junior Instructor both in the pay scale of Rs. 210-425, we recommend the scale of Rs. 425-700.

The posts of Demonstrator (Rs. 130-300) which are filled by direct recruitment from B.Sc. should be placed in the pay scale of Rs. 330-560.

80. There are marine posts in different grades in the fishing organisations. The pay scales for these posts have been discussed in Chapter 20. The pay scales for the posts of Net Mender, which are common to these fishing organisations, however, vary from organisation to organisation. While in the Indo-Norwegian Project the Net Menders are in the scale of Rs. 70-1-80-EB-1-85, in the CIFO and in the Deep Sea Fishing Organisation they are in the scale of Rs. 85-2-95-3-110. We recommend that the posts of Net Mender should be placed in the scale of Rs. 200-260 in all these organisations.

81. There are the following posts of Technical Supervisor in the various fishing organisations in the scale of Rs. 250-10-290-15-320-EB-15-380.

TABLE XXVII

S.No.	Name of organisation	Designation of post	No. of posts
1	2	3	4
1.	Central Institute of Fisheries Operatives	Supervisor (Mechanical, Electrical, Carpentry)	4
2.	Deep Sea Fishing Organisation.	Mechanical Supervisor (Junior)	2
3.	Indo-Norwegian Project	Electronic Supervisor	1

The posts of Supervisor are filled both by direct recruitment of Diploma holders and by promotion of

Engine Drivers (Rs. 200—10—300). We recommend the pay scale of Rs. 455—700 for the Supervisors.

82. For the following posts peculiar to the Indo-Norwegian Project we recommend the pay scales indicated against each:—

TABLE XXVIII

Serial Number	Designation of post	No. of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1. Senior Store Keeper		1	Rs. 325-15-475-EB-20-575	Rs. 550—900
2. Crane Operator		1	Rs. 150-5-175-6-205	Rs. 330—480
3. Supervisor		3	Rs. 150-10-250-EB-10-290-15-320	Rs. 425—600
4. Overseer Grade I		1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs. 330—560
5. Overseer Grade II		2	Rs. 110-4-150-EB-4-170-5-180-EB-5-200	Rs. 260—430
6. Gear Technician		1	Rs. 210-10-290-15-EB-320-15-425	Rs. 425—700
7. Fisheries/Marketing Assistant		3	Rs. 210-10-290-15-350	Rs. 425—640
8. Junior Marketing Assistant		1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs. 330—560
9. Workshop/Slipway Foreman		2	Rs. 210-10-290-15-320-EB-15-380	Rs. 425—640
10. Operator (Ice Plant)/(Freezing Plant)		2	Rs. 150-10-250-EB-10-290-15-320	Rs. 425—600
11. Assistant Operator		4	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs. 330—560
12. Ice Man		8	Rs. 70-1-85-EB-2-95.	Rs. 190—240

83. For the following posts peculiar to the Central Institute of Fisheries Education, we recommend

the pay scales indicated against each:—

TABLE XXIX

Serial Number	Designation of post	No. of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1. Artist-cum-Photographer		1	Rs. 210-10-290-15-EB-320-15-425	Rs. 425—700
2. Field Assistant		1	Rs. 110-3-131-4-155-EB-4-175-5-180	Rs. 260—430
3. Fieldman		18	Rs. 80-1-85-2-95-EB-3-110	Rs. 200—260

84. For the following posts peculiar to the Central Institute of Fisheries Operatives, we recommend the

pay scale indicated against each:—

TABLE XXX

Serial Number	Designation of post	No. of post	Existing scale of pay	Proposed scale of post
1	2	3	4	5
1. Foreman		1	Rs. 325-15-475-EB-20-575.	Rs. 550—900
2. Artist-cum-photographer		1	Rs. 210-10-290-15-EB-320-15-425.	Rs. 425—700
3. Wireless Supervisor		1	Rs. 180-10-290-EB-15-380 + Special pay Rs. 40 per mensem	Rs. 425—700 without special pay.

85. For the post of Boat Building Mistry in the Deep Sea Fishing Organisation in the scale of Rs. 150—5—175—6—205—EB—7—240, the scale of Rs. 380—560 would be appropriate.

86. For the following posts in the organisations indicated in the table below, the scales shown against each would be appropriate:—

TABLE XXXI

Sl. No.	Designation of post	Name of Organisation	No. of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5	6
1. Documentation Assistant		National Commission on Agriculture.	1	Rs. 150-10-250-EB-10-290-15-320.	Rs. 330—560
2. Junior Scientific Assistant (Agronomy & Engineering)		Soil Conservation, Research, Demonstration & Training Centre,	2	Rs. 110-4-150-EB-4-170-5-180-EB-5-200.	Rs. 260—430
3. Field Assistant		Jersey Cattle Breeding Farm	1	Rs. 110-3-131	Rs. 260—350
4. Forester		Logging Training Centre Project	4	Rs. 130-5-160-8-280	Rs. 290—560

## II. DEPARTMENT OF COMMUNITY DEVELOPMENT AND COOPERATION

87. The Department of Community Development is concerned with the laying down of policy relating to Community Development and Panchyati Raj Programmes. The executive responsibility for these programmes vests in the State Governments. The Department of Cooperation is responsible for laying down basic policies in regard to cooperatives and for coordinating cooperative activities in all sectors. There are no subordinate offices under these Departments. The total staff strength of both the Departments is 403.

88. The posts of Director in the departments are distributed in four different scales of pay as indicated in the table below:—

TABLE XXXII

S.No.	Existing scale of pay	Designation	No. of posts
1	2	3	4
1.	Rs. 1300- 60-1600-100-1800	Director (Guarantee and Operation)	1
2.	Rs. 1300- 60-1600	(i) Director (Farming, Dairy & Poultry) (ii) Director (Supply) (iii) Director (Consumer Co-operatives) (iv) Director (Co-operative Training)	4
3.	Rs. 1100 - 50-1300-60-1600	Director (Public Co-operation (Growth Centres))	2
4.	Rs. 1100- 50-1400	Director (Basic Literature) Director (Social Education) Director (Rural Manpower)	3

While most of the posts of Director on different scales of pay are filled by transfer on deputation, the two posts of Director (Basic Literature and Social Education) in the scale of Rs. 1100—1400 are filled by direct recruitment. The Department has informed us that differences in the pay scales of Directors are mainly historical and has recommended rationalisation of the same. Having regard to the duties and responsibilities and also the method of recruitment for these posts we recommend that the posts of Directors in the scales of Rs. 1300—1800, Rs. 1300—1600 and Rs. 1100—1600 should be placed in the scale of Rs. 1500—1800 and those in the scale of Rs. 1100—1400 be placed in the pay scale of Rs. 1300—1700.

89. For the one post each of Chief Director and Joint Commissioner (Training) in the scale of Rs. 1800—100—2000, we recommend the scale of Rs. 2000—2250.

For the post of Deputy Chief Director in the scale of Rs. 1600—100—1800, the scale of Rs. 1800—2000 would be appropriate.

90. The Class I posts of Deputy Director and Senior Accounts Officer and Assistant Director which are in the Class I Senior and Junior scales of pay respectively should be placed in the appropriate Class I scales of pay recommended for posts at these levels.

For the following posts in these Departments, we recommend the pay scales indicated against each of them in the table below:—

TABLE XXXIII

S. No.	Designation of post	No. of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Assistant (Arts & Crafts)	1	Rs. 270-10-290-15-410-EB-15-485.	Rs. 470—750
	Orderly Officer	1	Rs. 210-10-290-15-320-EB-15-425.	Rs. 425—700
	Senior Proof Reader	1	Rs. 168-8-256-EB-8-280-10-300.	Rs. 330—560
	Rota Print Operator	1	Rs. 130-5-160-8-256.	Rs. 330—480

## III. DEPARTMENT OF FOOD

91. The Department of Food is responsible for the purchase of foodgrains and other foodstuffs for civil and military requirements; supply, distribution and price control of foodstuffs including sugar and vanaspati, negotiation and operation of treaties and agreements with foreign countries or international agencies in respect of foodgrains and other foodstuffs. The

Department is responsible for coordination of relief measures necessitated by natural calamities. It exercises control and regulates the sugar and vanaspati industries, as well as other food processing industries. The administration of the Food Corporation of India, Central Warehousing Corporation and the Modern Bakeries Limited is also the responsibility of this Department. The table below indicates the classwise distribution of posts under the Department.

TABLE XXXIV

	Class I	Class II	Class III	Class IV	Total
Secretariat including Subsidiary Food Organisation and Extension units	80	351	349	253	1033
Directorate of Sugar and Vanaspati	20	48	124	55	247
National Sugar Institute	35	31	129	119	314
Others.	54	56	215	142	467
TOTAL.	189	486	817	569	2061

92. The Class I posts in the different organisations under the Department, which are in the standard Class I Senior and Class I Junior scales of pay applicable to scientific, engineering and non-technical posts, should be allotted the appropriate replacement scales recommended by us.

For the Class I posts in the scales of Rs. 1300—60—1600— and Rs. 1100—50—1400, the scales of Rs. 1500—1800 and Rs. 1300—1700 respectively would be appropriate.

For the post of Deputy Chief Director of Purchase in the scale of Rs. 1300—60—1600—100—1800, we recommend the scale of Rs. 1500—2000.

There is a post of Joint Director (Save Grain Scheme) in the scale of Rs. 900—40—1100—50—1400 for which the recruitment rules have not been finalised. We recommend the scale of Rs. 1300—1700 for this post.

For the post of Director (Movements) in the scale of Rs. 1100—50—1300—60—1600, which is filled by transfer on deputation of an officer from the Railways, the scale of Rs. 1500—1800 would be appropriate.

93. The Class II posts in the Department which are in the standard Class II scale of Rs. 350—25—500—30—590—EB—30—800—EB—30—830—35—900 should be brought over to the revised scale of Rs. 650—1200.

We recommend the same scale for the post of Administrative Officer (Parliament) in the scale of Rs. 475—25—500—30—590—EB—30—800.

The post of Inspector (Solvent Extraction Oil Scheme) and the two posts of Inspecting Officer (Catering Institutes) in the scale of Rs. 350—25—500—30—590—EB—30—800 should also be placed in the same scale of pay.

There are 10 posts of Senior Inspecting Officer (Fruit & Vegetable Preservation) in the scale of Rs. 590—30—830—35—900. Eighty per cent of these posts are filled by direct recruitment from amongst Degree holders in Chemical Engineering or in Agriculture or Science with post-graduate diploma in Fruit Technology, and with 5 years' experience in the processing of fruits and vegetables in a factory of repute. The remaining 20 per cent posts are filled by promotion. Having regard to the qualifications and the nature of experience, we recommend the pay scale of Rs. 700—1300 for these posts.

94. At the Class III level, the posts of Technical Assistant, Scientific Assistant, Research Assistant (Selection Grade), Research Assistan, Chemist etc., requiring scientific, technical, engineering or other qualifications, are in the pay scale of Rs. 325—15—475—EB—20—575 and Rs. 210—10—290—15—320—EB—15—425. For these posts the scales of Rs. 550—900 and Rs. 425—700 respectively would be appropriate.

95. For the posts listed in the table below we recommend the pay scales indicated against each:—

TABLE XXXV

Sl. No.	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Supervisor (Marketing Intelligence)	2	Rs. 335-15-425	Rs. 550—750
2.	Assistant Analyser	2	Rs. 150-5-160-8-240-EB-8-280-10-300	Rs. 330—560
3.	Caretaker	1	Rs. 168-8-256-EB-8-280-10-300	Rs. 330—560
4.	Assistant Welfare Officer	1	Rs. 270-10-290-15-410-EB-15-485	Rs. 470—750
5.	Chief Verification Inspector	2	Rs. 335-15-425	Rs. 550—750
6.	Officer-in-Charge (Defence Grinding)	5	Rs. 350-20-450-25-475	Rs. 550—750

96. There are three posts of Foreman in the pay scale of Rs. 335—15—485 in the Indian Grain Storage Institute which are filled by direct recruitment from amongst diploma holders in Mechanical Engineering with about 5 years' experience in structural fabrication and sheet metal work. We recommend the scale of Rs. 550—750 for these posts.

There are also two posts of Fumigation Assistant in the pay scale of Rs. 150—5—175—6—205 which are filled by direct recruitment from amongst Intermediates in Science with Biology. We recommend the scale of Rs. 330—480 for these posts.

The posts of Mechanic-cum-Operator in the pay scale of Rs. 125—3—131—4—155 in this organisation should be placed in the scale of Rs. 260—400.

97. The posts in the Directorate of Sugar and Vanaspati and the National Sugar Institute which need specific mention have been discussed below.

#### Directorate of Sugar and Vanaspati

The Directorate of Sugar and Vanaspati, an attached office, is responsible for the implementation of Governmental policy relating to prices, quality control, supply, distribution, import and export of vanaspati and sugar and for the expansion and development of the two industries. The organisation is headed by a Chief Director in the pay scale of Rs. 1800—100—2000. There is a post of Additional Chief Director in the pay scale of Rs. 1600—100—1800 and one post each of Director (Sugar Technical) and Director (Vanaspati) in the pay scale of Rs. 1300—60—1600.

For the post of Chief Director, we recommend the scale of Rs. 2000—2250.

For the posts of Additional Chief Director and Director, the scales of Rs. 1800—2000 and Rs. 1500—1800 respectively would be appropriate.

There is a post of Director (Sugar Control) in the pay scale of Rs. 1100—50—1300—60—1600. We recommend the scale of Rs. 1500—1800 for this post.

98. There are seven posts of Inspector (Sugar), eight posts of Inspector (Vanaspati) and two posts of Junior Technical Officer in the pay scale of Rs. 350—

25—500—30—590—EB—30—800. While the posts of Junior Technical Officer are filled by promotion from the Class III staff, there is both direct recruitment and promotion from the lower grades to the other posts. For these posts, the scale of Rs. 650—1200 would be appropriate.

#### National Sugar Institute, Kanpur

99. The National Sugar Institute provides technical education in all branches of Sugar Chemistry, Sugar Technology and Sugar Engineering. The Institute undertakes research on problems relating to sugar and allied industries and the utilisation of the by-products. It also provides advisory and extension services to the sugar factories. The organisation is headed by a Director in the pay scale of Rs. 1800—100—2000. On the teaching side, there are seven posts of Professor, including three posts of Chief Technologist (Sugar Technology), in the disciplines of Sugar Chemistry, Bio-Chemistry, Physical Chemistry and Sugar Technology which are in the scale of Rs. 1300—60—1600. There are also five posts of Professor in the engineering disciplines, including three posts of Chief Engineer and Chief Chemical Engineer whose duties also include post-graduate teaching and training and research, which are in the pay scale of Rs. 1100—50—1400 with a special pay of Rs. 150 per mensem. The posts of Professor both in the technical and the engineering category form a composite cadre for the purpose of promotion to the post of Director.

100. Having regard to the qualifications and the nature of work of Professors in the engineering and the technical disciplines, we recommend that all these posts in the scales of pay of Rs. 1300—60—1600 and Rs. 1100—1400 *plus* Rs. 150 special pay should be placed in the scale of Rs. 1500—2000 without any special pay.

The Chief Design Engineer and the Assistant Director (Survey and Information) in the pay scale of Rs. 1300—60—1600, who also possess engineering and technical qualifications, should also be placed in the same scale of pay.

For the Director of the Institute, we recommend the scale of Rs. 2000—2500.

101. For the posts listed in the following table, the appropriate scales have been indicated against each:—

TABLE XXXVI

Sl. No.	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Farm Superintendent	1	Rs. 250-10-290-15-425	Rs. 455—700
2.	Senior Agriculture Supervisor	1	Rs. 168-8-200-EB-8-256-EB-8-280-10-300	Rs. 380—560
3.	Agriculture Supervisor	1	Rs. 125-3-131-4-155-EB-4-175-5-180	Rs. 330—480
4.	Process Operator	1	Rs. 325-15-475	Rs. 550—750
5.	Head Pan Man	1	Rs. 200-10-290-15-350	Rs. 425—640
6.	Glass Blower	1	Rs. 210-10-290-15-320	Rs. 425—640

Sl. No.	Designation of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
7.	Surveyor . . . . .	1	Rs. 110-3-131-EB-4-143-4-155	Rs. 260—350
8.	Artist Photographer . . . . .	1	Rs. 150-5-175-6-205-EB-7-240	Rs. 380—560
9.	Superintendent, Hostel . . . . .	1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs. 290-560— With three advance increments for those possessing a Diploma in Catering and Hotel Management.
10.	Time Keeper . . . . .	1	Rs. 85-2-95-EB-3-110	Rs. 200—260

102. For the posts in the Artisan category in the table below, the revised scales indicated each would be appropriate.

TABLE XXXVII

Existing scale of pay	Proposed scale of pay
1	2
Rs. 200-10-290-EB-15-350 . . . . .	Rs. 425—640
Rs. 168-8-256-EB-8-280-10-300 } . . . . .	Rs. 380—560
Rs. 150-5-175-6-205-EB-7-240. } . . . . .	

1	2
Rs. 140-5-175 . . . . .	Rs. 320—400
Rs. 125-3-131-4-155 Rs. 110-3-131-4-143-EB-4-155 Rs. 110-3-131 Rs. 100-3-130 } . . . . .	Rs. 260—350
Rs. 85-2-95-3-110 Rs. 80-1-85-2-95-EB-3-110 } . . . . .	Rs. 200—280

CHAPTER 22

MINISTRY OF COMMERCE

A. DEPARTMENT OF FOREIGN TRADE

I. General

1. The Ministry of Commerce consists of the following two departments:

- (i) Department of Foreign Trade; and
- (ii) Department of Internal Trade

The Department of Foreign Trade deals with all matters relating to the country's foreign trade and the export-oriented industries viz. textiles, jute, handicrafts and plantation industries. The Department also has to deal with international bodies such as GATT, UNCTAD and ECAFE. It is organised into various territorial and functional divisions. The

main executive organisations under the Department of Foreign Trade are the offices of the Chief Controller of Imports and Exports, Textile Commissioner, Jute Commissioner, Director-General of Commercial Intelligence and Statistics, Development Commissioner, Kandla Free Trade Zone, Custodian of Enemy Property, Tariff Commission and the All India Handicrafts Board. Besides, there are several Public Corporations, Trade Promotion Institutions, Commodity Boards etc. functioning under this Ministry. The table below indicates the classwise distribution of posts in the various organisations under the Department:—

TABLE I

Class	I	II	II Non-gazetted)	III	IV	Total
Secretariat proper	123	82	215	381	175	976
Imports & Exports Organisation	69	228	76	1783	500	2656
All India Handicrafts Board	36	9	49	157	45	296
Tariff Commission	20	5	18	82	46	171
Textile Commissioner's Office, Bombay	95	39	2	955	328	1419
Jute Commissioner's Office, Calcutta	9	5	—	85	20	119
Director-General, Commercial Intelligence and Statistics	12	2	19	338	61	432
Kandla Free Trade Zone	2	4	—	32	65	103
Office of Custodian of Enemy Property, Bombay	2	1	—	11	2	16
Indian Missions Abroad	60	19	90	6	1	176
<b>TOTAL</b>	<b>428</b>	<b>394</b>	<b>469</b>	<b>3830</b>	<b>1243</b>	<b>6364</b>

II. Secretariat

2. The Secretariat of the Ministry mostly has the usual type of Secretariat posts and our recommendations in regard to the staff of the Secretariat in general will apply to these posts as well. The few posts which call for specific consideration are discussed below:—

3. The post of Officer on Special Duty (Vigilance) on a pay of Rs. 2250 (fixed) has been created from 1-10-70 by upgrading the post of Director (Vigilance) in the standard Secretariat scale of Rs. 1800—2000. According to the recruitment rules, the post is to be filled by transfer or deputation of officers of the Indian Administrative Service, Central Services Class I or Selection Grade of Central Secretariat Service. We recommend for this post the scale of Rs. 2000—2500.

4. For the two posts of Assistant Director (Rs. 400—950) in the Export Promotion Directorate

which are filled by deputation, we recommend the scale of Rs. 700—1300.

5. The Class I posts in the Exhibition Directorate are in four scales of pay viz. Rs. 1300—1600, Rs. 1100—1400, Rs. 700—1250 and Rs. 400—950. We recommend that these should be given the following rates of pay:—

Category	Existing Scale Rs.	Proposed Scale Rs.
1	2	3
Joint Director	1300—1600	1500—1800
Officer on Special Duty		
Technical Officer (Designs)	1100—1400	1300—1700
Deputy Director	700—1250	1050—1600
Assistant Director	400—950	700—1300
Stores Officer		

6. The main categories in the Directorate of Commercial Publicity are:—

TABLE II

Category	Scale of pay Rs.	No. of posts
	2	3
Director	1300—1800	1
Deputy Director	700—1250	1
Feature Writer-cum-Production Incharge	700—1250	1
Editor	700—1250	3
Assistant Editor	400—950	2
Art Executive	700—1150	1
Assistant Director	400—950	4
Assistant Director (Sales)	400—950	1

7. The post of Director (Commercial Publicity) is filled by promotion from the grade of Deputy Director. During evidence the official witnesses agreed to explore the feasibility of encadring the posts in this Directorate in the Central Information Service or alternatively of drawing officers from that Service on deputation so as to obviate the risk of stagnation inherent in filling such isolated posts by direct recruitment in the absence of adequate promotional avenues. We recommend that the posts in the scales of Rs. 400—950, Rs. 700—1250 and Rs. 1300—1800 should be replaced by the corresponding new scales of Rs. 700—1300, Rs. 1050—1600 and Rs. 1500—2000. The post of Art Executive which is on the non-standard scale of Rs. 700—1150 should be given the scale of Rs. 1050—1600.

8. The details of the Class II posts peculiar to this organisation are given in the following table:—

TABLE III

Category	Scale of pay	No. of posts
1	2	3
	Rs.	
Public Relations Officer	700—40—900	1
Senior Artist	400—800	1
Protocol Officer	400—800	1
Commercial Artist	350—900	1

9. The duties of the post of Public Relations Officer are to deal with complaints from the public. The recruitment rules for the post have not been finalised, but it is understood that the intention is to fill this post by transfer of Class II Officers on deputation. We recommend for this post the upper segment of Class II scale viz. Rs. 840—1200. The other posts in the scales of Rs. 400—800 and Rs. 350—900 may be given the revised scale of Rs. 650—1200.

10. Of the Class III posts, only the following need specific mention:

TABLE IV

Category	Scale of pay	No. of posts
	Rs.	
Security Assistant	210—530	1
Non-SAS Accountants	210—425	2
Documentation Assistant	210—425	1
Carpenter-cum-Mechanic	140—175	1

11. The main duties of the Security Assistant are to supervise the guards at the permanent exhibitions and to arrange for proper security. Recruitment is mainly by deputation of suitable officers from the Police or the Armed Forces. In the event of direct recruitment, the qualification prescribed is matriculation with 5 years' experience of security duties in Government or semi-Government organisations, or a reputable commercial concern. The adoption of the Assistant's scale for this post seems to be inappropriate and we would recommend the same scale of pay as for Inspectors of Police viz. Rs. 550—750. The pay scale and method of recruitment for the posts of non-SAS Accountant and Documentation Asstt. are similar to those of Junior Investigators and these posts should be given the corresponding scale of Rs. 425—700. For the post of Carpenter-cum-Mechanic we recommend the upper sector of the skilled grade viz. Rs. 320—400.

### III. Office of the Chief Controller of Imports & Exports

12. The Import Export Trade Control Organisation, an attached office of the Ministry of Commerce, is responsible for the execution of the import and export policies formulated by the Ministry. It has 17 Regional Offices spread over the whole country. The post of Chief Controller of Imports and Exports (CCI&E) carries two alternative scales of pay viz. Rs. 2500—2750 or Rs. 3000 depending upon whether an officer of the status of a Joint Secretary or an Additional Secretary to the Central Government is appointed to the post. The present arrangement may continue and the same scales as recommended for corresponding posts in the Central Secretariat may apply.

13. The newly created post of Export Commissioner (Rs. 1800—2250) is to be filled by deputation of officers of the Indian Administrative Service or Central Services Class I or Selection Grade of the Central Secretariat Service who have adequate experience in export matters. The functions of this post are to advise and assist the Chief Controller in formulating and implementing export promotion policies. The Department has urged upgradation of the post to the level of Joint Secretary. We are not in favour of this proposal as administrative difficulties might arise if the Chief Controller of Imports & Exports also happens to be in the grade of Joint Secretary. In our opinion the present scale is adequate and we accordingly recommend the revised scale of Rs. 2000—2500 for this post.

14. The following are the other special Class I & II posts at the headquarters of the organisation.

TABLE V

Category	Scale of pay	No. of posts	Method of recruitment
Joint Chief Controller of Imports & Exports	Rs. 1100—1800	10	50% by promotion from Deputy Chief Controller, with 5 years' experience in the grade and 50% by transfer/deputation of Indian Administrative Service/Central Services/ Central Secretariat Service Officers.
Deputy Chief Controller of Imports & Exports	900-50-1250	45	Promotion of Controller in Rs. 350—900 or Controller in Rs. 400—800 with 10 years service into the grade.
Controller of Imports & Exports	350(400)—900	71	Section Officers' cadre of Central Secretariat Service.
-do-	400—800	149	75% direct recruitment of graduates with 5 years' experience through UPSC. 25% by promotion from Section Heads (350—475) with 3 years' service in the grade.

15. The Import and Export Offices' Association has suggested that posts in this organisation should be equated to those in the Indian Customs Service as the functions are closely related. Thus it has been proposed that there should be identity of pay scales between the Controller of Imports and Exports and the Assistant Collector of Customs, the Deputy Chief Controller and Deputy Collector of Customs, and the Joint Chief Controller and the Collector of Customs.

16. We are of the view that the proposed parity of Deputy Chief Controller and Joint Chief Controller with Deputy Collector and Collector of Customs respectively would not be justified. On an overall assessment we recommend as follows:—

TABLE VI

Category	Existing Scale	Proposed Scale
	Rs.	Rs.
Controller	400—800 350 (400)—900	650—1200
Deputy Chief Controller	900—1250	1200—1600
Joint Chief Controller	1100—1800	1500—2000

17. The following posts were transferred from the Iron and Steel Controller's Organisation to the Chief Controller of Imports & Exports Organisation from 1st April, 1969 along with the work relating to the grant of import and export licences for iron and steel and ferro alloys:—

TABLE VII

Category	Scale of pay	No. of posts
	Rs.	
Deputy Iron & Steel Controller	1300—1600	1
Assistant Iron & Steel Controller		
Grade I	700—1250	1
-do- Grade II	400—950	2
Deputy Assistant Iron & Steel Controller	400—680	1
Assistant Director of Shipping	400—680	1

Government may examine the feasibility of integrating these posts and pay scales in a common structure for the Chief Controller of Imports and Exports Organisation as a whole. Till then, we recommend that as the pay scales for the above posts (with the exception of those in the scale of Rs. 400—680) are similar to those in force in the Central Services, they may be allotted the corresponding revised scales recommended by us. For the posts in the scale of Rs. 400—680 we recommend the lower segment of Class II viz. Rs. 650—960.

18. Following are the Class III posts peculiar to this organisation:—

TABLE VIII

Category	Scale of pay	No. of posts
	Rs.	
Junior Inspector	320—530	3
Inspector (to regulate export of monkeys)	350—475	5
Licensing Assistant	210—320	103
Investigating Officer	175-175 (Probation) 210-10-290-15-425	15

19. The functions of the Junior Inspectors are the collection of marketing intelligence and inspection of ferro scrap. As these posts are filled from the Upper Division Clerk cadre, we do not think a scale higher than Rs. 425—640 would be justified. The qualification stipulated for the post of Inspector is a Degree in Veterinary Science. We suggest the scale of Rs. 550—900 which we have recommended for posts with similar qualifications.

20. The posts of Licensing Assistant (Rs. 210—320) are filled by direct recruitment to the extent of 25 per cent and by promotion from Upper Division Clerks and Stenographers to the extent of 75 per cent. For these posts we recommend the scale of Rs. 425—640. It is not usual to resort to direct

recruitment for this category of posts and the qualification specified for direct recruitment viz. Inter-Science/Higher Secondary is pitched somewhat low, considering that the minimum qualification for direct recruitment to Upper Division Clerk's post is a University Degree. Government might review the position.

21. The posts of Investigating Officer are filled by direct recruitment from persons who have passed the Inter Science/Higher Secondary. We understand that it has been decided to convert these posts into those of Licensing Assistant (Rs. 210—320) but implementation has been held up by a stay order of the Calcutta High Court. We do not however, consider it necessary to prescribe a separate scale and the scale suggested above for the Licensing Assistants will apply to these posts also.

#### IV. All India Handicrafts Board

22. The principal function of the All India Handicrafts Board, an attached office of the Ministry of Commerce, is to advise the Government on the measures to be taken for the development and export of handicrafts and to assist the State Governments in planning and executing development schemes in this field. The Class I posts peculiar to this organisation are as follows:—

TABLE IX

Category	Scale of pay Rs.	No. of posts
Development Commissioner	2000—2250	1
Director of Handicrafts	1300—1600	2
Director of Museum	1300—1600	1
Deputy Director	700—1250	15
Deputy Development Officer	700—1250	1
Publicity Officer	700—1250	1
Officer on Special Duty	700—1250	1
Assistant Director	400—950	7
Assistant Development Officer	400—950	2
Exhibition Officer	400—950	2

23. The post of Development Commissioner carries the scale of Rs. 2000—2250. The recruitment rules for this post have not yet been framed but we are informed that it is proposed to provide for filling this post by promotion from the grade of Director (Rs. 1300—1600). Taking into consideration the

importance and duties of this post we recommend the scale of Rs. 2000—2500. The Directors should be placed in the scale of Rs. 1500—1800.

24. For the Deputy Directors (including Deputy Development Officer, Publicity Officer and Officer on Special Duty) and Assistant Directors (including Assistant Development Officer and Exhibition Officer) we propose the corresponding replacement scales of Rs. 1050—1600 and Rs. 700—1300.

25. Following are the Class II posts peculiar to this organisation. The scales recommended for these posts are shown against each:—

TABLE X

Designation	No. of posts	Existing scale Rs.	Proposed scale Rs.
Assistant Development Officer	1	350—900	650—1200
Assistant Director (Marketing)	1	350—900	
Junior Field Officer	14	325—575	550—900

26. For the posts of Marketing Analyst, Stores Supervisors, Assistant Manager, Preservation Assistant, Instructors, Craftsmen etc. we recommend the scale of Rs. 425—700. For the posts of Accounts Assistant (Rs. 210—530) and Junior Accountant (Rs. 210—425) we suggest the scales of Rs. 425—800 and Rs. 425—700 respectively. The latter post is filled by direct recruitment of candidates with Inter-Science/Higher Secondary qualification. The qualification prescribed is obviously low for the level of remuneration. We suggest that it may be raised to a degree in Accountancy.

#### V. Tariff Commission, Bombay

27. The Tariff Commission is a statutory body charged with the responsibility of making a detailed study of the working of tariff policies, the requirements of various industries for protection, pricing of various products, and review of the progress of protected industries and such specific matters as may be referred to it by the Government from time to time. At present, the Commission consists of two whole-time Members in addition to the Chairman. While the Chairman is on a pay of Rs. 3500 per month, the Members are in the scale of Rs. 2500—2750. We recommend no change in these scales.

28. The Class I and II posts peculiar to this office are as follows:—

TABLE XI

Category	Scale of pay Rs.	No. of posts	Qualifications
Secretary	1100—1800	1	
Director (Engineering & Metallurgy)	1100—1400	1	Degree in Electrical/Mechanical Engineering plus 5 years' experience.
Director (Chemicals)	1100—1400	1	M.Sc. in Chemistry/Degree in Chemical Engineering with 5 years' experience in industry.
Research Officer (Chemicals)	400—900	1	Degree in Chemical/Engineering Technology.
Administrative Officer	620—900	1	Promotion from Deputy Superintendent (Rs. 350—475)

29. The post of Secretary is on the Secretariat scale applicable to Deputy Secretaries and is filled either by promotion of Directors in the Tariff Commission or by transfer on deputation of a Grade I Officer of the Central Secretariat Service or an Indian Administrative Service Officer. We recommend the scale of Rs. 1500-2000 for this post. Both the posts of Director (Engineering) and Director (Chemicals) are filled by direct recruitment. These posts should be given the revised scale of Rs. 1300-1700. The post of Research Officer (Chemicals) may be placed in the revised scale of Rs. 700-1300. For the post of Administrative Officer which is filled by promotion of Deputy Superintendent (Rs. 350-475) the scale of Rs. 650-1200 should be adequate.

30. The details of posts in Class II (non-gazetted) peculiar to this organisation are shown below :—

TABLE XII

Category	Scale of pay Rs.	No. of posts
Superintendent (Technical)	450—575	2
Reporter	370—575	4

31. The posts of Superintendent (Technical) are filled by promotion from the grade of Senior Economic Investigators (Rs. 325—575). The two scales overlap to a considerable extent and have the same maximum. Considering that there is direct recruitment to the extent of 50 per cent through the Union Public Service Commission for the posts of Senior Economic Investigator, we think it would be appropriate to upgrade the posts of Superintendent (Technical) and allow the lower segment of Class II scale *viz.* Rs. 650-960. The posts of Reporter are filled partly by direct recruitment (50 per cent) through the Union Public Service Commission and partly by promotion from the lower grades. We understand that there has been considerable difficulty in filling the posts by promotion as well as by direct recruitment and that the Union Public Service Commission has recommended enhancement of the pay scale prescribed for the post if all other means of filling the posts (including transfer on deputation) fail. On a consideration of the nature of duties and pay scales in force for corresponding posts in other departments of Government we are inclined to recommend the lower segment of Class II scale with a higher start up to three advance increments to attract persons of the right quality.

32. The Class III posts belong to common categories. These posts should be brought on to the corresponding replacement scales recommended by us.

#### VI. Office of the Textile Commissioner, Bombay

33. The Textile Commissioner is in charge of the development and regulation of the textile industries (other than Jute and coir) including the textile machinery industry. The organisation has seven regional offices located at important centres of the textile

industry. The Textile Commissioner is also responsible through the All India Handloom Board for the running of the Weavers' Service Centres and the two Training Institutes of Handloom Technology at Salem and Varanasi.

34. The posts of Textile Commissioner and Additional Textile Commissioner are in the same scale *viz.* Rs. 2,000-2,250. We understand that in actual practice the post of Textile Commissioner has been invariably held by officers equivalent to the grade of Joint Secretary. Similarly, the incumbents of the post of Additional Textile Commissioner have been given scales depending on their seniority and pay in their respective cadres *viz.* Rs. 2,500 (fixed) in one case and Rs. 2,000-2,500 in another. We consider the present arrangement to be unsatisfactory and recommend that the post of Textile Commissioner should be in the grade of Joint Secretary, while the post of Additional Textile Commissioner should be in the grade of Rs. 2,250-2,500.

35. The main categories of Class I and II posts and their number and pay scales are shown below :—

TABLE XIII

Category	Scale of pay Rs.	No. of posts
Industrial Adviser	1800—2000	1
Adviser (Cotton)	1300—1800	1
Joint Textile Commissioner	1100—1800	1
Director (Production)/Chemical Processing/Cotton/Non-Technical	1300—1600	12
Senior Enforcement Officer	1300—1600	1
Inspecting Officer	1100—1400	2
Deputy Director	700—1250	30
Assistant Enforcement Officer Grade I	400—950	2
Assistant Director Grade I	400—950	37
Assistant Director Grade II	400—680	33
Assistant Enforcement Officer Grade II	400—680	3

36. The post of Industrial Adviser is the highest technical post in this organisation and is filled by promotion of Directors (Production and Development) or Directors (Chemical Processing) with 5 years' service in the grade. In conformity with our recommendations in regard to similar posts elsewhere we suggest the scale of Rs. 2,000-2,500\* for this post.

37. The post of Joint Textile Commissioner is in the Secretariat scale of pay (Deputy Secretary). It is filled by promotion of Director (Non-technical) with three years' service in the grade. Similarly, the post of Adviser (Cotton) is filled by promotion from the grade of Director (Cotton/Non-technical). Having regard to their source of recruitment and the importance of their duties, we consider that an improvement in their pay scale would be justified. We accordingly recommend for the posts of Joint Textile Commissioner and Adviser (Cotton) the scale of Rs. 1,800-2,000.

\*Member Secretary considers that the scale of Rs. 2000—2250 should be adequate for the posts of Industrial adviser generally *vide* his Note of dissent.

38. The posts of Director (Production and Development) and Director (Chemical Processing) are filled by direct recruitment to the extent of 50 per cent from among candidates possessing a degree in Textile Manufacture/Textile Technology and Textile Chemistry/Textile Technology respectively. Ten years' experience in a responsible capacity in a large textile mill is also required. The remaining 50 per cent are filled by promotion of Deputy Directors from the respective groups with 5 years' service in the grade. There is also direct recruitment to the extent of 50 to 75 per cent for most of the technical posts of Deputy Directors. Again, there is generally 75 per cent direct recruitment to the posts of Assistant Director Grade I and II. Thus, there is a substantial degree of direct recruitment at every level in this organisation. Even taking into consideration the need for lateral induction of persons with appropriate technical background, the present position would appear to call for a review. To reinforce this point we would like to add that competent experts in the textile field have readily marketable skills and command salaries within the industry which the Government would find difficult to match. The main hope of building up a competent body of experts would appear to lie in recruiting young and providing reasonably assured prospects of promotion. We recommend that the posts of Directors and Deputy Directors should be placed in the scales of Rs. 1,500-1,800 and Rs. 1,050-1,600 respectively. We recommend no change in the case of Senior Enforcement Officer and Inspecting Officer who may be given the scales of Rs. 1,500-1,800 and Rs. 1,300-1,700 respectively.

39. The Service Associations have demanded the merger of the grades of Assistant Directors Grade I and II on the plea that their duties are more or less identical and they are being operated as inter-changeable posts. The official witnesses told us during evidence that there is no significant difference in the duties and responsibilities of Assistant Directors Grade I and Grade II but that it is necessary to maintain a Class II level to serve as a promotion channel from the Class III grade. They suggested that the truncated Class II scale for Assistant Director Grade

II should be replaced by the standard Class II scale. We are not in favour of the merger as demanded by the Associations and recommend that the posts of Assistant Directors Grade II should be in the standard Class II scale of Rs. 650-1,200 and the posts of Assistant Director Grade I (including Assistant Enforcement Officer Grade I, should be in the scale of Rs. 700-1,300. There is another post of Assistant Enforcement Officer Grade II (Rs. 400-680). For this post we suggest the lower segment of class II viz. Rs. 650-960.

40. We next discuss the Class III categories. There are 41 posts of Technical Investigators (Rs. 320-530) which are filled by direct recruitment to the extent of 66-2/3 per cent from candidates having a degree in textile manufacture and 2 years' practical experience. The remaining vacancies are filled by promotion from the grade of Technical Assistants. The duties of Technical Investigators are inspection of textile mills and technical survey and assessment of components, spares etc. requiring replacement. Having regard to their qualifications, source of recruitment and nature of duties, it would be appropriate to allot them the scale of Rs. 550-900. For the posts of Enforcement Inspector (Technical) and (Non-Technical), in the scale of Rs. 320-530, we propose the revised scale of Rs. 550-800. There are 3 posts of Reporter (Rs. 270-485) which are filled by promotion from Senior Stenographer/Confidential Assistant. The prescribed qualifications are Matric with a speed of 150 words per minute in shorthand and 50 words per minute in typing. The duties of the posts are to report proceedings of important meetings and conferences. The Department has suggested upgradation of the posts to Rs. 325-575 grade. Having regard to the difficulty experienced in obtaining suitable personnel for these posts and also the considerable demand outside for such persons, we recommend the scale of Rs. 550-900.

41. The posts in the two Institutes of Handloom Technology which call for specific consideration are as follows :—

TABLE XIV

Designation	Scale of pay	No. of posts	Qualifications and method of recruitment.
1	2	3	4
Principal . . . . .	1100—1400	2	Direct recruitment. Degree in textile manufacture with 5 years' teaching exp. of 5 years' experience in Weaving Section of a Textile Mill.
Senior Lecturer . . . . .	400—950	4	Direct recruitment. Degree in Textile Chemistry/manufacture with 3 years' experience.
Draftsman-cum-Workshop Superintendent . . . . .	400—680	2	Direct recruitment. Diploma in Mechanical Engineering with 5 years' foundry experience.
Artist . . . . .	320—530	1	Direct recruitment. Matric with Diploma in painting and drawing.

1	2	3	4
Assistant Master Grade I . . . . .	325—475	1	Promotion from Assistant Master Grade II.
Dyeing Assistant . . . . .	210—425	1	Direct recruitment. Degree/Diploma in Chemical Technology.
Assistant Master Grade II . . . . .	200—380	1	Direct recruitment. Degree/Diploma in Weaving.
Artist Designer . . . . .	180—380	1	Direct recruitment. Matric with Diploma in Commercial/Fine Arts.
Research Designer . . . . .	130—256	1	Matric with diploma in Handloom Technology and 3 years experience in applied textile design work.
Master Weaver . . . . .	130—300	2	Promotion from Weaving Instructor.
Design Duplicator . . . . .	130—200	1	

42. For the post of Principal and Senior Lecturer we recommend the replacement scales of Rs. 1300—1700 and Rs. 700—1300 respectively. For the posts of Draftsmen-cum-Workshop Superintendent we recommend the lower segment of Class II scale viz. Rs. 650—960.

43. For the Class III posts we recommend the following revised scales of pay :—

Designation	Existing Scale	Proposed Scale
	Rs.	Rs.
Artist . . . . .	320—530	550—800
Assistant Master Grade I . . . . .	325—475	550—800
Dyeing Assistant . . . . .	210—425	425—700
Assistant Master Grade II . . . . .	200—380	
Artist Designer . . . . .	180—380	
Research Designer . . . . .	130—256	
Master Weaver . . . . .	130—300	
Design Duplicator . . . . .	130—200	330—480

44. There are a number of posts corresponding to skilled and semi-skilled artisan categories and they may be given the corresponding scales recommended by us in the Chapter on Workshop staff.

45. The following special posts exist in the Weaving Service Centres:—

TABLE XV

Designation	Scale of pay	No. of posts
	Rs.	
Technical Superintendent . . . . .	370—475	4
Expert Weaver/ Technical Assistant (Dyeing)/ Designer/Pattern Maker . . . . .	320—530	30
Ordinary Weaver . . . . .	210—425	
Block Printer . . . . .	210—425	11
Assistant Design Artist . . . . .	210—425	1

46. The posts of technical Superintendent are filled by direct recruitment, the qualifications being Degree/Diploma in Textile Technology with 5 years' experience in a weaving establishment. Their duties are to supervise the working of looms in the Weaving Section and prepare castings for fabrics. Considering the qualifications, duties etc. we suggest that these posts be given the scale of Rs. 550—900. For the posts in the scale of Rs. 320—530 which are normally filled by direct recruitment from candidates having post matric diploma in their specialised fields we recommend the replacement scale of Rs. 550—800. The posts in the scale of Rs. 210—425 may be given the revised scale of Rs. 425—700.

47. The remaining posts correspond to skilled and semi-skilled artisan staff for whom the scales recommended by us in the Chapter on Workshop Staff would be applicable.

### VII. Office of the Jute Commissioner, Calcutta

48. The Jute Commissioner looks after the development of the jute industry including the development of jute mill machinery industry. The sponsoring of mill applications for machinery and components is also under his charge. The Jute Commissioner performs the functions of Jute Controller for the administration of the Jute Textile (Control) Order, 1956.

49. The present equation of the Jute Commissioner with a Joint Secretary to the Government of India should continue as it is justified by the nature of duties and responsibilities entrusted to him. The Class I and Class II categories peculiar to this organisation are indicated below :—

TABLE XVI

Category	Scale of pay	No. of posts
	Rs.	
Industrial Adviser . . . . .	1300—1800	1
Deputy Jute Commissioner . . . . .	1100—1400	1
Deputy Director . . . . .	700—1250	2
Executive Officer . . . . .	740-35-950	1
Assistant Director (Jute Manufacture/ Marketing) . . . . .	400—950	2
Assistant Director . . . . .	350—900	3
Administrative Officer . . . . .	400—800	1

50. The post of Industrial Adviser is filled by direct recruitment from candidates who have a degree in Mechanical Engineering with 10 years' experience of jute machinery. Having regard to his qualifications, duties etc. an improvement in the pay scale is called for. We accordingly recommend the scale of Rs. 1800—2000 for this post. The post of Deputy Jute Commissioner is filled by transfer on deputation of Grade I Central Secretariat Service Officers or Central Services Class I officers with economic background and 3/9 years' service in the respective grades. This post may be given the scale of Rs. 1300—1700.

The posts of Deputy Director which are filled by promotion from the lower grade of Assistant Director may be given the scale of Rs. 1050—1600. For the post of Executive Officer which is in the odd scale of Rs. 740—950 and is filled by transfer on deputation, we suggest the scale of Rs. 700—1300. The posts of Assistant Director are partly in Class I junior scale and partly in Standard Class II scale. They should be given the corresponding replacement scales. The post of Administrative Officer (Rs. 400—800) is filled by promotion of Superintendent (Rs. 350—475) with 3 years' service in the grade. Considering the small size of the organisation and also the fact that the Executive Officer looks after certain aspects of administration like organisation and methods, vigilance etc. we think that the lower segment of Class II *viz.* 650—960 would be adequate.

51. Of the Class III posts only the following posts call for specific comments. There are 7 posts of Inspectors (Rs. 320—530) which are filled by direct recruitment. Three of those are technical posts requiring Inter Science with diploma in jute technology. The qualifications prescribed for the remaining posts are a degree in Economics or Commerce with 3 years' experience in the marketing of jute. These posts have a promotional avenue to the grade of Assistant Director (Rs. 350—900). We suggest the improved scale of Rs. 550—900 subject to the qualifications being suitably revised in keeping with the revised pay scale suggested. The post of Licensing Assistant (Rs. 210—320), which is filled from Upper Division Clerks should be in the scale of Rs. 425—640.

#### VIII. Directorate of Commercial Intelligence and Statistics, Calcutta

52. This Directorate is the primary agency for compilation and dissemination of statistical information and commercial intelligence through various publications including those concerning exports and imports. The Department is headed by a Director General (Rs. 1300—1800) who is assisted by four Deputy Directors General (Rs. 700—1250) and seven Assistant Directors (Rs. 400—950). All these posts except one post of Assistant Director, are included either in the Indian Statistical Service or the Indian Economic Service. For these Services we have already recommended scales in Chapter 17. One post of Assistant Director (Rs. 400—950) is filled by promotion from the grade of Superintendent (Rs. 350—575). Having regard to this arrangement this post should be in the standard Class II scale.

53. The remaining Class II and III posts belong to common categories and have been dealt with elsewhere in the Report.

#### IX. Development Commissioner, Kandla Free Trade zone

54. This Office is responsible for the implementation and supervision of the scheme for the establishment of a Free Trade Zone at Kandla and for advising the Ministry on the selection and setting up of export-oriented industrial units in the Zone. At the head of the organisation is the Development Commissioner (Rs. 1800—2250) which post is usually filled by transfer on deputation from the Indian Administrative Service or the Central Services, Class I. We recommend for him the scale of Rs. 2000—2500. Other Class I and Class II posts except that of Security Officer (Rs. 600—880) correspond to those in the Customs Department and should be allotted the appropriate scales of pay. For the post of Security Officer we suggest the upper segment of Class II scale *viz.* Rs. 840—1200. The Class III posts belong to common categories and should be allotted scales of pay recommended for corresponding categories. Of the Class IV categories, only the posts of Security Guard (Rs. 75—89) need separate consideration. They may be placed in the scale of Rs. 190—232.

#### X. Custodian of Enemy Property, Bombay

55. This office is entrusted with the custody, management and administration of enemy property in India. The main gazetted posts in this organisation are:—

TABLE XVII

Category	Scale of pay Rs.	No. of posts
Custodian . . . . .	1100—1400	1
Deputy Custodian . . . . .	700—1000	1
Assistant Custodian . . . . .	350—900	1

56. The post of Custodian is filled by transfer of suitable Class I officers of the Central Government or by promotion of Deputy Custodian with 5 years' service in the grade or of Assistant Custodian with 8 years' service in the grade. The posts of Deputy Custodian and Assistant Custodian are themselves filled by transfer of officers on deputation. We recommend that these posts be given the corresponding replacement scales *viz.*:

Category	Proposed Scale Rs.
Custodian . . . . .	1300—1700
Deputy Custodian . . . . .	1050—1600
Assistant Custodian . . . . .	650—1200

### B. Department of Internal Trade

57. The Department of Internal Trade has under its jurisdiction the following three Offices:—

- (i) The Civil Supplies Organisation;
- (ii) The Directorate of Weights and Measures; and
- (iii) The Forward Markets Commission.

58. *Civil Supplies Organisation*:— The primary function of this organisation is to act as a coordinating agency between the Ministries of the Government of India and the State Governments/Union Territory Administrations and to devise and implement measures for checking the rise in the prices of consumer articles. It keeps itself continuously informed about the supply and the prices position in regard to the selected essential commodities so as to initiate corrective and remedial action for achieving fair distribution. This office is under the supervision of a Director-General of Civil Supplies who is in the scale of Rs. 2500—2750. We recommend no change in his scale.

59. The posts special to this organisation are:—

TABLE XVIII

Category	Scale of pay Rs.	No. of posts
Deputy Commissioner	1100—1800	1
Assistant Commissioner- <i>etui</i> -Under Secretary	900—1250	1
Officer on Special Duty (Price Studies)	700—1250	1

60. These posts are filled by transfer on deputation from the Central Secretariat Service. We recommend for the Deputy Commissioner and Assistant Commissioner the scales of Rs. 1500—2000 and Rs. 1200—1600 as applicable to Deputy Secretary and Under Secretary in the Central Secretariat. The post of Officer on Special Duty may be given the scale of Rs. 1050—1600.

61. *Directorate of Weights and Measures*.—The Directorate of Weights and Measures is responsible for the implementation of the Standards and Measures Act, 1956. The Directorate consists of a Headquarters office in Delhi and four liaison organisations at Madras, Bombay, Calcutta and Delhi. It has also an All India Training Institute of Weights and Measures at Patna which has been taken over from the State Government of Bihar in January, 1970.

62. At the headquarters, the Director (Rs. 1100—1800) is assisted by a Deputy Director (Rs. 700—1250) and an Assistant Director (Rs. 400—950). The non-gazetted technical staff consists of two Investigators (Rs. 210—425) and a Computer (Rs. 110—180 + Rs. 10 Special Pay). The liaison organisations are each headed by an Assistant Director (Rs. 400—950) assisted by one Senior Investigator (Rs. 325—575) and an Instrument Mechanic (Rs. 205—280), besides the ministerial staff. The posts are on regular scales of pay and should be fitted into corresponding scales recommended by us for similar posts. The Instrument Mechanic should be brought on to the scale of Rs. 380—560.

63. We do not make any specific recommendation regarding the posts in the All India Training Institute at Patna, but we suggest that the posts may be fitted into one or other of the scales we have recommended for similar categories on a comparison of their duties and responsibilities, source of recruitment, qualifications etc.

64. *Forward Markets Commission*.—The Commission is a statutory body set up by the Central Government for administering the Forward Contracts (Regulations) Act, 1952 and advising the Government on matters relating thereto. The Commission consists of a Chairman (Rs. 2250—125—2500) and two full-time Members (Rs. 1800—2000). We recommend for the Chairman a fixed pay of Rs. 2500 and for the Members the scale of Rs. 2000—2250. The Secretariat of the Commission has three Divisions *viz.* Commodity Division, Enforcement Division and Administration Division. The following are the main technical posts peculiar to this organisation:

TABLE XIX

Category	Scale of pay Rs.	No. of posts
Director of Enforcement	1100—1400	1
Assistant Secretary	740—900	1
Enforcement Officer	590—900	1
Assistant Director	350—900	2

65. The post of Director Enforcement has usually been held by an Officer of the Indian Police Service on deputation. We recommend for this post the scale of Rs. 1300—1700. The post of Assistant Secretary and Enforcement Officer should be in the scale of Rs. 840—1200. The Assistant Director should be given the scale of Rs. 650—1200.

66. For the post of Reporter in the scale of Rs. 370—575 we suggest the lower segment of Class II *viz.* Rs. 650—960 in line with our recommendation for similar posts in the Tariff Commission.

## CHAPTER 23

### MINISTRY OF COMMUNICATIONS

#### 1. General

1. The Ministry of Communications is responsible for the administration of :—

- (i) Wireless, Planning and Coordination;
- (ii) Monitoring Organisation;
- (iii) Overseas Communications; and
- (iv) Posts and Telegraphs.

2. We propose to deal with items (i), (ii) and (iii) in Part A of this Chapter. The Posts & Telegraphs department is dealt with in Part B of this Chapter.

#### PART A

#### II. Wireless, Planning and Coordination Branch

3. This Branch is the national regulatory authority for assignment of radio frequency channels to wireless users in the country in conjunction with the International Telecommunications Union in Geneva and effects necessary national and international co-ordination for minimising interference by various transmitters with one another's operations. The Class I posts in this organisation are :

TABLE I

Category	Scale of pay	No. of posts
	Rs.	
Wireless Adviser . . . . .	1800—2250	1
Deputy Wireless Adviser . . . . .	1100—1400	2
Assistant Wireless Adviser . . . . .	700—1250+ special pay	4
Engineer . . . . .	Rs. 100. 400—950	4

4. The post of Wireless Adviser was till recently in the scale of Rs. 1800—2000 with a special pay of Rs. 200 per month. With effect from 1.1.1969 this was revised to Rs. 1800—2250 without special pay. The post of Wireless Adviser is filled by direct recruitment. Deputy Wireless Adviser with 5 years' minimum service in the grade are eligible to compete with outsiders. The Wireless Planning Coordination and Monitoring Officers' Guild has sought parity for the Wireless Adviser with the Scientific Adviser to the Defence Ministry on the ground that the Wireless Adviser is the spokesman of the Government of India in international conferences and has to lead delegations and safeguard national interests. The official witness was of the view that the Wireless Adviser

should be equated with the Deputy Director General, the Postmaster General and the General Manager, Telephones in the P&T who are in the scale of Rs. 1800—2250. We are in agreement with this view and suggest that the Wireless Adviser should be given the scale of Rs. 2250—2750.

5. The posts of Deputy Wireless Adviser are filled partly by direct recruitment (25 per cent) and partly by promotion of Assistant Wireless Adviser (75 per cent). The qualifications for direct recruitment are a degree in Telecommunication Engineering or in Electrical Engineering with radio communication as a special subject or a degree in Science with Physics and Mathematics and 3 years' experience in a technical wing of a large wireless organisation or M.Sc. with Wireless Communication, Electronics, Radio Physics or allied subject. In addition, 10 years' experience in a responsible position in a telecommunication organisation is essential. It has been represented that the existing scale is inadequate considering the multifarious responsibilities attached to this post and also the fact that the Deputy Wireless Adviser works as Secretary to the High Powered Standing Advisory Committee on frequency allocations of the Government of India. The Officers' Association has claimed that five Deputy Wireless Advisers left the department after having put in 3 to 8 years' service in the organisation. Apart from inadequacy of the pay scale, the Association has a grievance about inadequate promotion prospects, as during selections for the post of Wireless Adviser, the Deputy Wireless Advisers are at a considerable disadvantage *vis-a-vis* the open market candidates in view of their lower pay scale. The official witness also supported the demand for improving the pay scale. We recommend that the Deputy Wireless Advisers should be placed in the scale of Rs. 1500—1800.

6. Apart from direct recruitment at the level of Wireless Adviser and Deputy Wireless Adviser, there is direct recruitment also at the next two lower levels *viz.* Assistant Wireless Adviser (50%) and Engineer (75%). The departmental witness agreed that there was scope for reducing the points of lateral entry to only two *viz.* at the level of Engineer (Rs. 400—950) and at the level of Wireless Adviser, the intermediate levels being filled entirely by promotion. We endorse these views. The Assistant Wireless Advisers and Engineers should be allotted the scale of Rs. 1050—1600 and Rs. 700—1300 respectively.

7. We find that all the four posts of Assistant Wireless Advisers carry a special pay of Rs. 100 per month. We are informed that this special pay has been in existence for a long time. The justification for the grant of this special pay is not clear to us and Government may have the matter looked into.

8. The Class III posts of Technical Assistants Grade I & II (Rs. 325—575/210—425) and Technicians Grade I (Rs. 210—425) have been dealt with along with the Engineering supervisory staffs, in a separate Chapter\*. Technicians Grade II (Rs. 130—300) who are recruited from persons who have passed the Middle School Examination with 5 years' experience in a workshop should be allotted the scale of Rs. 330—560.

### III. Monitoring Organisation

9. The Monitoring Organisation is a field organisation which provides the necessary technical and allied data to the Wireless, Planning and Coordination Branch for fulfilling its various responsibilities. It has a network of 11 monitoring stations located at various places in the country. The main posts are those of Engineer-In-charge (Rs. 700—1250) and Engineer (Rs. 400—950) with subordinate Class III staff similar to those in the Wireless, Planning and Coordination Branch. There is 50 per cent direct recruitment to the posts of Engineer-In-charge and 75 per cent direct recruitment to the posts of Engineers. There is only one posts of Engineer-In-charge available for promotion of 14 posts of Engineers. For these posts, we recommend the scales of Rs. 1050—1600 and Rs. 700—1300 respectively.

### IV. Overseas Communications Service (OCS)

10. The OCS is responsible for the establishment, maintenance and operation of India's external telecommunication services. It also provides broadcast, transmission and reception facilities for the Government and the press agencies.

11. The OCS is organised in three branches—Engineering, Traffic and Administration. The administrative head of the Service is the Director-General who is on a fixed pay of Rs. 2000. The Gazetted Officers' Association has suggested that the Director-General should be equated to the Senior Member of the P&T Board (equivalent to Additional Secretary). The Secretary (Communications) in his evidence expressed the opinion that the Director-General should be treated on par with the Chief Engineer, All India Radio or General Manager (Telephones)/Postmaster General/Deputy Director General in the Posts & Telegraphs Department. We recommend for this post the scale of Rs. 2250—2500.

12. Below the Director General, the following Class I & II posts exist peculiar to this organisation :

TABLE II

Category	Scale of pay	No. of posts
1	2	3
Rs.		
<i>Class I</i>		
Deputy Director General (Technical operations/Technical planning/Traffic/Finance and administration)	1300—1800	4
Director	1100—1400	8
Deputy Director (Administration)	700—1250	1

\*Chapter 14.

1	2	3
Rs.		
Deputy Director (Traffic)	700—1250	1
Engineer-In-Charge	700—1250	16
Senior Traffic Manager	700—1250	1
Deputy Engineer-In-Charge	400—950	21

### Class II

Assistant Engineer	350—900	100
Traffic Manager	740—30—830—35—900.	3
Supervisor	530—30—710	16
Administrative Officer	590—900	1
Assistant Administrative Officer	375—650	8
Chief Mechanician	350—900	3

13. The posts of Deputy Directors-General are filled by promotion of Directors with 3 years' service in the grade. We understand that the posts of Deputy Director General (Finance and Administration) and Deputy Director-General (Traffic) are held by Engineering Officers, as there are no officers of sufficient seniority from the Administration and Traffic Wings. The posts of Directors (Rs. 1100—1400), except one post in the Traffic Wing, constitute the top posts in each branch office. In the headquarters office the Directors are in charge of the Satellite Cell and Switching Complex. The posts are filled by promotion from Engineer-In-charge/Deputy Director (Traffic)/Senior Traffic Manager with atleast 3 years' service in the grade.

14. In the Engineering Branch there is direct recruitment in varying proportions at three consecutive levels viz. Class I junior scale (25 per cent), Class II (50 per cent) and Class II non-gazetted (25 per cent). It is curious to note that the recruitment at all the three levels is through the Engineering Services (Electronics). Examination held by the UPSC for Class I Engineering Services generally. We are not convinced about the need for intake of direct recruits at three successive levels as at present. We would prefer retaining direct recruitment to junior scale Class I and making the Class II an entirely promotional grade. This would make the cadre attractive to Technical Assistants by improving their promotional opportunities to the grade of Assistant Engineer. According to the information available with us, as on 1-1-1971 against 141 sanctioned posts of Technical Assistants, 32 posts (nearly 25 per cent) were vacant. We recommend the following scales for these posts :

Rs.		
Deputy Director-General	1500—2000	
Director	1300—1700	
Deputy Director/Engineer-In-Charge	1050—1600	
Deputy Engineer-In-Charge	700—1300	
Assistant Engineer	650—1200	

15. In the Traffic Wing, below the level of Director, the following gazetted supervisory posts exist :—

TABLE III

Category	Scale of pay	No. of posts
	Rs.	
Deputy Director . . . . .	700—1250	1
Senior Traffic Manager . . . . .	700—1250	1
Traffic Manager (Class II) . . . . .	740-30-830-35-900.	3
Supervisors (Class II) . . . . .	530-30-710	16

16. The Deputy Director (Traffic) is in the Headquarters Office, Bombay and assists the Director (Traffic) and Deputy Director General (Traffic). The Senior Traffic Manager is in charge of the Traffic Section of the Bombay Branch while the three Traffic Managers are in charge of the Traffic Section of the Madras, Calcutta and New Delhi branches. The Department has explained that the post of Senior Traffic Manager for the Traffic Section of the Bombay Branch is justified on the basis of the volume of the telegraph traffic handled (which is about 40 per cent of the total volume of traffic as compared to about 25 per cent in New Delhi, 20 per cent Calcutta and 15 per cent in Madras) and on the basis of the number of staff (nearly 400) employed. The Supervisors who are gazetted officers are in charge of rotary duty in traffic handling. The Assistant Supervisor (Rs. 430-535) who is non-gazetted functions as group-in-charge or shift-in-charge with a number of Class III and Class IV employees under him. In the Traffic Wing there is direct recruitment only at the level of Senior Telegraphists (Rs. 210-410). For all the higher posts upto the level of Deputy Director General (Traffic) promotion is the rule. The Department has justified this practice on the ground that experience on the job is more important in traffic operations than academic qualifications. Even so, we feel that in the interest of administrative efficiency, direct recruitment should be introduced at gazetted level for a percentage of the posts so that persons trained and experienced in the traffic side will become available to hold the post of Deputy Director General (Traffic). We have made certain suggestions in this regard in the next paragraph.

17. The posts of Traffic Manager and Supervisor are in segments of the Class II scale (Rs. 350—900). The Traffic Officer's Association has suggested integration of (a) the grades of Assistant Supervisor and Supervisor and (b) the grades of Traffic Manager and Senior Traffic Manager/Deputy Director (Traffic). As the Supervisors are performing a distinctly higher level of supervisory work than the Assistant Supervisors and have actually two or three Assistant Supervisors working under them, we do not think it would be correct to merge the two grades of Assistant Supervisor and Supervisor as proposed. Similarly, both the Deputy Director (Traffic) and the Senior Traffic Manager are shouldering responsibilities of a higher nature than those attaching to the Traffic Manager. We are of the view that a more satisfactory solution would be to upgrade the post of Traffic Manager to Class I junior scale viz. Rs. 700—1300 and allot the standard Class II scale of Rs. 650—1200 to the posts of Supervisors. This structure would provide a suitable point for lateral induction, should the Government feel the need for doing so in what is to-day a somewhat closed cadre.

18. A proposal has been made that the grade of Administrative Officer (590—900) and Assistant Administrative Officer (Rs. 375—650) should be merged into a single scale. We are unable to accept this suggestion as it does not take account of the greater responsibilities of the Administrative Officer. We recommend that the Administrative Officer should be placed in the upper segment of Class II viz. Rs. 840—1200 and the Assistant Administrative Officer in the lower segment of Class II viz., Rs. 650—960

19. For the posts of Chief Mechanician (Rs. 350—900) which are filled by promotion from Senior Foreman (Rs. 450—575) with at least 3 years' service in the grade we recommend the scale of Rs. 650—1200.

20. The Class III posts of Technical Assistant (Rs. 325—575) and Junior Technical Assistant (Rs. 210—470) have already been discussed along with similar supervisory engineering staffs in Chapter 14. The following are the main Class III groups in the Traffic Wing :

TABLE IV

Category	Scale of pay	No. of posts	Qualifications and method of recruitment
	Rs.		
Assistant Supervisor . . . . .	430—535	36	By promotion from Senior Telegraphists / Head Checker.
Senior Telegraphists . . . . .	210-10-290-15-410	187	33-1/3 % by direct recruitment. Qualifications I.Sc./Higher Secondary. 66-2/3 % promotion from Junior Telegraphists.
Junior Telegraphists . . . . .	150—300	202	Promotion from Junior Checker
Head Checker . . . . .	210—380	20	Promotion from Senior Checker
Senior Checker . . . . .	150—300	118	Promotion from Junior Checker
Junior Checker . . . . .	110-4-150-EB-4-170-5-180-EB-5-225.	257	Direct recruitment. Matric

21. The Federation of OCS Unions has suggested extensive merger of junior and senior levels of various categories such as Checkers, Telegraphists, Technical Assistants, Store-keepers, Foremen, Clerical Staffs etc. These proposals seem to us to involve somewhat radical alteration of the existing set up and obliteration of clearly identifiable levels of responsibility. There can be a case for such proposals only where the duties performed are identical. It, however, appears that there is a difference in the duties and responsibilities attached to the posts of Senior Checker and Head Checker, Junior and Senior Telegraphists, Junior and Senior Technical Assistants, Junior and Senior Store-Keepers, Junior and Senior Foremen, Lower Division Clerks and Upper Division Clerks etc. We think it would be irrational not to attach a higher remuneration to those charges which have much heavier duties or responsibilities. We are, therefore, unable to accept this suggestion. We recommend that the Assistant Supervisors, whose duties have been commented upon above, should be placed in the scale of Rs. 550—900. For the Senior Telegraphists, the qualification specified for direct recruitment is I.Sc. or Higher Secondary. We understand that direct recruits are required to undergo training for a period of one year in the telegraph training class in the OCS and pass a departmental examination at the end of the training. The post may be given the scale of Rs. 425—700. The pay scale of Junior Telegraphist (Rs. 150—300) compares favourably with the scale of Telegraphists in the

P&T (Rs. 110-240) and Radio Operators in Civil Aviation Department (Rs. 150—300). The Second Pay Commission had recommended the scale of Rs. 130—300 for the OCS Junior Telegraphists but this was revised by Government to Rs. 150—300 as there had been traditional parity with Wireless Operators. The differentiation in pay scale between OCS Telegraphists and P&T Telegraphists has been justified on the ground that the work of the former is more difficult and arduous in view of the higher standards of efficiency required and the more sophisticated equipment handled by them. We feel that the existing relative position should not be disturbed and recommend for this category the scale of Rs. 330—560. As regards Head Checkers (Rs. 210-380), their duties are more akin to those of Head Clerks and they should have corresponding scales of pay. The pay scales of Junior and Senior Checkers are higher than those of Lower Division Clerks and Upper Division Clerks to whom they correspond. We understand that the duties of Junior Checkers are of somewhat greater responsibility than those of Lower Division Clerks. We recommend that they be allotted the scale of Rs. 260—430 and the Senior Checkers the scale of Rs. 330—560.

22. For the following Supervisory posts on the Workshop Maintenance side, we recommend scales indicated against each :—

TABLE V

Category	No. of posts	Existing scale	Proposed scale	Qualifications and method of recruitment
		Rs.	Rs.	
Senior Foreman . . . . .	4	450—575	700—900	Promotion from Junior Foreman.
Assistant Power House Superintendent. . . . .	1	450—575	700—900	Promotion from Foreman Fitter.
Junior Foreman . . . . .	7	370—475	550—750	Promotion from Senior Mechanical Assistant.
Senior Mechanical Assistant . . . . .	41	210—380	425—700	33-1/3% direct recruitment (Matric and Diploma in 3-year mechanical engineering course),  66-2/3% promotion from Junior Mechanical Assistants (Rs. 150—240).
Foreman Fitter . . . . .	13	250—380	425—700	Promotion from Senior Fitter.

Most of the OCS staff are required to perform shift duties and night duties. We understand that no night duty allowance is payable to any staff nor do they get any compensation by way of reduced hours

of work or night co-efficient. Our general recommendations in regard to night duty allowance are contained in Chapter 61 of the Report.

## PART-B

## POSTS AND TELEGRAPHS DEPARTMENT

**V-Introductory**

23. The Posts and Telegraphs Department comes under the administrative control of the Ministry of Communications. The Secretary of the Ministry of Communications holds charge of the Office of the Director General, Posts and Telegraphs and is also the Chairman of the Posts and Telegraphs Board. The P&T Board and the Director General, Posts and Telegraphs between them exercise all the powers of the Posts and Telegraphs Department. The P&T Department is responsible for the operation, maintenance, development and expansion of postal, telegraph, telephone and wireless communications throughout the country. In addition, it discharges certain agency functions in respect of the Post Office Savings Bank, National Savings Certificates, Broadcast Receiver Licences, Postal Life Insurance and collection of customs duty on postal articles etc. on behalf of other departments of the Government of India.

24. The P&T Board consists of seven Members *viz.* the Chairman, three Senior Members for (a) tele-communications operations, (b) postal operations and (c) finance respectively and three Members for (d) administration, (e) telecommunication development and (f) postal development and agency functions respectively.

25. For administrative convenience, the activities of the department have been divided into a number of territorial and functional units. There are at present 15 territorial units called P&T circles, all headed by a Postmaster General except Jammu and Kashmir. The jurisdiction of these circles is with a few exceptions generally co-terminus with the boundaries of the States. Functional units consist of one postal circle at Delhi and 12 Telephone districts. Apart from the P&T circles and Telephone districts, there are many other administrative units coming under the headquarters organisation and responsible for various functions *viz.* the Technical and Development circle, Regional Directorates for maintenance, Project circles for construction and maintenance of co-axial micro wave projects, the Telecommunication Research Centre, the Telecommunication Factories and Stores organisation, the Postal and Telecommunication Training Centres, the Civil Engineering circles, the Postal Life Insurance organisation, the Accounts organisation for workshop and stores etc. Each P&T circle is functionally organised into four main branches *viz.* the Postal, Railway Mail Service (RMS), Telegraph Traffic and Telegraph Engineering. Each branch is further organised into divisions and sub-divisions. The Engineering divisions are headed by Divisional Engineers (Telegraphs)/ (Telephones) while the Postal and RMS divisions are in the charge of Senior Superintendents or Superintendents of Post Offices or R.M.S. assisted by Inspectors incharge of sub-divisions. Similarly the Telegraph Traffic divisions are headed by the Chief or Senior Superintendents and Superintendents. The bigger telephone districts in the metropolitan cities are under General Managers

(Telephones) while the smaller ones are under District Managers (Telephones).

26. The total number of employees in the P & T department is 3,93,361. Their distribution in different classes and scales is as follows :—

TABLE VI

Class	Number of scales	Number
Class I . . . . .	14	1058
Class II . . . . .	11	2995
Class III . . . . .	52	308154
Class IV . . . . .	8	75099
unclassified (including workshop staff).	13	6055
	98	393361

In addition, there are 2,04,701 (as on 31st March, 1972) extra-departmental agents, who are part-time employees working mostly in the branch post offices in the rural areas. We have not dealt with this category as they are not covered by our terms of reference. We are informed that a separate committee was appointed by the Government in 1970 to examine the question of remuneration and service conditions of the extra-departmental agents and the report submitted by this Committee is already under consideration of the Government.

27. About 95 per cent of the departmental staff are employed in the P & T circles (83.5 per cent) and the Telephone districts (11.5 per cent) and about 1.5 per cent in the Telecommunication factories. Though the staff is distributed in 82 pay scales, 3 scales account for 80 per cent of the total strength. These scales are Rs. 70-85, 77-95 and 110-240.

**VI-The P&T Board and the P&T Directorate**

28. As mentioned earlier, the P&T Board consists of seven Members *viz.* the Chairman, three Senior Members and three Members. The Senior Member (Postal Operations) and Member (Postal Development and Agency Functions) belong to the Indian Postal Service Class I, while the Senior Member (Telecommunication Operations) and Member (Telecommunication Development) belong to the Telegraph Engineering Service Class I. The Member (Administration) is drawn from either of these two Services. The posts of the Chairman, P & T Board and Senior Member (Finance) are not encadred in any Service. The Senior Members have been given the status and pay of Additional Secretaries to the Government of India and the Members that of Joint Secretaries.

29. The Administrative Reforms Commission (ARC) has recommended that the P & T Board should consist of a Chairman who should be ex-officio Secretary to the Government of India and five Members who should be of equal rank without any Secretariat

status. The ARC has not specifically indicated what the rank or pay scale of the Members should be. In our view, the existing pattern of having Members of the Board with unequal rank is not a sound one and we recommend that while the Chairman should continue in the rank of Secretary to the Government of India, all the Senior Members and Members should be of equal rank and be given the pay of Rs. 3,000 (fixed) as for Additional Secretaries to the Government of India.

30. **The P & T Directorate.**—The P&T Directorate functions both as the Directorate of the P & T Department as well as the Secretariat of the Ministry of Communications in respects of the P & T Department. Below the Members of the P&T Board there are three main levels viz. the Deputy Directors General, Directors and Assistant Directors General. They do not, however, carry any Secretariat status. The table below shows the number and scales of pay of these and other class I posts in the P&T Directorate.

TABLE VII

Posts	Pay scales	Number
	Rs.	
Chief Engineer (Civil)	2000	1
Deputy Directors (General)	1800—2250	14
Directors	1300—1600	44
Assistant Directors General	(i) 900-50-1250	8
	(ii) 900-40-1100-50/ 2-1250.	9
	(iii) 700—1250	46
	(iv) 400—1250	15
TOTAL		137

31. The post of Chief Engineer (Civil) is filled by deputation from officers of the CPWD or other Engineering Departments. As the head of the Civil Engineering Wing of the P&T Department comprising the Civil/Electrical Engineering and Architecture branches, he assists the P&T Board in regard to the construction and maintenance of P&T buildings. Following our recommendations that Heads of department belonging to the organised Class I Services should be in two scales viz. Rs. 2250—2500 and Rs. 2500—2750, we recommend for this post the scale of Rs. 2500—2750. This will also be the scale applicable to about one-third of the posts of Chief Engineers in the CPWD.

32. Of the 14 posts of Deputy Directors General (DDG), two are encadred in the Indian Postal Services Class I, seven in the Telegraph Engineering Service Class I and the three posts of DDG (Inspection), DDG (Vigilance) and DDG (Efficiency Bureau) are shared by these two Services. The remaining two posts of DDG (Finance) and DDG (Accounts) are filled either by promotion from among suitable officers of the Accounts cadre of the P&T department or by deputation.

33. We do not have sufficient material before us to assess the relative importance of the various posts of DDGs. We have recommended a two-tier system (Rs. 2250—2500 and Rs. 2500—2750) for the posts of Heads of departments in the Central Services Class I and the Engineering Services Class I. We have also recommended that not less than 1/3rd and more than half of the total number of such posts could be in the higher grade of Rs. 2500—2750. We would leave it to Government to decide which of the posts of DDGs and how many of them should be in the higher grade.

34. The posts of Directors in the P&T Board are held on tenure basis by officers of the Indian Postal Service, Telegraph Engineering Service, and other organised Class I Services of the department who are in the Junior Administrative Grade (Rs. 1300—1600). Some of the general posts are filled by officers of the Central Secretariat Service Class I in the grade of Deputy Secretaries. Similarly, the posts of Assistant Directors General (ADG) are filled from the departmental officers belonging to the Indian Postal Service, Telegraph Engineering Service, and other Class I Services of the Department who are in the Class I Senior Scale and also from the officers of Central Secretariat Service in the grade of Under Secretaries. The pay scales for the Directors and Assistant Directors General should be the same as for the corresponding grades in the various Services.

35. While all officers in the grade of Assistant Directors General are given a special pay of Rs. 100 per month, only about half the number of officers in the grade of Directors are given a special pay of Rs. 200. The Indian Postal Service Association has complained of the disparity in the rates of special pay admissible to officers of the All India Services and the Central Services Class I posted as Under Secretaries and Deputy Secretaries in the Ministries and to the officers of the Indian Postal Service and Telegraph Engineering Service posted to equivalent posts of Directors and Assistant Directors General in the P&T Board. It has also pointed out that the officers of the Indian Revenue Service posted to the Central Board of Revenue are eligible for a special pay at the rates applicable to the Ministries and are accorded ex-officio status of Under Secretary and Deputy Secretary which is not the case in the P&T Board. It has been further argued that it would not be correct to deny the higher rates of special pay to the departmental officers posted to the P&T Board solely on the plea that they have not been given any ex-officio status. The more important criterion should be whether the officers are performing similar functions as in the other Ministries. It has been suggested that since the P&T Board is for all intents and purposes functioning as a Ministry of the Government of India, it would be reasonable to treat the postings to the P&T Board on the same footing as postings to other Ministries regardless of whether ex-officio status is conferred or not in a particular case. As this is an issue which concerns more than one Service or department, we have dealt with this in Chapter 8.

36. **Telecommunication Research Centre.**—The Telecommunication Research Centre (TRC) is an organisation directly under the control of the P&T

Board and is treated as part of the P&T Directorate for establishment purposes. It is engaged on research and development work concerning the telecommunication equipment required for departmental use and advises the P&T Board on relevant technical matters. The strength and composition of posts in this organisation are shown in the following table:—

TABLE VIII

Posts	Pay scale	Number
	Rs.	
Director	1800-100-2000-125-2250.	1
Deputy Director	1300-60-1600	7
Assistant Director	700-40-1100-50/2-1250.	31
Scientific and Technical Officers, Grade I	400-40-800-50-950	77
TOTAL		116

37. While the Director is in overall charge of the organisation, the Deputy Directors head the research groups and the Assistant Directors are normally assigned specific projects. The Scientific and Technical Officers (S&TO) Grade I either assist the Assistant Directors or assigned charge of minor component projects.

38. The posts of S&TOs Grade I are filled either by direct recruitment by selection through the UPSC or by deputation from other organisations in consultation with the UPSC or by transfer of suitable officers from the Telegraph Engineering Service (TES) Class I or Class II. The prescribed qualification for direct recruitment is a degree or diploma in Electrical, Telecommunication or Electronic Engineering or Masters' Degree or equivalent in Physics/Chemistry/Electronics/Mathematics. When holding these posts the officers of Telegraph Engineering Service Class II are granted a special pay of Rs. 100 per month. The direct recruits are eligible for promotion to the next higher grade of Assistant Directors on completion of 5 years' service as S&TO Grade I. Pending finalisation of recruitment rules, 27 posts of Assistant Directors are held by officers of TES Class I senior scale who get a special pay of Rs. 100 per month and the remaining four posts are held by directly recruited S&TOs Grade I who have completed 5 years' service. All the posts of Deputy Director are also held by the officers of TES Class I in the junior administrative grade and four of these posts carry a special pay of Rs. 200 per month. No special pay or deputation pay is attached to the post of Director which is held by a TES officer in the Senior Administrative Grade (Rs. 1800—2250).

39. We were informed by the Department that the system of deputation of departmental officers to TRC has not been entirely satisfactory as the best officers are not attracted due to inadequate financial rewards and the tenure system of such officers adversely affects continuity which is so essential in research work. At

the same time, the method of direct recruitment also may not prove to be the best solution as the cadre being small it may fail to attract talented persons capable of doing original scientific work. We understand that 9 out of the 36 directly recruited officers have resigned. Further, the departmental witnesses stated that since the TRC is intended primarily to cater to the needs of the P&T Department, it is necessary to have a certain proportion of departmental officers with necessary practical orientation, knowledge and background of departmental working. We were told that the department was considering promotion of directly recruited S&TO Grade I Officers to the next higher grade of Assistant Director after 3 to 5 years' satisfactory service. They were also considering a proposal to provide a continuous scale of Rs. 700—50—1250—EB—1300—60—1600 in lieu of the present grade of Rs. 700—1250 to avoid detention at the stage of Rs. 1250 for want of vacancies in the higher grade.

40. Whether the posts in the TRC should be filled by transfer of suitable departmental officers from the Telegraph Engineering Service or by direct recruitment of officers with research experience or by a combination of both the methods is a matter to be decided by the Government. We would, however, suggest that the deputation of departmental officers be so adjusted that the prospects of directly recruited officers for promotion to higher posts are not adversely affected. There should also be no rigidity in regard to the period of deputation so as to ensure that continuity is maintained. In case a deputationist is promoted to a higher grade in his parent cadre while working in the TRC, his emoluments should be protected so long as he is retained in the TRC by upgrading the post. These recommendations, if accepted, will go a long way towards attracting the right quality of departmental officers.

41. We recommend for the Director (TRC) the higher of the two scales viz. Rs. 2500—2750 proposed by us for Heads of departments in the organised Services generally. The other Class I posts in this organisation should be in the scales we have recommended for Class I posts at comparable levels. The officers drawn from the Telegraph Engineering Service should be allowed special pay on the same lines as in Research, Designs and Standards Organisation (RDSO) of the Railways. No special pay would, however, be admissible for the Director (TRC).

42. Below the S&TO Grade I there is S&TO Grade II in the scale of Rs. 325—15—475—20—575. No recruitment rules have been framed for this grade, the posts being filled by transfer of suitable Engineering Supervisors from the P&T Department who are granted a special pay of Rs. 50/- per month. We suggest that S&TO Grade II may be placed in the scale of Rs. 550—900 and the Engineering Supervisors may be given an option to draw pay in the suggested scale for the post or to draw their grade pay plus special pay of Rs. 75/- per month.

#### VII. Class I and Class II Services and Posts

43. In the P&T department there are two "Established Services" viz. the Indian Postal Service Class I

and the Telegraph Engineering Service Class I. In addition, there are nine other Class I and Class II Services as shown below :—

#### Class I

- (i) Indian Posts and Telegraphs Traffic Service Class I.
- (ii) Telegraph Traffic Service Class I.
- (iii) General Central Service Class I.

#### Class II

- (i) Postal Superintendents Service Class II.
- (ii) Postmasters Service Class II.
- (iii) Telegraph Traffic Service Class II.
- (iv) Telegraph Engineering Service Class II.
- (v) P&T Accounts and Finance Service Class II.
- (vi) General Central Service Class II.

44. **Indian Postal Service Class I.**—This Service is organised in five grades as follows:—

TABLE IX

Designation	Pay scale	Number of officers (1-1-72)
	Rs.	
Senior Member	3000	1
Member	2500—2750	1
Deputy Directors General, Post Masters General	1800—2250	13
Directors	1300—1600	37
Assistant Directors General, Senior Superintendents of Post Offices, RMS, Assistant Postmasters General, Principals and Vice Principals, Postal Training Centre, etc.	400—1250	250
TOTAL		

The Time-Scale officers of this Service are employed as Senior Superintendents in charge of the larger Postal, RMS and Foreign Post divisions. They are also posted as Assistant Postmasters General, Vigilance Officers etc. in the Circle offices and as Assistant Directors General in the P&T Directorate. The officers in the Junior administrative grade of the Service are mainly employed as Directors in the Circle offices and in the P&T Directorate. The Senior administrative grade officers are employed as Postmasters General or as the Deputy Directors General in the Directorate. We have already dealt with the

\*Including 73 for Leave Reserve, training reserve and deputation reserve.

\*\*Recently 8 posts have been reclassified as GCS Class II and are reserved to be filled by promotion of HSG Telegraph Clerks and HSG Telegraph Masters.

question of remuneration of this Service along with that of other Central Services Class I in Chapter 12. The scales recommended therein should apply to this Service also.

45. **Telegraph Engineering Service Class I.**—The case of officers of this Service has been examined in Chapter 14 along with the other Engineering Services. The scales recommended therein should apply to this Service also.

46. **Indian Posts and Telegraphs Traffic Service Class I.**—The Indian Posts and Telegraphs Traffic Service Class I now consists of only five posts, (viz. the three posts of Presidency Postmasters, Bombay, Calcutta and Madras and two posts of Postmasters of General Post Offices, Delhi and New Delhi) which we have discussed later in para 59. We feel this service may be abolished.

47. **Telegraph Traffic Service Class I & Class II.**—designations, pay scales, and the number of posts in the various grades in these Services are shown in the table below :—

TABLE X

Designation	Pay scale	Number
<i>Telegraph Traffic Service Class I</i>		
Director (Telegraph Traffic)	Rs. 1300—1600	1
Chief Superintendents (Bombay, Calcutta and Delhi)	1100—1400	3
Regional Controllers of Telegraph Traffic	1100—1400	3
Chief Superintendent /Senior Superintendents of Telegraph Traffic Divisions	700—1250	34
<i>Telegraph Traffic Service Class II</i>		
Assistant Directors (Telegraphs)/ Superintendents/Additional Superintendents of Telegraph Traffic Divisions/Central or Departmental Telegraph offices/Assistant Chief Superintendents etc.	350—900	142**
TOTAL		183

48. According to the recruitment rules half the number of vacancies in the Telegraph Traffic Service Class II, are to be filled on the result of the combined competitive examination conducted by the UPSC for recruitment to various Engineering Services and the remaining half by promotion from the Telegraph Traffic Supervisors (Rs. 210—380). However, direct recruitment has not been resorted to since 1954. The Government has now decided to revive direct recruitment with effect from 1972. The officers of Class II Service are eligible for promotion to Class I posts in the scale of Rs. 700—1250 and for

further promotion to the higher administrative posts in the service in the scale of Rs. 1100—1400 by seniority-*cum*-fitness. The post of Director (Telegraph Traffic) in the scale of Rs. 1300—1600 in the P&T Directorate is, however, filled by selection.

49. Class II Officers are generally employed as Superintendents of smaller Telegraph Traffic Divisions and Departmental Telegraph Offices, while the officers in the senior time-scale (Rs. 700—1250) are employed as Senior Superintendents of larger Telegraph Traffic Divisions or as Chief Superintendents of Central Telegraph Offices. Some of the Class II officers are also employed as Assistant Directors (Telegraph Traffic) in the Circle offices when they are entitled to a special pay of Rs. 100 per month. The three Chief Superintendents (Rs. 1100—1400) in Calcutta, Bombay and New Delhi are responsible for the telegraph service in the respective metropolitan areas. The main function of the Regional Controllers of Telegraph Traffic is to coordinate traffic matters between the Circles and between the Traffic and Engineering wings in the respective region.

50. Unlike other organised Class I Services, there is no direct recruitment to junior scale Class I and promotion takes place from Class II to the Senior Scale of Class I. The P&T Federations, the Telegraph Traffic Supervisors' Association and the Telegraph Traffic Officers' Association have been unanimous in their demand for the discontinuance of direct recruitment to Class II Service on grounds of meagre promotional prospects available to the Telegraph Traffic Supervisors. Looking to their existing promotion prospects and the improvement which would result from the implementation of our recommendation for the provision of a Selection Grade to them, we do not endorse their demand. We have generally not favoured direct recruitment at the Class II level but that is in regard to Services where there is provision for direct recruitment to Class I in the junior scale.

51. For the Class II posts we recommend the scale of Rs. 650—1200 and for the posts in the scale of Rs. 700—1250 we recommend the scale of Rs. 1050—1600. As regards the posts in the scale of Rs. 1100—1400 we are informed that the Chief Superintendents of Bombay, Calcutta and Delhi have about 2500 staff and 10 to 15 local departmental Telegraph Offices under them. In addition, they are required to inspect about 40 to 80 combined Post Offices (doing telegraph work) in these cities. The responsibilities of the Regional Controllers of Telegraph Traffic are also reported to be equally onerous. We do not, however, consider any change necessary in the existing scale and we accordingly recommend the replacement scale of Rs. 1300—1700. For the post of Director (Telegraph Traffic) in the P&T Board we suggest the revised scale of Rs. 1500—2000.

52. **Postmasters Class I, Postmasters Service Class II and Postal Superintendents Service Class II.**—There are two parallel Class II Services in the Postal Branch of the P&T Department *viz.* the Postal Superintendents Service (PSS) Class II and Postmasters Service Class II. The designations and number of posts

comprised in these two Services and their scales of pay are shown in the table below:—

TABLE XI

Designations	Pay scales	Number
	Rs.	
<i>Postmasters in Class I</i>		
Presidency Postmasters, Calcutta/ Bombay	1100—1400	2
Presidency Postmaster, Madras Postmasters (New Delhi/Delhi/ Kanpur/Lucknow).	700—1250	5
<i>Postmasters Service Class II</i>		
Postmasters, Deputy Postmasters, Deputy Presidency Postmasters	50—900	73
<i>Postal Superintendents Service Class II</i>		
Superintendents of POs/RMS/Foreign Post/Postal Stores Depots Assistant Director of Postal Services.	350—900	324

53. The recruitment to PSS Class II Service is made entirely by promotion through selection from the cadres of Assistant Superintendents and Inspectors of Postal and RMS Branches. The Postal Superintendents Class II have an avenue of promotion to 25 per cent of the vacancies in the Indian Postal Service Class I. They are employed as Superintendents of smaller Postal, RMS of Foreign Post Divisions or of Postal Stores Depots and as Deputy Superintendents in the larger Postal and RMS Divisions. They are also employed as Assistant Directors of Postal Services in the Circle offices when they get a special pay of Rs. 100 per month.

54. Recruitment to the Postmasters' Service Class II is also entirely by promotion through selection from the cadre of Assistant Superintendents of Post Offices and from the General line HSG staff of the Postal Branch with a minimum service of 5 years in the respective grade. They work as Postmasters of Grade 'A' Post Offices or as Deputy Postmasters under the Presidency or Class I Postmasters. They have an exclusive avenue of promotion to the posts of Class I Postmasters (Rs. 700—1250) and further to the two posts of Presidency Postmasters, Bombay and Calcutta (Rs. 1100—1400). One post of Director, Postal Services (Rs. 1300—1600) is also reserved for this category. In the RMS Branch four posts of Deputy Superintendents (Sorting) in the scale of Rs. 350—900 are reserved to be filled by promotion from the General line HSG staff.

55. We are unable to appreciate the need for, or advantage in, having two parallel Class II Services in the Postal branch, especially when there is not much functional difference between the two. We suggest that Government may have this aspect examined.

56. The association representing the Class II Postal Superintendents has argued that as the powers and responsibilities of Postal Superintendents Class I and Class II are practically the same irrespective of the size of the charge there should be only one grade of Superintendents of Post Offices/RMS which should be in Class I Service. Their demand in effect amounts to abolition of the Class II Service. For the reasons explained in Chapter 13 we are unable to accept the demand.

57. While in the case of promotion to PSS Class II a maximum age limit of 50 years has been prescribed, no such age limit applies for promotion to the Postmasters Service Class II. The association representing the Inspectors and Assistant Superintendents is opposed to removal of the age limit and would prefer reduction of the age limit to 45 years so that those promoted to PSS Class II would have a fair chance of advancement to administrative grades. We would advocate removal of the age limit of 50 years, as other Services do not have such a restriction and it operates harshly on the deserving staff who for no fault of their own have not been considered for promotion before attaining the age of 50 years. However, to ensure the promotion of deserving staff before they are well past their prime, a percentage of vacancies (25 per cent) should be filled on the basis of a departmental competitive examination. This would serve the same purpose as imposition of a maximum age limit for eligibility for promotion to the gazetted grade.

58. We recommend the standard Class II scale of Rs. 650—1200 for the posts included in the Postal Superintendents Service Class II and Postmasters Service Class II. The Deputy Superintendents (Sorting) in the RMS branch should also be given the same scale.

59. For the Postmasters Class I and the Presidency Postmaster, Madras who are in the scale of Rs. 700—1250, we recommend the corresponding revised scale of Rs. 1050—1600. The Presidency Postmasters, Calcutta and Bombay are at present in the scale of Rs. 1100—1400. It has been claimed on their behalf that previously they were on the same scale of pay as the Deputy Postmasters General who have now been redesignated as Directors and that this parity should be restored. It has also been stated that the Presidency Postmasters, Calcutta and Bombay, control about 2000 staff and are responsible for heavy monetary transactions and traffic which would justify their upgradation to the level of Directors. In our view, a revision of the scale does not, however, appear to be called for. We accordingly recommend for these posts the replacement scale of Rs. 1300—1700. We notice that there is no intermediate Class I level between these Presidency Postmasters (Rs. 1100—1400) and the Class II officers below them. We, therefore, recommend that one post of Deputy Presidency Postmaster in each of these two offices may be upgraded to Rs. 900—1400.

60. **Telegraph Engineering Service Class II.**—The designations and number of posts included in this Service are as follows:—

Designations	Pay scale	Number
	Rs.	
Assistant Directors, Assistant Engineers, Sub Divisional Officers, Construction Officers, Lecturers (Training Centres) etc.	350—900	1984

All the posts in the Service are filled by promotion through selection from the Engineering Supervisors who have put in a minimum of 5 years' service in the grade and have also qualified in a departmental examination. They have an avenue of promotion to 50 per cent of the vacancies in Telegraph Engineering Service Class I. We have discussed elsewhere in this report the general demands of these officers for the abolition of Class II Service, fixation of promotion quota with reference to posts (and not vacancies) and confirmation in senior scale instead of junior scale of Class I. As regards revision of scale, the standard scale for Class II Services and Posts namely Rs. 650—1200 will be applicable to this Service also.

61. **P&T Accounts and Finance Service Class II.**—While there is an organised Class II Accounts Service in the P & T Department, the Class I posts on the Finance and Accounts side are in GCS Class I. We understand it has been decided to constitute a regular Class I Service viz. the P&T Accounts and Finance Service Class I on the lines of similar Class I Accounts Service in certain other departments. The various Class I and Class II posts on the Accounts and Finance side, their number and pay scales are given in the table below:—

TABLE XII

Designation	Pay scales	Number
	Rs.	
Deputy Directors General Finance/ Accounts	1800—2250	2
Directors (Accounts/Finance)-cum-Internal Financial Advisers	1300—1600	13
Chief Accounts Officers/Internal Financial Advisers, Cost Accounts Officer, etc.	900-40-1100- 50/2-1250.	49
Accounts Officers/Administrative Officers, Assistant Cost Accounts Officer, etc.	590—900	277

62. We have already dealt with the pay scales and special pay to be given to the posts of Deputy Directors General and Directors in the P & T Board. These recommendations would be equally applicable to the corresponding posts in the Accounts and Finance cadre also. There are some posts in the scale of Rs. 900—1250 which is an odd scale for accounts posts. We understand that with the formation of a separate P & T Accounts and Finance Service, this scale would be revised to conform to the general pattern of pay scales applicable to the other

Class I Accounts Services. Accordingly, we recommend the scale of Rs. 1050—1600 for these posts in replacement of the existing scale of Rs. 900—1250. A proposal has been made for merger of the grades of Chief Accounts Officers (Rs. 900—1250) and Directors (Rs. 1300—1600). This demand is unacceptable to us as the posts of Director carry a distinctly higher level of responsibility.

63. The Class II posts of Accounts Officers are filled by promotion of P & T Senior Accountants (Rs. 270—575). The Accounts Officers are eligible for promotion by selection to the Class I posts in their own line. The P & T Accounts Officers' Association has asked for a higher remuneration on grounds of their all India transfer liability. The general question of compensation for such liability has been discussed elsewhere\*. The Association has also revived the old demand for equation of Accounts Officers with Under Secretaries to the Government of India which was made before the Second Pay Commission but was rejected by them. We have examined this demand in Chapter 27. For the reasons explained therein we are unable to accept it and the scale of Rs. 840—1200 recommended for Accounts Officers generally in that Chapter should apply to these posts also.

64. **General Central Service Class I and Class II.**—The General Central Service (GCS) includes posts which are not encadred in any of the organised services. Thus, the posts in the Telecommunication Factories, Civil Engineering Wing, Mail Motor Service and some miscellaneous posts are included in the GCS. These are discussed below :—

65. **Telecommunication Factories.**—The Telecommunication Factories Organisation in the P & T consists of three Production Units at Calcutta, Jabalpur and Bombay. The Organisation is headed by a General Manager in the scale of Rs. 1800—2250. The details of the posts are as follows:—

TABLE XIII

Designation	Pay scales	Number
	Rs.	
General Manager . . . . .	1800—2250	1
Managers/Deputy General Managers . . . . .	1300—1600	5
Assistant General Managers/Senior Engineers } . . . . .	700—1250	17
Assistant Managers . . . . .	400—950	23
Assistant Engineers . . . . .	350—900	53
Metallurgists . . . . .	350—900	6
Personnel Officer . . . . .	590—830	3
TOTAL . . . . .		108

66. Direct recruitment is made to 50 per cent of the vacancies in junior scale Class I, the remaining vacancies being filled by promotion of Assistant Engineers. The posts of Assistant Engineers are in turn filled by promotion of Technical Assistants (210—380) and certain other categories with minimum 5 years' service, on the basis of a qualifying departmental examination. The posts of Metallurgists are filled by direct recruitment through the UPSC from candidates

having a degree in Metallurgy or Metallurgical Engineering. They have no avenue of promotion at present and a proposal is stated to be under consideration to make them eligible for promotion to the posts of Assistant Managers (Rs. 400—950). The Assistant Managers are eligible for promotion to the posts of Senior Engineers and further to the higher administrative posts.

67. The Workshops Engineers Association has proposed amalgamation of Class II with Class I junior scale and automatic promotion of Assistant Engineers and Assistant Managers with 8 years' service to Class I senior scale. We cannot support the proposal for abolition of the Class II Service or for automatic promotion to higher grades regardless of availability of vacancies and selection procedures. In regard to the grievance that the post of General Manager is invariably filled by officers belonging to the Telegraph Engineering Service Class I and that the Workshop Engineers are not considered eligible for this post, the official witnesses told us that the Telecommunication Factories Engineers are equally eligible for this post but so far officers of requisite seniority and experience have not been available from this cadre, and hence the post has had to be held by an officer from the Telegraph Engineering Service.

68. For the General Manager we think that the lower of the two scales recommended for Heads of Departments viz. Rs. 2250—2500 would be appropriate. The other posts (except Personnel Officer) are on the standard scales applicable to all departments and they should be given the corresponding revised scales of pay.

69. The posts of Personnel Officers are in the odd scale of Rs. 590—830. Recruitment rules for these posts have not yet been framed but at present two posts are held by Accounts Officers (Rs. 590—900) and one by an Assistant Engineer (Rs. 350—900). They assist the Chief Accounts Officer in personnel and accounts matters. The duties appear to be more akin to those Assistant Accounts Officers and the current designation does not correctly reflect the duties of the posts. We recommend that the posts may be allotted the upper segment of Class II scale viz. Rs. 840—1200.

70. **Civil Engineering Wing.**—This Wing consists of three branches viz. Civil Engineering, Electrical Engineering and Architecture. The categories of posts, their number and scales of pay are shown in the table below :—

TABLE XIV

Posts	Pay scales	Number
	Rs.	
Senior Architects	1300—1800	10
Superintending Engineer		
Architects/Regional Architects,	700—1250	44
Executive Engineers,		
Surveyors of Works	400—950	13
Assistant Executive Engineers		
Assistant Architects,	350—900	144
Assistant Surveyors of Works,		
Assistant Engineer		
TOTAL . . . . .		211

\*Chapter 56.

Direct recruitment to the Class I posts is made through the combined Engineering Services examination, while recruitment to the Architecture Branch is made by selection through the UPSC. Direct recruitment is also made to 50 per cent of the vacancies of Assistant Engineers and Assistant Architects in Class II on the results of the combined Engineering Services examination. The remaining vacancies of Assistant Engineers are filled by promotion in equal proportion from the graduate engineers and others in the cadre of Junior engineers (Rs. 180—380). Similarly, the promotion quota in the grade of Assistant Architects is filled from the cadre of Architectural Assistants (Rs. 325—575). The vacancies of Executive Engineers are filled to the extent of 66-2/3 per cent from Assistant Executive Engineers having 5 years' service and to the extent of 33-1/3 per cent from Assistant Engineers having 8 years' service.

71. The Department is not in favour of direct recruitment at Class II level. We have already indicated our general approach in regard to this question in the relevant Chapter. As regards the Class I posts, we feel that due to the cadre being small, the Department may soon be faced with difficulties in regard to recruitment and retention, unless there is proper cadre management and recruitment is regulated keeping in view the opportunities for advancement for direct recruits.

72. As the qualifications, method of recruitment and duties and responsibilities of these posts are identical with those of the corresponding officers of the CPWD, the scales recommended by us for the Central Engineering Service should apply to these posts in the P & T also.

73. **Mail Motor Service.**—The main function of this organisation is to carry mails between post offices and RMS offices and between them and the railway stations or air ports or sea ports. For this purpose, the organisation maintains a fleet of vehicles and workshops for carrying out repairs. For technical maintenance and operational control the Mail Motor Service Organisation has been organised into regional units, four under Senior Managers (Rs. 700—1250) at Bombay, Calcutta, Delhi and Madras and six under Managers (Rs. 350—900) at Nagpur, Kanpur, Ahmedabad, Bangalore, Gauhati and Hyderabad. The Class II posts of Managers are filled entirely by direct recruitment through the UPSC, the prescribed qualification being a degree in mechanical or automobile engineering and about two years of training or experience of motor transport traffic including maintenance of a large fleet in a Government or commercial organisation. After a minimum service of five years the Managers are eligible for promotion to the posts of Senior Managers and further to the one post of Director (Rs. 1300—1600) in the P & T Directorate. On behalf of these officers it has been pointed out that they have wide and varied responsibilities which are not adequately remunerated. Also there is a promotion block as most of them belong to the same age group. We are informed that there has been recruitment difficulty for the posts of Managers as persons with prescribed qualifications are not offering themselves and the UPSC has advised the

Department to upgrade these posts. We find that there is no cadre of senior subordinates with necessary technical qualification in this organisation which can serve as a feeder cadre for the Class II posts. Government may have this looked into. Having regard to the recruitment difficulty and the demand outside for persons possessing experience of maintaining motor vehicles we recommend the Class I junior scale of Rs. 700—1300 for the posts of Managers. We further recommend provision in recruitment rules for grant of higher initial start upto three advance increments in deserving cases. The posts of Senior Managers should be in the scale of Rs. 1050—1600.

74. Other miscellaneous posts included in the GCS Class I and II are shown below :—

TABLE XV

Designation	Pay scales	Number
	Rs.	
Vigilance Officers . . . . .	700—1250	90
Circle Complaint Officers . . . . .	400—950	2
Welfare Officers . . . . .	400—950 350—900	5 19
Public Relations Officer . . . . .	700—1250	1
	TOTAL	117

75. The posts of Vigilance Officers are usually filled by officers of the corresponding grade of the Indian Postal Service or Telegraph Engineering Service Class I. Similarly, the posts of Complaint Officers are also filled by officers of the Indian Postal Service, Class I. As regards the posts of Welfare Officers, the Class I officers are drawn from the Central Labour Pool while the Class II posts are held by officers of Postal Superintendents Service Class II or Telegraph Engineering Service Class II. We understand that the Department is framing rules for recruitment to these posts by promotion from departmental candidates through a competitive examination. The post of Public Relations Officer is filled by direct recruitment through the UPSC. This is an isolated post with no promotion outlets. There are a number of such posts distributed in the various Departments of Central Government. Government should consider whether it will be feasible to group these posts for purposes of recruitment and promotion, so that the officers concerned would have some opportunities for advancement in their own line but in different Departments. Alternatively, wherever there is a constituted Service, e.g. Central Information Service, officers from such a Service should be drawn for filling isolated posts in other Departments in preference to direct recruitment. We recommend the following scales for these miscellaneous posts :—

Designation	Existing scale	Proposed scale
	Rs.	Rs.
Vigilance Officers } Public Relations Officer }	700—1250	1050—1600
Circle Complaint Officers, Welfare Officers	400—950 350—900	700—1300 650—1200

### VIII. Clerical Staff

76. We have considered certain groups of staff common to the P & T and other departments of the Government in separate chapters. The staff so dealt with are Engineering Supervisors, Drawing Office staff, Accounts staff, office staff, medical staff, motor vehicle drivers etc. We now proceed to deal with the main Class III categories in each branch of the P & T department separately except that we deal with the clerical staffs in all branches together.

77. The P & T offices below the Directorate can be broadly classified into administrative offices and operating offices. The administrative offices comprise the Circle offices, offices of the General Managers, Telephones, Divisional and Sub-divisional offices etc. The operating offices consist mainly of the Post offices, the RMS Mail offices, Sections and Record offices, the Telegraph offices, the Telephone exchanges, Foreign posts etc. Then there are miscellaneous units and organisations e.g. the Returned Letter Offices, Stores Depots, Mail Motor Units etc. The classification of the P & T establishments into administrative and operating offices is of some importance in view of its bearing on the pay scales of the clerical staff of this department. The distinction between the administrative and operating offices is based broadly on the differences in the nature of work between the two types of offices. Unlike the administrative offices, the operating offices usually come in contact with the public and observe different working hours, weekly offs and holidays etc. The administrative offices have, with some exceptions, adopted the LDC/UDC pattern prevailing in similar establishments elsewhere, while the operating offices have adopted a pattern which is peculiar to the P & T department. In these establishments in place of LDCs and UDCs, there are Time-Scale Clerks who are in the scale of Rs. 110-4-150-5-175-6-205-7-240. This scale has the same minimum as the LDC scale but a higher maximum and better incremental rates.

78. The P & T Department has, however, not adopted the LDC/UDC structure uniformly for all its administrative offices. In some offices, the existing LDC/UDC structure has been substituted by the time-scale pattern and in some newly created organisations also the time-scale pattern has been adopted. For instance, on the reorganisation of the offices of Telephone Revenue Accounts and Postal Stores Depots the time-scale pattern has been introduced in replacement of the LDC/UDC pattern, even though the nature of duties in these offices is predominantly clerical. Similarly, the time-scale pattern has been introduced in the newly created offices e.g. Project Circles, Regional Directorate of Telecommunications etc. Further, though the nature of work in the Telegraph Stores Depots, Telecommunication Factories, and Engineering divisions etc. is also essentially clerical, the time-scale pattern has been retained. The absence of a clear-cut and consistent pattern in regard to this matter has been criticised by the P & T Federations. As instances of inconsistent policy, it has pointed out that in the major Telephone districts, the LDC/UDC pattern has been adopted while in

the minor Telephone districts where the same type of work is performed, the time-scale pattern has been adopted. Similarly, in the Savings Bank Control Organisation which was taken over by the Audit department some years back, the LDC/UDC pay scales have been allowed to continue, whereas in the case of the more recent transfer of telecommunication accounting work from the Audit department, the time-scale pattern has been substituted for the LDC/UDC pattern.

During evidence we were told that the department was examining the above position with a view to putting it on a rational basis. We would suggest that in view of its bearing on pay scales, such classification should be made on a functional basis adopting some broad and consistent criteria so that the pay structure may conform to the classification.

79. The pay scales recommended elsewhere\* in this Report for ministerial categories employed in the administrative offices outside Secretariat will also be applicable to the corresponding categories in the P&T administrative offices. We would, however, like to refer here to their grievance in regard to inadequate promotion prospects. The ministerial staff in the administrative offices of this Department do not have any avenue of promotion to the gazetted posts in their own line which facility is enjoyed by the operating cadres. It has been suggested that certain general and miscellaneous posts like Assistant Directors in Circle Offices, Public Relations Officers, Directory Officers, Administrative Officers, Assistant General Managers etc. in the Telephone Districts and Gazetted personal Assistant, Superintendents of Postal Stores Depots and other non-technical posts should be exclusively reserved for the Administrative Office staff. Government should examine whether any or all these posts can be held by these staff. We would like to recommend that to the extent possible, some promotional opportunities should be provided for the ministerial staff in the administrative offices also to reach the Gazetted grade. We would also advocate reservation of a percentage of vacancies of Assistants in the P&T Board for UDCs from the field offices to be selected on the basis of a competitive examination. This would have the advantage of providing diversification of experience in the P&T Board besides giving an incentive to the meritorious field staff.

80. We consider next the pay scale of the clerical staff in the Operating Offices. The categories comprised in this group are the Postal Clerks and Supervisors in the Postal branch, Sub Record Clerks and Head Record Clerks in the RMS branch, Telegraph Clerks and Supervisors in the Telegraph Traffic Branch etc. They can be more aptly described as ministerial operating staff in contradistinction to the RMS Sorters, Telegraphists, Assistant Telegraph Masters and Telegraph Masters and Telephone Operators and Monitors who can be termed as non-ministerial operating staff.

81. The Second Pay Commission had recommended a slightly higher scale of Rs. 110—225 for the Time-Scale Clerks in P&T Offices than for Lower

\*Chapter 10.

Division Clerks in the administrative offices on the ground that the duties of the former were, on the whole, of greater responsibility. They had also recommended that 10 per cent of the total number of posts in the basic clerical scale of Rs. 110—225 should be in the Selection Grade of Rs. 150-5-175-6-205-EB-7-240. The Government, however, decided to merge these two grades into a combined scale of Rs. 110—240 for Time Scale Clerks and allied operating categories.

82. The posts of Time Scale Clerks in all branches of the P&T Department are filled in equal proportion by promotion of departmental employees in the lower grades on the basis of departmental competitive test and by direct recruitment, the minimum qualification being matriculation. The reservation of 50 per cent of vacancies to be filled by promotion is much higher than in other departments. For instance, in the Railways the promotion quota is 25 per cent and in the other departments it is usually restricted to 10 per cent. We understand that in actual practice the promotion quota of 50 per cent is not fully utilised and only 20-25 per cent of the vacancies are filled by the promotees. In the circumstances, we feel that there is no justification for keeping the promotion quota at 50 per cent and we suggest that it should be reduced to 25 per cent.

83. There is another reason for our suggesting curtailment of the promotion quota to 25 per cent. It has been stated by the official witnesses as well as by some unions that the standards of the departmental test have been lowered below the level required for ensuring the fitness of the candidates to perform the duties of the clerical grade and that it is proving detrimental to efficiency. At present in the P&T Department generally, no minimum educational qualifications have been prescribed for promotion to the clerical grade nor has any limit been specified either in regard to the maximum age or in regard to the maximum number of chances that a candidate can avail of. We understand that in other departments some restrictions of this nature exist in the matter of promotion to the clerical grade. For instance, in the Central Secretariat Class IV staff are eligible for promotion as LDCs provided they are matriculates and are below 45 years of age and pass the departmental test. We would recommend extension of similar arrangements in all branches of the P&T and improvement in the standard of tests to ensure efficiency.

84. The P&T Federations have complained that the pay scale of the Time Scale Clerks had been determined by the previous two Pay Commissions without going into the previous history of their scale of pay. They have contended that traditionally there was parity with the clerks in the P&T circle offices up to 1931 when it was altered to the disadvantage of the Time Scale Clerks. The Federations have urged that in fixing their scale of pay, the special features of the work of the Time Scale Clerks should be taken into account. These are the wide range of duties as counter clerks, attending to the public, handling of cash and valuables, pecuniary liability for losses, longer working hours, fewer holidays, transfers after prescribed tenures etc.

85. The branch-wise unions affiliated to the two P&T Federations have proposed different scales of pay in different branches in lieu of the Time Scale. The Federations have not, however, attempted to reconcile these different scales. The unions representing the Postal Clerks have claimed parity with the UDCs. It has also been pointed out that in view of the longer hours of work and fewer public holidays, even if the Time Scale Clerks are given the UDC pay scale, they would still get a lower hourly rate (Rs. 1.18) than the LDC in an administrative office (Rs. 1.32).

86. It seems to us that the proposal for equating Postal Clerks with the UDCs is likely to present a number of difficulties. First, if the initial recruitment grade in the P&T were to be that of the UDC, promotion of Class IV staff to this grade would be even more difficult than at present, as the standards for selection to the UDC grade cannot obviously be the same as for the existing time scale. Secondly, the raising of the initial recruitment grade to the UDC level in the P&T would result in distortion of the horizontal relativities with comparable categories outside the P&T. Thirdly, the uniformity in the Time Scale pattern throughout the P&T Department has come to be widely accepted among the various categories of employees and has taken too strong a root to be disturbed without creating a great deal of discontent and unsettlement among the employees. Lastly, even on merits we are not satisfied that all the posts of Postal Clerks deserve upgradation to the UDC scale. In the circumstances we have come to the conclusion that the demand for parity for Postal Clerks with the UDCs cannot be accepted.

87. We have also examined the feasibility of recommending the pattern of LDC and UDC scales of pay in lieu of the Time Scale. While there are presentational advantages in such a course, we understand that it would call for a radical alteration of the pay structure throughout the Department without commensurate benefits. The working in the P&T Department generally and in the Postal Branch in particular is, however, such that the staff have to be freely rotated from position to position and creation of two grades would take away the administrative flexibility which is available at present. We have been further informed that the two-grade system has been tried in the Post Offices in the past in the thirties and had been given up because of operational difficulties. In this background we do not recommend a change in the existing Time Scale pattern. We accordingly recommend the revised scale of Rs. 260—480 corresponding to the existing scale of Rs. 110—240.

88. The Time Scale Clerks in all branches have two avenues of promotion—one on the basis of seniority-*cum*-fitness to the Lower Selection Grade (LSG) and Higher Selection Grade (HSG) supervisory posts in their own line, and the other on the basis of departmental tests to the posts of Upper Division Clerks (UDCs), P&T Accountants, Inspectors in the Postal and RMS Branches, Telegraph Traffic Supervisors etc. It has been represented that the promotion prospects of the Time Scale clerical as

well as other operating categories in all branches are very limited (7-8 per cent) due to the stringent standards adopted for creation of supervisory posts. We consider that there is scope for improvement in the existing percentage of posts in LSG and HSG by some liberalisation of the standards for creation of such posts, wherever feasible and justified, so that the percentage in all the branches is not less favourable than that available in the administrative offices of the P&T.

39. The Second Pay Commission had recommended the scale of Rs. 210—320 for the LSG staff in the P&T operating offices as against the scale of Rs. 210—380 for the Head Clerks in the administrative offices. The Government, however, revised the scale to Rs. 210—350. Both the Federations have demanded restoration of parity in the pay scales of LSG staff and the Head Clerks, which existed earlier. The main consideration for the Second Pay Commission prescribing a lower scale for the LSG staff was that the Head Clerks, supervise the UDCs who are in the scale of Rs. 130—300, while the LSG staff supervise the Time Scale Clerks who are in a lower scale (Rs. 110—240). The consideration still continues to be valid and we recommend the revised scale of Rs. 425—640 for the LSG staff.

90. Above the LSG are posts in the Higher Selection Grade (Rs. 335—425). HSG staff are the highest Class III supervisory level in the P&T department. It has been argued that senior subordinates of corresponding levels in other departments are on higher scales with the maximum going up to Rs. 575. We find that the nature of duties and responsibilities attaching to the HSG staff in the operating offices varies considerably depending on the size of their charge and on whether they hold charge of an office or not. We have recommended in a later section that there should be two grades above the LSG, one to be called HSG I in the scale of Rs. 700—900 and the other to be called HSG II in the scale of Rs. 550—750. The higher scale would be applicable only to certain specified categories. With the improvements in the pay scales and promotional prospects we have recommended above with a view to improving the efficiency of the P&T Services, we feel that the existing system of promotion to these LSG and HSG posts based solely on seniority should be modified. We accordingly recommend that one-third of the vacancies in the LSG posts and all the posts in the HSG I (Rs. 700—900) should be filled by selection on the basis of merit. We attach great importance to this aspect of our recommendations. These recommendations should apply to the clerical as well as the operating categories in the P&T department.

### IX. Postal Branch

91. The Post Offices are of three types viz. the Head Post Offices, Sub Post Offices and Branch Post Offices. The first two perform all the postal, quasi-postal and agency functions while the Branch Post Offices, which are mainly in the rural areas and are manned by

the Extra-Departmental Agents, perform somewhat restricted functions. For supervision and maintenance of accounts, a number of Branch Post Offices are placed under a Sub Post Office and a number of Branch and Sub Post Offices are, in turn, placed under a Head Post Office. In addition to compilation and submission of accounts, a Head Post Office is responsible also for drawal and disbursement of the pay and allowances of all the departmental and Extra-Departmental Employees in the area and maintenance of their service records.

92. The table below shows the designations, pay scales and numbers of various categories and posts in the Postal Branch, which belong to the clerical manipulative and supervisory group of staff:

TABLE XVI

Designation	Scale of pay	Number	Special pay (per month)
1	2	3	4
	Rs.		Rs.
Head Postmasters . . . . .	335-15-425	396	
Sub Postmasters . . . . .		33	
Assistant Presidency Postmasters . . . . .	335-15-425	166	
Deputy / Assistant Postmasters . . . . .			
Deputy / Assistant Sub Postmasters . . . . .	210-10-290-15-350	3152	
Sub Postmasters . . . . .		949	
Sub Postmasters . . . . .		5057	10
Sub Postmasters . . . . .		8206	
P.O./RMS/DTO Accountants . . . . .		719	35
P.O./RMS/DTO Assistant Accountants . . . . .		187	25
Treasurers . . . . .	110-4-150-5-175-EB-6-205-EB-7-240.	1443	30 or 20
Assistant Treasurers . . . . .		109	30 or 20
Wireless Licence Inspectors . . . . .		939	30
Town Inspectors of Post Offices . . . . .		852	30
Postal Clerks . . . . .			
Signallers . . . . .		57424	

P.O.—Post Office.

RMS—Railway Mail Service.

DTO—Departmental Telegraph Office.

93. In the absence of a higher scale between the Time Scale and the lower Selection Grade, the P&T has had to resort to the expedient of granting special pay to Time Scale Clerks for manning posts carrying higher responsibilities. The Postal Branch Union affiliated to the Federation of National P&T Organisations has proposed that an intermediate grade should be created between the Time Scale and the Lower Selection Grade to cover all such special pay posts as well as posts of single-handed Time Scale Sub-Postmasters, Divisional Office Clerks, Savings Bank and Savings Certificate Clerks, Sub Accounts Clerks, Assistant Accountants and any other posts which are considered

to carry duties higher than those of Time Scale Clerks. The inclusion of such posts in an intermediate scale, as proposed, would obviate the need for attaching special pay to such a large number of posts. It could also, perhaps, serve as a middle level for direct recruitment from which promotion could be made to the LSG by selection. However, during evidence the departmental witnesses stated that this course would sacrifice the flexibility in the existing system which enables selection of suitable persons to hold the more responsible or arduous posts which carry a special pay. Even if an intermediate grade is introduced it will still become necessary to grant special pay to certain tenure posts e.g. Treasurers or posts which require passing a departmental test e.g. P.O. Accountants. We, therefore, do not consider it either desirable or feasible to institute an intermediate level in lieu of the present system of special pay. We, accordingly, recommend the continuance of the present system.

94. *Postal Signallers*.—They are selected from suitable Postal Clerks and given training for 9 months in telegraph training Centres in English Morse telegraphy. They are given further training in Hindi Morse as well as Hindi and English Teleprinter. They are mainly employed on telegraph work in the combined P&T offices. Their main grievance is that they have been discriminated against in the matter of grant of advance increments, two for training in English Morse and Telegraphists. The former complaint is no longer justified as the Signallers are now entitled to four advance increments, two for training in English Morse and Teleprinter and two for training in Hindi Morse and Teleprinter on the same basis as the Telegraphists. The only difference is that the Telegraphists are entitled to an additional increment in consideration of the fact that they have to undergo 9 months' pre-service training on a monthly stipend whereas the Postal Signallers receive such training while in service and, therefore, draw full pay and allowances during such period. As for the complaint that the circuit through which the Postal Signallers work are not declared as "Incentive Circuits" for the purpose of incentive payment, we understand that this demand has since been conceded by the Department.

95. *Town Inspectors and Wireless Licence Inspectors*.—The Town Inspectors and Wireless Licence Inspectors are selected by means of a test from suitable Postal Clerks who have put in at least 5 years' service and are below 45 years of age. They are attached to Head Post Offices and important Sub-Post Offices. The posts are tenable for a limited tenure of 3 years and carry a special pay of Rs. 30 per month. The duties of Town Inspectors are to supervise the work of out-door delivery staff such as Postmen, Express delivery messengers, Mail peons, etc., to inspect smaller Post Offices and check their cash and stamp balances, to attend to public complaints, to test check the delivery of money orders and to watch the punctual clearance of street letter boxes etc. The duties of Wireless Licence Inspectors consist of checking radio dealers' shops and records, investigating cases of unlicensed radio sets etc.

96. The main demand on behalf of these categories is for abolition of the tenure system of appointments

and for increase in the rate of special pay which, it is claimed, has not been revised since 1929. The National Federation of P&T Employees has suggested enhancement of special pay to Rs. 75 per month. Considering the supervisory and investigatory type of responsibility carried by the Town Inspectors, we are of the view that the present scale is inadequate. For the Town Inspectors to be really effective they should have a higher status. We accordingly suggest that the posts of Town Inspectors be upgraded to LSG. There will, however, be no special pay in addition. The Government may revise selection procedures, if necessary, and also assign them additional duties, if any, in view of the improved status. We think that the Wireless Licence Inspectors stand on a slightly different footing and a system of rotation is necessary in their case. We recommend that their special pay may be increased to Rs. 40 per month.

97. *Treasurers and Assistant Treasurers*.—They are employed in Post Offices to assist Postmasters/Sub-Postmasters in the treasury work where such work involves more than 2 1/2 hours a day according to the prescribed time tests. They are selected from Postal Clerks with at least 10 years service for a limited tenure of one year. They are required to furnish enhanced security of Rs. 1000 (as against Rs. 400/- prescribed for Postal Clerks). Their duties relate to custody of cash and stamps and insured articles in deposit, disbursement of pay and allowances, pensions etc. to the staff and other payments to the members of the public; drawal of stamps from the treasury and withdrawal from or remittance of cash to the bank and other offices. They are entitled to a special pay of Rs. 20/- per month for disbursement up to Rs. 3 lakhs per month and Rs. 30 per month for disbursements in excess of Rs. 3 lakhs per month. The chief complaint of this category is that while under the orders of the Ministry of Finance, issued in 1961, a special pay of Rs. 40/- per month is payable when the average monthly cash disbursed exceeds Rs. 1 lakh, they have been sanctioned lower rates, and that too from 1966 only. Even within the P&T, Cashiers in the RMS and Administrative Offices are entitled to special pay according to the orders of the Ministry of Finance. Yet another grievance is that the special pay is denied if the Treasurers or Assistant Treasurers perform treasury function for part of the day only.

98. As a large number of Postal Clerks handle cash in the course of the normal work, we consider that extension of the general orders of the Ministry of Finance would not be quite appropriate in their case. Even so, we feel that the rates prescribed by the Department should be improved. We recommend that the special pay should be increased to Rs. 40 per month for cash disbursements of over Rs. 3 lakhs per month and Rs. 30 per month for disbursements up to Rs. 3 lakhs per month. The special pay should be admissible regardless of part-time or whole-time work and should be based solely on the amount of cash disbursed during a month, excluding cheques and drafts.

99. *P.O., RMS and DTO Accountants and Assistant Accountants*.—Recruitment to this category is

made through a qualifying examination from the clerical staff employed in the respective branches. The qualified candidates when posted to work as Accountants and Assistant Accountants get a special pay of Rs. 35 and Rs. 25 per month respectively. They are usually employed in the accounts branches in Head Post Offices and Offices of Superintendents of Post Offices in the Postal branch; in the Head Record Offices and Offices of Superintendents of RMS in the RMS branch and in the large Telegraph Offices and Telegraph Traffic Divisions. The posts are held on non-tenure basis and the Accountants are eligible not only for the general line LSG/HSG Supervisory posts but they also have an exclusive right to the LSG/HSG Accountants' posts.

100. We have received divergent proposals from the Federations and the Association representing this category. The Accountants' Association has urged the constitution of a separate cadre with separate scales of pay. The National Federation of P&T Employees has suggested an intermediate grade between the time-scale and the LSG and abolition of the present distinction between Accountants and Assistant Accountants for which, in their view, there is no rational basis. The Federation of National P&T Organisations has, on the other hand, proposed LSG status for Accountants and an intermediate grade for Assistant Accountants. It has also been proposed that there should be an integrated scale for these categories combining LSG and HSG *i.e.* a scale of Rs. 210—425. The Unions representing LSG and HSG Postal Supervisors have objected to the Accountants claiming promotion in the general line in addition to their exclusive rights of promotion to the higher posts of LSG/HSG Accountants. They have argued that this arrangement gives an unfair advantage to the Accountants over the general line staff in view of their earlier promotion and confirmation as LSG Accountants. In the RMS Wing this difficulty has been got over by providing that every fifth vacancy only in the HSG general line is to be filled by the LSG Accountants.

101. We anticipate practical difficulties in the formation of a separate cadre for this category. The number of posts in each Division being few, only a circle cadre will ensure reasonable promotion prospects. This will, however, involve transfer liability over a wider area. Also as a corollary the Accountants would have to forgo the common promotional avenue now available to them to the LSG/HSG general line supervisory posts. Their promotional opportunities to HSG grade would be very limited and there would be none at all to gazetted grade. During evidence the departmental witnesses informed us that it was proposed to take over Postal accounting work from the Audit Department and the entire future set up of the Accounts Organisation in the Postal Branch was likely to undergo structural changes. They thought that it was inopportune to consider any changes in the existing arrangements at this stage. We agree with this view and accordingly do not recommend any change in the existing position. As regards the demand for abolition of the distinction between Accountants and Assistant Accountants on the ground that their duties are more or less identical, we understand that the Accountants do shoulder higher responsibilities. In the circumstances, we think that the

present two levels should remain. We recommend a special pay of Rs. 45. per month for Accountants and Rs. 35 per month for the Assistant Accountants.

102. Time Scale Sub Postmasters (SPMs.)—They are drawn from suitable Postal clerks and employed in post offices having up to 3 clerks including the SPM. They are entitled to either rent free quarters or additional house rent allowance of 10 per cent of pay in lieu thereof. The SPMs in charge of Sub Post Offices having one or two clerks in addition to the SPM are allowed a special pay of Rs. 10 per month from 1-4-1967. The Time Scale SPMs who are in charge of what are called single-handed Post Offices are, however, not entitled to this special pay. Both the P&T Federations have laid considerable stress on the varied and multifarious functions of this category and have demanded a substantial increase in the quantum of special pay admissible to this category as also grant of special pay to SPMs of single handed Post Offices.

103. The Time Scale SPMs of two and three-handed Post Offices have both supervisory and managerial duties. Ordinarily, a Supervisor should be in a scale of pay which should be higher than the scale of staff placed under his supervision. In this case, these staff have been given a special pay instead of a higher scale of pay. These Sub Postmasters work as their own cashiers without benefit of special pay for cash handling and are also not eligible for any overtime allowance. We feel that the concession of rent free accommodation to the SPMs is being given by the department in the interest of safeguarding its property as also to facilitate the performance of split duties by the SPMs. This concession is fully justified and cannot be regarded as a compensation for the greater responsibilities or arduousness of duties of the Time-Scale SPMs. Having regard to the range and importance of their duties, we recommend that the special pay of Time Scale Sub Postmasters of two and three handed Sub Post Offices should be increased to Rs. 25 per month. The foregoing considerations are also valid in the case of the Sub Postmasters in charge of the single-handed Post Offices. We accordingly recommend that they should also be given a special pay of Rs. 20 per month. We would further recommend that the posts of SPMs carrying special pay as recommended above should be filled by selection on merit.

104. A demand has also been made for the grant of special pay to clerks working in the divisional offices of the Postal and RMS branches. These posts are being filled on tenure basis by drawing Time-Scale Clerks from the operating offices. We do not see any justification for granting special pay to the Time Scale for performing clerical duties in an administrative office as such work cannot be considered as involving higher responsibilities or being of a more arduous nature than in the operating offices.

105. In the Postal Branch the LSG staff are employed either as Sub Postmasters, when they normally supervise the work of a large number of staff including Postmen and Class IV staff, or as supervisors in charge of various branches in the Head Post Offices and Sub Post Offices. The Federations have referred to the existence of traditional parity between the LSG

and the Inspectors of Post Offices (Rs. 210--380) which was disturbed by the Second Pay Commission. They have demanded restoration of this parity on the ground that the LSG Sub Postmasters and Supervisors, unlike the Inspectors of Post Offices, have supervisory and public relations responsibility. We have considered this question carefully. There are differences in the method of recruitment and the nature of duties and responsibilities of these two categories. Also, we think that, by and large, the Inspectors are called upon to display greater initiative and executive ability than the LSG Supervisors whose duties are more of a routine nature. Further, the Inspectors, unlike the LSG staff have predominantly touring duties, no fixed hours of work and no benefit of overtime allowance or rent free accommodation. On these considerations, we are firmly of the view that the demand for parity between the LSG staff and Inspectors is not justified and the scale of Rs. 425—640 should be adequate for the LSG staff.

106. Above the LSG are posts in the higher selection grade (Rs. 335—425). The HSG staff are employed as Sub Postmasters or as Head Postmasters. While a Head post office is invariably under the charge of a HSG Postmaster, a Sub post office is upgraded to HSG status when it has a clerical strength of 32 and cash transactions of Rs. 7.5 lakhs per month or above, or it has 25 clerks and cash transactions of Rs. 25 lakhs or above per month. HSG staff can also be posted as Deputy Postmaster in a post office where the Postmaster is of gazetted status. In scope and magnitude, the duties of HSG Postmasters differ from those of LSG Sub Postmasters because of the extended jurisdiction and larger number of staff employed under them. A Head Post Office has 20 to 60 Sub Post Offices placed under it for accounting purposes. The Head Postmasters are responsible to the audit for compilation and submission of accounts of all P.Os in the accounts jurisdiction of the Head Post Offices, for drawal and disbursement of pay and allowances of the departmental and extra departmental staff employed in the area and for maintaining their service records, security bonds etc.

107. The Federations have represented that the norms for sanctioning the posts of Sub Postmasters and Head Postmasters have been tightened in the course of years and do not take into account the additional functions devolving on them as in charge of offices or the strength of the lower grade staff supervised. Their main proposals are that all the Sub-Postmasters who supervise another LSG grade official in the office should be placed in the HSG and all Sub and Head Postmasters who supervise 6 LSG grade officials under them should be placed in the gazetted grade.

108. We consider that there has been a gradual increase in the span of control and consequently in the responsibilities of these categories and the existing two scales of LSG and HSG are inadequate for the wide spectrum of duties discharged by them. Further, as already pointed out, unlike in other departments of Government of India the highest non-gazetted scale of Rs. 450—575 is not available for the staff in this category in the P&T Department. In our view considering the wide range and extent of the responsibilities attached to these LSG and HSG postmaster categories,

there is need to redefine their charges with the object of placing the posts carrying relatively more onerous responsibilities on higher scales of pay. We recommend the following two grades as HSG I & II:—

HSG I—	Rs. 550-750	—	For Sub Postmasters and Head Postmasters supervising 2 to 5 LSG grade officials in the office.
II—	Rs. 700-900	—	For Sub Postmasters and Head Postmasters supervising 6 or more LSG officials in the office.

Our recommendation regarding filling 1/3rd of the LSG posts and all the posts in HSG-I by selection on merit would apply to these posts as well. We also recommend that the Sub-postmasters supervising another LSG grade official in the office should be granted a charge allowance of Rs. 45 per month. We also consider as reasonable another proposal of the Federation that additional supervisory posts should be sanctioned in the Post offices when the balance of supervisory work hours as per Marathe Time Test exceeds the available supervisory staff hours by 3 instead of 5 hours at present. This is, however, an administrative matter which the Government may examine on merits.

#### X—Railway Mail Service (RMS) Branch

109. The RMS Branch is responsible for all the intermediate stages of operation connected with the sorting of mails according to class and destination, and for their transfer from the offices of origin to the office of delivery. For the performance of these functions the RMS is divided into three main units viz. RMS mail Offices, RMS Sections and Record Offices. The Mail Offices are stationary offices while RMS Sections are mobile offices working on the moving trains. The Mail Offices and Sections are attached to Record Offices/ Sub Record Offices, which serve them with the required staff, work papers, stationery, bags, etc. necessary for their working. The Record Offices are the basic field units of Administration in the RMS Branch and deal with all establishment matters relating to the RMS Staff apart from house-keeping functions.

110. The categories of staff employed in this branch, their number and pay scales are shown in the following table:—

TABLE XVII

Designation	Scale of pay	Number
	Rs.	
Head Record Clerks (HRCs).	335-15-425	40
Branch Supervisors Assistant Head Record Clerks. (S)	210-10-290-15-350	229
Sub Record Clerks (SRCs)	{ 335-15-425 210-10-290-15-350	75
Record Clerks (RCs).	{ 110-4-150-5-175-FB- 6-205-FB-7-240+ special pay Rs. 20/10.	782
Head Sorters . . . . .	{ 110-4-150-5-175-EB- 6-205-EB-7-240.	440
Platform Inspectors . . . . .	{ 110-4-150-5-175-EB- 6-205-EB-7-240+ special pay of Rs. 20/-.	24
Sorters, Checkers & Clerks	110-4-150-5-175-EB- 6-205-EB-7-240.	18,766
Total		20,356

111. Sorters correspond to the Postal Clerks and their method of recruitment, qualifications, period of training etc. are the same as for Postal Clerks. They are employed in various capacities e.g. as Sorters in Mail Offices and Sections, as Checkers in Record Offices, as Clerks in the Office of the Superintendent of RMS etc. They are eligible for promotion in their own line to posts of Head Sorters, Record/Sub Record Clerks and Head Record Clerks in the Lower and Higher Selection Grades according to seniority-cum-fitness and also to the post of UDCs in circle offices and Inspectors of RMS and P&T Accountants on the basic scale.

112. The Federations have claimed that the Sorters' job requires some technical expertise in sorting according to changing mail circulation arrangements and shifting sorting patterns and involves both mental and physical strain. Further, conditions of work in the running sections are particularly hard and uncongenial and involve constant travel and frequent absence from home. A proposal of the National Federation of P&T Employees for the unified pay structure, with an entry scale for Sorters and two higher grades for Supervisors, to which there would be assured promotion in the 15th and 25th years of service, was rejected by the Joint Consultative Machinery Board of Arbitration in 1970. The National Federation of P&T Employees has now proposed a long scale of Rs. 400—10—510—585—20—685—25—810 for the Sorters. The Federation of National P&T Organisations has proposed that in addition to the basic scale there should be a non-functional Selection Grade to which there would be automatic promotion after 10 years' service in the basic scale.

113. We have considered whether the special features of work of RMS Sorters call for any change in the existing identity of pay scales between them and the other P&T categories viz. Postal Clerks, Telegraphists, Telephone Operators etc. The duties of Sorters, no doubt, involve greater physical strain than those of other categories. On the other hand, their work is somewhat simpler compared to that of Postal Clerks who perform a wide variety of duties, including cash handling and dealing with the public. The duties of Telegraphists and Telephone Operators also require alertness and do not permit of any distraction. Both these categories are also subjected to round-the-clock work involving night duty etc. Further, a considerable degree of uniformity prevails in the method of recruitment, qualifications, training and promotional prospects of these various categories. Even in regard to working conditions, the differences are not such as to warrant disturbance of the existing parity which has the sanction of past practice. We have come to the conclusion that weighing the recruitment qualifications and duties of one category against another, it would be desirable not to make any differentiation. We accordingly recommend the same scale of pay for RMS Sorters as for Postal Clerks and other categories viz. Rs. 260—480.

114. As in the case of Postal branch, there are a number of posts in the RMS branch also which carry special pay. RMS Sorters are entitled to a special pay

of Rs. 20/- per month when posted as Platform Inspectors and a special pay of Rs. 10/- per month when posted in charge of a Section or a Mail office "set" with a maximum strength of five and six Sorters respectively. Similarly, the Record Clerks/Sub Record Clerks are granted a special pay of Rs. 10 or Rs. 20 per month according as the number of Sorters and Checkers under them is 4 to 9 or 10 to 15. Both the P&T Federations have proposed substantial increase in these rates of special pay. They have also proposed the grant of a special pay to the Head Sorters of the single-handed sets. We recommend an increase in the special pay of Platform Inspectors from Rs. 20 to Rs. 30 per month and of Time Scale Head Sorters from Rs. 10 to Rs. 20 per month. We also recommend a special pay of Rs. 15/- per month for the Head Sorters of the single-handed sets and for Record Clerks/Sub Record Clerks in charge of offices with less than 4 Sorters/Checkers under them as their duties are more responsible than those of the Sorters/Checkers who are not in charge of a set or office. We have recommended a lower rate of special pay for the Head Sorters than for the Sub Postmasters in Time Scale in view of the differences in the worth of the respective charges. We do not consider there is any justification for grant of a special pay of Rs. 30 per month to the Mail Agents in charge of the mail agency branches and to the senior sorters who perform the duties of opening and closing of mails, as proposed by the Federation of National P&T Organisations.

115. The Sorters are required to undergo an annual examination, for the first 7 years of their service and thereafter in the 10th years and at the efficiency bar stage, to test their knowledge of the relevant rules and the names of Head Post Offices, Sub Post Offices etc. They are also required to sort dummy cards at a speed of 1000 cards per hour with a permissible error of 1 per cent. It has been demanded on behalf of the Sorters that this test, which is claimed to be peculiar to the Sorters only, should be abolished or in the alternative, it should not be linked with the drawal of the annual increments. The official witnesses told us that the test would become meaningless if they were delinked from the annual increment as demanded. We understand that earlier, these tests were held annually till the promotion of Sorters to the supervisory grade. Some liberalisation has thus already taken place. The Sorters are not unique in having to pass tests as the P&T Telegraphists are also required to pass similar tests. We think that the present practice should continue, as such tests contribute to efficiency.

116. The supervisory categories in the RMS branch comprise the Head Sorters in Mail offices and Sections and Record Clerks and Head Record Clerks in the Record Offices. These posts are created either in the LSG or HSG according to the norms laid down by the department. The main theme of the P&T Federations is liberalisation of the standards for creation of supervisory posts, and more particularly, for bringing about uniformity in the standards as between the Postal and RMS branches. It has also been proposed that all the

Record Clerks getting special pay should be placed in the LSG and those having five or six LSG Sorters under them should be upgraded to HSG. The present standards would appear to call for a review as the proportion of LSG and HSG posts to the Time Scale posts is relatively small (6 per cent) and is less than the minimum (10 per cent) recommended as a non-functional Selection Grade by the Second Pay Commission.

117. In accordance with the general pattern of the revised pay structure recommended by us on the Postal side, the pay scales of various grades in the RMS Branch will be as follows:—

- (i) The posts of Time Scale Head Sorters should be upgraded to LSG when there are six Sorters in a Mail Office and five in a Section instead of existing norm of seven and six Sorters respectively;
- (ii) All Record Clerks and Sub Record Clerks, at present in the scale of Rs. 110—240 plus special pay, should be upgraded to LSG;
- (iii) The LSG Head Sorters or Record Clerks/Sub Record Clerks, who directly supervise other LSG officials in their "set" or office, should be given a special pay of Rs. 45 per month;
- (iv) Further, the Head Sorters or Record Clerks/Sub Record Clerks, who directly supervise two to five LSG officials under them in their respective "sets" or Record/Sub Record Offices, should be placed in the HSG-II in the scale of Rs. 550—750 as on the Postal side. This grade should be allotted also to those Record Clerks/Sub Record Clerks who have 7 or more LSG staff in the Mail offices and Sections attached to the respective Record/Sub Record Offices;
- (v) The posts of Head Record Clerks, at present in the scale of Rs. 335—425, should be placed in the revised HSG-I in the scale of Rs. 700—900.

118. The posts of Head Sorters and Record Clerks/Sub Record Clerks should be created in the scales recommended by us by upgradation of existing posts (and not by creation of additional posts) and should carry supervisory and operating duties as at present. Where deemed fit, additional duties may also be entrusted to them in view of their improved status. Our other recommendations regarding filling the specific proportion of vacancies in the supervisory grades by selection on merit rather than by seniority would be applicable to these posts also.

#### XI—Inspectors and Assistant Superintendents of Post Offices and Railway Mail Service.

119. The staffs in this category and their number

and scales of pay are shown in the following table:—

TABLE XVIII

Designation	Scale of pay	Number
	Rs.	
Assistant Offices of Post	335-15-425	176
Assistant Superintendents of RMS.		110
Inspectors of Post Offices	210-10-290-15-380	1833
Inspectors of RMS		304
Total		2423

120. The Inspectors of Post Offices and the Inspectors of RMS are recruited through a departmental competitive examination conducted centrally by the P&T Board, from amongst the Class III staff working in the respective branches who have rendered a minimum of 5 years satisfactory service and are below 38 years of age. The ministerial staff of the P&T Circle Offices and the miscellaneous organisations, namely, Foreign Posts, Returned Letter Offices, Postal Stores Depots and the Savings Bank Control Organisation are also eligible to compete

The posts of Assistant Superintendents are filled by promotion on the basis of seniority-cum-fitness from the Inspectors of the respective branches.

121. The Inspectors of Post Offices hold charge of Sub-divisions and are required to inspect the Sub Post Offices and Branch Post Offices within their jurisdiction. The scope of inspection covers all aspects of postal working including check of cash and accounts, review of mail and financing arrangements etc. Where Assistant Superintendents of Post Offices are not available in a Division, the Inspectors are also required to verify the accounts of Head Post Offices. They are also required to enquire into public complaints and investigate cases of loss, frauds etc. Other functions allotted to them are to initiate plans for improvement and extension of postal facilities, to examine staff requirements of Post Offices under them and to maintain liaison with the local authorities etc. They have powers to appoint Class IV and extra departmental staff and are also vested with minor disciplinary powers.

122. The Assistant Superintendents of Post Offices are employed in Class I and heavier Class II Postal Divisions to assist the Superintendents of Post Offices in general administration and inspection of Post Offices. They attend to current work at the Divisional headquarters during the absence of the Superintendent on tour.

The Inspectors and Assistant Superintendents of RMS inspect Mail and Record Offices and Sections. Their duties are similar to those of their postal

counterparts. One of their main functions is the periodical review of mail circulation arrangements.

123. The Inspectors and Assistant Superintendents of Post Offices and RMS have a joint promotional avenue to the cadre of Postal Superintendents, provided they are below 50 years of age. Further, in the Postal branch, the Inspectors and Assistant Superintendents, unlike their counterparts in the RMS branch, have an additional avenue of promotion to 50 per cent of the general line HSG posts and to the cadre of Postmasters Class II.

124. We have received dissimilar proposals from the two Federations and the All India Association of Inspectors and Assistant Superintendents of Post Offices. The National Federation of P&T Employees has proposed the amalgamation of the cadres of Inspectors and Assistant Superintendents, with a combined scale so as to avoid stagnation of Inspectors. It has also been suggested by the two Federations that the avenue of promotion of Inspectors of Post Offices to 50 per cent of the HSG posts in the general line and to the cadre of Postmasters Class II should be closed. The Association of Inspectors and Assistant Superintendents of Post Offices (which is not affiliated to either of the P&T Federations) is opposed to both these proposals. The Association has claimed better scales of pay for Inspectors and Assistant Superintendents in keeping with their status and responsibilities and having regard to the remuneration paid to the corresponding categories of Inspectors in the Income-tax, Customs and Excise and Railway departments. It has also suggested upgradation of the posts of Head Clerks in the Offices of Divisional Superintendents which are held by Inspectors. We have carefully considered these proposals. We are not in favour of the amalgamation of the cadres of Inspectors and Assistant Superintendents as they represent two clearly differentiated levels of responsibility. We are also not in favour of the suggestion that Inspectors of Post Offices should cease to be eligible for promotion to 50 per cent of the HSG general line posts and to posts of Postmasters Class II. The posts of Assistant Superintendents available to the Inspectors of Post Offices is just 10 per cent. Even after taking into account the reserved quota of HSG posts, the proportion of higher grade posts available to the Inspectors of Post Offices comes to only 25 per cent as compared to 35 per cent available to the Inspectors of RMS. Further, in the postal branch, promotions are mostly based on seniority and Inspectors alone are selected on the basis of a departmental competitive examination. Moreover, the system of appointing Inspectors to HSG posts also serves the purpose of providing opportunities to Inspectors to have first-hand knowledge and experience of managing Post Offices which would be of use to them on their promotion as Postal Superintendents and gazetted Postmasters. For these reasons, we are of the opinion that the existing reservation of 50 per cent of HSG general line posts for the Inspectors of Post Offices should be continued. In view of our suggestion that there should be two grades in HSG, we recommend that 50 per cent of the posts in each of the two grades viz., HSG-I and HSG-II should be

filled from the cadre of Inspectors.

125. As regards the demand for upgradation of the posts of Head Clerks in the Offices of Superintendents of Post Offices/R.M.S., we understand that there is a marked reluctance on the part of Inspectors to be posted to Divisional Offices as Head Clerks, because they derive no monetary benefit and the responsibilities are heavier. At present, Assistant Superintendents are posted in all Class I Divisions and in heavy Class II Divisions. In all other Divisions, Inspectors are posted as Head Clerks for a period of 4 years without any extra remuneration. The departmental witnesses expressed the view that Assistant Superintendents should be assigned to all the Divisional Offices and not only to the heavier ones as at present, considering that the Superintendent has to be absent from headquarters on tour for half the month and a responsible executive of sufficient status should continuously be available in a Division. We agree with this view and recommend that in Divisions where the posts of Assistant Superintendents are not available, the Head Clerks may be placed in the grade we have recommended for the Assistant Superintendents.

126. We have also considered the demand for equation of the posts of Inspectors and Assistant Superintendents with those of comparable categories in other departments. We feel that even though the level of responsibilities shouldered might broadly be comparable, an important difference is that while for posts at this level there is an element of direct recruitment in the other departments, posts of Inspectors in the P&T department are filled on the basis of a departmental competitive examination only. We are of the view that there should be a certain percentage of direct recruitment in the cadre of Inspectors in the P&T department, so that persons of sufficiently high calibre are available for manning the posts in the gazetted cadre. At present there is no direct recruitment at any intermediate level between the Time Scale Clerks and the Class I Officers. In our view the Inspectors' cadre appears to be the appropriate stage for inducting fresh recruits, as it provides a relatively faster track. We accordingly suggest that there should be direct recruitment for 25 per cent of the vacancies in the cadre of Inspectors and the pay scale should be improved, so that persons of better calibre are attracted by the terms and the future prospects for eventually filling the promotion vacancies in the Class II and Class I. The direct recruitment of Inspectors could be either through the Union Public Service Commission or through the Subordinate Services Selection Board. Taking all factors into consideration, we recommend for the Postal and RMS Inspectors the scale of Rs. 425—750, thereby achieving parity with certain other inspectorate cadres. For the Assistant Superintendents, we recommend the scale of Rs. 550—900. We would like to make it clear that the higher grades we have recommended are conditional on implementation of our proposal for introduction of direct recruitment to the posts of Inspectors. In case it is not found feasible to adopt our proposal for direct recruitment at this level, we would suggest that the scale of pay for Inspectors should be Rs. 425—700 only.

## XII—Postmen, Mail Guards and Allied Categories in Postal and RMS Branches

127. In the Postal and RMS branches there are certain manipulative categories of Class III staff in the lower scales of pay than the clerical and allied categories. The table below shows these categories, their pay scales and number.

TABLE XIX

Designation	Pay scale	Number
Rs.		
<b>Postal Branch</b>		
Branch Postmasters, Mail Overseers, Cash Overseers, Head Postman, Sorting Postmen, Reader Postmen, Overseer Postmen.	Selection 135-4-155 Grade	430
	Ordinary 105-3-135 Grade.	7,108
Postmen Village Postmen Stamp Vendors	75-1-85-2-95	43,111
		2,610
		1,125
Total		54,384
<b>RMS Branch</b>		
Head Mail Guards Mail Guards	105-3-135	125
	75-1-85-2-95	890
Total		1,015

128. The Postmen, Stamp Vendors and the Village Postmen form a single cadre and are interchangeable. The posts are filled by direct recruitment and by promotion in equal proportion on the basis of a departmental test. The qualification for direct recruitment is a pass in the middle standard examination. Extra-Departmental Agents with three years' service and who are below 40 years of age are also eligible to compete and are given preference over outsiders. The remaining 50 per cent vacancies are filled by promotion of departmental employees on the basis of a test and the qualification of a middle pass is not insisted upon.

129. The Postmen (including Village Postmen and Stamp Vendors) have an avenue of promotion in their own line by seniority-cum-fitness to the grade of Rs. 105—135 (Head Postmen, Sorting Postmen etc.) as also to the Selection Grade of Rs. 135—155. In addition, they are eligible, along with other departmental employees, for promotion to 50 per cent of the vacancies in the clerical grade in the Postal branch on the basis of a competitive examination. There is no age limit nor any restriction on the number of chances to be availed of nor is any minimum educational qualification prescribed.

130. The main criticism of the Associations representing this category is that the Postmen have been unjustifiably equated with the lower level of semi-skilled workers without proper evaluation of the arduous and multifarious nature of their duties

and responsibilities. They have pointed out that the Second Pay Commission had erred in placing greater weight on academic qualifications than on other equally, if not more, important factors viz. skill, responsibility, initiative, tact, risk etc. and have urged that the duties of Postmen should more properly be classified as "skilled" rather than as a "semi-skilled". In regard to the Village Postmen it has been suggested that they should be placed on a higher scale than Postmen by creating an intermediate grade between Postmen and Head Postmen. The Postmen who are required to perform higher duties e.g. escorting cash to the treasury, sorting of letters etc. should also be placed in this grade. It has further been proposed that the scale of pay of the Stamp Vendors should be improved on the grounds that stamp-vending involves clerical work, furnishing of security and holding of cash imprest. The unions affiliated to the two P&T Federations have, however, proposed different pay scales for the parallel categories of Postmen, Mail guards, Linemen and Wiremen, who are at present in the same scale of Rs. 75—95 and are employed in different branches of the P&T department.

The official witnesses were in favour of improvement in the scales of these categories without disturbing the existing parity among them. Having regard to all relevant factors, we feel that there is some scope for the improvement of the scale of pay of Postmen and we accordingly recommend the scale of Rs. 200—260 for them. We are not, however, convinced of the need for a separate higher grade for Village Postmen and Stamp Vendors as distinct from that of ordinary Postmen. The Village Postmen are, no doubt, subject to long periods of absence at a stretch from headquarters and from home. This cannot, however, by itself justify a higher grade for this category. Besides, outstation allowance is granted to them to compensate for their absence from headquarters. As regards Stamp Vendors, it does no longer exist as a separate category since it has been merged with the cadre of Postmen. We do not, therefore, consider it necessary to allot them a separate scale.

131. Above the Postmen are various categories of supervisory Postmen in the grade of Rs. 105—135 with 10 per cent of the posts in the Selection Grade of Rs. 135—155. There is a demand for amalgamation of these grades into a unified grade of Rs. 105—155 on the analogy of the grade for Sub Inspectors in the Telegraph Engineering branch, to which the Linemen are promoted. We are inclined to accept this proposal and we recommend the combined scale of Rs. 225—350 for the supervisory grades of postmen in replacement of the two existing scales of Rs. 105—135 and Rs. 135—155. With this merger there will be no Selection Grade in addition.

132. The P&T Federations have represented that the duties of the Mail Overseers and Overseer Postmen are such as to warrant a higher rate of remuneration than for other supervisory categories of postmen. They are, however, opposed to the upgradation of these posts to the level of Time Scale

Clerks as such a course would restrict the promotional avenue of the Postmen on seniority basis. In our view, since all these categories are interchangeable, such differences in duties and responsibilities as may exist between them do not justify creation of yet another salary scale.

133. **Mail Guards and Head Mail Guards.**—The Mail Guards and Head Mail Guards are employed in the RMS Transit Sections and Mail Offices for work connected with the receipt, custody and despatch of the closed mails. The duties of Head Mail Guards are, more or less, the same as those of Mail Guards, the only difference being that Mail Guards carry 50 to 250 bags in transit sections, while Head Mail Guard carry more than 250 bags.

134. 75 per cent of the vacancies in the cadre of Mail Guards are filled by promotion on the basis of a departmental test and the remaining vacancies by direct recruitment, also on the result of a test, of candidates who have passed the middle standard examination. They have an avenue of promotion by seniority to the grade of Head Mail Guards which was created in 1965. In addition, they are eligible for promotion to 50 per cent of the vacancies in the grade of Sorters in the RMS branch, on the basis of a departmental test.

135. The RMS staff Associations are against disturbing the existing parity between the Postmen and the Mail Guards and between the Head Postmen and the Head Mail Guards. The official witnesses are also in favour of continuing the existing parity between Postmen and Mail Guards. We agree and accordingly recommend for Mail Guards the same scale as for Postmen, *i.e.* Rs. 200—260.

136. As for supervisory Postmen (Head Postmen, etc.) and Head Mail Guards, there is at present parity except that the supervisory Postmen have a Selection Grade. In our view there is greater difference in the level of duties and responsibilities between Postmen and supervisory categories of Postmen than between Mail Guards and Head Mail Guards. On the other hand, there is little functional difference between the latter two categories, the only distinction being that the Head Mail Guards carry a larger number of bags than the Mail Guards. We do not, therefore, see much justification either for a Selection Grade for the Head Mail Guards or for prescription of a long scale as recommended by us for the supervisory Postmen. Accordingly, we recommend for the Head Mail Guards the scale of Rs. 225-308.

### XIII Telegraph Traffic Branch

137. This branch deals with traffic and operational matters pertaining to the Central or Departmental Telegraph Offices. It also deals with telegraph work performed in the combined Post Offices. The main

categories employed in this branch, their number and scales of pay are shown in the table below :—

TABLE XX

Designation	Pay scale	Number
	Rs.	
Telegraph Traffic Super- visors.	210—380	329
Telegraph Masters . . . . .	{ 335—425* 210—380† 210—350	41 153 371
Head Clerks/ . . . . .	335—425*	35
Clerical Supervisors . . . . .	210—350	462
Assistant Telegraph Masters	110—240+ Spl. Pay Rs. 30/- p.m.	546
Town Inspectors (Tele- graph).	110—240+ Spl. pay Rs. 30 p.m.	62
Telegraphists . . . . .	110—240 (with start at Rs. 122/-)	7,479
Telegraph Clerks . . . . .	110—240	7,121
Telegraph Overseers . . . . .	105—135	397
Munshis . . . . .	105—135	166
Total . . . . .		17,162

138. There are two parallel cadres working in this branch, *viz.* clerical and operating. The Telegraph Clerks and LSG/HSG supervisors constitute the clerical wing while the Telegraphists, Assistant Telegraph Masters and LSG/HSG Telegraph Masters constitute the operational wing. The Telegraph Traffic Supervisors represent the highest Class III supervisory cadre common to both the operational and the clerical cadres.

139. The method of recruitment, qualifications and training of Telegraph Clerks are the same as for Postal Clerks. Their main duties consist of booking of telegrams, attending to public enquiries, disposal of telegrams in the instrument room, addressing and decoding of telegrams and handling of telegraph money orders, reply paid and to-pay telegrams etc. They also attend to establishment and accounts matters and maintain statistics relating to the branch.

140. 75 per cent of the vacancies in the cadre of Telegraphists are filled by direct recruitment in the same manner as those of Postal or Telegraph Clerks and the remaining vacancies are filled by transfer of suitable volunteers from the clerks of the Telegraph Traffic and Engineering branches. The selected candidates are trained for 9 months before being posted as Telegraphists. Their main duties consist of sending and receiving messages in morse code and operating teleprinters and wireless sets. They also work as telex and intellex operators. In small telegraph offices where a separate cadre of Telegraph Clerks does not exist, the Telegraphists are required to perform the clerical and counter duties also which involve dealing with the public and handling cash.

\*Introduced from 29-2-72

†Personal scale.

141. The First Pay Commission had recommended the same scale of pay for the Telegraphists and the clerical staff in the P&T but the Government had subsequently granted three advance increments to the Telegraphists with a view to compensate them for the extended training *vis-a-vis* the Clerks and to encourage them to operate high speed apparatus. The Second Pay Commission also had recommended the same scale of pay for both with one additional increment to the Telegraphists to compensate for their longer period of training. The Government, however, restored the other two additional increments with the result that the Telegraphists were entitled to three advance increments in all *i.e.* a higher start of Rs. 122/-. The National Federation of P&T Employees raised the question of parity with the Junior Telegraphists in the Overseas Communication Service (OCS) before the Joint Consultative Machinery (JCM) Board of Arbitration who granted two more advance increments with effect from January 1970, one each for qualifying in Hindi Morse and Hindi Teleprinter operations. The resultant position is that while all Telegraphists are entitled to a minimum start of Rs. 122, those trained in Hindi Morse and Hindi Teleprinter get two additional increments, that is five in all.

142. The Association representing the Telegraph Clerks (affiliated to the Federation of National P&T Organisation) has insisted on maintaining the existing parity with the Telegraphists. It has argued that prior to the Report of the First Pay Commission, the Telegraphists were granted a higher scale on extraneous considerations and with the introduction of teleprinters, the work of Telegraphists has become easier. On the other hand, the unions representing the Telegraphists have objected to their equation with the dissimilar clerical categories in the P&T and have claimed parity with comparable categories outside, especially the Junior Telegraphists in the Overseas Communication Service. The Telegraphists rest their case for a higher scale on certain special features of their cadre, namely, the strain of work, round the clock work involving night duties, transfer liability over a circle instead of a Division, longer period of training, handling cash and dealing with the public and their liability to qualify in periodic tests, during the first 5 years of their service, and thereafter in the 10th year and also at the efficiency bar stage, as a pre-condition to the drawal of annual increments. We have noticed that these features of work are not peculiar to the Telegraphists only, inasmuch as Postal Clerks deal with the public and handle cash, while Telegraphists do so only occasionally and in certain offices. Shift duties and night duties are the common lot of most operating categories in the P&T, namely, RMS Sorters, Telephone Operators etc. The prescription of annual tests is also common to RMS Sorters. The longer period of training of Telegraphists has been offset by the provision of advance increment. Thus, an overall assessment leads us to the conclusion that there is no justification for disturbing the existing parity of pay scales between the Telegraphists and the clerical staff in the P&T.

143. The P. & T. Telegraphists have demanded parity with the Junior Telegraphists in the OCS on

the ground that the duties performed are similar. They have further claimed that their telegraphy is bilingual in the sense that they have to receive and transmit in both English in Hindi and that this factor has not been compensated. The question of parity with the Telegraphists of the Overseas Communication Service was raised before the JCM Board of Arbitration and the Award partly conceded the demand of the P. & T. Telegraphists to the extent that they should be allowed one advance increment each for qualifying in Hindi morse and in Hindi teleprinter. We see no reason to grant parity with the OCS Telegraphists in consideration of the following factors. The OCS Telegraphists handle more sophisticated and costly equipment and function on international circuits where the standard of efficiency demanded is distinctly higher than is the case in the P. & T. department. Further, the P. & T. Telegraphists are entitled to incentive payments and night duty allowance while the OCS Telegraphists are not. In conclusion, we recommend for the Telegraph Clerks and the Telegraphists the scale of Rs. 260—480, same as recommended for other P. & T. clerical and operating categories. The Telegraphists will, however, be entitled to the grant of additional increments in this scale as at present.

144. The Telegraphists have made a grievance of the fact that the incentive rates for giving increased out turn beyond the prescribed norm are too low to provide adequate incentive. We understand that the P. & T. Board have introduced a revised scheme with effect from 1st May, 1972 which substantially meets this grievance. This is a matter which by its very nature may require adjustments from time to time by the Department and we do not consider it necessary to go into it.

145. As in the case of the Postal and RMS branches, a special pay is attached to certain posts in this branch also. Thus, a special pay of Rs. 30 per month is admissible to the Town Inspectors (Telegraphs) who are in the scale of Rs. 110—240. These posts are filled by selection of suitable Telegraph Clerks on tenure basis. The duties of Town Inspectors relate to supervision over the delivery staff and investigation into complaints. This category was introduced in 1966 in replacement of the Telegraph Inspectors who were in the scale of Rs. 105—135. Having regard to the limited range of their duties, we do not consider that any change is called for in their relative position. We would, however, recommend an increase in the rate of their special pay to Rs. 40 per month.

146. The Telegraph Clerks are granted a special pay of Rs. 10 per month when employed as Phonogram Clerks. Similarly, the Telegraphists, when holding charge of small telegraph offices, get a special pay of Rs. 10 or Rs. 20 per month according as the strength of Telegraphists supervised is less than 5 or between 5 and 9. We recommend that the existing rates of special pay of Rs. 10 and Rs. 20 per month should be increased to Rs. 20 and Rs. 30 per month respectively.

147. **Assistant Telegraph Masters.**—This category has been introduced recently. The posts of Assistant Telegraph Masters are filled by selection of suitable Telegraphists who are given training for two months. The posts are held without limit of tenure and carry a special pay of Rs. 30 per month. Their main duties are testing, localising faults on telegraph lines and circuits, directing the line staff to the points of interruption and arranging for speedy restoration of the circuit. Also they relieve the Telegraph Masters of routine supervisory duties regarding disposal of traffic. The main demand of this category is for allotment of a separate pay scale intermediate between the scales of Telegraphists and Telegraph Masters. We have not recommended the creation of an intermediate grade in the P. & T. department for posts to which a special pay is attached at present, mainly on grounds of administrative flexibility and convenience. We think that as the posts of Assistant Telegraph Masters are not held on tenure basis, it would be more appropriate to grant a higher scale of pay in lieu of special pay. We accordingly recommend that these posts be placed in the higher grade of Rs. 380—560.

148. The Telegraph Clerks and Telegraphists have two channels of promotion *viz.* one in their own line to the LSG and HSG posts of Clerical Supervisors and Telegraph Masters on the basis of seniority-*cum*-fitness and the other to the posts of Telegraph Traffic Supervisors on the basis of a departmental test. In addition, the Telegraph Clerks are eligible to compete for the posts of Upper Division Clerks and P. & T. Accountants through examination. The Lower Selection Grade/Higher Selection Grade Clerical Supervisors supervise the clerical work of a branch or a group of branches, while the Telegraph Masters are responsible for supervision over the Telegraphists and for ensuring speedy disposal of the traffic according to class and priority. The Higher Selection Grade for the cadre of Telegraph Clerks and Telegraphists has been introduced only recently and 8 posts in the gazetted Class II grade (Rs. 350—900) have also been reserved to give them assured prospect of promotion to the gazetted grade. In line with our general recommendation for clerical and operating categories in the other branches of the P. & T. department we propose for the Lower Selection Grade and Higher Selection Grade posts in this branch the revised scales of Rs. 425—640 and Rs. 550—750 respectively. We do not recommend the revised HSGI Grade of Rs. 700—900 for the Telegraph Traffic-branch as this grade is to be allotted only to certain specified posts like Head/Sub Postmasters and Head Record Clerks which on grounds of greater responsibilities or greater arduousness of duties merit higher remuneration.

149. **Telegraph Traffic Supervisors.**—This cadre was introduced in 1968 as the highest non-gazetted supervisory cadre to control both the operative and clerical cadres in the Telegraph Offices. Recruitment to this cadre is wholly by selection through a departmental competitive examination open to the Lower Selection Grade Telegraph Masters, Telegraphists and Lower Selection Grade and Time Scale Telegraph Clerks who have a minimum satisfactory

service of five years. The selected candidates are trained for nine months in administration, accounts and traffic matters in addition to operation and maintenance of electrical installations, battery and power plants, rectifiers, teleprinters etc. They are employed in various capacities in Telegraph Offices and Telegraph Divisions. While holding charge of Telegraph Offices (having 8 to 44 Telegraphists and Clerks) their duties are similar to those of the head of an office. While holding charge of Branches/Sections in large Telegraph Offices they function as the highest non-gazetted supervisory level. When attached to Traffic Divisions they assist the Divisional Superintendent and carry out inspections of the telegraph branch of small combined Post Offices.

150. According to the All India Telegraph Traffic Supervisors' Association the range and importance of the duties of Telegraph Traffic Supervisors are now much greater than those of the erstwhile cadre, in the grade of Rs. 210—380, of Telegraph Masters and are analogous to those of the Assistant Superintendents of Post Offices, the Supervisors and Assistant Supervisors in the Overseas Communication Service and the Engineering Supervisors in the P. & T. They have demanded that in view of their meagre promotion prospects, there should be no direct recruitment to Class II posts (the rules provide for 50% direct recruitment which has not been resorted to so far) and that there should be a Selection Grade.

151. We find that, unlike the parallel category of Inspectors in Postal and RMS Branches, there is no grade in this cadre corresponding to the level of Assistant Superintendents (Rs. 335—425). Their next avenue of promotion is direct to Class II Service. Further, while the Department has recently created a Higher Selection Grade (Rs. 335—425) for Telegraph Clerks and Telegraph Masters, a corresponding grade has not been introduced for the Telegraph Traffic Supervisors. We are of the view that the Telegraph Traffic Supervisors should be accorded the same status and pay scale as the Inspectors of Post Offices/RMS. Further, on the analogy of the Engineering Supervisors of the P. & T. Department, creation of a Selection Grade for Telegraph Traffic Supervisors also would be justified. Such a course would also maintain balance with the Postal side, as the recommended Selection Grade could partly offset the lack of the grade of Assistant Superintendent available to Postal Inspectors. We accordingly recommend for Telegraph Traffic Supervisors the scale of Rs. 425—750 (Ordinary Grade) and the scale of Rs. 550—900 (Selection Grade). As in the case of Inspectors of Post Offices and RMS, we recommend direct recruitment to the grade of Telegraph Traffic Supervisors to the extent of 25 per cent of the vacancies.

152. **Telegraph Overseers and Munshis.**—In this branch, the Class III manipulative staff below the clerical level consists of Telegraph Overseers (Rs. 105—135), a category introduced in 1965 and the Munshis (Rs. 105—135) which has been declared a dying category. The posts of Telegraph Overseers are filled by promotion of the Class IV staff of the branch *viz.* Jamadars and Telegraphmen on the basis of seniority-*cum*-fitness. They are eligible for promotion through examination to the clerical grade in

the branch. The Telegraph Overseers (Indoor) supervise the delivery staff inside the office and deploy them to the best advantage, while the Telegraph Overseers (Outdoor) supervise the delivery staff outside the office, deliver priority and press telegrams and make retrials of the telegrams which could not be delivered by the Telegraphmen. The Munshis perform semi-clerical work in the Telegraph Offices. For the Telegraph Overseers we recommend the scale of Rs. 225—308, which should apply to the residual posts of Munshis (Rs. 105—135) also. In our view there is no justification for a Selection Grade for the category of Telegraph Overseers which has been formed only recently.

#### XIV Telegraph Engineering Branch

153. This branch provides telegraph, telephone and wireless communication services to the public and performs related functions viz. construction and maintenance of telephone and telegraph lines and apparatus, maintenance of subscribers' accounts and recovery of dues etc. It also caters to the needs of other Government departments e.g. Defence, Railways, All India Radio etc. The following table shows the Class III operating categories employed in this branch:

TABLE XXI

Category	Pay scale	Number
	Rs.	
Monitors	335—425 210—350	167 2,609
Lady Welfare Superintendents.	210—350	28
Observation Supervisors	210—350	85
Telephone Operators	110—240	31,362
Total		34,251

154. **Telephone Operators and Monitors.**—The Telephone Operators are appointed to the extent of 80% by direct recruitment from Matriculates and 20% by promotion, through an examination, from the lower grade staff, who are below 35 years of age. The candidates are required to satisfy certain prescribed standards of physical fitness regarding height, hearing, voice and sight and to undergo training for three months.

155. The Telephone Operators are required to perform a variety of duties depending on the position in which they are employed, viz. trunk booking, trunk assistance, overseas booking, directory enquiry, manual and auto exchanges etc. They also attend to incidental clerical work in the Telephone Exchanges.

156. They have an avenue of promotion in their own line to the posts of LSG and HSG Monitors. The LSG posts are filled to the extent of 66 2/3% on the basis of seniority-cum-fitness, the remaining 33 1/3% being filled on the basis of selection from those having 10 years' service in the grade. Promotion to HSG is made partly by seniority-cum-fitness

(50 per cent) and partly by selection (50 per cent) from those with a minimum of 10 years' service in the LSG. The duties of Monitors are to deploy the staff working under them to the maximum effect and ensure proper out-turn. Their other duties include investigation into public complaints and ensuring that priority and other calls are put through properly.

157. The Telephone Operators have claimed improvement in their pay scale *vis-a-vis* other Time Scale categories in the P. & T. on grounds of difference in the method of recruitment, the personal qualities required of them in dealing with the public, the strain involved in their work and heavy incidence of night duties etc. They have argued that the gradual introduction of sophisticated systems, while increasing the revenue, has increased the intensity of their work and reduced their promotion posts which depend on the number of posts in the initial recruitment grade. On the other hand the National Federation of P. & T. Employees has proposed for them the same scale as for the clerks in the branch. We have considered the special features of work mentioned by this category and find that in other Time Scale categories also some of these features exist and in addition they have certain functions of equal, if not heavier, responsibility. In our opinion, the grounds advanced thus do not justify disturbing the existing parity. We recommend for the Telephone Operators the same scale of pay as proposed by us for the Postal Clerks and other Time Scale categories viz. Rs. 260—480. The Monitors have demanded merger of the LSG and HSG because of their meagre promotional prospects. We do not accept this demand and recommend for them the scales of Rs. 425—640 and Rs. 550—750 as for the corresponding levels of administrative and clerical operating categories in the P&T department. We do not think that there is justification for allotment of the HSGI scale of Rs. 700—900 to the Monitors, as this is a special grade which has been recommended only for certain specified categories on grounds of their heavy responsibilities or arduousness of duties.

The Telephone Operators have a grievance regarding heavy incidence of night duty which is not very popular, particularly with the lady operators and results in heavy absenteeism. The proposals made in this regard are: employment of male operators only on night duty, provision of transport facilities for women operators to and from Exchanges in the case of night duty at late hours or odd hours, adequate provision of dormitories and creches etc. We commend these for the consideration of the Government.

158. The Lady Welfare Superintendents are in the Lower Selection Grade and are drawn from the Lady Monitors or Lady Telegraph Masters/Clerks. They are employed for looking after the welfare needs of women employees and upkeep of dormitories etc. We recommend the same scale for them as for other LSG staff viz. Rs. 425—640.

159. The Observation Supervisors are also in the Lower Selection Grade and are recruited from the Monitors' cadre. They are employed to confidentially monitor the trunk lines, operate circuits etc. in

order to detect abuse misbehaviour etc. on the part of Telephone Operators. These posts are held for a limited tenure after which they revert to the posts of Monitors. It has been suggested that in order to secure the best results, this category should be formed into a separate cadre and given the combined LSG/HSG scale. We do not accept this suggestion. Instead, we recommend that 10 per cent of the posts of Observation Supervisors be placed in the HSG-II

scale of Rs. 550—750 to provide them an avenue of promotion on the basis of selection. The remaining posts should continue to be in the Lower Selection Grade in the scale of Rs. 425—640.

160. We consider next the engineering categories. The following table shows their number, scales of pay, qualifications for and method of recruitment and period of training.

TABLE XXII

Category	Pay scale Rs.	Number	Recruitment		Qualification for Recruitment		Period of training
			Direct	Promotion	Direct	Promotion	
1	2	3	4	5	6	7	8
Engineering Supervisors.	O.G. 180—380 S.G. 335—485 (10%)	7488 292	75%	25%	Degree/Diploma in Engineering or degree in Science (with Physics & Mathematics).	(a) Higher Secondary or equivalent (with Physics & Mathematics).  (b) Age below 40 years for categories on the scale of Rs. 150—300 and 35 years for others.  (c) 5 years service in eligible cadres.	12 months for direct recruits and 16 months for promotees.
Wireless Operators.	O.G. 150—300 S.G. 270—350 (25%)	364 28	60%	40%	Diploma in Engineering or Inter Science (with Physics & Mathematics).	(a) Matriculation (with Physics & Mathematics). (b) Age below 35 years (c) 5 years' service.	12 months
Repeater Station Assistants.	O.G. 150—300 S.G. 270—350 (25%)	3121 171					8 months
Telephone Inspectors.	O.G. 150—300 S.G. 270—350 (10%)	3172 176	9 months				
Auto Exchange Assistants.	O.G. 150—300 S.G. 270—350 (10%)	763 17	50%	50%			12 months
Telecommunication Mechanics.	O.G. 110—240 S.G. 175—280 (15%)	10560 936	65%	35%	Diploma in Engineering or Electronics from a recognised Technical Institute or State Boards of Technical Education or Apprenticeship Certificate from ITI or National Trade Certificate from ITI.	(a) Age below 35 years (b) Minimum service 5 years.	12 months
Cable Jointers.	O.G. 110—180 S.G. 175—240 (20%)	1591 143	(Direct recruitment only when suitable departmental candidates are not available).		Diploma/Certificate of a vocational or Industrial Institute.	Age below 35 years	4 months

O. G.—Ordinary Grade

S. G.—Selection Grade

161. The main technical supervisory grade is that of Engineering Supervisors which has been discussed in another Chapter\*, along with other engineering categories common to many departments. Below the Engineering Supervisors there are Wireless Operators, Repeater Station Assistants, Auto Exchange Assistants and Telephone Inspectors in the scale of Rs. 150-300. Next, there are Mechanics and Cable Jointers. It will be convenient to discuss together the categories of Wireless Operators, Repeater Station Assistants, Telephone Inspectors and Auto Exchange Assistants as their pay scales, qualifications and method of recruitment are the same.

162. The Wireless Operators have operating and monitoring duties including detection of illegal transmitters. They are also responsible for first line maintenance of plant and equipment used in the wireless stations particularly when they hold charge of single-handed stations. The Repeater Station Assistants are employed on the maintenance of carrier and Voice Frequency Telegraph (VFT) equipment and testing, tracing and clearing of faults in the trunk, VFT and teleprinter circuits. They either assist the Engineering Supervisors or Assistant Engineers in the larger installations or hold charge of small repeater stations. The Telephone Inspectors are employed either in larger exchanges where they assist the Engineering Supervisors or Assistant Engineers or they hold charge of small exchanges. Their main duties consist of inspection and maintenance of instruments and lines at the subscribers' premises, telephone loops, cable distribution boxes etc. They also maintain liaison with subscribers, attend to their complaints and requests for shifting or providing extension facilities and pursue cases of realisation of telephone dues. The duties of Auto Exchange Assistants are testing, fault tracing and rectifications adjustment of switches etc. in the Auto Exchanges.

All these categories in addition to having Selection Grades in the scale of Rs. 270-350 are also eligible for promotion, on the basis of a competitive examination, to the 10 per cent quota reserved for them in the grade of Engineering Supervisors.

163. On account of rapid technological development and expansion in the field of telecommunication, certain changes have been introduced in respect of the recruitment and training of the engineering categories in this branch. The proportion of direct recruitment and entry qualifications have been raised and the period of training has been increased. Further, because of operational requirements certain lower categories have been replaced by higher categories. The P&T Federations have proposed that these cadres should be rationalised with a view to reducing the existing multiplicity of levels and restricting the levels and proportion of direct recruitment. The Federation of National P&T Organisations has proposed that there should be only two levels of Technicians viz. junior and senior Technicians, the direct recruitment being confined to the junior level. The National Federation of P&T Employees has proposed the amalgamation of the intermediate cadres of Wireless Operators, Repeater Station Assistants and Telephone Inspectors with that of Engineering Supervisors, filling all the posts of Auto Exchange Assistants

entirely by promotion of suitable Mechanics and restricting direct recruitment to cases where suitable departmental candidates are not available for promotion. We understand that the question of reorganisation of these cadres has been engaging the attention of the Government for quite some time. This is essentially an administrative matter to be decided by the Government. We are not, however, in favour of the existing arrangement under which a significant proportion of posts are filled by direct recruitment at three consecutive levels from candidates possessing somewhat similar entry qualifications. For instance, a diploma in engineering has been prescribed as an essential qualification for Engineering Supervisors and as a preferred alternative for the Wireless Operators etc. in the Rs. 150-300 pay group and for Mechanics. We feel that the entry of diploma-holders (with 3 years education/training after matriculation) below a certain level of remuneration is not desirable. The qualifications should be suited to the range of duties and responsibilities of various categories and of various pay levels. Government may have this looked into.

164. The Federations have made two further proposals of a general character concerning the pattern of pay structure and Selection grades for these categories. The Federation of National P&T Organisations and certain category-wise Associations have proposed the provision of two promotional grades by seniority for each category parallel to the Lower Selection Grade and Higher Selection Scales available to the non-technical categories in the P&T department. The National Federation of P&T Employees has proposed two alternative schemes of pay scales for each category in this branch, viz. a long-scale of 35 years span in which, after every 10 years of service, three additional increments may be allowed on passing a proficiency test; or 3 short scales, each having a span of about 15 years, the progression to the next higher grade being either automatic on reaching the maximum of the grade or on passing a proficiency test after 10 years service in the grade. An additional allowance of 5 per cent of pay or rent free accommodation has been demanded for personnel to whom supervisory functions are entrusted. It has been claimed that such a pay structure would provide the necessary incentive for efficiency and reduce pressure for creation of higher grade posts.

We feel that these proposals, if accepted, would result in an automatic progression of all employees to a level of remuneration which will not be commensurate with the level of duties and responsibilities attaching to a particular category. The demand that the lower Selection Grade and Higher Selection Grade scales should be available to operating categories does not appeal to us as pattern of pay structure for the operating categories is different from that of the technical categories. For deserving candidates opportunities for promotion to higher grades are available in the engineering cadres also.

165. Regarding the Selection Grades, the complaints are that they have short spans and low maxima; the different percentages fixed for different grades do

\*Chapter 14.

not appear to have rational basis; the prescribed percentages are applied only to permanent posts leaving out temporary posts, which exist in large numbers in an expanding department like the P&T; and the manner of filling these posts is not uniform. Generally, a Selection Grade of 25 per cent has been proposed for all the categories on a uniform basis as against the varying percentage of 10 to 25 per cent at present. We have discussed the subject of Selection Grade in a separate Chapter\* and our general recommendations in this regard are calculated to redress some of these complaints.

166. It has been argued that these categories, viz. the Wireless Operators, Repeater Station Assistants etc. should be placed more appropriately on the scale of Rs. 180—380 (in existing terms) in accordance with the principle followed by the Second Pay Commission which recommended this scale for all the engineering categories having the qualification of matriculation followed by three years of further education and training. Having regard to the qualifications prescribed (Inter Science or Diploma), the period of training and the nature of their jobs, we do not agree that these categories should be given the scale of pay which we have recommended for other posts where the prescribed minimum qualification is a post-matriculation three year diploma. We have earlier suggested that the department should review the qualifications prescribed for these posts and match them to the level of responsibilities and the pay scales. We feel that the scale of Rs. 380—560 would be adequate for these four categories. For the Selection Grade, we recommend the scale of Rs. 425—640.

167. The Wireless Operators have demanded a higher scale than for their counterparts in other departments as well as the Repeater Station Assistants, Auto Exchange Assistants and Telephone Inspectors in the P&T Department on the ground that they have both operating and technical duties and the P&T Wireless Stations are located at far off, isolated places, which involve peculiar hardships. We have kept in view these factors while recommending the pay scale for this category. The hardships involved in the case of posting at difficult places should more appropriately be compensated by the scheme of special allowances which are normally available at such places.

168. The Wireless Operators have complained that the abolition of the lower and higher proficiency examinations; the passing of which entitled them to a special pay of Rs. 40 p.m., has put them to a monetary loss compared to their counterparts in the Railways and Police Wireless, where the system of special pay still continues. Both the Railway Ministry and the Ministry of Home Affairs have told us that they consider these examinations useful. We feel that the desirability of reintroducing proficiency examinations in the P&T department is an adminis-

trative matter, which can best be judged by the Department.

169. **Telecommunication Mechanics.**—They have been redesignated as 'Technicians' recently. 65 per cent of the vacancies in this cadre are filled by direct recruitment and the remaining vacancies by promotion on the basis of a competitive examination of departmental employees who are below 35 years of age. The prescribed qualifications for direct recruitment are (i) diploma in Electrical, Mechanical, Radio or Telecommunication Engineering or Electronics or (ii) Apprenticeship Certificate from an Industrial Training Institute or (iii) National Trade Certificate from an Industrial Training Institute in the above order of preference. In cases where direct recruits with the above prescribed qualifications are not available to the extent required, recruitment of matriculates can be considered with specific approval of the Director General, P&T. The selected candidates have to specialise in one of the four branches, namely, Telephones, Telegraphs, Carrier and Wireless. They also have to undergo refresher courses in switching, oil engines, airconditioning, teleprinters, etc. They are employed on installation, maintenance and testing duties in the respective fields of specialisation. 15 per cent of permanent posts are in the Selection Grade which are filled partly by Selection (50 per cent) and partly by seniority (50 per cent). Mechanics are eligible for promotion, on the basis of a competitive test, to the posts of Auto Exchange Assistants, Telephone Inspectors, Repeater Station Assistants and Wireless Operators and Engineering Supervisors, provided they are matriculates and have put in 5 years service in the grade and are below 35 years of age. The Second Pay Commission had recommended the scale of Rs. 110—180 for the ordinary grade of Mechanics and Rs. 175—240 for the Selection Grade. Having regard to the qualifications and long period of training, the Government revised these scales with effect from 1-4-1966 to Rs. 110—240 for the ordinary grade and Rs. 175—280 for the Selection Grade.

170. Taking into consideration the duties and responsibilities of the post and the period of training, we recommend that Mechanics should be in the scale of Rs. 260—480 corresponding to the existing scale of Rs. 110—240. As for the Selection Grade, we recommend the revised scale of Rs. 380—530. For candidates possessing higher entry qualification than matriculation (or higher secondary) Government may consider grant of advance increments.

171. **Cable Jointers.**—The posts of Cable Jointers are ordinarily filled by selecting for promotion suitable Linemen, Wiremen, Batterymen and Cable Jointer Mates. There is no minimum educational qualification prescribed for promotion. If suitable departmental candidates are not available, direct recruitment

\*Chapter 8.

is made from amongst diploma/certificate holders of recognised vocational or industrial institutes. The period of training is four months. They are employed on laying and maintenance of cables and leading them into internal exchange equipments. In addition to promotion to the Selection Grade posts (20 per cent), the Cable Jointers can also compete for promotion to the reserved quota in the grades of Repeater Station Assistants, Auto Exchange Assistants, Wireless Operators, Telephone Inspectors and Engineering Supervisors, if they are matriculates and satisfy the other eligibility conditions regarding age, etc. The Second Pay Commission had recommended for them the same scale as for Mechanics viz. Rs. 110-3-131-4-175-5-180 for the ordinary grade and Rs. 175—240 for the Selection Grade. The Government, however, revised the incremental rates in the ordinary grade to Rs. 110-4-150-5-180, in 1966.

172. It has been claimed on behalf of this category that with the introduction of coaxial cables, Subscriber Trunk Dialling etc. the range of their duties and responsibilities has increased they have to work under difficult and risky conditions in the underground pits with lead, copper, bitumen, plumber metal, gas blowers, etc., they are generally on call duty and during breakdowns, have to work for long hours without benefit of overtime allowance. Further, as they are usually unable to fulfil the eligibility conditions of education and age for promotion to higher categories, the Selection Grade is the only promotional avenue available to them, but some Divisions do not have even one post in the Selection Grade. Parity with Mechanics has also been demanded.

173. We have considered all these factors. We understand that the technical improvements, viz. introduction of coaxial cables, Subscriber Trunk Dialling, etc. have not resulted in any appreciable qualitative change in the nature of work of Cable Jointers. Their conditions of work are also not such as to call for a revision of the existing scale. We accordingly recommend the scale of Rs. 260—400 for the ordinary grade and Rs. 330—480 for the Selection Grade, same as we have recommended for the skilled and highly skilled grade II in workshops. We also recommend that the Selection Grade of 20 per cent now available to the Cable Jointers may be retained as they are generally unable to compete for the promotion posts. We would further suggest that the Selection Grade should be computed on a circle basis, so as to ensure equitable distribution among all the Divisions.

174. **Wiremen.**—75 per cent of the vacancies in the cadre of Wiremen are filled by promotion on the basis of a test, of departmental employees such as Battery-men, Mazdoors etc. who are middle pass and below 35 years of age. The remaining 25 per cent of the vacancies are filled by direct recruitment of candidates who have passed middle school examination.

Wiremen	Pay scale	Number
	Rs.	
Selection Grade (10%)	105—135	216
Ordinary Grade	75—95	4,213

175. Within their own hierarchy they can seek promotion to the 10 per cent non-functional Selection Grade posts in the scale of Rs. 105—135 (introduced in 1966). They can further compete along with certain other categories, for various posts outside their line, for non-technical posts of Telephone Clerks and Telephone Operators and for technical posts of Mechanics and Cable Jointers. They are also eligible for posts of Repeater Station Assistants, Auto Exchange Assistants, Telephone Inspectors, Wireless Operators and Engineering Supervisors, if they are matriculates. The higher grades are generally beyond the reach of Wiremen because of their low educational qualifications. The duties of Wiremen are to carry out fittings in telephone exchanges, wiring of PBX boards, changing of indicators, keys and relays, maintenance of telephone and electrical fittings, testing and rectification of faults etc.

176. The National Federation of P&T Employees has argued that this category by virtue of their qualification, training and nature of duties should have been assigned a scale corresponding to the upper sector of the semi-skilled scale instead of the lower sector actually allotted to it. The Federation of National P&T Organisations, on the other hand, has proposed that this category should be declared a dying category and those possessing the requisite qualification should be absorbed as Mechanics, Clerks and Telephone Operators. There are at present about 4000 posts of Wiremen which afford a promotional avenue for Class IV category in this branch. Whether the cadre of wiremen is to be retained or abolished is a matter which is essentially for the Government to decide and we have no comments.

177. We recommend the scale of Rs. 200—260 same as for Postmen, Mail Guards and Linemen in the P&T Department. Though this is essentially an artisan category and its proper equation should be with these categories rather than with the operating categories of Postmen and Mail Guards, we have suggested a common scale for these categories so as to maintain the existing internal relativities.

178. **Line Staff.**—Line staff consist of Linemen, Sub Inspectors and Line Inspectors. Their number and pay scales are as follows:—

Designation	Pay scale	Number
Line Inspectors	150-5-160-8-216	430
Sub Inspectors	105-3-135-EB-4-155	4,915
Linemen	75-1-85-EB-2-95	25,695

179. 90 per cent of the vacancies of Linemen are filled by direct recruitment and 5 per cent by promotion of the departmental candidates on the basis of literacy and practical tests. The source of the direct recruitment consists of (i) casual Head Mazdoors, of the respective Engineering Division or Telephone District, having experience of working in construction and maintenance parties for at least 12 months, (ii) regular (de-casualised) Mazdoors and (iii) outside candidates (through employment exchange) with training in polytechnic schools and 6 months experience

as daily wage Head Mazdoors in the departmental construction parties. In their own line the Linemen are eligible for promotion to the posts of Sub-Inspectors in the scale of Rs. 105—155, by seniority-cum-fitness to the extent of 2/3rd of vacancies and by selection to the extent of the remaining 1/3rd. The Sub-Inspectors, having 5 years service in the grade, are eligible for further promotion by selection to the posts of Line Inspectors in the scale of Rs. 150-216. In addition, the line staff can compete along with other categories of the branch for the vacancies in the grade of Cable jointers, Clerks etc. on the basis of a departmental examination. Further, they are also eligible to compete for the vacancies, in promotion quota, in the cadres of Wireless Operators, Repeater Station Assistants, Telephone Inspectors, Auto Exchange Assistants and Engineering Supervisors, provided they satisfy the eligibility conditions regarding age and qualifications. The Linemen are responsible for maintenance and efficient working of the lines in the sections allotted to them. They are required to patrol their sections regularly, trace faults and rectify them. In addition, in the case of small manual Exchanges, they look after out-door plants and subscribers's premises and assist the telephone Inspectors. The Sub Inspectors are responsible for supervising and guiding sections for working parties under their charge. The Line Inspectors are responsible for construction of new lines and maintenance of existing lines in their respective Sub Divisions.

180. The unions have demanded that linemen should be treated as 'skilled' and the Sub Inspectors and Line Inspectors as 'highly skilled'. The National Federation of P&T Employees has sought to justify up-gradation of the post of Linemen to the skilled grade in workshops on the basis of the higher standard of syllabus prescribed in recent years, the requirement of higher standard of physical fitness, the difficult and adverse conditions of work involving long periods of absence from home and work in forests and difficult terrains. Stress has been laid on the risk of electrocution, the incidence of which was claimed to be frequent. A comparison has also been made with the Linemen of Railways, who are in the scale of Rs. 110—180. We have carefully considered the arguments advanced by the Federation. We have been informed that the qualifications for, and method of recruitment and nature of duties and responsibilities of Linemen on the Railways are not strictly comparable with those of the P&T Linemen. We have also taken into account the views expressed by the departmental witnesses that the pay scale of Linemen needs to be improved, maintaining parity at the same time with the Postmen. Giving due weight to all factors, we consider that it would be appropriate to place the Linemen in the scale of Rs. 200—260, which we have recommended for the Postmen. For the Sub Inspectors and the Line Inspectors we recommend the scales of Rs. 225—350 and Rs. 330—480 respectively.

181. We may refer here briefly to certain miscellaneous demands made on behalf of the Line staff. These relate to application of normal Travelling Allowance and Daily Allowance rules, in lieu of the outstation allowance admissible on a restricted basis, increase in

the rate of special pay given for training in telephony and for being in charge of stores, abolition of call duty and grant of night duty allowance and risk allowance in view of the distinct hazard of death by electrocution. We have dealt with the question of outstation allowance, night duty allowance and call duty elsewhere in this Report. As regards the hazard of electrocution to which the line staff are exposed, we understand that in the last two years there have been 7 and 11 cases of death by electrocution out of a total strength of 27,000 and 29,000 respectively. Such cases are covered by the relevant provisions of the Workmen's Compensation Act and/or the Extraordinary Pension Rules. We have made some suggestions in this regard in the Section on night duty allowance and in the Chapter on retirement benefits.

182. In the Telephone Districts of Calcutta, Bombay and Madras, a number of posts exist which carry the old designations of the erstwhile Telephone Companies. According to the terms of the take over of these Companies by Government, the ex-company employees are entitled to protection of the conditions of service and promotion prospects which existed at the time of transfer. The National Federation of P&T Employees has proposed absorption of these staff, in the appropriate corresponding departmental categories, with protection of seniority. As this is an administrative matter, we would leave it to the administration to decide. These employees should however, be fitted into the corresponding scales shown in the last column of the table below:—

TABLE XXIII

Designation	Number	Existing scale		Proposed scale	
		Rs.	Rs.	Rs.	Rs.
Lady Superintendents . . . . .	2	350—475	335—425	550—750	
Chief Draftsman . . . . .	1		335—425	550—750	
Assistant Lady Superintendents, Selection Grade Test Clerk, Selection Grade Instrument Inspector.	10	210—350		425—640	
Engineering Supervisors (Ex- change/Power/Cable/Line/ Installation), Chief Line/Cable Inspectors Inspectors (Line/Exchange/ Cables).	88	180—380		425—700	
Assistant Foreman . . . . .	2	205—280		425—640	
Selection Grade Instrument Inspector.	6	175—240		380—560	
Munshi . . . . .	1	160—280		330—560	
Line Inspectors . . . . .	10	150—216		330—480	
Inspectors (Exchange/Line/ Instrument/Service/Installation)	80	110—240		260—480	
Test Clerks . . . . .	4	110—240		260—480	
Power Fitter . . . . .	1	110—240		260—480	
Fitter Grade I . . . . .	2	150—205		330—480	
Fitter Grade II . . . . .	16	110—155		260—350	
Sub Inspectors (Instruments/ Line/Electrical/Installation).	190	110—155		260—350	
Engraver . . . . .	1	110—131		260—350	
Cash Overseers . . . . .	3	105—135		225—308	
Signwriters & Painters, Battery Attendant, Switch Board Wiremen, Junior Jointer.	7	85—110		200—280	

### XV Miscellaneous Organisations and Posts

183. **P & T Directorate:** The office staff of the P & T Directorate are provided by the Central Secretariat Clerical Service and the Central Secretariat Stenographers' Service. However, in the Air and Surface Mail Accounting Section, the clerical staff were earlier drawn from the subordinate field offices and the posts are on the corresponding scales. In the interest of uniformity of pay structure in the P & T Directorate we suggest that the Secretariat pattern of posts and pay scales may be introduced in this section also.

184. **Telecommunication Research Centre:** Of the Class III posts the only category requiring consideration here is of Junior Mechanics (Rs. 125—205) and Senior Mechanics (Rs. 150—240). The Junior Mechanics are recruited directly from candidates having a certificate of competency or diploma in radio servicing or from Wiremen/Electricians/Fitters/Mechanics, with at least two years experience in the above trades. Half the vacancies of Senior Mechanics are filled by promotion of Junior Mechanics and the remaining vacancies by direct recruitment, the qualifications for which are the same as for Junior Mechanics. We recommend for Junior and Senior Mechanics the scales of Rs. 330—480 and Rs. 380—560 respectively.

185. There are a few miscellaneous organisations and posts in the P & T department which are not covered in the previous sections. We discuss these in this Section.

186. **Returned Letter Offices (RLO):** There are 15 RLOs in the country, one in each P & T Circle (except J & K). The main function of the RLOs is to deal with the postal articles and parcels, with incomplete or incorrect addresses, which could not be delivered by the Post Offices but which it may be possible to deliver by due enquiry. They also arrange for the disposal of the unclaimed, refused or undeliverable postal articles, after preserving them for prescribed periods. The categories of staff with their number and pay scales are shown below:

TABLE XXIV

Category	Scale of pay	Number
	Rs.	
Managers	₹ 335—425 213—350	11 3
Deputy Managers/Assistant Managers	210—350	57
Time Scale Clerks	110—240	612
Other Class III staff	—	70
Total		753

187. The staffing pattern in the RLOs is based on that of the operating offices *i.e.* instead of LDCs and UDCs, Time Scale Clerks are employed and instead of Head Clerks, there are Deputy Managers and Assistant Managers in the LSG scale of Rs. 210—350. The Managers hold charge of the RLOs.

Both the P & T Federations have suggested maintenance of the existing parity in the pay scales of the staff in the RLOs with the corresponding levels in the postal branch. Proceeding on the basis of the existing classification of the RLOs as operating offices, we recommend the same scales as in operating offices.

188. The National Federation of P & T Employees has proposed that the Managers of the larger RLOs should be in Class II and Managers of other RLOs should be in HSG. At present these Managers are in the HSG except those in the Orissa, Kerala and Assam circles who are in the LSG scale of Rs. 210—350. Even in these three offices the Managers have under them one or two LSG Supervisors. As the RLOs are self contained units for purposes of recruitment and promotion, we feel that at least one post in the HSG should be available in each RLO. Accordingly, we recommend that the Managers of all the RLOs except in Bombay and Calcutta should be in HSG-II that is in the scale of Rs. 550—750. There is a case for upgrading the posts of Managers of RLOs, Bombay and Calcutta, who have under them 10 and 13 LSG respectively and we recommend that these posts be placed in HSG-I, that is, in the scale of Rs. 700—900. Further, one post each of Deputy Manager in these two offices should be upgraded to HSG-II in the scale of Rs. 550—750.

189. **Foreign Post Organisation:** There are four main Foreign Post Offices at Bombay, Calcutta, Delhi and Madras, under the overall control of the Postmasters General of the respective P & T Circles. These offices function as the frontier offices of exchange in regard to the inward and outward foreign mails and handle them according to international conventions and agreements. They also have to subject the foreign mails to customs examination, maintain proper accounts and apportion the revenue between the concerned postal administrations. The categories of Class III staff employed in these offices, their number and scales of pay are as follows:—

TABLE XXV

Category	Pay scale	Number
	Rs.	
Assistant Superintendents	335—425	7
H.S.G. Supervisors	335—425	14
French Translators	210—425	2
Inspectors	210—380	6
L.S.G. Supervisors	210—350	94
P.O. Accountants	110—240 (Spl. pay Rs. 35 p.m.)	6
Time Scale Supervisors	110—240 (Spl. pay Rs. 20 p.m.)	4
Time Scale Clerks	110—240	845
Others (Cashiers, Stenographers, etc.)	—	70
Total		1,048

190. The Foreign Post Offices function as independent self contained units for purposes of recruitment, promotion etc. and have adopted the same staffing pattern as in the post offices. Both the Federations have favoured continuance of parity in the pay scales of

the office staff with the corresponding categories in the postal branch. We endorse this suggestion. There are four posts of Time Scale Supervisors in the scale of Rs. 110—240 (plus a special pay of Rs. 20 per month) who are in charge of the strong rooms where valuables are stored. It seems that prior to 1957 there were 29 such posts of which 25 have been upgraded to LSG. It has been suggested that the remaining four posts should also be upgraded to LSG. We agree to this proposal. However, there will be no special pay in addition.

191. **Postal Stores Depots (PSD).**—The Postal Stores Depots (numbering 22) are responsible for procurement, custody and supply of forms, stationery, stores (other than telecommunication engineering stores which are handled by the Telegraph Stores Organisation), uniforms and equipment etc. required by the P & T offices. These Depots are under the charge of Superintendents in Class II (Rs. 350—900) who are assisted by Managers in the scale of Rs. 335—425. Unlike the Foreign Post Offices or RLOs, the Postal Stores Depots draw their requirements of staff from the neighbouring postal divisions on limited tenure. There are 3 posts of Head Assistants of which 2 in the Calcutta and Aligarh Depots are in the scale of Rs. 210—425 and the third in the Nasik Stores Depot is in the scale of Rs. 335—425. We understand that the scale of Rs. 210—425 is personal to the existing incumbents who were transferred along with the work from the organisation of the Controller of Printing and Stationery. We suggest that all these posts may be brought on to the scale of Rs. 550—750. For the solitary post of Machineman (Rota Print Operator) in the Calcutta depot which is in the scale of Rs. 110—180, we recommend the revised scale of Rs. 330—480 as for similar posts in other departments.

192. **Savings Bank Control Organisation (SBCO).**—The internal audit functions relating to the Saving Bank work of the Post Offices were taken over from the audit department in a phased manner, during the period 1961 to 1964 and entrusted to this new organisation. The Savings Bank Control Organisation now has a unit located at each major Head Post Office. The pay scales of the audit department staff who opted for transfer along with the work have been protected and the staffing pattern of the audit offices has been allowed to continue in the new organisation. The posts comprised in this organisation, their number and scales of pay are as follows :

TABLE XXVI

Category	Pay scale	Number
	Rs.	
Senior Accountants . . .	270—575	14
Junior Accountants . . .	180—440 (with a start at Rs. 190).	107
LSG Accountants . . .	210—350	100
S.G., U.D. Clerk . . .	210—380	67
U.D. Clerk . . .	130—300	734
L.D. Clerk . . .	110—180	581+53 (Leave Reserve)
TOTAL . . .		1,656

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193. All the posts in this organisation belong to common categories and should be given the corresponding scales. The main grievance of the clerical staff is that their promotion prospects are adversely affected, as the supervisory posts in the organisation are filled from the cadre of P&T and Post Office Accountants, who have no special knowledge or experience of the savings bank work. The suggestion is that these posts should be filled by promotion of the clerks of the organisation and the posts of Selection Grade UDCs should be entrusted with supervisory functions.

194. We do not consider existing arrangement for filling the supervisory posts as satisfactory. We understand that the LSG P. O. Accountants (Rs. 210—350) are employed in supervisory posts as a temporary measure, as sufficient number of Junior Accountants are not available. Even so, this creates an anomalous situation as the Selection Grade UDCs on a higher scale of Rs. 210-380 are not given supervisory functions and status whereas P.O. Accountants (Rs. 210-350) are. Since there is no direct recruitment now at the UDC level, continuance of the posts of Selection Grade UDCs does not appear justified. Further, supervisory posts corresponding to the posts of Head Clerks are available as promotional avenue to the clerical staff in all branches of P&T except in this organisation. Considering all these factors, we recommend that the posts of Selection Grade UDCs and P.O. Accountants (Rs. 210-350) may be replaced by an adequate number of posts of Head Clerks on the scale recommended by us for this category. The staff who came on transfer from the audit department may be allowed the option to retain the posts of Selection Grade UDCs but in that case they will not be eligible for promotion to the posts of Head Clerks. They will, however, continue to be eligible for promotion to the posts of P&T Junior and Senior Accountants on passing the relevant examination.

195. **Telecommunication Accounts Organisation.**—This organisation came into being during 1968-70 on the transfer of telecommunication accounting work from the audit department to the P&T Department. However in this organisation, unlike in the Savings Bank Control Organisation, the Time Scale staffing pattern has been introduced, though the optees from the audit department have been allowed to retain their LDC/UDC scales as personal to them. The main complaint of the staff is in regard to the adoption of the Time Scale pattern and the absence of HSG posts in this organisation. We have already commented on the need for introduction of a consistent staffing pattern on a rational basis in the various organisations of the P&T Department. Since, for the present, the categories of staff working in this organisation are identical with those in the Operating Offices, the scales of pay recommended for these grades would be applicable here also. We presume that the absence of a Higher Selection Grade would be remedied as soon as the cadre has been properly built up and the requirements of work justify it.

196. **Mail Motor Organisation.**—The table below shows the main categories of the Class III staff with their number and pay scales :

TABLE XXVII

Category	Pay scale	Number
	Rs.	
Deputy Managers . . .	335—425	4
Inspectors . . . . .	210—380	13
Head Clerks . . . . .	210—380	5
Letter Box Supervisor . . .	175—240	1
Postal Machine } Grade I	150—300	21
Assistants } Grade II	110—180	13
TOTAL . . . . .		57

The posts of Deputy Managers are filled by promotion from the grade of Inspectors and Head Clerks and we recommend for them the scale of Rs. 550-750. The Inspector and Head Clerks form a single cadre and they are recruited from the Time Scale Clerks of the branch, 2/3rd on the basis of a departmental test from those having a minimum service of 5 years and the remaining 1/3rd on the basis of seniority-cum-fitness from those having a minimum service of 10 years. Having regard to the duties and responsibilities, we do not think that the posts of Inspectors in this organisation could be equated with those of Inspectors of Post Offices, and we recommend for them the scale of Rs. 425-700. The solitary post of Letter Box Supervisor, which we understand is personal to the existing incumbent, should be allotted the scale of Rs. 330-480. The Postal Machine Assistants are in two grades and are employed on maintenance of machines used in the Postal Branch viz. stamp cancelling and vending machines, calculating, adding and listing machines etc. Recruitment to both the grades is partly direct and partly by promotion. The essential qualification for direct recruitment in both the cases is matriculation plus diploma/Apprenticeship Certificates from Industrial Training Institute/National Trade Certificates in the specified trades. The promotion quota in Grade II is filled from Class IV staff having 5 years' experience. The National Federation of P&T Employees has proposed amalgamation of the two grades and creation of a Selection Grade. We understand that there is difference in the functions of the two grades as those in the higher grade attend to the maintenance of costlier and more complex machines. We do not therefore accept the proposal for merger of the two grades. We recommend that the Grade II and Grade I posts should be in the scale of Rs. 260-400 and Rs. 380-560 respectively.

197. The Workshop staff in this organisation comprise, besides the normal complement of unskilled, semi-skilled and skilled grades, the Technical Supervisors, Grade I (Rs. 205-280) and Grade II (Rs. 205-240) and Chargehands (Rs. 150-205). Recruitment to both the grades of Technical Supervisors is made from candidates having a degree/diploma in Mechanical or Automobile Engineering with one or two years' experience of working in a reputed automobile firm or Government workshop or matriculation with 3 to 5 years' experience in repair and maintenance of

internal combustion engines. The category has recently been introduced as the highest non-gazetted level on the technical side. We feel that there is no need for the existing two levels and having regard to the recruitment qualifications and responsibilities, their pay scale should be improved. Also, we feel that, eventually, this category should function as the feeder cadre for the gazetted posts of Managers in this branch. We accordingly recommend that there should be only one grade of Technical Supervisors in the scale of Rs. 425-700 in replacement of the two existing grades of Rs. 205-280 and Rs. 205-240. For Chargehands we recommend the revised scale of Rs. 330-480.

198. The posts of Motor Vehicle Mechanics, in this organisation as well as in some other branches of P & T, are in two scales viz. Rs. 110-180 (445 posts) and Rs. 110-155 (50 posts), the method of recruitment and the nature of duties being the same. In some offices, there are Selection Grade posts (20) in the scale of Rs. 175-240. We recommend the scales of Rs. 260-400 and Rs. 330-480 for the ordinary and Selection grades, corresponding to the skilled and highly skilled Grade-II recommended for the artisan staff. Having a non-functional Selection Grade for workshop personnel is unusual. We would prefer that this scale is attached to posts which are identified as requiring higher level of skill. The other posts in the artisan grades should be given the corresponding scales we have recommended for the workshop staff.

199. **Telecommunication Factories.**—For the following Class III posts, which are peculiar to this organisation, we recommend the scales indicated against each :—

TABLE XXVIII

Designation	Number	Existing Scale	Proposed Scale
1	2	3	4
		(Rs.)	(Rs.)
Security Officer . . . . .	3	350-20-450-25-475	550—750
Chemist . . . . .	3	210-425	} 425—700
Technical Assistant . . . . .	9	210-425	
Industrial Relations Assistants . . . . .	3	210-350	425—640
Inspectors (Watch & Ward) . . . . .	4	150-216	330—480
Sub-Inspectors (Watch & Ward) . . . . .	8	105-135	225—308

As there is no separate cadre of Store-keeping staff in this organisation the clerical staff is utilised on store-keeping jobs. The National Federation of P&T Employees has proposed that Godown Clerks at present in the LDC scale should be given the Time Scale (Rs. 110-240). Similarly,

the Progressive Stock Verifiers and Stock Holders, at present in the scale of Rs. 110—240, should be upgraded to Lower Selection Grade and Store Keepers in LSG should be upgraded to HSG. We see no justification for the proposed upgradation. If a separate cadre for store keeping staff is introduced in the P&T Department, the scales recommended by us for the store-keeping staff could be applied, consistent with their qualifications and duties.

200. There are a few vestigial categories of ex-company staff in the Telecommunication Factories for whom we recommend the following scales :—

TABLE XXIX

Category	Number	Existing Scale	Proposed Scale
		Rs.	Rs.
Foreman . . . . .	15	450-25-575	700—900
Asstt. Foreman . . . . .	1	205-280	425—640
Chief Storekeeper . . . . .	1	335-15-485	550—750
Exchange Inspectors Grade I . . . . .	9	180-380	425—700
Planning Inspectors Grade I . . . . .	4	180-380	
Welfare Superintendents . . . . .	1	168-300	330—560
Head Test Clerk . . . . .	1	168-300	
Electrician . . . . .	1	175-280	380—560
Asstt. Supervisory Test Clerk . . . . .	7	150-205	330—480

201. **Telecommunication Stores Organisation.**— Functions of this organisation are procurement and supply of telecommunication stores to the various depot and consuming units in the Department. The organisation is headed by the Chief Controller of Telecommunication Stores in the scale of Rs. 1300—1600. There are five regional units at Bombay, Calcutta, Delhi, Madras and Jabalpur which are under the Controller of Telecommunication Stores on the scale of Rs. 700—1250. These posts are encadred in the Telegraph Engineering Services Class I. The Class III staff employed in this organisation can be classified into two broad groups, namely, the non-industrial staff consisting mainly of clerical categories and the industrial staff. As in the case of the Telecommunication Factories, there is no separate category of store-keeping staff in this organisation and the clerical staff is utilised in the store-keeping jobs also. We would suggest that Government may consider the feasibility of creating a separate cadre of store-keeping staff in which case the scales recommended by us for such staff could be adopted. For the present, the store-keeping staff as also the other related categories could be given the scales recommended for the corresponding clerical categories generally.

202. The broad category-wise break-up of the industrial staff employed in the stores depots is shown in the following table :—

TABLE XXX

Designation	Pay Scale	Number	
<b>Highly Skilled Supervisory :</b>			
Yard Foreman Incharge	Rs. 205-7-240	3	
Yard Foreman	150-205	12	
Packing Foreman			
<b>Skilled :</b>			
Packing Supervisors	125-155	7	
	110-155		
Sarkars	110-155	135	
Packers, Grade I			
Head Tindal			
Carpenter Grade I	105-155		
Crane Drivers			
Stock Checkers			
Mistries		41	
<b>Semi-Skilled :</b>			
Packers Grade II			294
Tindals			
Carpenters, Grade II	75-110		
Markers			
Weighmen			
Put out men			
		<b>Total:</b>	<b>492</b>

It has been represented that earlier there was parity as between the pay scales of skilled workers in the Telecommunication Factories and in this organisation. With effect from January, 1966, the skilled workers in the Telecommunication Factories were brought on to the scales of Rs. 110—180 while a corresponding revision in the case of the stores organisation was not made. Subject to the qualifications and duties being comparable to those of similar posts in the Telecommunication Factories we recommend that the artisan posts in the existing scales of Rs. 110—155/ Rs. 125—155 and Rs. 75—110 may be given the revised scales of Rs. 260—400 and Rs. 200—280 respectively.

203. The Sarkars are promoted from semi-skilled staff after a test and are responsible for receipt, custody and issue of stores and maintenance of the connected records. The Sarkars who perform similar functions in the Telecommunication Factories are in the scale of Rs. 110—180. On a consideration of their duties and responsibilities and desirability of maintaining internal parity with similar posts of the Telecommunication Factories, we consider that they should be placed in the scale of Rs. 260—400. We, however, feel that for these posts there should be direct recruitment to the extent of 50 per cent of the vacancies.

204. The posts of Yard Foremen Incharge (Rs. 205—240) are filled by promotion of Yard Foremen, Packing Foremen or Motor Mechanics; and should be allotted the scale of Rs. 380—560, the same as recommended by us for the highly skilled grade I. For the Yard Foremen and Packing Foremen, we recommend the scale of Rs. 330—480, same as for the highly skilled grade II.

205. **Testing Organisation.**—In the Testing Organisation under the Additional Chief Engineer, Technical & Development Circle, there are 140 posts of Testers (skilled) in the scale of Rs. 110—155 and Test Room Assistants (semi-skilled) in the scale of Rs. 75—110. The posts of Testers are filled by selection from Test Room Assistants who, in turn, are recruited by promotion from unskilled workers in the scale of Rs. 70—85. They are employed on testing electrical and mechanical equipment to ascertain whether they conform to prescribed specifications. For the Testers and Assistant Testers we recommend the scales of Rs. 260—400 and Rs. 200—280 respectively. We would however, suggest that the Government may consider recruitment of candidates with suitable technical qualifications as Testers.

206. **P&T Civil Engineering Wing.**—The categories of staff employed in this wing are the same as in the CPWD Department, with similar conditions of recruitment and duties. They may be placed on the pay scales recommended by us for the corresponding categories in the CPWD. There are 125 posts of Building Overseers, 119 in the ordinary grade of Rs. 180—380 and 6 in the Selection grade of Rs. 335—485, which are not included in the P. & T. Civil Engineering cadre. Since their qualifications and duties are identical with those of Section Officers in the civil engineering wing, the exclusion of these posts from the main cadre does not seem to be justifiable. We understand that the Administrative Reforms Commission has recommended transfer of these posts to the civil engineering wing and we are in agreement with this recommendation.

207. **P&T Dispensaries.**—We have discussed the medical and para medical staff in a separate Chapter and the scales of pay recommended therein should apply to the staff in these dispensaries also.

208. **Miscellaneous posts.**—For Sorters (Rs. 100—130) and Selection Grade Sorters (Rs. 125—155) in the Telegraph Check Office, we recommend the scale of Rs. 225—308 and Rs. 260—350 respectively.

There are 26 posts of Welfare Inspectors in the scale of Rs. 210—380 which are filled by selection of UDCs on tenure basis. These should be allowed the scale of Rs. 425—640.

The Inspectors of Postal Life Insurance are on two scales namely Rs. 210—380 (10 posts) and Rs. 130—300 (16 posts). Those in the lower scale carry a special pay of Rs. 40 per month. The posts are held for a limited tenure of 5 years and are filled by selection from UDCs having experience of the Postal Life Insurance work. We recommend that all these posts be allotted the scale of Rs. 425—640. There will be no special pay in addition.

209. The posts of Instructors in the Postal, Telegraph and Telecommunication Training Centres are filled on limited tenure by persons selected from the cadres of Inspectors, Engineering Supervisors, Lower Selection Grade Supervisors, Telegraphists, Line Inspectors etc. They are granted a special pay, which is generally Rs. 20 per month for Time Scale or skilled categories, Rs. 30 per month for the LSG officials

and Rs. 40 per month for the Inspectors and Engineering Supervisors. We recommend revision in the rates of these special pays to Rs. 30, Rs. 40 and Rs. 50 respectively.

210. The remaining Class III categories which are common to other departments have been dealt with in the relevant chapters. There are a few miscellaneous residual categories or posts in the P. & T. Department which are listed below. For these posts we recommend the scales indicated against each:—

TABLE XXXI

Designation	Number	Existing Scale	Proposed Scale
		Rs.	Rs.
Modeller	1	325-575	550-900
Security Officer	1	325-475	550-750
Physical Training Instructors	4	130-300	330-560
Airconditioning/ Refrigeration Assistants	29	130-300	380-560
Garden Chowdhary	1	110-180	260-400
Conservancy Inspectors	12	105-135	225-308
Sanitary Inspectors	2		
Total:	50		

#### XVI Class IV Staffs

211. The main categories of the Class IV staff employed in the P. & T. Department are shown below:—

TABLE XXXII

Designation	Pay Scale	Number
	Rs.	
Jamadars	80-1-85-2-95-3-110	1878
Munshies	80-1-85-2-95-3-110	84
Cash Counters	80-1-85-2-95	38
Shroff/Poddar Bill Sarcars	75-1-85-2-95	50
Form Suppliers	75-1-85-2-95	12
Test Category Class IV (Peons, Orderlies, Packers, Cooks, Attendants, Khansamas, Gatemen, Mail Peons, Letter Box Peons, Runners Telegraph Messengers, Telegraphmen, etc.)	70-1-85	52660
Non Test Category Class IV (Frashes, Sweepers, Scavengers, Chowkidars, Watchmen, Malis, Gardeners, Watchmen, Bhis-tis, Mazdoors Hamals, Cleaners, Rest House Attendants, Ayahs, Mechanical/Electrical Workmen, Lascars, Battery-men, etc.)	70-1-85	21760
Boy Peons, Boy Messengers	55-1-60	651
Total:*		77133

\*Includes certain unclassified categories in Class IV scales.

We have discussed in a separate chapter the pay structure of Class IV staff and the scales of pay of categories such as Sweepers, Peons, common to all or some departments. The scales of pay recommended by us for these common categories will also apply to similar categories of P. & T. employees. Here we discuss the specific proposals made on behalf of certain categories, peculiar to the P. & T. department.

**212. Boy Peons & Boy Messengers.**—The Boy Peons and Boy Messengers are underage employes (between 16 to 18 years) who are employed on the same kind of duties as the adult Peons and Messengers, except that they work only 6 hours a day and they are not required to perform night duties, split duties, overtime duties or duties which involve monetary responsibilities. The Department has declared this a dying category and discontinued their recruitment in a phased manner. For the residual number who may continue as such until their absorption in the regular Class IV posts, we recommend the scale of Rs. 160—2—170.

**213. Test and Non Test Categories.**—A feature peculiar to the P. & T. Department is the classification of the Class IV posts, which are in the scale of Rs. 70—85, into test and non-test categories. The distinction turns mainly on the literacy qualification essential for recruitment to the test Category. The P. & T. Federations and affiliated Unions have claimed that the test category staff, by virtue of their literacy qualifications and a certain degree of skill acquired in the performance of their work, deserve to be treated as semi-skilled. They have, accordingly proposed a higher scale for the test category than for the non-test category. In other Departments and Ministries also there are Class IV categories corresponding to the test and non-test categories but no such distinction has been drawn between them on the basis of literacy qualification, as the requirements of literacy in one case are balanced by other considerations, such as unpleasantness or arduousness of work in another. We feel that weighing the qualifications and duties of one category against those of another, there is hardly any justification for prescribing a higher scale for the test category than for the non-test category and all of them should be on the same scale viz. Rs. 185—220.

**214.** The non-test category staff have no avenue of promotion unless they are absorbed in the test category through a literacy test, as and when vacancies become available. Further, for appointment to the test category posts, the Boy Peons and the Extra-Departmental Agents get preference over the non-test category staff. We think that the non-test category staff should be provided all reasonable facilities for acquiring literacy and given due priority for absorption in the test category. Further, they should be eligible for promotion to higher posts in the same way as the test category staff, provided they have passed the literacy test and possess the requisite qualifications.

**215. Telegraphmen.**—There are two types of Telegraphmen employed in the Telegraph Offices, namely,

the Telegraphmen (Out-door), who deliver the telegrams to the addressees and the Telegraphmen (In-door), who stamp and carry telegrams between various points and sections in the telegraph offices. The Telegraphmen (out-door) had claimed equation with the Postmen before the Second Pay Commission as also before the JCM Board of Arbitration, in 1968. The claim was rejected by both the bodies. It has again been pressed strongly before us on substantially the same grounds, namely that their beat covers a wider area than that of Postmen and their duties are more strenuous, involving night duty and contact with the public. We are not satisfied that the claim for parity with Postmen is tenable as the recruitment qualifications for Postmen are higher and they are also required to pass a departmental test of a higher standard. Besides, the duties of Postmen—involved as they do financial responsibilities—are more onerous and varied. The alternative demand of Telegraphmen for parity with other categories in the scale of Rs. 75—95 is also difficult to sustain. Further, recently the Telegraphmen (Out-door) have been made interchangeable with the Telegraphmen (Indoor). We, therefore, consider it proper to equate Telegraphmen with the other test categories.

**216.** For Telegraphmen (Outdoor) there is an incentive scheme which provides for incentive payments for messages delivered beyond the prescribed standard of out-turn, a trip incentive and a proficiency bonus. The unions have proposed that the rates of these payments should be improved and the incentive earnings should be reckoned as pay for leave salary and pension, as was the case earlier with the task-work earnings, under the "task-work-system". We find that the present scheme makes a distinction between those who were under the "task-work-system" on 29th August, 1962, before being brought under this scheme and those to whom it was extended subsequently. The rationale for this differentiation is not clear and it appears to us that there is scope for making it uniform and simple by relating the payments solely to the output above the standard norm. We, accordingly, suggest that the Government may evolve a suitable scheme, keeping in view the above suggestion. We, are, however, unable to accept the proposal for treating the incentive earnings as pay, as they represent additional payments for giving out-turn above the norm, and by their very nature they are different from the 'task-work earnings', available earlier under 'task-work-system' to the 'task-work-messengers', who were granted merely a subsistence pay, very much lower than the regular scale of pay.

**217.** It has been pointed out that the standard out-turn for the Telegraphmen (Outdoor) has been fixed on the basis that a cycle is used but neither a cycle nor a cycle allowance is provided. Since their beat and outturn are fixed on the assumption that a cycle will be used, we recommend the grant of the cycle allowance to them if cycles are not provided.

**218.** The P & T unions have a grievance regarding the divergent standards adopted in different branches of the department for sanctioning the posts of Jamedars. In the Postal branch, every 20th class IV post in a division is upgraded, while in the RMS branch

every 15th post under a Record Office is upgraded. In the Telegraph Traffic Branch, instead of upgradation, additional posts are sanctioned office-wise, the standard being one Jamadar for 20 Class IV posts in a large Telegraph Office and one for 10 in a small office. There are no posts of Jamadars in the Telegraph Engineering branch, Returned Letter Offices, Postal Stores Depots, etc. There is a demand for creation of these posts, in all the branches, on a uniform basis viz. at 10 per cent of the Class IV posts. We suggest that all the Class IV posts in the existing scale of Rs. 70—85 in a division or sub-division be pooled together branch-wise for purposes of determining the number of posts of Jamadars and such posts should be created according to a uniform standard, by upgrading the existing posts and not by creating additional posts. The Telegraphmen have complained that their chances of promotion are limited as the grade of Rs. 75—95 is not available in the Telegraph Traffic branch. They have proposed creation of a selection grade for them and revival of the promotional categories of Munshis etc. which have been abolished. In view of our recommendation that posts of Jamadars should be created on a uniform basis in all branches, it does not seem to us that any other action is called for.

219. We have already stated in Chapter 18 that the Jamadars in the P & T Department, who are on higher scale of Rs. 80—110 and are entrusted with supervisory duties should be placed in the revised scale of Rs. 200—260. For the other departmental posts in the existing scales of Rs. 80—110 and Rs. 75—95 we recommend the corresponding revised scales of Rs. 200—260 and 190—240 respectively. For the posts of Cash Counters, who are on the odd scales of Rs. 80—95, we recommend the scale of Rs. 190—240.

#### **XVII—General and Special Conditions of Service of P & T Staff**

220. The P & T Federations and the category-wise branch Unions affiliated to them have emphasised the special and peculiar conditions of service of the P & T operating categories. In this connection it has been suggested by the Federation of National P & T Organisations that in case it is not possible for us to examine the complaints of the staff in this regard in detail, we should make a specific recommendation for appointment of an Expert Committee to go into the whole matter, on the lines of a similar Committee set up by the P & T Department in 1948, on the recommendations of the First Pay Commission. We do not, however, think that there is any need for setting up of another Expert Committee as the basic issues appear to be fairly clear. We have dealt with the general aspects of hours of work, weekly offs, holidays and overtime allowance separately\*. Here we examine certain complaints and anomalies concerning the P & T operating staff.

221. **Holidays.**—At present, the operating categories are entitled, to 9 effective holidays in a year (including 3 National Holidays), as against 16 public holidays, 2 restricted holidays and 12 Second Saturdays to which the staff in the administrative offices are en-

titled. As the operating staff get casual leave for 15 days in a year as against 12 days for the office staff, the former have a net disadvantage of 18 days. It has been forcefully argued that this wide differential has the effect of reducing their per hour wage in an unintended manner. We have discussed this matter separately\* and spelt out certain proposals designed to narrow this differential.

In regard to the 9 holidays available at present, the suggestions are that the staff may be allowed to choose them and if they are required to work on these days, they should be monetarily compensated for the loss of their holiday. We understand that the department has recently decided to allow the staff the choice of their holidays, subject to exigencies of service. We recommend that in case an employee is required to work on such days on account of operational requirements he should be compensated for the loss of his holiday by grant of one day's salary at the end of the month.

222. **Weekly Off.**—The P & T Federations have proposed that the RMS staff working in the sections and the 'call duty' staff in the Telegraph Engineering branch, who are at present not entitled to a weekly off day should be given this facility. Generally, a rest day is already in-built in the weekly duty pattern of the RMS staff working in the sections and we do not consider it necessary to earmark a weekly off day separately in addition. However, the staff working in the RMS sections having one or two sets may be required to work every day and we feel that they should be entitled to a weekly off. Certain categories of the maintenance staff of the Telegraph Engineering branch are placed on 'call duty' i.e. they are liable to be called on duty at any time in the interest of service to attend to faults, interruptions or other emergencies. Normally, it is not possible to fix regular duty hours for them but their normal work is usually light. Our view is that they should be allowed a 'weekly off', wherever this can be arranged by the pooling of staff located at the station. Where this is not possible, the staff called up for duty on such an off day should be given compensatory leave on another convenient day. As 'call duty' seems to be irksome and not popular, there should be a system of rotation of such staff between the 'call duty' and 'fixed duty' posts.

223. **Alternate Set System.**—Under this system the duties of staff in certain RMS Mail Offices are rostered in such a manner that on alternate days they are required to work for 12 to 15 hours at a stretch (e.g. from 5 p.m. to 6 a.m. next morning), and in between two spells of such duty they get a rest of 36 hours or so. The Federation of National P & T Organisations has demanded abolition of this system as such duties are very taxing. The National Federation of P & T Employees, on the other hand, has proposed that the meal relief of half an hour, admissible at present should be increased to one hour as two days' duties are performed in one spell. We understand that the present system is working satisfactorily and is actually not unpopular with the staff, as otherwise they would be required to perform night duty every day and the 'sets' would terminate and start at

\*Chapter 61

odd hours in the night. In the circumstances we do not advocate any change. Also we consider a relief of half an hour adequate for purposes of taking meal.

Another proposal of the RMS Unions is that the weekly hours of work for the RMS Transit sections should be reduced from 48 to 36, as in the case of sorting sections. We think that the present difference in the working hours is justified by the difference in the nature of duties performed in the two types of sections and we do not recommend any change in this behalf.

224. **Split Duty:** Certain categories of the operating staff are required to perform split duties. In such cases the staff not provided with quarters in the office premises have a duty period of 7 hours instead of 8 hours. The grievance of the staff in regard to the split duty is two-fold, namely, first, the net reduction in their duty hours works out to half an hour only as staff not required to perform split duty have a net duty time of 7-1/2 hours, taking into account the half an hour lunch break allowed to them, and secondly, split duties involve additional discomfort and expenditure in attending the place of duty twice during a day. The demand is for increasing the time allowance to one hour in addition to grant of the usual lunch break of half an hour or for grant of a cash allowance in addition to the existing time allowance. We do not agree with these proposals. However, we recommend that the necessity for the split duty should be reviewed and wherever it can be dispensed with, it should be done. Where it is inescapable, the Government should take steps for providing quarters near the place of duty to the staff required to perform such duties and

priority should be accorded in the matter of allotment and construction of quarters for them.

225. **Outstation Allowance.**—The RMS staff who travel in the RMS Sections are granted an 'outstation allowance' instead of the usual travelling allowance, in case the period of absence from headquarters in connection with such duties exceeds six hours. For the period of stay in localities where a higher rate of daily allowance is admissible, the normal rates of outstation allowance are enhanced by 20 per cent. The main grievance of the RMS Unions is that the existing rates of this allowance are very low as compared to the usual rates of travelling and daily allowance and they are not revised with the revision in the daily allowance rates. We recommend that the rates of the outstation allowance should be fixed by the Government, as a percentage of the daily allowance, taking into account that at the outstations staff are provided with the free furnished rest houses and services of a cook-cum-attendant.

226. **Night Halt Allowance.**—Certain categories of staff *e.g.* Mail and Cash Overseers, Village Postmen, Linemen, Runners etc. who travel constantly within their respective beats or jurisdiction are granted, instead of the usual travelling allowance, a night halt allowance when they spend the night away from the headquarters while on such duty. This allowance has been sanctioned by the Government on the basis of the recommendations of the Second Pay Commission. We do not agree with the proposal that this staff should be granted the usual travelling allowance as or tour. Here too, we recommend that the rates or such an allowance should be fixed as a percentage or the rates of the daily allowance.

CHAPTER 24  
MINISTRY OF DEFENCE

The Ministry of Defence is organised into three Departments, viz., the Departments of Defence, Defence Production and Defence Supplies. The civilian personnel under the Ministry of Defence also cover those employed in the three Services Headquarters and a number of inter-Service Organisations like the Joint Cipher Bureau, Research and Development Organisation, Directorate General of Armed Forces Medical Services, etc., and the military training establishments. In these inter-Service Organisations as also the Service Headquarters, the civilian employees work side by side with Service personnel and some of the posts held by them are interchangeable between them and the Service personnel.

2. The distribution of posts under the Ministry of Defence in the different classes and pay scales is as given in the table below :

TABLE I

Class	No. of scales	No. of posts
Class I . . . . .	46	6,679
Class II . . . . .	33	6,312
Class III . . . . .	101	1,17,442
Class IV . . . . .	10	1,56,787
Workshop Staff . . . . .	57	3,09,963
		5,97,185

**Class I Posts**

3. Most of the Class I posts under this Ministry are borne on standard pay scales or are held by officers of the all-India and Central Class I Services. We recommend that these posts should be placed on the appropriate revised scales of pay recommended by us. In subsequent paragraphs, we have suggested specific changes with regard to certain posts or classes of posts peculiar to this Ministry:

4. The details of the posts on Administration and Stores side are given in the table below:

TABLE II

	No. of posts	Scale
Civilian Staff Officer (Equipment) in Air Force	22	740-30-800-50-1150
Civilian Staff Officer (Ordnance) A.O.C.	12	740-30-800-50-1150
Dy. Assistant D. G. of Stores (Civilian) in D.G.A.F.M.S.	1	740-30-800-50-1150
Staff Officer (Training) in Navy	1	800-40-1000
Civilian Staff Officer Grade II in Defence Services Staff College	1	800-40-1000

We have satisfied ourselves that all these posts at this level, can be placed on the standard Class I senior scale of Rs. 1050—1600. The Services Headquarters concerned with these posts have also informed that the duties attached to these posts and the workload justify placing these posts on the senior Class I scale.

5. The Naval Stores Organisation is headed by the Director who is on the scale of Rs. 1600-1800. The post of Joint Director in this organisation is on the scale of Rs. 1300-60-1600 and three posts of Senior Naval Stores Officers are on Rs. 1100-50-1400. These posts are borne on standard scales of pay and should be placed on the appropriate revised scales of pay recommended by us. The Class I posts below the level of the Senior Naval Stores Officer are borne on odd scales of pay; the Naval Stores Officers (11 posts) are on the scale of Rs. 1100-50/2-1250 and Deputy Naval Stores Officers (28 posts) are on the odd scale of Rs. 740-35-950. We are not satisfied that so many levels are needed in the Naval Stores Organisation. We recommend that the two scales prescribed for the Deputy Naval Stores Officers and the Naval Stores Officers should be integrated and given the scale of Rs. 1050-1600.

6. In the MES, there are 6 posts of Senior Administrative Officers, Grade I on the scale of Rs. 800-40-1000 and there are 10 posts of Senior Administrative officers Grade II which are on the Class II scale of Rs. 740-30-830-35-900. The Engineer-in-Chief has proposed that these two grades should be merged and placed on the integrated scale of Rs. 700—1250 in existing terms. Since there are two more levels of Administrative Officers in Class II below the Senior Administrative Officer, Grade II, the number of levels in Class II alone works out to 3 at present. We feel that there is unnecessary multiplicity of levels and scales for this category of posts and recommend that the posts of Senior Administrative Officers, Grade II and Grade I should be combined and placed on the scale of Rs. 1050—1600.

7. The post of Civilian Gazetted Officer, Grade I (Equipment) in the Air Force on the scale of Rs. 900-50-1250 is filled by promotion of persons holding posts for which we have recommended above the scale of Rs. 1050—1600. Air Headquarters have informed us that the duties and responsibilities attaching to this post have increased considerably with the expansion and modernisation of the Air Force. We feel that there is justification for upgrading this post and recommend that it should

be given the scale of Rs. 1300-1700. For the post of Joint Director in Air Headquarters and in the Directorate General of Inspection held by officers of the AFHQ Civil Service, on the scale of pay of Rs. 1300-1600, we recommend the scale of Rs. 1500-1800.

8. Besides Service officers, civilians are also employed in the military training establishments, e.g. the National Defence Academy (NDA), as principals, professors, readers and lecturers. Generally, the posts are on standard Class I scales like Rs. 400-950 for Lecturers and Rs. 700-1250 for Readers or Assistant Professors. For these posts, it would be sufficient to allow the appropriate corresponding pay scales that we have recommended. We have, therefore, discussed only such posts as require our specific recommendations.

9. In the NDA at Khadakvasla, the pay scales for the Lecturers, Readers and Principal were revised in December, 1970 as follows :

(In Rupees)		
	Scales before 1970 Revision	Revised Scales (1970)
Lecturer . . .	400-400-450-30-600- 35-670-EB-35-950	400-40-800-50-950 with special all- owance of Rs. 150 p.m.
Reader . . .	700-40-1100-50/2- 1150	700-50-1250 with special allowance of Rs. 200 p.m.
Principal . . .	1300-60-1600	1600-100-2000

At the same time, the decision was taken to prescribe the scale of Rs. 1100-50-1300-60-1600 with a special allowance of Rs. 250 p.m. for the post of professor to be established from 1st July, 1971. The reasons given for these substantial increases were the difficulties experienced in recruiting and retaining persons of the requisite calibre ; the implementation of the recommendations of the NDA Syllabus Revision Committee resulting in the raising of the standard of the syllabus ; the relative isolation of Khadakvasla ; and the academic staff being "not able to supplement their income by earnings from examinership or tuition fee unlike the academic staff in the Universities."

10. We feel that there is some case for the grant of special allowance to the civilian teaching staff in the NDA to compensate them for the relative isolation of Khadakvasla. We do not see, however, any reason for prescribing differential rates for the special allowance. In view of the improvement that we are suggesting in the scales of Reader and Professors, we recommend that special allowance should be paid at the uniform rate of Rs. 150 per month to the Lecturers, Readers and Professors at the NDA Khadakvasla. We recommend for the post of Professor the scale of Rs. 1500-1800 and for the Principal the scale of Rs. 1800-2250.

11. For the one post of Registrar in the NDA on the scale of Rs. 400-950, the Directorate of Military Training have proposed upgradation to bring it at par with the Readers. The qualifications prescribed for this post are a Second Class Master's Degree with 5 years' experience and a Degree or Diploma in teaching as a desirable qualification. These qualifications are comparable with those prescribed for direct recruits to the post of Reader. The NDA Syllabus Revision Committee had also recommended the equation of the post of Registrar with that of Reader. We, therefore, recommend that the Registrar's post may be placed on the scale of Rs. 1050-1600.

12. Regarding the post of Principals in institutions other than the NDA, our recommendations are as under :

(In Rupees)		
Name of the post	Existing scale	Proposed Scale
Principal, Rash- triya Indian Military Coll- ege, Dehra Dun	1100-50-1500	} 1300-1700
Principal, Army Cadet College	1100-50-1500	
Principal, King George's School	900-50-1250	} 1200-1600
Principal, Mili- tary Nursing School	900-40-1100-50/2-1250	

13. The post of Director of the School of Foreign Languages, New Delhi, is on the scale of Rs. 1100-50-1250 with a special pay of Rs. 250 in view of the additional duties performed by the Director as the Chairman of the Board of Examiners. We would prefer the abolition of the special pay and the placement of this post on the scale of Rs. 1500-1800. In recommending the revised scale, we have taken the existing special pay also into account. Accordingly, the revised scale should be attached to this post as long as its incumbent performs the functions of the Chairman, Board of Examiners.

14. In the EME College Secunderabad, the two posts of Professors are on the scale of Rs. 1100-50-1400 while the posts of Professor in the College of Military Engineering as also in the NDA are on the scale of Rs. 1100-1600. We were informed during our visit to this college that difficulties were being experienced in recruiting and retaining suitable civilian staff for the teaching posts and we feel that the present disparity is not reasonable. We recommend that Professors in the EME College should have the same scale as Professors in the College of Military Engineering and the NDA viz. Rs. 1500-1800.

15. There is one post of Reader under the Directorate of Military Training which is on the scale of Rs. 700-40-1100. The qualifications prescribed for this post are comparable to those prescribed for similar posts elsewhere under the Ministry of Defence and we recommend that this post should

also be placed in the standard scale recommended by us for Readers, viz. Rs. 1050-1600.

16. In the Canteen Stores Department, there is only one post which is on an odd scale of pay viz. the post of General Manager and Chairman, Board of Administration. The existing scale of this post is Rs. 2000-100-2500-125/2-2750. It appears that this post is generally filled by inducting a retired Service Officer. We were also informed that recruitment rules for this post are yet to be finalised. We recommend that this post should be placed on the scale of Rs. 2250-2750.

17. In the Naval Headquarters the three posts of Director Naval Design; Director, Naval Construction; and Warship Production Superintendent are on the scale of Rs. 1600-100-1800. We have been informed that these posts are held at present by persons who have graduated in Naval Architecture from recognised foreign institutions, but in future these will be filled by Naval officers. The Naval Headquarters have stated that the scale of these posts was fixed in relation to the pay scale of the Principal Staff officer who was then a Service officer of Commodore's rank. Since then the post of Principal Staff officer has been upgraded to the rank of Rear Admiral and the maximum of the Commodore's pay scale has also been increased by Rs. 200. We feel that it would be appropriate to upgrade these three posts to the level of Rs. 1800-100-2000 in existing terms and we, therefore, recommend for these posts the scale of Rs. 2000-2250.

18. There are 4 posts of Dredging Masters under the Naval Headquarters on the odd scale of Rs. 900-40-1100-50-1300. These posts are filled by persons holding the Master Mariner Certificate of Competency issued by the Ministry of Transport and Shipping for foreign going ships. We recommend for these posts the scale of Rs. 1200-1800.

19. Under the Army Headquarters, there are 3 posts of Assistant Directors (Military Farms) on the odd scale of Rs. 900-50-1200. These posts are filled by promotion from the grade of Deputy Assistant Directors (Military Farms) on the scale of Rs. 740-900. We recommend for these posts the scale of Rs. 1050-1600.

20. There are five isolated posts in the Joint Cipher Bureau and one of Technical Engineer Officer in the DGAFMS, borne on the scale of Rs. 700-40-1100-50/2-1150 which are filled by promotion. For these posts also, we recommend the scale of Rs. 1050-1600.

21. In the Directorate General of National Cadet Corps, the scale of the post of Lady Staff officer, Grade II has been revised in August, 1972, from Rs. 400-950 to Rs. 400-400-450-30-600-35-670-EB-35-950-50-1150. We are unable to understand why this odd scale has been devised for this solitary post since this does not seem to be the prescribed scale for any other post under the Government

of India. The qualifications prescribed for recruitment to this post are a second class Degree, knowledge of female education and experience in planning and administration without any specified minimum period of such experience. Considering the prescribed qualifications and the duties involved which are mainly staff duties in assistance to the Lady Staff officer, Grade I. We recommend for this post the scale of Rs. 700-1300.

22. The Air Headquarters have made a proposal in regard to the solitary post of Civilian Photo Interpretation Officer (Rs. 400-400-450-30-600-35-670-EB-35-950). Besides justifying the proposal on grounds of duties and responsibilities, the Air Headquarters have stated that a comparable post in the Indian Agricultural Research Institute (IARI) which is an autonomous organisation, is borne on the scale of Rs. 700-1250 which scale should also be given to the post in the Air Headquarters. We have compared the prescribed qualifications and find that the experience required in the case of direct recruitment to the post in the IARI is 7 years as against the 3 years prescribed for the post in the Air Headquarters. We also find that the scale of this post was revised from the earlier Class II scale of Rs. 350-800 to the existing Class I scale of Rs. 400-950 in the year 1963. We recommend for this post the scale of Rs. 700-1300.

23. In the Air Headquarters there are two posts of Civilian Aeronautical Inspection (Armament) officers in the scale of Rs. 400-950. The incumbents of these posts have represented that they have been discharging difficult and hazardous duties in connection with the categorisation and disposal of suspected ammunition and explosives including the disposal of unfused bombs ever since their recruitment in 1949 and that they have not earned even a single promotion because there are no higher posts for them. The Ministry of Defence have confirmed that these two officers have always been relied upon for the demolition of unserviceable explosives and that they have been made responsible not only for safety of the personnel and equipment employed in ensuring effective destruction of explosives but also of the safety of civilian life and property. We feel that in view of the duties and responsibilities and the hazard attendant upon the work, both these posts should be placed on the scale of Rs. 1050-1600.

#### Class II Posts

24. Of the Class II posts under the Ministry of Defence, excluding those covered elsewhere, the largest number, i.e. 541 are on the scale of Rs. 350-800 which is a segment of the standard Class II scale of Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900. There are a few posts on the scale of Rs. 400-800 which too is a segment of the standard scale of Rs. 350-900. On an examination of the qualifications prescribed and duties attached, we feel that all these posts should be placed on the scale of Rs. 650-1200.

25. Out of the 541 posts on Rs. 350-800, 158 posts are those of Ordnance Officers (Civilian) Stores in the Army Ordnance corps who have no promotion prospects. We are informed that during the 2nd World War these posts were filled through direct recruitment for which a Degree was the prescribed qualification and that barring a few, most of the direct recruits have not earned a single promotion and are stagnating at the maximum of the scale of Rs. 350-800. To relieve the severe promotion block to some extent, 10 posts were created on the scale of Rs. 740-1150 in the year 1968. Direct recruitment to the post of Ordnance officer (Civilian) has been discontinued for some time. It was also brought to our notice that many of these officers were given charge of posts normally tenable by Service officers, but without giving them any charge allowance for the assumption of higher responsibilities. The demand for grant of charge allowance to these officers was supported by the Master General of Ordnance during oral evidence. We would recommend that whenever these officers are appointed to posts involving higher responsibilities, viz. those normally tenable by Majors, they should be given a charge allowance of Rs. 200 p.m.

26. As for the remaining Class II posts, our recommendations are as under :

Posts (No. of posts)	Existing scale (Rs.)	Proposed scale (Rs.)
Assistant Director of Music (1)	475-25-500-30-830-35-900	840-1200
Administrative Officer Grade I in the M.E.S. (26)	590-30-800	
Manager Printing Press in Navy (1)	500-30-800-EB-30-830	
Indian Naval Distributing Authority (1)	590-30-740-EB-30-830-35-900	
Dy. Assistant Director (Military Farms) (13)	740-30-830-35-900	
Officer Supervisor in Ordnance Factories (10) Staff Officer (Civilian) in the Navy (1)		
Masters in King George's School (61)	325-15-475-EB-25-500-30-680	650-960
Managers Grade II/ Assistant Managers in Canteen Stores Department (26)	350-25-500-30-590-EB-30-650	
Administrative Officer, Grade II in the MES (99)	450-25-575	650-960
Labour Camp Officer in the AOC(1)	350-25-500-30-590	

27. The posts of Civilian Assistant Security Officers are on the scale of Rs. 325-15-475-EB-20-575. We recommend that these posts which exist in the MES (11 posts), AOC (23 posts) and DGI (8 posts) should be given the scale of Rs. 550-900.

3 Fin.

### Class III Posts

28. The bulk of the Class III posts under the Ministry of Defence has been discussed already in chapters dealing with office staffs and common categories including workshop staffs. Of the remaining, the majority consists of posts of non-technical supervisors in the various establishments under the Ministry of Defence. The table below gives the number of such posts in different pay scales in the Ordnance Factories and the Heavy Vehicle Factory (HVF), Avadi :—

TABLE III

Designation	No. of posts under		Scales (in Rs.)
	Ordnance Fys.	H.V.F. Avadi	
Foreman . . . . .	23	4	450-25-575
Asstt. Foreman . . . . .	32	5	370-20-450
Chargeman, Grade I . . . . .	36	9	335-15-425
Chargeman, Grade II . . . . .	233	13	250-10-290-15-380
Supervisor 'A' . . . . .	1053	17	205-7-240-8-280
Supervisor 'B' . . . . .	811	35	150-5-175-6-205-7-240

29. The duties of these staffs consist mainly of supervising the work of labourers and the work connected with the maintenance of the various establishments in the factory estate. This often involves working side by side with the staff employed in the workshop which factor is largely responsible for the similarity in the number of supervisory levels on both sides. Up to the level of Chargeman, Grade II (Rs. 250-380), the scales prescribed for the non-technical supervisors and the workshop supervisors are the same but above that level, the scales for the former are shorter segments of the scales prescribed for the workshop supervisors. This would be evident from the table below :—

TABLE IV

Name of the post	Scales in the Workshop	Scales for the non-technical Supervisory staff
	Rs.	Rs.
Foreman . . . . .	450-25-650	450-25-575
Assistant Foreman . . . . .	370-20-450-25-500	370-20-450
Chargeman Grade I . . . . .	335-15-485	335-15-425

30. The unions have demanded that there should be parity as between the scales prescribed for the workshop supervisory staff and for these categories because the present distinction is not justified. The work entrusted to the non-technical supervisors in the factories under the Defence Ministry is not dissimilar to that entrusted to the non-technical supervisory cadres elsewhere and we feel that their scales

should be in conformity with the pattern proposed for the non-technical supervisory cadres in other departments. Accordingly, we recommend that the grades of Chargeman, Grade I and Assistant Foreman should be integrated into a combined grade and given the scale of Rs. 550-750. For the posts of Foreman (Non-Technical), we recommend the scale of Rs. 700-900.

31. At the level of the Chargeman, Grade II and below, the scale on the non-technical side are the same as prescribed for corresponding posts in the workshops, viz., Rs. 250-380, Rs. 205-280 and Rs. 150-240. The Departmental Committee set up by the Defence Ministry (known as the Devanath Committee), which examined the grade structure of supervisors on the workshop side recommended the amalgamation of the two grades of supervisors borne on the scales of Rs. 205-280 and Rs. 150-240 into one grade of Rs. 150-300. We have been informed that this recommendation was accepted by the Government and orders issued in August, 1970. On the non-technical side, however, two grades of supervisors on the scale of Rs. 205-280 and Rs. 150-240 are still continuing. The Unions representing these employees have asked for amalgamation of the two grades and this has also been supported by the representatives of the Defence Ministry during oral evidence as they felt the number of existing levels to be larger than necessary. We, therefore, recommend that all posts of Supervisors 'A' and Supervisors 'B' on the scale of Rs. 205-280 and Rs. 150-240 be placed on the single scale of Rs. 330-560. For the posts of Chargeman, Grade II, which need only be designated as Chargeman (Non-Technical) in future, we recommend the scale of Rs. 425-700.

32. In the R & D Organisation, Directorate General of Inspection and Electrical and Mechanical Engineers, there are two grades of non-technical supervisors on the scale of Rs. 150-240 and Rs. 130-205. We do not find the need for continuing these two levels of non-technical supervisors and we suggest that these may be amalgamated and placed on the scale of Rs. 330-480. We would suggest that these posts should in future be filled by promotion from the lower clerical or workshops posts and that direct recruitment need not be resorted to.

33. For the posts of non-technical supervisory staff at Class III level in the Military Farms Department and the Remounts and Veterinary Corps, we recommend as follow :—

Designation	No. of posts	Existing scales (Rs.)	Revised scales (Rs.)
Manager (Farms)	34	210-530	425-800
Supervisor	122	150-300	330-560
Assistant Supervisor	138	125-180	290-400
Sub Assistant Supervisor	172	110-155	260-350

34. The Military Intelligence Directorate employs a complement of censor staff at Headquarters. The number of such posts and their pay scales are as under :—

Post (No. of posts)	Existing pay scales (Rs.)
Supervisory Examiner (8)	270-10-290-15-380-EB-15-425
Examiner (51)	175-6-205-7-240-EB-8-280-10-300
Sorter (7)	130-5-175-EB-6-205-7-212

We have been informed that considerable recruitment difficulties are being faced and that many of those who are selected for these posts leave their jobs to the detriment of efficiency of the organisation. The Director of Military Intelligence has proposed that the Sorter should be given the same scale as the clerks in the upper division, the Examiner the same scale as the Assistant in the Secretariat and Supervisory Examiner the scale of Rs. 325-575 in existing terms. We find that at the level of Sorters, the qualification prescribed is a Degree and at the level of Examiners, where 75 per cent of the vacancies are filled by direct recruitment, the qualification prescribed is a Degree (preferably Master's Degree) with knowledge of foreign language. Considering the recruitment and retention difficulties and the qualification prescribed, we recommend that Sorters should be given the scale of Rs. 330-560, the Examiners the scale of Rs. 425-600 and the Supervisory Examiners the scale of Rs. 550-750.

35. The Armed Forces Headquarters and the inter-Service Organisations have a few posts of Proof Readers, Copy Holder, etc. in their small presses. We recommend the scales shown below against each :—

TABLE V

(In Rupees)

	Existing scale	Proposed scale
Proof Reader/Junior Reader (7)	Proof 150-240	330-480
Proof Reader/Senior Reader (3)	Proof 168-300	380-560
Copy Holder (11) (3)	110-147 110-180	260-350 260-400
Reader Grade I (10)	168-300	380-560
Reader Grade II (10)	150-240	330-480
Printing Assistant (1)	210-425	425-700
Layout Expert (1)	335-485	550-750

36. In the Military Engineer Services (MES) there are 530 posts of Meter Readers on the scale of Rs. 105-3-135-EB-4-155. This scale was fixed by the Second Pay Commission at a time when the qualifications prescribed were working knowledge of English and the ability to keep simple accounts. The Meter Readers in the MES have represented that the qualifications have since been revised to Matriculation and that they should be given the LDC's scale. We feel that this would not be justified looking to the work-content of the job of a Meter Reader and due to their having been provided a promotion outlet to posts of Store-keepers, Grade II on the scale of Rs. 110-180 along with Storemen and Packers, Grade I of the MES. We, therefore, recommend that posts of Meter Readers should be placed on the scale of Rs. 260-350.

37. In the Military Training Directorate, there is one post of Indian Music Instructor on the scale of Rs. 325-15-475 and two posts of Manuscript Writers—one on the scale of Rs. 175-6-205-7-212 and the other on the scale of Rs. 175-6-205. We recommend that the post of Indian Music Instructor for which a Degree in music is the required qualification, should be placed on the scale of Rs. 550-750 and both the posts of Music Manuscript Writers for which the qualification required is a Diploma should be placed on the scale of Rs. 380-560.

38. In the Joint Cipher Bureau, there are 129 posts on the odd scale of Rs. 200-250-10-290-15-320-EB-15-425-EB-15-530. This scale seems to be special to cipher staff and it is also prescribed for the Cipher Assistants in the Ministry of External Affairs. A substantial jump of Rs. 50 seems to have been provided in the beginning for the reason that a person recruited to this post has first to complete his training satisfactorily before he can be expected to discharge the duties of the posts. We feel that a better arrangement would be to prescribe the same scale for these posts as recommended by us for the Assistants in the Secretariat with the provision for grant of three advance increments on satisfactory completion of training and we recommend accordingly.

39. In the Canteen Stores Department, there are a few posts of Managers, Grade I, which are on the scale of Rs. 210-10-290-EB-15-320 and of Zonal Managers which are on the scale of Rs. 320-15-425-EB-15-530. We recommend that the posts of Managers, Grade I be placed on the scale of Rs. 425-600, for the posts of Zonal Managers, we recommend the scale of Rs. 550-800.

40. Two posts of Hostel Superintendents in the Navy are on the scale of Rs. 210-10-290-EB-15-350. The Naval Headquarters have urged improvement in this scale of the ground that the duties of the Superintendents have increased considerably and that they should be placed on the scale of Rs. 250-380 in existing terms. We find that there are 7 posts of Hostel Superintendents in the Military Training Directorate

which are on the scale of Rs. 250-10-290-15-320-EB-15-425. The qualifications prescribed for the posts in the Military Training (MT) Directorate are higher since a Diploma in catering is also a required qualification. We, therefore, recommend that the posts of Hostel Superintendent in the Navy should be placed on the scale of Rs. 425-640 and those in the MT Directorate should be placed on the scale of Rs. 455-700.

41. Photostat Operators (2 posts) and Artist Modellers (4 posts) are on the scale of Rs. 205-7-240—8—280. We feel that all these posts should be placed on the scale of Rs. 425-600. Photostat Operators and Modellers who are borne today on the scale of Rs. 110—155 should be placed on the scale of Rs. 260—400.

42. 39 posts of Booking Clerks in the Canteen Stores Department are today on the scale of Rs. 85—128. The qualifications required for this post are Matriculation with experience in booking cinema tickets. We recommend for these posts the scale of Rs. 260—350.

43. In the Ordnance Factories, there are 1523 Checkers on the scale of Rs. 105—3—135 employed on non-clerical duties. They generally assist the clerks in the computation of time for labour or preparation of statements etc. The posts are filled by promotion from Class IV staff such as Record Keeper, Record Supplier, Junior Gestetner Operator, etc., who have passed the 8th standard. Some of the unions and federations have suggested the merger of this category with the lower division clerks on the ground that the duties are similar. In our view equation of these posts with those of the LDCs will not be justified and we suggest that the Checkers may be placed on the scale of Rs. 225—308.

#### Class IV Posts

44. Of the approximately 1.6 lakh posts in Class IV under the Ministry of Defence, most pertain to categories which we have already covered in our chapter on Class IV staffs or to artisans who should be given the appropriate replacement scales that we have recommended. We discuss below certain categories for which specific proposals have been urged before us.

45. In the Directorate of Mechanical Transport (Air Headquarters), the Lascars (Greasers) are on the scale of Rs. 70-85 along with other Lascars. The Air Headquarters have urged that the duties of Lascars Greasers (MT) are more onerous than those of other Lascars and are, in fact, comparable to the duties performed by Lubricators/Greasers in the Navy and Fitter Mate in the Ordnance Depots who are on the scale of Rs. 75-95. Air Headquarters have urged that the Lascars (Greasers) in the Air Force should be given the scale of Rs. 75-95 in existing terms. We recommend that these posts should be placed on the scale of Rs. 190—240.

46. The Directorate of EME (Army Headquarters) have proposed that the disparity in pay scales of Packers employed in the EME and the AOC should be removed and the scales for Packers in EME improved. The present position is as under :—

	E.M.E.	A.O.C.
	Rs.	Rs.
Packer (Ordinary) . . . . .	75-1-85-EB-2-95	85-2-95-3-110-EB-3-128
Packer (Special) . . . . .	85-2-95-3-110-EB-3-128	100-3-130-EB-3-142

In the EME, there are only 21 posts of Packers (Ordinary) and 17 posts of Packer (Special). The Directorate of EME has also stated that the duties of Packers in the EME are, if anything, more onerous than those performed by their counterparts in the AOC. During oral evidence, the Master General of Ordnance also supported the proposal made by the EME Directorate. We, therefore, recommend that Packers (Ordinary), whether in the EME or in the AOC, should be given the scale that we have recommended for semi-skilled tradesmen in the Workshops viz., Rs. 200-280 and the Packers (Special) in both these Organisations should be given the lower of the two scales that we have suggested for the skilled tradesmen in the Defence Workshops, viz., Rs. 260-350.

CHAPTER 25

MINISTRY OF EDUCATION & SOCIAL WELFARE

The Ministry of Education and Social Welfare consists of three Departments—Education, Culture and Social Welfare. The Department of Education generally deals with those aspects of education which fall within the central sphere viz., the central universities, scientific and technical institutions of national importance which are wholly or in part financed by the Centre, co-ordination and determination of standards in scientific and technical institutions for higher education and research. Its other activities, relate to the propagation and development of Hindi and Sanskrit, UNESCO programmes, and grant of scholarships including those offered by foreign countries. The Department of Culture, which was formed in March 1972, is concerned with the general development of Museums, promotion of fine arts,

central libraries, the implementation of the Indian Copyright Act, and International Convention on Copyright, and the administration of the National Archives of India and the Archaeological Survey of India. The functions of the Department of Social Welfare can broadly be described as matters relating to general social welfare, child welfare and the welfare of backward classes (including Scheduled Castes and Scheduled Tribes).

Department of Education

2. The class-wise distribution of posts in the Department of Education and its subordinate offices is given below :—

TABLE I

1	Class I	Class II		Class III	Class IV	Total
		Gazetted	Non-Gazetted			
	2	3	4	5	6	7
1. Deptt. of Education (Sectt.) . . . . .	108	112	359	654	314	1547
2. Anthropological Survey of India . . . . .	31	27	23	184	94	359
3. Directorate of Adult Education . . . . .	18	—	4	34	23	79
4. Central Hindi Directorate . . . . .	14	13	49	92	39	207
5. Commission for Scientific & Technical Terminology . . . . .	38	11	101	88	37	275
6. Directorate of National Fitness Corps . . . . .	1	20	8	6661	66	6756
7. Asian Institute of Educational Planning & Administration . . . . .	14	3	1	27	15	60
8. Directorate of Practical Training in Mining, Dhanbad . . . . .	6	—	—	16	5	27
9. Northern, Southern, Western and Eastern Regional Offices . . . . .	—	—	—	72	25	97
TOTAL	230	186	545	7828	618	9407

3. We shall deal here only with the posts which are special to the three departments in the Ministry.

4. The Department administers the Educational Advisory Cadre comprising the General and the Technical Wings. The officers of this cadre perform secretariat functions in the Department, in respect of subjects relating to education. Though they have no *ex-officio* secretariat status, it has been intimated by the Department of Education that there is no functional difference *vis-a-vis* other

secretariat officers at comparable levels. The present composition of the cadre is given below :—

Designation	No.	Existing scale (Rs.)
(1)	(2)	(3)
<i>Class I :</i>		
Educational Adviser (Tech.)	1	2500-125/2-2750
Joint Educational Adviser (General)	3	2000-125-2250
Joint Educational Adviser (Tech.)	1	Do.

Designation	No. Existing	scale (Rs.)
(1)	(2)	(3)
Dy. Educational Adviser— General	6	1100-50-1300-60- 1600-100-1800
Technical	4	
Asstt. Educational Adviser— General	18	900-50-1250
Technical	3	
Education Officer— General	6	700-40-900
Technical	2	
<i>Class II :</i>		
Asstt. Education Officer— General	13	400-25-500-30- 590-EB-30-680
Technical	4	

5. The posts of Assistant Education Officers (General and Technical) are to be filled to the extent of 75% from among M.A.'s or M.Sc.'s or B.E.'s with 3 years of appropriate experience; the other 25% of the posts were filled by promotion of Technical Assistants, ordinary grade (Rs. 210—425), or Technical Assistants, selection grade (Rs. 325—575). Since some years direct recruitment has been suspended pending a reorganisation of the advisory cadre and the posts of Assistant Education Officers are being filled entirely by promotion of Technical Assistants (ordinary grade and selection grade). The posts of Education Officers (General and Technical) are filled half by promotion of Assistant Education Officers and half by direct recruitment of Master's degree holders or B.E.'s with 5 years of appropriate experience. In the technical cadre 25% of the posts of Assistant Educational Adviser and Deputy Educational Adviser are open to direct recruitment, the duration of experience required being seven and ten years respectively. The provisions are identical in the general cadre, but in addition to this, 25% of the posts are to be filled by transfer on deputation ordinarily not exceeding 3 and 4 years, of persons working in the universities or other posts dealing with education, under the Central or State Governments. While the post of Joint Educational Adviser (Technical) is normally filled by promotion, in the case of Joint Educational Adviser (General) a provision has recently been made for filling 1/3rd of these posts by promotion and 2/3rds by transfer on deputation or short term contract. It is also understood that the Ministry proposes to fill the post of Educational Adviser (Technical) by direct recruitment from a field which includes Directors of institutes of technology, Principals of engineering colleges etc.

6. We understand that the provision for lateral induction at several levels in this cadre has been made deliberately so as to attract persons who have been in close touch with university teaching and educational administration in the field. In fact the associations of Central Education Officers placed much reliance on this aspect while demanding improved pay scales. They have urged that the salary of Education Officers should be comparable to that of university Readers who are in the scale of Rs. 700-50-1250, and that the Joint Educational Adviser should be on the same scale as the Joint

Secretary, since the work in the two posts is comparable. For the intermediate levels of Assistant Educational Advisers and Deputy Educational Adviser they proposed the scales of Rs. 1100—1600 and Rs. 1800—2000, respectively. The Secretary of the Ministry expressed the view that the scales should be such as to attract suitable talent not only for direct recruitment, but for transfer on deputation, and that these should therefore be comparable with those of the university staff of the appropriate level. He was also in favour of putting the Joint Educational Adviser on par with the Joint Secretary.

7. A demand has been made that the pay scales of the different levels of the university teaching staff and the different grades of the educational advisory cadre should be equated on the ground that both compete for the same kind of talent, training and expertise. We do not, however, think that it is feasible to establish such a strict equation since the normal work in the two spheres is different; so are other conditions of service. We, however, recognise the importance of maintaining a broad comparability and recommend the following scales for the officers of the educational advisory cadre :—

Designation	Proposed scale
Educational Adviser (Tech.)	Rs. 3000-3500
Joint Educational Adviser (Technical & General)	As for Joint Secretary
Deputy Educational Adviser	As for Deputy Secretary.
Assistant Educational Adviser	As for Under Secretary.
Education Officer	Rs. 700-1300, with a provision for upto 5 advance increments in the appropriate cases.
Assistant Education Officer	Rs. 650-960

There are a few other posts of Deputy and Assistant Educational Advisers (Sanskrit), Education Officer (Sanskrit), and Assistant Education Officer (Sanskrit and Statistical), which are on the same scales as the corresponding posts on the general and technical wings. The appropriate revised scales as recommended above should apply in their cases.

8. *Gazetteers Unit* : The Gazetteers Unit comprising one Editor (Rs. 1300—1800) and seven Compilers (Rs. 700—1250) is engaged on the revision and publication of the volumes of Imperial Gazetteers of India. Compilers are directly recruited from among M.A.'s in Indian History or Economics with 3 years' research experience. The post of Editor is filled by promotion of Compilers. The representatives of the Compilers urged that their posts should be merged with the Educational Advisory Cadre. Except for one post, the other Compilers' posts are temporary and the unit is to be wound up after the work of the revision of the gazetteers is complete. We are not in a position to recommend that the posts should be merged with

the Educational Advisory Cadre. We recommend the revised scales of Rs. 1050—1600 for the Compilers and Rs. 1500—2000 for the Editor.

9. *Other Class I Posts* : The other Class I posts in the Secretariat of the Department and our recommendations thereon are given below :—

Designation	No. of Posts	Existing Scale	Proposed Scale
1	2	3	4
		(Rs.)	(Rs.)
Programme Adviser . . . . .	1	1800-100-2000	2000—2250
Director (Planning & Coordination) . . . . .	1	1600-100-2000	1800—2250
Officer on Special Duty (Sanskrit) . . . . .	1	1100-50-1300-60-1600-100-1800	1500—2000
Zonal Editors . . . . .	2	1100-50-1400	1300—1700
Special Officer (Book Promotion) . . . . .	1	900-50-1250	1200—1600
Hindi Officer . . . . .	1	700-40-900	700—1300
Special Officer (Adult Education) . . . . .	1		with a provision for upto 5 advance increments in the appropriate cases.
Deputy Director . . . . .	1	700-40-1100-50/2/1250	1050—1600
Senior Scientific Officer . . . . .	1	400-400-450-30-600-35-670-EB-35-950	700—1300

10. *Other Class II Posts* : The distribution of Class II posts is given below :—

Designation	Existing Scale	No. of Posts
	(Rs.)	
Special Officer (Copyright) . . . . .	350-25-500-30-590-EB-30-830	1
Technical Assistant (SG) . . . . .	325-15-475-EB-20-575	11

A demand has been made that the scale of the post of Special Officer (Copyright) should be revised to Rs. 900-1400 as for the Deputy Registrar of Trade Marks in the Ministry of Industrial Development on the ground that the Special Officer also acts as a Deputy Registrar in respect of Copyright on books, in addition to his other duties. This superficial similarity, need not be given much weight, as the two posts otherwise seem to differ a good deal. The official witnesses agreed that the responsibilities of the Special Officer were not of the same level and complexity as that of the Deputy Registrar of Trade Marks. Further, while the Special Officer (Copyright) is recruited from among law graduates

with 5 years' law practice, the Deputy Registrar of Trade Marks is selected from among law graduates with about 15 years' professional experience including 5 years' judicial service or 15 years' experience in the Trade Marks Registry of which at least 5 years should be as Asstt. Registrar (Rs. 700-1250). Accordingly, we are unable to agree to the demand and recommend for this post the scale of Rs. 650—1200.

The Technical Assistant (Selection Grade) should be in the scale of Rs. 550-900.

11. *Class III & Class IV Posts* : The distribution of these posts and our recommendation thereon are given below :—

Designation	No.	Existing Scale	Proposed Scale
1	2	3	4
		(Rs.)	(Rs.)
Sales Assistant . . . . .	1	320-15-425	550—750
Technical Assistant (O.G.) . . . . .	57	210-10-290-15-320-EB-15-425	425—700
Hospitality Attendent . . . . .	2	80-1-85-2-95-EB-3-110	200—260

12. *Anthropological Survey of India* : This is a subordinate office of the Department of Education and is headed by a Director (Rs. 1600-100-1800). The Director is chosen on contract for five years from among candidates having a Master's Degree in Anthropology and credited with important contributions to the subject, judged by his published works. He should also possess some administrative experience. The departmental candidates are eligible for the post. There is direct recruitment to the post of Joint Director (Rs. 1300-60-1600) the qualification requirements being similar to those for the Director. There is one post of Deputy Director (Rs. 1100-50-1400) which is filled alternately by promotion and by direct recruitment. In the latter case the qualification requirements are similar to

those of the Joint Director and Director. Below the Deputy Director, are the posts of Superintending Anthropologists (Rs. 700-50-1250), which are filled by promotion from Anthropologists (Rs. 400-950). There is direct recruitment to 75% of the posts of Anthropologists for which the qualifications are M.A. in Anthropology with specialisation in either physical or cultural anthropology and two years' research experience; the remaining 25% posts are filled by promotion from Assistant Anthropologists. The Radiologists and the Psychologists are also in the scale of Rs. 400-40-800-50-950 and the Linguists and Administrative Officer are in the standard Class I Junior Scale. There is direct recruitment to all these posts.

13. The Class II posts are those of Assistant Anthropologists (Cultural/Physical), Assistant Psychologists, Assistant Linguists, Curator, Bio-Chemist etc. These are in the standard Class II Scale and there is direct recruitment or promotion up to 50% of the posts. For Research Associates (Rs. 325-15-475-EB-20-575), the qualification prescribed for direct recruitment is also a Master's degree in anthropology.

14. The association of officers of the Anthro-

logical Survey had demanded an integrated scale for the Class II level and the Class I levels up to and including the Joint Director. We do not think that such a long scale is necessary. However, looking to the work carried on by this Survey, we feel that an upward revision of pay scales at higher levels is justified. Accordingly we recommend the following scales for the Class I and Class II posts in the Anthropological Survey:—

Designation	No. of Posts	Existing Scale	Proposed Scale
1	2	3	4
		(Rs.)	(Rs.)
Director . . . . .	1	1600-100-1800	2000—2500
Joint Director . . . . .	1	1300-60-1600	1500—2000
Deputy Director . . . . .	1	1100-50-1400	1300—1700
Superintending Anthropologist . . . . .	3	700-50-1250	1100—1600
Anthropologist (Cultural/Physical) Radiologist, } Psychologist . . . . .	22	400-40-800-50-950	700—1300
Linguist, Administrative Officer . . . . .	2		
Assistant Anthropologist Assistant Psychologist Anatomist Bio-Chemist Human Ecologist Asstt. Linguist Curator	24	Standard Class I Junior	650—1200
Junior Administrative Officer . . . . .	1	350-800	650—1200
Research Associate . . . . .	22	325-575	550—900

15. *Class III and Class IV Posts* : The Senior Technical Assistants (Rs. 210-425) have more or less the same qualifications prescribed for direct recruitment as Research Associates, namely a Master's Degree with specialisation in Physical Anthropology or cultural Anthropology etc. The Junior Technical Assistants (Rs. 150-300) are required

to have a Bachelor's Degree. For the posts of Senior Technical Assistants and Junior Technical Assistants, we recommend the scale of Rs. 425-700 and Rs. 330-560, respectively.

16. For the remaining Class III and Class IV posts our recommendations are given below :—

Designation	No.	Existing Scale	Proposed Scale
1	2	3	4
		(Rs.)	(Rs.)
Cine Technician . . . . .	1	210-425+S.P. Rs. 50/-	470—750 with no special pay.
Sound Technician . . . . .	6	210—425	425—700
Cartographer . . . . .			
Publication Assistant . . . . .	2	210—320	425—600
Modeller . . . . .	3	130—300	290—560
Publication Clerk-cum-Proof Reader . . . . .	3	130—300	330—560
Ethnographical Collector . . . . .	1	100-3-130	225—308
Head Collection Tender . . . . .	1	85—128	225—308
Collection Tender Field Guide . . . . . Painter Markman . . . . . Carpenter . . . . .	14	85—110	200—260

17. *Directorate of Adult Education* : The Directorate of Adult Education is a subordinate office which advises the Department of Education on matters relating to adult education and adult literacy programmes. The Director (Rs. 1100-1600), the Joint Director (Rs. 1100-1400), the Deputy Directors (Rs. 700-50-1250), and the Assistant Directors (Rs. 400-40-800-50-950), are all directly recruited from among

M.A.'s/M.Sc.'s with the appropriate background and length of experience. This Directorate was formerly a part of the National Council of Educational Research and Training and some of the incumbents carry their earlier scales, for example, 4 of the 7 Technical Assistants are on Rs. 210-530 with the rest being on Rs. 210-425. We recommend the following scales for the various posts peculiar to this organisation :—

Designation	No. of Posts	Existing Scale (Rs.)	Proposed Scale (Rs.)
Director	1	1100-50-1300-60-1600	1500—1800
Joint Director	1	1100-50-1400	1300—1700
Deputy Director	5	700-50-1250	1100—1600
Assistant Director	9	400-40-800-50-950	700—1300
Senior Technical Assistant	4	325—575	550—900
Technical Assistant	4	210—530	425—700 with existing incumbents on 4 posts continuing on Rs. 425-800.
Technical Assistant	3	210—425	

18. *Central Hindi Directorate* : The Central Hindi Directorate is a subordinate office of the Department of Education and looks after the promotion and development of Hindi and the implementation of programmes for its propagation, particularly in the non-Hindi speaking States. It is headed by a Director (Rs 1300-1800), who is recruited direct from among M.A.'s in Hindi or Sanskrit or Linguistics with research

experience in Hindi or Sanskrit. Most of the other posts in this Directorate are also filled by direct recruitment for which the predominant requirement is M.A. in Hindi or Sanskrit with appropriate teaching or research experience. Keeping in view the qualifications prescribed for direct recruitment to those posts, we recommend the following scales :—

Designation	No. of Posts	Existing Scale (Rs.)	Proposed Scale (Rs.)
Director	1	1300-60-1600-100-1800	1500—2000
General Editor	1	1100-50-1400	1300—1700
Deputy Director	3	900-50-1250	As for Under Secy.
Regional Officer	2	700-40-1100-50/2-1250	1050—1600
Editor/Assistant Director	7	700-40-900	700—1300, with a provision for upto 5 advance increments in the appropriate cases.
Assistant Education Officer	13	400-25-500-30-590-EB-30-680	650—960
Research Assistant/Evaluator	49	325—575	550—900
Technical Assistant Bibliographer	14 } 4 }	210—425	425—700

### 17. Commission for Scientific and Technical Terminology:

The Commission for Scientific and Technical Terminology, a subordinate office of the Department of Education, is concerned with the evolution of scientific and technical words and terms in Hindi. It also covers terms in the Humanities and the Social Sciences. It is headed by a Chairman (Rs. 2500 fixed) and has five other Members (Rs 1750 fixed.)

Recruitment Rules have not been finalised. There are 6 posts of Principal Scientific Officers in the rather odd scale of Rs 1000-100-1500 for which there is direct recruitment from among M.A.'s, M.Sc.'s, B.E.'s or medical graduates, according to requirements, with about 5 years' experience of teaching or terminological work. After taking into account the nature of work in this organisation and the qualifications prescribed for direct recruitment to the various posts we recommend the following scales :—

Designation	No. of Posts	Existing Scale (Rs.)	Proposed Scale (Rs.)
Chairman	1	2500	2500
Members	5	1750	1850
Principal Scientific Officer	6	1000-100-1500	1500—1800
Editor (Hindi)	1	1000-50-1400	1300—1700
Deputy Director	3	900-50-1250	As for Under Secretary
Linguist	1	Do.	Do.
Sr. Research Officer	26	700-40-900	As for Education Officer in the Department of Education,
Research Officer	8	400—680	650—960
Technical Secy./Research Asstt.	101	325—575	550—900
Technical Assistant	16	210—425	425—700

20. *Directorate of National Fitness Corps:* The National Fitness Corps was formed in 1965 to replace the then existing programmes of (a) Physical Training in schools, (b) the National Discipline Scheme (NDS) and (c) the Auxiliary Cadet Corps (ACC). It has now been decided that the National Fitness Corps organisation should be decentralised and passed on to the control of the State Governments. The Instructors of the National Discipline Scheme who had joined the National Fitness Corps are to be transferred to the State Governments. The emoluments of the Instructors are to be protected. The transfer is said to be in the process of implementation under terms to be mutually agreed upon. Since this organisation is now in a transitional stage, we do not think it would be necessary for us to recommend any revised scales.

21. *The Asian Institute of Educational Planning & Administration, New Delhi :*

Designation	No. of Posts	Existing Scale	Proposed Scale
		(Rs.)	(Rs.)
Director	1	1600—1800	1800—2000
Field Officer	2	1100—1600	1500—1800
Supervisory Officer	3	400—950	700—1300

*Department of Culture*

23. The Department of Culture administers the Archaeological Survey, the Museums, the Archives

and the Central Libraries. The class-wise distribution of posts in various offices under the Department is given below:—

TABLE II

	Class I	Class II		Class III	Class IV	Total
		Gazetted	Non-Gazetted			
1. Archaeological Survey of India, New Delhi	59	33	30	1012	1142	2276
2. National Gallery of Modern Art, New Delhi	2	1	2	21	42	68
3. Indian War Memorial Museum, Red Fort, New Delhi	—	—	—	2	8	10
4. National Archives of India, New Delhi	8	28	24	178	163	401
5. National Museum, New Delhi	21	3	13	91	138	266
6. National Library, Calcutta	3	27	6	316	177	529
7. Central Reference Library, Calcutta	1	14	—	35	8	59
8. Central Institute of Indian Language, Mysore	28	—	19	18	14	79
TOTAL	122	106	95	1662	1787	3772

24. *Archaeological Survey of India:*—The activities of this organisation include exploration, excavation and conservation of sites and monuments connected with history, pre-history and proto-history. It also maintains a chain of archaeological museums.

25. The survey is headed by the Director General (Rs. 2500-2750). The post is filled by direct recruitment on a contract basis for 5 years. The limit of 5 years does not however apply if a departmental officer is selected for the post. The D.G. is assisted

by the Joint Director General (Rs. 1600-1800), who is promoted from the grade of Director (Monuments, Exploration, School of Archaeology. Directors (Rs. 1100-1600) are promoted from the grade of Superintending Archaeologists (Rs. 700-40-1100-50/2-1250). The post of Director, Administration (Rs. 1100-1800) is however, filled by deputation from the IAS or the Central Class I Services. The Survey is divided into 13 Circles each under the charge of a Superintending Archaeologist. Four of the major circles carry a special pay of Rs. 100. Of the posts of Superintending Archaeologists 50% are filled by

direct recruitment, and the remaining by promotion of Deputy Superintending Archaeologists (Rs. 400-950) who are directly recruited. There is no corresponding Class II cadre. There are parallel posts in the epigraphical, chemical, and engineering branches viz., (i) Superintending Epigraphist, Chief Archaeological Chemist, Chief Archaeological Engineer, Chief Epigraphist and Chief Horticulturist, and (ii) Deputy Superintending Epigraphist/Deputy Superintending Archaeological Chemist. Posts at (i) and (ii) are in the scale of Rs. 700-1250, and Rs. 400-950 respectively; the posts of Chief Epigraphist, Chief Horticulturist, Chief Archaeological Chemist and Chief Archaeological Engineer carry a special pay of Rs. 100/- per month. Besides these, there are a few Class I Junior and Class I Senior Scale posts dealing with pre-history, and Museums

26. The posts in the Class I Junior Scale are filled by direct recruitment. There is promotion from this grade to the grade of Rs. 700-1250 in the epigraphical, pre-history, museum and chemical branches but not in others. Govt. should re-examine the need for direct recruitment to the posts of Chief Archaeological Engineer and Chief Horticulturist specially since there are no promotion avenues. The

former can be filled by deputation from the CPWD and the second by a similar deputation or by Promotion of Assistant Superintending Horticulturists.

27. While the Assistant Superintending Archaeologist for Museums, Assistant Superintending Archaeological Chemist, and Assistant Superintending Archaeological Engineer are in the standard Class II scale of Rs. 350-900, the Assistant Superintending Horticulturists are on Rs. 350-800. These are all promotion posts for the grades of Rs. 325-575 and for Rs. 210-425, except that for 2/3rds of the posts of Assistant Superintending Horticulturists there is direct recruitment from among M.A.'s in Botany Horticulture.

28. The officers of the Archaeological Survey have complained of lack of promotion prospects and asked for a long time scale of pay covering the existing Class II, Junior Class I, and Senior Class I scales. We do not think that this would be justified where the responsibilities differ as is the case with the grades under consideration. We recommend the following scales for the various Class I and gazetted Class II grades of this Survey:

Designation	No. of posts	Existing Scale	Proposed Scale
		(Rs.)	(Rs.)
Director General	1	2,500—2,750	2,500—3,000
Joint Director General	1	1,600—1,800	2,000—2,250
Director (Administration)	1	1,100—1,800	} 1,500—2,000
Director	3	1,100—1,600	
Superintending Archaeologist	18	} 700—1,250	} 1,050—1,600
Superintending Epigraphist etc.	4		
Chief Horticulturist Chief Epigraphist Chief Archaeological Chemist Chief Archaeological Engineer; and Superintending Archaeologist in charge of 4 major* circles.	8	700—1,250 + S.P. of Rs. 100/-	1,300—1,700 without Special pay.
Deputy Superintending Archaeologist/ Epigraphist/Chemist	26	400—950	700—1,300
Asstt. Superintending Archaeologist for Museums Archaeological Chemist/Engineer	18	350—900	} 650—1,200
Assistant Superintending Horticulturist	3	350—800	

\*Northern, Southern, North Eastern, South Eastern.

### 29. Non-gazetted Class II and Class III Posts:

These posts can be conveniently dealt with under

three heads; viz. (i) Conservation Branch, (ii) Technical and Epigraphical Branches, and (iii) Miscellaneous

*Conservation Branch:* The Conservation Branch is engaged on the engineering and technical aspects

on of monuments. The distribution is branch is given below:—

TABLE—III

Designation	No. of posts	Pay Scale	Source of Recruitment
1	2	3	4
		(Rs.)	(Rs.)
Superintendent (Technical)	1	400-25-575	By promotion of Work Assistant.
St. Conservation Assistant	10	210-425+S.P. of Rs. 75	Promotion from Conservation Assistant Grade I.
Conservation assistant Grade I	40	210—425	75% promotion of Conservation Assistant Grade II and 25% direct recruitment from among diploma-holders in civil engineering.
Conservation Assistant Grade II	46	150—240	25% promotion from Foreman (Work and Caretaker) and 75% direct recruitment of Diploma-holders or Certificate holders in civil engineering.
Foreman (Works)	66	110—180	Direct recruitment of matriculates with experience of supervision of labour.

Keeping in view the qualifications for direct recruitment as well as the pattern of promotion, we recommend the following scales:—

Designation	Revised Scale
	(Rs.)
Superintendent (Technical)	700—900
Senior Conservation Assistant	550—800

Conservation Assistant Grade I	425—700
Conservation Assistant Grade II	330—560
Foreman (Works)	260—430

A second stream of the Conservation branch, namely Survey is engaged in the survey of monuments and sites. Considering the qualifications prescribed for direct recruitment, we recommend the following revised scales:—

Designation	No.	Existing Scale	Proposed Scale
1	2	3	4
		(Rs.)	(Rs.)
Surveyor Instructor	1	210—425+S.P. Rs. 40	425—700 with S. P. of Rs. 50
Surveyor Grade I	35	210—425	425—700
Surveyor Grade II	6	150—240	330—560

### 30. Technical and Epigraphical Branches:

The distribution of posts in these branches and

our recommendations thereon are given in the table below:

Designation	No. of posts	Existing Scale	Proposed Scale
1	2	3	4
		(Rs.)	(Rs.)
Senior Technical Assistant (Anthropological)/Sr. Epigraphical Assistant	4	325-25-575	550—900
Senior Technical Assistant Senior Horticultural Assit. Technical Assistant Epigraphical Assistant Curator Horticultural Assistant Grade I	9	325-15-475-EB-20-575	
Horticultural Assistant Grade II Horticultural Assistant Grade III	95	210—425	425—700
Foreman (Horticulture)	10	150—240	330—560
	1	140—175	320—400
	7	110—155	260—350

31. *Miscellaneous*: Posts in the artisan categories should be placed on scales recommended for the

workshop staff. Our recommendations in respect of the other posts are given in the table which follows:

TABLE IV

Designation	No.	Existing Scale	Proposed Scale
1	2	3	4
		(Rs.)	(Rs.)
Senior Modeller . . . . .	3	270—575	550—900
Modeller Grade I . . . . .	1	210—425	425—700
Modeller Grade II . . . . .	23	150—240	330—560
Guide Lecturer . . . . .	9	205—350	425—640
Custodian . . . . .	1	210—425	425—700
Mechanical Supervisor . . . . .	1	150—380	380—640
Motor Mechanic . . . . .	2	205—280	425—6
Driver Mechanic . . . . .	19	110—180	260—40
Mechanic (Engine Driver) . . . . .	15	110—155	26—350
Book Binder . . . . .	2	125—180	320—400

#### National Gallery of Modern Art

32. The National Gallery of Modern Art looks after a representative collection of about 2000 *objects d'art*, mainly paintings, sculptures and graphics representing the work of more than 300 artists. An Art Reference Library is also attached to it. It is

headed by the Director (Rs. 700-1250 plus Special Pay of Rs. 100/-) who is assisted by a Restorer (Rs. 400-950). There is a small complement of Technical Assistants, Mount Cutters, and other workmen. Our recommendations on the posts which are peculiar to this organisation are given below:

Designation	No.	Existing Scale	Proposed Scale
1	2	3	4
		(Rs.)	(Rs.)
Director . . . . .	1	700-40-1100-50/2-1250 plus S.P. of Rs. 100	1300—1700 with no Special Pay.
Restorer . . . . .	1	400-400-450-30-600-35-670-EB-35-950.	700—1300
Senior Guide Lecturer . . . . .	1	325—575	550—900
Guide Lecturer/ } Technical Assistant }	2	210—425	425—700
Droughtsman/Mount Cutter . . . . .	2	130—212	330—480
Carpenter-cum-Artist . . . . .	1	140—175	320—400
Carpenter . . . . .	1	125—155	260—350
Polishman . . . . .	1	100-3-130	225—308

#### Indian War Memorial Museum

33. Indian War Memorial Museum is located inside the Red Fort, Delhi, and maintains and exhibits arms and apparel of the past. A Curator (Rs. 210-425) is incharge. The revised scale of Rs. 425-700

would be appropriate.

#### National Museum

34. The main functions of the National Museum which is a subordinate office of the Department of Culture, are collecting, safeguarding, exhibiting and

interpreting items of art for education and culture.

Posts and our recommendations thereon are as follows:—

35. *Class I Posts* : The distribution of Class I

Designation	No.	Existing Scale	Proposed Scale
1	2	3	4
		(Rs.)	(Rs.)
Director . . . . .	1	2000-125-2250	2250—2750
Assistant Director . . . . .	1	1300-60-1600-100-1800	1500—2000
Chief Chemist (Plan Scheme) . . . . .	1	1100-50-1400	1300—1700
Keeper (Archaeology/Anthropology/Publication/Lecturing and Education/Painting/Central Asian Antiquities/Modelling Display) . . . . .	8	700-40-1100-50/2-1250.	1050—1600
Chemist . . . . .	1	700-50-1250	1100—1600
Assistant Chemist . . . . .	2	400-40-800-50-950.	
Deputy Keeper . . . . .	7	400-400-450-30-600-35-630-EB-35-950	700—1300

36. *Class II Posts*: We recommend the following

revised scales for the Class II posts:—

Designation	No.	Existing Scale	Proposed Scale
1	2	3	4
		Rs.	(Rs.)
<i>Gazetted</i>			
Layout Artist . . . . .	1	350-25-500-EB-30-800	650—1200
Production Officer . . . . .	1		
<i>Non-Gazetted</i>			
Head Modeller/	2	325-15-475-EB-20-575	0 90\$
Senior Guide Lecturer/	2		
Senior Chemical Asstt./	1		
Senior Technical Asstt /	4		
Senior Preservation Assistant (Plan Scheme) . . . . .	2		

37. *Class III Posts*: We recommend the following

scales for the Class III posts peculiar to the Museum:—

Designation	No.	Existing Scale	Proposed Scale
1	2	3	4
		Rs.	Rs.
Technical Assistant/	14	210-10-290-15-320-15-425.	425—700
Guide Lecturer/	2		
Modeller/	6		
Senior Museum Operator (Mount Cutter)/	1		
Security Assistant	1		
Modeller	2	150-5-175-6-205-EB-7	330—480
reparator	3		
Maker)	4		
reparator (Textiles) (Museum Preparator) . . . . .	1		
Senior Darner . . . . . (1) } Book Binder . . . . . (1) }	2	130-5-160-8-200-EB-8-25-EB-8-280-10-300	290—560
Marksman . . . . .	2	110-3-131-4-143-EB-4-155	260—350
Painter/Polisher . . . . .	1	100-3-130	225—308

### National Archives of India-

38. The National Archives of India is the final repository and custodian of all non-current, non-ephemeral records of all Ministries of the Government of India. It is engaged in the collection, compilation, scientific preservation and microfilming of national records. The survey and acquisition of the private papers of eminent persons which have

historical interest is also part of the its activities. The officers of the National Archives have a stressed the importance of archival science, and the need to attract adequate talent to its pursuit. They have, therefore, demanded a large improvement in the existing scales as also of promotion prospects. We have carefully considered these demands and recommend as follows:

Designation	No.	Existing Scale	Proposed Scale
		(Rs.)	(Rs.)
<i>Class I</i>			
Director of Archives . . . . .	1	1300-60-1600-100-1800.	1800—2250
Officer on Special Duty . . . . .	2	1100-50-1400 } 900-50-1200 }	1300—1700
Dy. Director of Archives . . . . .	1		
Asstt. Director of Archives Keeper of Records (Bhopal) . . . . .	5 } 1 }	590-30-740-40-1100-50/2-1150	1050—1600
<i>Class II</i>			
Administrative Officer . . . . .	1	620-30-830	840—1200
Archivist/ Micro Photographer . . . . .	21	400—800	650—1200
Assistant Archivist Grade I	21	325—575	550—900
Assistant Micro Photographer . . . . .	1	325—575	550—900
<i>Class III</i>			
Transcriber/ Assistant Archivist Grade II . . . . .	1 } 31 }	210-10-290-15-320-EB-15-425.	425—700
Boiler Operator . . . . .	1	150-5-175-6-205-EB-7-240	330—480
Electrician . . . . .	2	125-3-131-4-163-EB-4-175-5-180	260—400
Mechanic . . . . .	1	110-4-150-EB-4-170-5-180-EB-5-200	260—430
Binder . . . . .	18	100—3—130	225—308
Special Grade Record Attendant . . . . .	7	95-3-130-EB-4-155	225—350
<i>Class IV</i>			
Record Attendant/ Mender Grade I/ Boiler Attendant . . . . .	24 } 6 } 1 }	80-1-85-2-95-EB-3-110	200—260
Record Attendant Grade II . . . . .	11 }	75-1-85-EB-2-95	190—240
Mender Grade II . . . . .	18 }		

### National Library

39. National Library, Calcutta was established in 1903 and was intended to be a library of reference a working place for students and a repository of materials for the future historians of India in which as

for as possible every work written at any time about India could be seen and read. Under the Delivery of Books Act, 1954, this library has become the repository of one copy of each publication including Newspapers published in India.

Most of the posts in the National Library have been considered in the chapter on the common category of Librarians. Our recommendations in respect

of the posts peculiar to National Library are given below:—

Designation	No.	Existing Scale (Rs.)	Proposed Scale (Rs.)
Micro Photographer . . . . .	1	400—800	650—1200
Garden Superintendent . . . . .	1	350-25-500-30-590-EB-30-800-EB-30-830-35 900.	650—1200
Senior Lecturer . . . . .	1		
Foreman Grade I . . . . .	1	210-10-290-15-320-EB-15-425	425—700
Display Assistant . . . . .	1	130-5-160-8-200-EB-8-256-EB-8-280-10-300	290—560
Gold Finisher . . . . .	4	125-3-131-4-143	320—400
Report Writer . . . . .	1	110-3-131-4-155-EB-4-175-5-180	260—400
Binder/ . . . . .	20	100-3—130	225—308
Mender . . . . .	10		

#### Central Reference Library

40. All the posts in this Library belong to common categories which have been dealt with separately.\*

#### Central Institute of Indian Languages

41. The Central Institute of Indian Languages,

Mysore, set up in 1969, is responsible for the co-ordination of the work of different bodies engaged in language development and linguistics in the country. It serves as a clearing house of information on Indian languages. Our recommendations in respect of the posts peculiar to this organisation are given below:—

Designation	No.	Existing Scale (Rs.)	Proposed Scale (Rs.)
Director . . . . .	1	1800-100-2000	2000—2250
Deputy Director (Tech) . . . . .	2	1100-50-1300-60-1600	1500—1800
Deputy Director (General) . . . . .	1		
Assistant Director (Adm) . . . . .	1	900-40-1100-50-1250	As for Under Secretary
Research Officer (Language) . . . . .	6	700-40-1100-50-1250	1050—1600
Principal . . . . .	3		
Lecturer . . . . .	14	400-400-50-500-30-600-35-670-EB-35-950	700—1300
Research Assistant/ Language Laboratory Technician . . . . .			

#### Department of Social Welfare

42. The Class-wise distribution of posts in the

Department of Social Welfare and its attached and ordinate offices is given below:—

TABLE V

	Class I & Class II			Total
	Class III	Class IV		
Secretariat Proper . . . . .	110	102	52	264
Office of the Commissioner for Scheduled Castes and Scheduled Tribes . . . . .	17	38	16	71
Regional Pre-vocational Training Centres . . . . .	2	40	7	49
Training Centre for the Adult Deaf . . . . .	1	19	12	32
National Centre for the Blind . . . . .	9	117	84	210
Model School for Mentally Deficient children . . . . .	1	19	22	42
School for partially deaf children . . . . .	1	8	7	16
Social Welfare and Rehabilitation Directorate . . . . .	8	176	123	307
Central Bureau of Correctional Services . . . . .	8	19	9	36
Office of the Director General Backward Classes Welfare . . . . .	27	59	33	119
Total	184	597	365	1146

\*Chapter 20 (Librarians etc.)

### 43. Secretariat Proper

The distribution of the Class I & II posts peculiar to the Secretariat of this Department is given below:

Designation	No. of Posts	Scale (Rs.)
Adviser (Social Welfare)	1	1300-60-1600
O.S.D. (Research)	1	1100-50-1300-60-1600-100-1800
Special Officer (Handicapped)	1	700-40-1100-50/2-1250
Planning and Technical Officer	1	700-40-900

The posts of Adviser (Social Welfare) and O.S.D. (Research) are filled by deputation. The revised scale of Rs. 1500-2000 would be appropriate for these posts. The Special Officer (Handicapped) and Planning and Technical Officer are appointed by transfer on deputation failing which by direct recruitment, the qualification requirement being a University Degree and a Diploma or Certificate in the education of the handicapped. In addition, 5 years' experience in teaching or administration in an educational institution is also essential. For both these posts the revised Class I Senior scale would be appropriate. Suitable candidates could be granted upto 5 advance increments.

### Office of the Commissioner for Scheduled Castes and Scheduled Tribes

44. This is an attached office of the Department of Social Welfare and is headed by the Commissioner who is on a fixed pay of Rs. 2000. The appointment of the Commissioner is made by the President under Article 338 of the Constitution. There are two posts of Deputy Commissioners for Scheduled Castes and Scheduled Tribes (Rs. 1100-1800). The Assistant Commissioners (Rs. 600-950) are appointed by transfer on deputation of Central Secretariat Section Officers with 5 years of approved service and having experience of establishment and general administration. Our recommendations for the above

mentioned posts are as follows:—

Designation	Existing Scale (Rs.)	Proposed Scale (Rs.)
Commissioner	2000 (fixed)	2250-2500
Deputy Commissioner	1100-1800	1500-2000
Asstt. Commissioner	600-950	700-1300

### Regional Pre-Vocational Training Centre

45. These centres, located at Ludhiana, Satara, Secunderabad, Madras and Narendrapur (West Bengal) are intended to provide further education and training with a craft bias to such children in the age group of 11-14 years as have completed primary school education but are unable to continue further studies due to economic, social or other reasons. The two class II posts of Counsellors in this organisation (Rs. 400-25-500-30-680) are filled by direct recruitment the qualifications being Master's Degree in Education or Psychology and a post-graduate Diploma or Degree in guidance with 3 years' experience of guidance work in a Government or private Bureau or in a High School. The Counsellors train the five Career-Masters (Rs. 250-380) attached to the various centres and also evaluate their work. We recommend a pay scale of Rs. 650-960 for these posts. The post of Career-Master is filled by direct recruitment from among graduates in Education or Psychology with two years of teaching experience. The Senior Youth Vocational Trainers (Rs. 250-380) and the Youth Vocational Trainers (Rs. 210-380) are both directly recruited. The qualification requirements are identical viz., Matriculation with Trade Certificate and 2 years' experience. The duties are similar except that the Senior Youth Vocational Trainers also act as drawing and disbursing officers of the Centres.

46. Our recommendations for Class III and Class V posts are as follows:

Designation	No. of posts	Existing Scale (Rs.)	Proposed Scale (Rs.)
Career Master	5	250-10-290-15-380	455-700
Senior Youth Vocational Trainer	5	Do.	455-700
Youth Vocational Trainer	15	210-10-290-15-380	425-640
General Education Teacher	10	160-300	380-560
Workshop Attendant	5	75-1-85-EB-2-89	190-240

### Training Centre for the Adult Deaf

47. This Centre imparts training to the deaf in the age group of 16-25 in Fitting, Wiremanship, Carpentry, Welding, Tailoring etc. The Director

(Rs. 500-30-800-EB-30-830-35-900) is appointed on transfer/deputation of officers holding analogous posts in the Central/State Governments. Failing this there is direct recruitment for which the required qualifications are a Degree or Diploma in mechanical

engineering or equivalent qualifications with about 3 years' experience. Two years of teaching experience is a desirable qualification. We recommend a scale

of Rs. 900—1400.

48. Our recommendations with regard to Class III and IV posts are given below:

Designation	No. of posts	Existing Scale	Proposed Scale
		Rs.	Rs.
Supervisor Instructor . . . . .	1	325-15-475-EB-20-575	550—900
Instructor (Craft) . . . . .	8	210-10-290-15-EB-320-EB-15-380.	425—640
Physical Training Instructor . . . . .	1	170-10-290-EB-15-380	380—640
Junior Instructor (Drawing) . . . . .	1	130-5-160-8-200-EB-8-256-EB-8-280-10-300	330—560
Class IV:			
Workshop Attendant . . . . .	1	75-1-85-EB-2-95	190—240

#### 49. National Centre for the Blind

This Centre is running a Model Secondary School for blind boys and girls, a training centre for the adult blind where training is imparted in Braille, in light engineering and cottage industries and in music and typing. The Centre also runs a Braille Press, a workshop for manufacturing Braille appliances and the National Library for the Blind. It is headed by a Director (Rs. 700-40-1100-50/2-1250). There is direct recruitment to the post from amongst post-graduates having a Diploma or Certificate in the education of the blind with about 10 years' teaching and administrative experience in the education, training and rehabilitation of the blind. The Manager's post (Rs. 500-30-800-EB-30-830-35-900) is filled by direct recruitment for which qualifications required are a Degree with 2 years' experience in a Printing Press. There are two posts of Principal, one for the Model School for Blind Children

(Rs. 375—900) and the other for the school meant for children whose vision is partially impaired (Rs. 400—900). Both these posts are filled by the promotion of Teachers (Rs. 170—380), or failing this by direct recruitment. In the later case the qualifications required are a second class Master's Degree, and a Diploma or Certificate in the education of the blind with about 5 years' teaching or administrative experience in any institution, for the blind. The post of Braille Editor (Rs. 400-25-500-30-590-EB-30-710) is filled by direct recruitment from among graduates who have about 3 year's journalistic experience and literary ability in Hindi. The other Class II posts are those of Superintendent (Rs. 500—900) and Deputy Superintendent (Rs. 350-25-575). The Deputy Superintendent is directly recruited from among Diploma holders in mechanical engineering with 2 years' experience. The Superintendent is promoted from Deputy Superintendents. We recommend the following revised scales for these posts:

Designation	No. of Posts	Existing Scale	Proposed Scale
		Rs.	Rs.
Director . . . . .	1	700—1250	1050—1600
Manager . . . . .	1	500—900	650—1200
Superintendent . . . . .	1	500—900	
Principal . . . . .	1	400—900	900—1400
Principal . . . . .	1	375—900	
Braille Editor . . . . .	1	400—710	650—1200
Deputy Superintendent . . . . .	1	350—25—575	550—900

50. In regard to the Class III and Class IV posts peculiar to this Centre we have in some cases improved

the scales in view of the greater difficulty in teaching the blind. Our recommendations are as follows:

Designation	No. of posts	Existing Scale	Proposed Scale
		Rs.	Rs.
Foreman . . . . .	2	320-15-470-EB-15-530	550—800
Workshop Supervisor . . . . .	1	250-10-290-15-320-EB-15-350	
Braille & Education Supervisor . . . . .	1	250-10-290-15-320-15-380	425—700

Designation	No. of Posts	Existing Scale	Proposed Scale
		Rs.	Rs.
Catering Officer . . . . . (1)	5	210-10-290-15-320-EB-15-380	425—7
Craft Instructor . . . . . (2)			
Tech. Assistant . . . . . (1)			
Senior Music Instructor . . . . . (1)			
Sub-Editor . . . . .	1	210-10-290-15-320-EB-15-425	425—700
Lady Supervisor . . . . .	2	210-10-290-EB-15-320	425—600
Tool & Die Fitter . . . . .	1	205-7-240-8-280	380—560
Physical Education			
Instructor . . . . . (3)	6	170-10-290-EB-15-380	440—750
Instructor (Social Adjustment) . . . . . (1)			
Vocational Trg. Instructor . . . . . (2)			
Teachers . . . . . (2)			
Proof Reader . . . . . (4)	9	150-5-175-6-205-EB-7-240	330—480
Copy Holder . . . . . (4)			
Catering Asstt. . . . . (1)			
Grinding Machine Operator . . . . . (1)	5	150-4-170-5-180-EB-5-210	330—480
Milling Machine Operator . . . . . (1)			
Precision Turner . . . . . (1)			
Machine Tool Setter and Operator . . . . . (1)			
Inspector of Braille Appliances . . . . . (1)			
Sr. Weaving Instructor . . . . . (1)	13	130-5-160-8-200-EB-8-256-8-280-10-300	330—560
Sr. Handicraft Instructor (Cane) . . . . . (1)			
Jr. Lady Supervisor . . . . . (1)			
Braille Instructor . . . . . (4)			
Music Instructor . . . . . (5)			
Domestic Science Teacher . . . . . (1)			
Jr. Teacher . . . . . (3)	Do.	Do.	290—560
Weaving Instructor . . . . . (3)	14	118-4-170-EB-5-200-EB-5-225.	330—480
Handicraft Instructor (Cane Wool) . . . . . (4)			
Typing Instructor . . . . . (2)			
Braille Transcriber . . . . . (4)			
Lady Weaving Instructor . . . . . (1)			
Assistant Weaving Instructor . . . . .	1	110-3-131-4-155-EB-4-175-5-180.	260—400

### 51. Model School for Mentally Deficient Children

This school imparts education and training to mentally retarded children. The post of Principal (Rs. 400-900) is filled by direct recruitment from

among Master's Degree holders in psychology who have a Degree/Diploma/Certificate in the education of mentally deficient children with 3 years' experience of teaching mentally retarded or backward children. A scale of Rs. 900-1400 would be appropriate.

Our recommendations in respect of the Class III posts are given below:—

Designation	No. of Posts	Existing Scale (Rs.)	Proposed Scale (Rs.)
Occupational Therapist . . . . .	1	210-10-290-15-320-EB-15-425.	425—700
Home Visitor . . . . .	1	170-10-290-EB-15-380.	380—560
Craft Teacher . . . . .	3		
Physical Education Teacher . . . . .	1		
Montessory-cum-Nursery Teacher . . . . . (1) House Mother . . . . . (1)	2	130-5-160-8-200-EB-8-256-8-280-10-300.	330—560
Catering Assistant . . . . .	1	110-3-131-4-155-EB-4-175-5-180.	260—400

### 52. School for Partially Deaf Children, Hyderabad

The School is headed by the Principal (Rs. 400-25-500-30-590-EB-30-800-EB-30-830-35-900) who is appointed by direct recruitment from among graduates with a Diploma of a training institution

for teachers of the deaf, and having about 7 years' teaching experience in a Government or voluntary institution for the deaf. We recommend a scale of Rs. 900-1400 for this post. Our recommendations in respect of the Class III posts are indicated below:—

Designation	No. of Posts	Existing Scale (Rs.)	Proposed Scale (Rs.)
Physical Trg. Instructor . . . . .	1	170-10-290-EB-15-380 } Do. }	380—640
Craft Instructor . . . . .	1		

### 53. Social Welfare and Rehabilitation Directorate

The Directorate helps unattached displaced woman and children to acquire skills in handicrafts and also finds work opportunities for them. It also disburses relief in the shape of small cash allowances to single old displaced persons having no relations and to children and displaced widows from the former West Pakistan. The Directorate runs 19 training-cum-production centres, a refugee handicraft shop and the Kasturba Niketan Home. The Director is in the scale of Rs. 900-40-1100-50/2-1250. The hierarchy below the Director consists of Deputy Directors (Rs. 590—900), Assistant Directors (Rs. 350—800) and Training Officers (Rs. 325—575). Assistant Directors are directly recruited from among graduates with 5 years' experience in an administrative capacity. The posts of Deputy Directors

and Director are filled by promotion from the next lower grade or by transfer on deputation from other Central or State cadres. There is also one post of Deputy Director (Accounts) which is filled by transfer of an Assistant Accounts Officer from the Accounts Services. A claim has been made that the Director should be on the same scale as the Director of the Central Bureau of Correctional Services (Rs. 1300-1800), who also functions under the same department. Our attention has been drawn to the fact that prior to 1964, the post of Director, Social Welfare Directorate was held by officers in the scale of Rs. 1100-1800. We do not think that a comparison with other posts within the same department, merely on the basis of a similarity in designation is tenable. On a broad assessment of the duties carried out by the Social Welfare Directorate, we recommend the following scales for the Class I and Class II posts:—

Designation	No. of posts	Existing Scale Rs.	Proposed Scale Rs.
Director . . . . .	1	900—1250	As for an Under secretary
Deputy Director . . . . .	3	590—900	700—1300
Deputy Director (Accounts) . . . . .	1	590—900	700—1300
Assistant Director . . . . .	1	350—800	650—1200
Training Officer . . . . .	1	325—575	550—900

**54. Class III and Class IV Posts:**

The Class III and Class IV establishment consists of a variety of instructors in different trades as well as artisans. In many cases posts on different scales bear the same designations. The Department should

evolve distinctive designations for the different grades. Based on the existing scales and duties our recommendations in respect of Class III and Class IV posts are as follows:—

Designation	No. of posts	Existing Scale	Proposed Scale
		(Rs.)	(Rs.)
Commercial Manager . . . . .	1	270-15-435-EB-20-575	500—900
Artist-cum-Designer Superintendent, Kasturba Niketan Home Manager (Refugee Handicrafts). . . . .	1 } 1 } 1 }	250-10-290-15-380	455—700
Organiser Supervisor (Central Cutting Centre) . . . . .	4 } 1 }	210-10-290-15-320-EB-15-380	425—700
Marketing Officer Organiser Grade II . . . . . Master Cutter . . . . .	1 } 7 } 1 }	160-10-290-15-380	380—640
Instructor . . . . . Tailor . . . . . Teacher Craft . . . . . Sales Supervisor . . . . .	15 } 1 } 2 } 1 }	130-5-160-8-200-EB-8-256-EB-8-240-10-300	330—560
Assistant Superintendent Cum-Matron (Bengali) . . . . .	1	—Do.—	290—560
Assistant Organiser . . . . .	2	130-5-160-8-200-EB-8-256-EB-8-280-10-300 plus Spl. Pay of Rs. 20/-	425—600 With no spl. Pay.
Instructor . . . . .	4	150-5-175-6-205-7-240	330—480
Instructor . . . . . Teacher Craft . . . . .	21 } 1 }	118-4-170-EB-5-200-5-225	330—480
Investigator. Asstt. Superintendent cum-Nurse. Instructor . . . . . Teacher Craft . . . . .	2 } 1 } 13 } 1 }	110-3-131-4-155-EB-4-175-5-180	260—400
Skilled Tailor . . . . . Skilled Weaver . . . . .	4 } 3 }	110-3-131-4-143-EB-4-155	260—350
Instructor . . . . . Soap Instructor . . . . .	7 } 1 }	95-3-128-EB-3-131-4-155	260—350

**55. Central Bureau of Correctional Services:**

The Bureau was established in 1961 to give technical advice and guidance to the State Governments in respect of implementation of programmes in the field of prison administration and other correctional

services. The post of Director (Rs. 1300-1800) is filled by transfer on deputation from officers belonging to Central or State Services. A revised scale of Rs. 1500-2000 would be appropriate. The other posts should be on the following revised scales:

Designation	No.	Existing Scale	Proposed Scales
		(Rs.)	(Rs.)
Asstt. Director . . . . .	2	590—900	840—1200
Technical Officer . . . . .	1	325—575	550—900
Technical Assistant . . . . .	2	250—470	470—750
Junior Technical Assistant . . . . .	3	130-5-160-8-200-EB-8-256-EB-8-280-10-300	330—560

**56. Office of the Director General Backward Classes Welfare:**

This Organisation has been set up to look after the welfare of the backward classes. The Director General is ex-officio Joint Secretary in the Department of Social Welfare. There are 5 zonal offices each under a Zonal Director (Rs. 1100-1800). These posts are filled 25% by promotion of Deputy Directors

(Rs. 700—1250) with 10 years service in the grade and 75% by deputation of officers belonging to the IAS etc. The posts of Deputy Directors are filled one third by promotion of Research Officers (Rs. 400-900) with 6 years service in the grade and two thirds by deputation of officers from other departments. We recommend the following revised scales:—

Designation	No. of posts	Existing Scales	Proposed Scale
		(Rs.)	(Rs.)
Zonal Director . . . . .	5	1100—1800	1500—2000
Dy. Director . . . . .	10	700—1250	1050—1600
Research Officer . . . . .	11	400—900	650—1200

CHAPTER 26

MINISTRY OF EXTERNAL AFFAIRS

I. General

The organisation of the headquarters of this Ministry follows the general pattern of other Ministries, but the staffing policy differs in that the posts are manned mostly by the Indian Foreign Service, Branch 'A' and Branch 'B'. The Ministry of External Affairs does not participate in the Central Secretariat Services Scheme nor does it generally take officers on tenure deputation from the all-India Services and the other Class I Central Services.

2. The Ministry of External Affairs had a sanctioned strength of 4560 posts as on the 1st of January, 1971. The Table below gives the class-wise distribution as also the number of pay scales for each class.

TABLE I

	No. of Posts	No. of scales
Class I . . . . .	598	25
Class II . . . . .	1831	22
Class III . . . . .	1263	36
Class IV . . . . .	868	11
Total . . . . .	4560	94

3. There are three organised Services under the Ministry of External Affairs, viz, the Indian Foreign Service (A), the Indian Foreign Service (B) and the Information Service of India. Recruitment to the last Service was stopped pursuant to the recommendations of the Pillai Committee on the Indian Foreign Service and many of its officers inducted into the IFS (A) after screening. We discuss each Service in the ensuing paragraphs.

II. Indian Foreign Service (A)

4. The authorised strength of the Indian Foreign Service(A) is 480. There were 366 officers in position as on 1-1-1972. The grade-wise strength is given below :

TABLE II

Grade	Scale of pay	Sanctioned strength	No. of officers in position
1	2	3	4
	Rs.		
I . . . . .	3500 fixed	19	10
II . . . . .	3000 fixed	19	16
III & IV (merged)	2500-125/2-2750	64	59
V . . . . .	1800-100-2000	54	45
Senior Scale . . . . .	900-50-1000-60-1600-50-1800	232	173
Junior Scale . . . . .	400-400-500-40-700-EB-30-1000	53	26
Probationers . . . . .	400-400-500-40-700-EB-30-1000	39	37
Total . . . . .		480	366

While the senior posts at Headquarters are almost invariably held by officers of the IFS (A), it is common for the senior posts in the Missions abroad to be held by non-IFS personnel including eminent men from public life. According to the information furnished by the Ministry, as on 1st January, 1972, 9 posts of Grade I, 3 of Grade II, 5 in the merged Grades III and IV, 9 of Grade V and 59 posts in the senior scale were held by non-IFS personnel. On the other hand, IFS (A) officers also hold some posts outside the Ministry of External Affairs; 11 such officers in the senior scale and higher grades were holding posts in the Ministry of Foreign Trade, Department of Economic Affairs, etc.

5. Direct recruitment to the Service is made to the junior scale on the results of the IAS etc. Examination. As in the case of IAS, candidates for the Foreign Service are required to write two optional papers of a higher standard. The total marks for the personality test are 400 for the Foreign Service as against 300 for the IAS. There is also provision for filling 15% of the posts in the senior scale of the IFS(A) by promotion from among officers of Indian Foreign Service (B) and up to 6% of vacancies by officers of the Information Service of India. As regards the quality of direct recruitment through the competitive examination, we have already analysed the position in Chapter 7.

6. Although the nature of work entrusted to officers, of the IFS (A) is different from that of the IAS officers, there has been a parity in pay scales between these two Services ever since their inception. The Indian Foreign Service Association has highlighted the special features of their service which requires an IFS officer to shoulder certain additional financial liabilities of a permanent nature. Before the Second Pay Commission a demand was made by the Indian Foreign Service Association for higher pay scales as compared to the IAS but this was not accepted. A similar demand has not been made before us and the evidence that we have received on this point favours the continuance of the existing parity in pay scales. We need only note that the extra liabilities attaching to service in Indian missions abroad is being taken care of by the grant of separate allowances, viz., Foreign Allowance, Additional Foreign Allowance and Representational Grant. Allowances and concessions are also admissible for children's education and travel back to India on home leave. In these circumstances, we recommend for the Indian Foreign Service the same pay scales as we have

recommended for the Indian Administrative Service, viz., the following :

Existing Grade	Proposed Grade	Proposed pay-scale
		Rs.
Grade I	Grade I	3500
Grade II	Grade II	3000
Merged Grades III and IV	Grade III	2500-2750
Grade V	Grade IV	2000-2250
Senior Scale	Senior Scale	1200 (6th year or under)-2000
Junior Scale	Junior Scale	700-1300

### III. Indian Foreign Service (B)

7. The Indian Foreign Service (B) is patterned closely upon the services organised under the Central Secretariat Services Scheme, viz., the Central Secretariat Service, the Central Secretariat Stenographers' Service and the Central Secretariat Clerical Service. Recruitment to the cadres of the IFS(B) is made through the same examinations as for the Secretariat Services. Besides the general cadre comprising the grades of LDC, UDC, Assistants, Section Officers and Under Secretaries, the Service has two sub-cadres—the Stenographers' sub-cadre and the Cipher sub-cadre. The strength of the various grades as on 1-1-1971 was as follows :

TABLE III

Grade	Designation	Scale of pay	Sanctioned strength
1	2	3	4
<b>A. General Cadre :</b>		(Rs.)	
Grade I	First/Second Secretary abroad and Under Secretary at Headquarters	900-50-1250	59
Grades II & III (merged)	Section Officer/Attache/Registrar	350 (400)-25-500 30-590-EB-30-800-EB-830-35-900	236
Grade IV	Assistant	210-10-270-15-300-EB-15-450-EB-20-530	771
Grade V	Upper Division Clerk	130-5-160-8-200-EB-8-256-EB-8-280	124
Grade IV	Lower Division Clerk	110-3-131-4-155-EB-4-175-5-180	571
<b>B. Stenographers' Sub-Cadre-</b>			
Selection Grade	Private Secretary	350(500)-30-590-EB-30-800-EB-830-35-900	46
Grade I	Senior Personal Assistant	350(400)-25-650-30-770	71
Grade II	Personal Assistant	210-10-270-15-300-EB-15-450-EB-20-530	374
Grade III	Stenographer	130-5-160-8-200-EB-8-256-EB-8-280	65
<b>C. Cipher Sub-Cadre :</b>			
Grade I	Cipher Superintendent	620-30-800	12
Grade II	Cipher Assistant	200-250-10-290-15-320-EB-15-425-EB-15-530	165

\* Paragraph 353 of the Report (1965).

8. The main demand from the association representing officers of the IFS(B) is that their pay structure should be de-linked from the other Secretariat Services since their duties and responsibilities, specially on posts in the missions abroad, are quite different from those performed by the officers of the Central Secretariat Services. They emphasised that the nature of their work was more important and complex and they had to deal with the officers of foreign governments and maintain a higher standard of living for which greater compensation should be provided. The same points urged before the Second Pay Commission were not accepted by them. The Pillai Committee\* on the Indian Foreign Service also felt that there was "considerable advantage in maintaining general parity in scales with the C.S.S."

9. A demand made before us and which was supported by the Ministry of External Affairs, concerns the integration of the 'A' & 'B' branches of the IFS. It has been suggested that the existing distinction between the Branch A and Branch B erects a psychological barrier and does not promote *esprit de corps*. The specific suggestions made on this point include the introduction of a system of running grades and doing away with the present nomenclature of 'A' and 'B'. However, the Ministry has not suggested any change in the existing hierarchical pattern or in the recruitment procedures. As it is, there is provision for the promotion of officers of the IFS(B) to 15% of the posts in IFS(A) and the Ministry does not contemplate any change in this regard. We feel that without a fundamental change in the recruitment policies being followed in relation to the IFS(A) and IFS(B), it will not be possible to achieve the type of substantial re-organisation of the IFS cadres which the Ministry seems to have in mind. It might not be appropriate to make such changes without thoroughly examining matters affecting all the Secretariat Services. These are matters which, strictly speaking, are not within our consideration. Accordingly, we have refrained from making any comments on the proposal for unifying the various branches of the Indian Foreign Service and have recommended pay scales suited to the administrative structure as prevailing at the time of our examination.

10. We feel that due to the similarity in recruitment procedures and in the nature of work at headquarters, it will not be appropriate to disturb the existing parity as between the various grades of IFS(B) and the corresponding services organised under the Central Secretariat Services Scheme. Requirements and needs arising from foreign postings should continue to be met or compensated by grant of foreign allowances or representational grant. Accordingly, we recommend that the pay scales for the general cadre of the IFS(B) may be the same as recommended by us for the corresponding grades in the Central Secretariat Service and the Central Secretariat Clerical Service.

11. For the Stenographers' sub-cadre of the IFS (B), the pay scales should be the same as recommended by us for the Central Secretariat Stenographers Service.

12. As regards the Cipher sub-cadre of the IFS(B), we have been informed that recruitment to the grade of Cipher Superintendents has been stopped and this category is being wasted out. We recommend that till such time as these posts retain their present identity, these may be given the scale of Rs. 840—1200. The scale for the Cipher Assistants is an odd one and is in vogue only in one other organisation, viz., the Joint Cipher Bureau of the Ministry of Defence. It appears that the unique feature of providing for a liberal jump at the second step has been necessitated because of the diverse sources of recruitment, 75% of the posts of Cipher Assistants are filled by graduate LDCs and UDCs after a departmental examination and 25% by the transfer of Assistants and Personal Assistants who are already on the scale of Rs. 210-530. A person recruited to the grade of Cipher Assistant is allowed to draw his grade pay for the first three months, and thereafter for the next 3 months, he can draw his grade pay or Rs. 200 whichever is more beneficial. After the satisfactory completion of the 6 months' period of probation, he can draw Rs. 250 or the pay as fixed under the normal rules whichever is more beneficial to him. We feel that the better course would be to prescribe the same scale for this post as for the Assistants. We, therefore, recommend that Cipher Assistants may be put on the same scale as Assistants of the IFS(B) and the CSS with provision for grant of three advance increments on satisfactory completion of the period of probation.

13. The Cipher sub-cadre also includes the category of Keymen, who are actually Cipher Assistants in receipt of a special pay of Rs. 40 per month for undertaking the extra duties involved on this post. We have received no specific suggestion either from the employees or from the Ministry of External Affairs. We therefore, recommend that the existing arrangement may be allowed to continue.

#### IV. Information Service of India

14. This Service is in the process of being wound up. There were, in 1970-71, only 32 officers in this Service after the induction of 18 ISI officers into the IFS (A) in accordance with the recommendation of the Pillai Committee on the Indian Foreign Service. As on 1-10-1970, these 32 Officers were in the following grades :

Grade	No. of Officers	Scale of pay
Director/Public Relations Officer	3	(Rs.) 1300-60-1600
Deputy Director	1	1100-50-1400
Information Officer	21	700-40-1100-50/2-1250
Assistant Information Officer	7	350-25-500-30-590-EB-30-800

15. The Information Service of India Officers' Association has highlighted the frustration existing among the members of this Service and pressed that they should all be inducted into the IFS(A). This is not a matter on which we are required to express an opinion. We understand, however, that the question of providing adequate chances of advancement to the remaining members of the ISI is already under consideration of the Ministry. For the existing ISI officers, we recommend the same pay scales as suggested by us for the corresponding grades of the Central Information Service.

#### V. Other Posts

16. There are a few Class I and Class II posts which are not borne on the cadres of any organised Service. Such posts are mainly in the specialised divisions of the Ministry, viz., the Legal and Treaties Division and the Historical Division and in the Indian Cooperation Mission, Nepal. Most of these posts are on standard scales and can be given the replacement scales recommended by us. As regards the Indian Cooperation Mission, the Ministry has informed us that it is an organisation for which the personnel are recruited on deputation for fixed terms. We find that most of the posts in this organisation are on standard pay scales which can be given the revised pay scales suggested by us elsewhere. There are, however, a few posts which are on odd pay scales, but these too can be fitted into the appropriate standard scales recommended by us.

17. The posts in the Legal and Treaties Division are on the following grades.

Grade	No. of Posts	Pay scales
		(Rs.)
Director	1	1800-100-2000
Deputy Director	3	1300-60-1600
Assistant Legal Adviser	4	900-50-1250
Law Officer	10	700-40-1100-50/2-1150
Legal Assistant	2	210-10-270-15-450-20-530

18. We find that the above posts are comparable to corresponding posts in the Ministry of Law and Justice even though there are some variations in pay scales at the level of Director and Deputy Director. In our view, the pay scales for the above posts should be on the same pattern as in the Ministry of Law and Justice. We, therefore, recommend as follows :

Grade	Proposed pay scale
	(Rs.)
Director	2000-2250
Deputy Director	1500-2000
Assistant Legal Adviser	1200-1600
Law Officer	1050-1600
Legal Assistant	425-800

19. The Research Cadre of the Ministry provides the personnel for manning the Historical Division and the Economic Division. Posts in the latter are held by officers of the Indian Economic Service and are on the same scales of pay. There is, however, one post of Research Officer on the scale of Rs. 400-40-800-50-950, which is actually a scientific scale of pay. We recommend that this post should be given the same pay scale as recommended by us for Grade IV of the Indian Economic Service.

20. The Historical Division of the Ministry is headed by the Director (pay scale : Rs. 1600-100-2000). Deputy Directors having at least 5 years' service in that grade are eligible for promotion to the post of Director. The 5 posts of Deputy Directors are on the scale of Rs. 1300-60-1600. We recommend for the post of Director the scale of Rs. 1800-2250 and for the post of Deputy Director the scale of Rs. 1500-2000. The posts of Senior Research Officer in this Division are on the standard scale of Rs. 700-1250 and we recommend for them the scale of Rs. 1050-1600. Research Officers in this Division are remunerated in the Class II scale of Rs. 350-25-500-30-590-EB-30-800. The posts are filled by direct recruitment for which the prescribed qualifications are a second-class MA degree and knowledge of a foreign language is a desirable qualification. Considering the qualifications and duties entrusted to these Research Officers, we recommend that these posts should be placed on the revised Class I scale of Rs. 700-1300. An improvement in pay scales of the research cadre was also suggested by the Pillai Committee on the Indian Foreign Service. The existing incumbents should be given the higher grade recommended by us after due screening and those not adjudged suitable for the Class I scale should be placed on the standard Class II scale recommended by us.

21. Of the two posts of Additional Private Secretary to the Minister, one is borne on the odd scale of Rs. 700-40-900 while the other is on the standard Class I scale of Rs. 700-1250. We do not see any justification for carrying such an odd Class II scale of pay and we recommend that the post on Rs. 700-40-900 should be given the scale of Rs. 840-1200. The other post of Rs. 700-1250 should be given the standard revised scale recommended by us, viz., Rs. 1050-1600.

22. The Ministry require the services of a certain number of Interpreters and Translators. The qualification prescribed for direct recruitment to these posts is a degree with proficiency in English and the foreign language concerned, with experience in translation work for a period of 3 years. Of the 27 such posts, 18 are on the Class I scale of Rs. 400-950 till 1962, all these posts were on Rs. 325-575 when the revised scale of Rs. 350-830 was introduced and given to all such incumbents of these posts who were approved by the UPSC after screening. In 1970, the scale of Rs. 350-830 was revised to Rs. 400-950 in view of the difficulties experienced by the Ministry in filling up these posts with persons of

suitable calibre. The Ministry has informed us of the difficulties being encountered in filling these posts. In the absence of India-based Interpreters, it becomes necessary for the Ministry to employ locally-recruited personnel on rates prevailing in the foreign country concerned which are generally higher than the Indian rates. In our view, good candidates can be attracted and retained on these posts by affording them some opportunity for promotion. For this purpose, the most suitable arrangement would be to provide a selection grade to these officers, to be filled on the basis of selection on merit, and after they have completed a prescribed number of years of satisfactory service. We recommend that posts which are today on Rs. 400-950 should be given the scale of Rs. 700-1300. A selection grade should also be provided in the scale of Rs. 1100-1500 up to a maximum of 25 per cent of the posts on the scale of Rs. 400-950.

23. The posts of Public Relations Officer in the Central Passport and Emigration Organisation are on the scale of Rs. 475-25-500-30-800. These posts are filled by promotion from among Superintendents on the scale of Rs. 350-25-575. We recommend for the posts of Public Relations Officer the scale of Rs. 650-1200. We recommend the same scale for the posts of Archivist and Editor which are today on the scales of Rs. 400-25-500-30-800 and Rs. 350-25-500-30-800 respectively.

24. The post of Deputy Comptroller in the Government Hospitality Organisation is on the scale of Rs. 680-30-830-EB-35-900 and one post of Officer-in-charge in the same Organisation is on the scale of Rs. 350-25-650. Recruitment rules are yet to be finalised for these posts. We recommend that the post of Officer-in-charge should be given the scale of Rs. 650-960, and that of the Deputy Comptroller the scale of Rs. 840-1200.

25. There are a few posts on the security and personnel side which are borne on scales of pay applicable to police posts, viz., Rs. 355-15-475-EB-20-575, Rs. 325-25-450 and Rs. 168-8-240. These posts are generally filled by Inspectors and Sub-Inspectors of the Central police organisations and Delhi Police. We recommend that these posts should be placed on the revised scales of pay suggested by us for corresponding posts in the Central police organisations and Delhi Police.

26. Most of the Class III posts in the Ministry are on standard pay scales like Rs. 325-575, Rs. 210-425, Rs. 150-300, Rs. 110-180, Rs. 100-130 and all these posts can be given the corresponding replacement scales suggested by us. Posts which are on odd pay scales or for which we consider specific recommendations to be necessary are discussed below.

27. The post of Estate Supervisor is on the scale of Rs. 210-10-270-15-330-EB-20-530 which differs only slightly from the standard scale of Rs. 210-530 applicable to Assistants of the IFS (B). We recommend that this post may be given the same pay scale as for the Assistants of the IFS (B).

28. The posts of Typex Mechanic are on the scale of Rs. 150-10-290-EB-15-380. Recruitment rules are yet to be finalised and these posts are being filled by deputation. These posts should be given the scale of Rs. 380-640.

29. There is one post of Proof Reader on the scale of Rs. 175-320. This post should be given the scale of Rs. 425-600. We recommend the scale of Rs. 225-308 for the post of Binder (scale Rs. 100-130).

30. Officers of the Indian Foreign Service and others posted to Indian missions abroad are entitled to a number of allowances and concessions. The rates of these allowances and grants are determined with reference to the special and local conditions prevailing in the different countries. These are also subject to review periodically by the Foreign Service Inspectors. We have not considered it necessary to re-examine the rates of these allowances. Some rationalisation seems necessary, however, in regard to the Foreign Allowance and the Additional Foreign Allowance granted to the Indian officers posted abroad. The Foreign Allowance is in the nature of an overseas allowance intended to cover the additional cost of living at the station where the officer posted as also the expenditure which an officer, while serving abroad, has necessarily to incur either at home or abroad, over and above that which an officer of his category serving in India is expected to bear. Additional Foreign Allowance was introduced with effect from 1st April, 1959, because from that year the salary income of the officers posted abroad was made subject to Indian Income-tax. According to the Ministry of External Affairs, the officer's Foreign Allowance in his post abroad was

fixed earlier on the assumption that salary and allowances would be free of Indian income-tax and once these officers were required to pay income-tax on their salary income, it became necessary to re-adjust their emoluments through the grant of an additional allowance equal approximately to the average amount of income-tax payable at the then prevailing rates. No revision has been made in the rates of Additional Foreign Allowance since their initial fixation even though the rates of income-tax have gone up. We think, it should be possible to abolish the Additional Foreign Allowance and merge it with the Foreign Allowance.

31. A review is also called for in the method adopted for computing rates of Foreign Allowance. Since the rate of Foreign Allowance is dependent upon the cost of living in the place of foreign posting, the dearness allowance sanctioned in India is not admissible to the officers posted abroad. Consequently, whenever dearness allowance is merged in the pay, it becomes necessary to resort to slab deductions in the quantum of Foreign Allowance. These slab deductions are being effected with reference to the scales existing prior to the report of the Second Pay Commission which means that with the introduction of the revised scales of pay suggested by us, the slab deductions would have to be again revised. We suggest that the entire question of the fixation of Foreign Allowance should be reviewed in order to rationalise the basis of computation of this allowance avoiding the need for resorting to slab deductions from time to time. We find that a recommendation along these lines was also made by the Committee on the Indian Foreign Service in the year 1966.

CHAPTER 27

MINISTRY OF FINANCE

The Ministry of Finance is responsible for dealing with all financial matters. These include the raising of resources for developmental and other purposes, regulation of the taxation and borrowing policies of Government, banking, insurance, foreign aid, exchange control, currency, coinage, expenditure control etc. There are four Departments in the Ministry of Finance dealing with banking, economic affairs, expenditure and revenue & insurance. At the official level the general coordination on matters such as Budget, Plan Finance, Taxation is the responsibility of the Finance Secretary.

2. The Class-wise distribution of posts in the four Departments is indicated in the table below:—

TABLE I

	Class I	Class II	Class III	Class IV	Un-classified	Total
I. Department of Banking	25	46	72	50	—	193
II. Department of Economic Affairs	195	420	2871	1711	13596	18793
III. Department of Expenditure	454	916	692	513	—	2575
IV. Department of Revenue & Insurance	2566	4695	54161	9837	586	71845
Total	3240	6077	57796	12111	14182	93406

I. Department of Banking

3. The Department of Banking deals with matters relating to banks in India including all long-term financial institutions (except the Life Insurance Corporation and the Unit Trust of India), non-banking companies accepting deposits etc. There is an office of Court Liquidator under the Department at Calcutta, which is responsible for conducting liquidation proceedings of banking companies directed to be wound up by the Calcutta High Court. There is also a Rehabilitation Finance Administration Unit which is responsible for the recovery of the outstanding dues on account of the loans advanced by the erstwhile Rehabilitation Finance Administration.

4. The posts peculiar to the Department are indicated in the table below:—

TABLE II

S. No.	Designation	Number of posts	Existing scale of pay
1	2	3	4
			Rs.
1.	Court Liquidator, Calcutta High Court	1	1300-60-1600-100-1800

1	2	3	4
2.	Assitant Court Liquidator	2	Rs. 700-40-1100-50/2-1150
3.	Administrator, Rehabilitation Finance Administration (RFA) Unit	1	1300-60-1600
4.	Assistant Administrator, RFA Unit	2	900-50-1250
5.	Superintendent, RFA Unit	2	450-25-550-30-760 with a special pay of Rs. 75/- per mensem.
6.	Supervisor Incharge/Inspector Incharge	1	320-15-470-EB-15-530
7.	Confidential Assistant-cum-Stenographer	1	320-15-470-EB-15-530

5. While for the post of Court Liquidator and one of the posts of Assistant Court Liquidator, the qualifications are a degree in Law with 15 and 7 years' experience respectively in company law cases, the qualifications for the other post of Assistant Court Liquidator are Chartered Accountancy with 10 years' experience. We recommend the scales of Rs.1500-2000 and Rs.1050-1600 for the posts of Court Liquidator and Assistant Court Liquidator respectively.

6. For the posts of Administrator and Assistant Administrator, Rehabilitation Finance Administration Unit, we recommend the scales of Rs.1500-1800 and Rs. 1200-1600 respectively.

7. The post of Superintendent in the same Unit is filled by promotion of Accountant in the scale of Rs. 270-15-435-EB-20-575. We recommend the scale of Rs. 650-1200 for the Superintendent without any special pay.

8. For the posts of Supervisor Incharge/Inspector Incharge and Confidential Assistant-cum-Stenographer in the scale of Rs. 320-15-470-EB-15-530 we recommend the scale of Rs. 550-800.

9. There are three posts of Guard in the scale of Rs. 75-1-85-EB-2-95. Normally the posts of Chowkidar are in the scale of Rs. 70-1-80-EB-1-85. While the existing incumbents could be given the scale of Rs. 190-240, we recommend the scale of Rs. 185-220 for the new entrants.

II. Department of Economic Affairs

10. The Department of Economic Affairs is responsible for the preparation and submission of the Union Government's Budget, mobilisation and allocation of resources for developmental and other needs,

assessment of foreign exchange requirements, and matters relating to currency and coinage, capital issues etc. The table below indicates the class-wise distribution of posts in the various organisations under the control of this Department:—

TABLE III

	Class I	Class II	Class III	Class IV	Un-classified	Total
1. Secretariat . . . . .	113	311	350	183	—	957
2. India Government Mints . . . . .	15	22	636	449	4687	5809
3. Security Paper Mill Hoshangabad . . . . .	10	12	180	134	892	1228
4. India Security Press, Nasik . . . . .	11	45	564	520	6679	7819
5. Bank Note Press, Dewas . . . . .	23	17	175	123	1338	1676@
6. National Savings organisation . . . . .	23	13	966	302	—	1304
Total . . . . .	195	420	2871	1711	13596	18793

@Sanctioned in April 1972.

11. There is an Economic Division in the Department which is headed by the Chief Economic Adviser. The posts in this Division which are generally held by the officers belonging to the Indian Economic Service and the Indian Statistical Service have been dealt within Chapter 17.

12. In the Secretariat of the Department there is one post of Superintendent in the pay scale of Rs. 620-30-800. There are also five posts of Section Officer in the same pay scale which are not included in the Central Secretariat Service. Both these posts are generally held on deputation by S.A.S. Accountants. We recommend the pay scale of Rs. 840-1200 for these posts.

13. There are three posts of Assistant Superintendent in the pay scales of Rs. 270-15-435-EB-20-575 plus 20% of pay which are also held on deputation by S.A.S. Accountants. We recommend the pay scale of Rs. 650-960 for these posts without any special pay.

14. In the Budget Press of the Department there are posts in the scales of Rs. 210-10-290-15-320-EB-15-425 and Rs.130-5-160-8-200-EB-8-280-10-300 which should be placed in the scales of Rs.425-700 and Rs. 290-560 respectively.

15. For the other posts in the Press listed in the table below, we recommend the revised scales shown against each:—

TABLE IV

Serial Number	Designation	Number of posts	Existing Scale of pay	Revised scale of pay
1	2	3	4	5
			Rs.	Rs.
1.	Process Officer-cum-artist.	1	370-20-450-25-575	550-900
2.	Supervisor . . . . .	2	320-15-470-EB-15-530	550-800
3.	Feeder . . . . .	1	130-3-151-EB-4-175-5-180	260-400
4.	Attendant . . . . .	2	80-1-85-EB-2-95	190-240
5.	Binder . . . . .	3	75-1-85-2-95	190-240

#### India Government Mints

16. The three Mints at Bombay, Calcutta and Hyderabad are each headed by a Master (Rs.1600-100-2000). The Master has to deal with problems arising out of the changing combination of alloys, metals etc, for the manufacture of the coins and changes in the designs of the coins etc. Apart from being a competent metallurgist, he has to be resourceful enough to be able to attend to the changing requirements from time to time. Being the top executive on the spot, he has to cope with diverse problems involving industrial relations, supplies, security etc., besides the various technical ones. The post is filled by promotion of Deputy Master. Having regard to his duties and responsibilities, both administrative and technical, we consider that the post should be upgraded. We accordingly recommend the pay scale of Rs. 2000-2500 for the Mint Master.

17. The other Class I and Class II posts, requiring engineering qualifications, in the Mints are indicated in the table below:—

TABLE V

S. No.	Designation	Existing Scale of pay	Number of posts
1	2	3	4
		Rs.	
1.	Engineer/Melter (Selection Grade).	590-30-800	7
2.	Assistant Master.	530-30-830-35-900	3
3.	Deputy Works Manager	680-30-830-35-900	6
4.	Works Manager . . . . .	900-40-1100-50/2-1250	2
5.	Deputy Master . . . . .	1100-50-1400	

18. The posts of Engineer/Melter (Selection Grade) are filled by promotion of Engineer/Melter (Rs. 325-15-475-EB-20-575). There is direct recruitment to the post of Assistant Master from amongst graduates in Mechanical and/or Electrical Engineering with about 3 years' training in an engineering workshop. The post of Deputy Works Manager is filled by promotion of Engineers and Melters (Selection Grade) possessing a degree in Electrical Engineering. For the post of Deputy Works Manager (Melting), preference is given to those possessing a degree in Metallurgy. The Works Managers are appointed by promotion of Deputy Works Manager. Both the Works Manager and the Assistant Master are eligible for promotion as Deputy Master who in turn is promoted as the Master of the Mint.

19. We recommend the scale of Rs. 840-1200 for the Engineer/Melter in the selection grade.

Having regard to the direct recruitment qualifications and experience prescribed for the post of Assistant Master, we recommend that this post should be placed in the scale of pay of Rs. 700-1300 with a higher start of three increments being given to the direct recruits.

We consider it unusual that Engineers and Melters in the selection grade of Rs. 590-30-800 should get promoted to the Class II post of Deputy Works Manager in the scale of Rs. 680-30-830-35-900. We accordingly recommend that the Deputy Works Manager should be placed in the junior Class I scale of Rs. 700-1300.

20. At present both the Assistant Master in the Class II scale and the Works Manager in the Class I senior scale are eligible for promotion to the post of Deputy Master which is a somewhat uncommon arrangement. The Works Manager is entrusted with the management functions on the shop floor and is responsible for the efficient functioning of the melting, processing and servicing departments of the Mints and has to ensure quality control at various stages of manufacture of coins, melting and refining gold etc. The official witnesses were of the view that there was need for strengthening the shop floor administration in the Mints and that it should be placed under the charge of gazetted officers. We, therefore, consider that the posts of Assistant Master and Deputy Works Manager should be made interchangeable and the post of Works Manager should be made a promotional post both for the Assistant Master and the Deputy Works Manager. For the Works Manager, we recommend the pay scale of Rs. 1050-1600.

21. The Deputy Master affords guidance to the Mint Master in all technical matters and advice in administrative matters, besides being responsible for controlling the Mint Factory, stores and machinery. Having regard to his duties and responsibilities we recommend the pay scale of Rs. 1500-1800 for the Deputy Master. We also recommend that this post should in future be filled by promotion of Works Manager only.

22. At the Class III level, the posts requiring engineering qualifications are as follows:—

TABLE VI

S. No.	Designation	Existing scale of pay	Number of posts
1	2	3	4
Rs.			
1.	Engineer/Melter	325-15-475-EB-20-575	25
2.	Assistant Engineer/ Assistant Melter.	210-10-290-15-320.	9

While for the post of Assistant Engineer the direct recruitment qualifications are a B.E. or B.Sc. (Engineering) or A.M.I.E. (India) with 3 years' experience in a mechanical or electrical engineering workshop, for the post of Assistant Melter the requirements are a B.Sc. (Metallurgy) with experience of at least 3 years in foundry work or melting of non-ferrous metals and their alloys. The higher posts of Engineer and Melter are filled by promotion only. It appears to us that the qualifications prescribed for direct recruitment to these posts are high in relation to the pay scales. The Government should, therefore, consider whether, having regard to the nature of work, duties etc., the recruitment at this level should in future be made from amongst Diploma holders. We recommend the pay scale of Rs. 425-700 for Assistant Melter and Assistant Engineer.

For the Melter and Engineer the scale of Rs. 550-900 would be appropriate.

23. The following categories of staff are employed in the Engraving Department of the Mints:—

TABLE VII

S. No.	Designation	Existing scale of pay	Number of posts
1	2	3	4
1.	Artist Engraver	Rs. 740-30-830-35-900	1
2.	Junior Artist Engraver.	Rs. 400-25-500-30-800	1
3.	Assistant Artist Engraver	Rs. 210-10-290-15-320- EB-15-425-15-485	1
4.	Engraver Grade I	Rs. 205-7-240-8-280	20
5.	Engraver Grade II	Rs. 140-5-175	20
6.	Engraver Grade III	Rs. 110-3-131	19

The post of Engraver Grade III is filled by direct recruitment from amongst those possessing a certificate from any recognised art institute and having passed the trade test in engraving and drawing. The posts of Engraver Grade II, Engraver Grade I and Assistant Artist Engraver are filled by promotion from the next lower grades. For the post of Junior Artist Engraver in the Bombay Mint, the recruitment rules have not been finalised. The post of Artist Engraver in the Calcutta Mint is filled by promotion

from Assistant Artist Engraver in that Mint. It is usual to provide for a promotion from the scale of Rs. 210-485 to the scale of Rs.740-900. Further, while there is a post of Assistant Artist Engraver in the Calcutta Mint to be filled by promotion of Engraver Grade I, a similar level does not exist in the Bombay and Hyderabad Mints. Government should consider whether, having regard to the workload and the duties and responsibilities, it would be desirable to have a uniform cadre structure for the Engravers in all the Mints. We recommend the following scales of pay for the Engravers:—

Post	Revised scale
Engraver Grade III	Rs. 260-350
Engraver Grade II	Rs. 320-400
Engraver Grade I	Rs. 380-560
Assistant Artist Engraver	Rs. 425-750
Junior Artist Engraver	Rs. 650-1200
Artist Engraver	Rs. 700-1300

24. The following categories of staff are responsible for looking after the proper utilisation, accounting, weighment etc., of all coinage metals, gold coins, bullion etc., in the Mints:—

TABLE VIII

S. No.	Designation	Existing scale of pay	Number of posts
1	2	3	4
1.	Bullion Registrar	Rs. 590-30-830-35-900	3
2.	Deputy Bullion Registrar	Rs. 270-15-435-EB-20-535	6
3.	Assistant Bullion Registrar	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300.	2
4.	Bullion Keeper	Rs. 450-25-575.	2
5.	Deputy Bullion Keeper	Rs. 210-10-290-15-320-EB-15-380	8
6.	Assistant Bullion Keeper (Upper Division)	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300.	46
7.	Assistant Bullion Keeper (Lower Division)	Rs. 110-3-131-4-155-EB-4-175-5-180.	59

There is direct recruitment to the post of Assistant Bullion Keeper (Lower Division) and the posts in the higher grades are filled both by direct appointment and promotion. The bullion keeping staff are responsible for keeping proper account of all bullion, coins, metals etc. They also attend to the weighment of gold coins and bullion, tendered at or issued by the Mint. The bullion keeping staff in the various grades are therefore required to furnish cash security deposit ranging from Rs. 800 at the lowest level to Rs. 30,000 at the highest. The staff under the Bullion Registrar function as representatives of the Mint Master on the shop floor and supervise the transactions and the day to day activities of the bullion keeping staff. It has been represented by the Mint Staff Association that

the bullion keeping staff should be made eligible for appointment to posts in the bullion registrars cadre and there should be parity in the pay scales of the two cadres. Having regard to the nature of duties and the mode of recruitment, the Department are not in favour of this course and would like these to continue as two separate cadres. We accordingly recommend the following pay scales for these posts:—

Designation	Revised scale of pay
Bullion Registrar	Rs. 840-1200
Deputy Bullion Registrar	Rs. 550-800
Assistant Bullion Registrar.	Rs. 330-560
Bullion Keeper	Rs. 700-900
Deputy Bullion Keeper	Rs. 425-640
Assistant Bullion Keeper (Upper Division)	Rs. 330-560
Assistant Bullion Keeper (Lower Division)	Rs. 260-400

### ASSAY DEPARTMENT

25. The main function of the Assay Department in the Mints is to furnish assay reports on gold, silver and other precious metals for the Government and public, to report and advise on the use of materials used for coinage and to furnish chemical reports on products during the process of manufacture. The following categories of staff are employed in this Department:—

TABLE IX

S. No.	Designation	Existing scale of pay	Number of posts
1	2	3	4
1.	Chief Assayer	Rs. 1100-50-1400	1
2.	Deputy Chief Assayer	Rs. 705-35-950	1
3.	Assay Superintendent	Rs. 620-30-800	2
4.	Assistant Assay Superintendent	Rs. 270-15-435-EB-20-535.	2

The post of Assistant Assay Superintendent is filled by direct recruitment from amongst persons possessing First or Second Class Masters' Degree in general and Technological Chemistry with Inorganic Chemistry as a special subject, preference being given to those who have also experience as analyst with knowledge of metallurgy and metals. The post of Assay Superintendent is filled by promotion of Assistant Assay Superintendent with 5 years' service. The post of Deputy Chief Assayer is filled by promotion of Assay Superintendent with 2 years' service or by direct recruitment from amongst M.Sc.s in Chemical Technology/Inorganic/Physical Chemistry or a degree in Metallurgy with special training in Metallurgy and assaying of precious metals, or research experience and knowledge of modern analytical techniques.

Two years' practical experience or research experience is also necessary. The post of Chief Assayer is filled by promotion of Deputy Chief Assayer. Having regard to the qualifications prescribed for direct recruitment to the post of Assistant Assay Superintendent we recommend the scale of Rs.550-900 for this post. For the Assay Superintendent and the Deputy Chief Assayer the scales of Rs. 840-1200 and Rs.1050-1600 respectively would be appropriate. For the Chief Assayer we recommend the scale of Rs. 1500-1800.

26. For the posts in the Mints listed in the table below the scales indicated against each would be appropriate:—

TABLE X

S. No.	Designation	Num-ber of posts	Existing scale of pay	Revised scale of pay
1	2	3	4	5
			Rs.	Rs.
1.	Chargeman	34	250-10-290-15-350.	425-640
2.	Sub-Station Operator (Senior)	4	130-5-175-EB-6-205-7-212.	330-480
3.	Sub-Station Operator (Juniot)	3	100-3-130-EB-3-142	260-350
4.	Machine Operator	1	110-3-125	260-350
5.	Canteen Supervisor	2	110-3-131-4-143	260-350
6.	Head Cook	3	100-3-130.	225-308
7.	Alligation Checker (Upper Division)	1	130-5-160-8-200-EB-8-256-EB-8-280-10-300.	330-560
8.	Alligaion Checker (Lower Division)	1	110-3-131-4-155-EB-4-175-5-180.	260-400

#### Security Paper Mill, Hoshangabad (SPM)

27. The Security Paper Mill, Hoshangabad, is responsible for the production of currency and bank note paper and other security material like promissory note paper etc. The organisation is headed by a General Manager in the pay scale of Rs. 1800-100-2000-125-2250. We recommend for this post the scale of Rs. 2000-2500.

28. The Class I and Class II technical and engineering posts are listed in the table below :-

TABLE XI

S. No.	Designation	Existing scale of pay	Number of posts
1	2	3	4
1.	Chief Engineer	Rs.1300-60-1600	1
2.	Works Manager	Rs.1300-60-1600	1
3.	Chief Chemist	Rs.1100-50-1400	1
4.	Deputy Chief Engineer	Rs.900-40-1100-50/2-1250	1
5.	Deputy Works Manager	Rs.900-40-1100-50/2-1250	1
6.	Assistant Chief Control Officer	Rs.400-400-450-30-600-35-670-EB-35-950.	1

1	2	3	4
7.	Engineer (Mechanical/Electrical)	Rs.400-400-450-30-600-35-670-EB-35-950.	2
8.	Assistant Engineer	Rs.350-25-500-30-590-EB-30-800-EB-30-830-35-900.	3
9.	Assistant Works Manager	Rs.590-30-830	3
10.	Assistant Chief Chemist	Rs.590-30-830	1

Except for the post of Chief Chemist, there is no direct recruitment to any of the Class I and Class II technical and engineering posts in this organisation. We consider that it would be advantageous if the posts of Engineer (Mechanical/Electrical) in the Junior Class I scale of pay were, in future, to be filled by direct recruitment.

29. The post of Assistant Works Manager is filled by promotion of Foreman (Production) (Rs. 325-15-475 EB-20-575), possessing at least a degree in Science or a Diploma in Electrical/Mechanical Engineering and that of the Assistant Chief Chemist by promotion of Foreman in the Production Wing possessing a Degree in Science with Chemistry. We recommend the scale of Rs. 840-1200 for the Assistant Works Manager and the Assistant Chief Chemist.

We recommend the scale of Rs. 650-1200 for the Assistant Engineer and the scale of Rs. 700-1300 for the Engineer.

The post of Assistant Chief Control Officer should also be placed in the scale of Rs. 700-1300.

For the post of Deputy Chief Engineer and Deputy Works Manager, we recommend the scale of Rs. 1050-1600.

For the post of Chief Chemist which is filled by direct recruitment from amongst persons possessing a Master's Degree in Chemistry or Degree in Chemical Engineering or Chemical Technology with about 7 years' experience on the chemical side of paper making, we recommend the scale of Rs. 1300-1700.

For the Chief Engineer and the Works Manager, the scale of Rs. 1500-1800 would be appropriate.

30. There are a few non-technical posts in the organisation for which we recommend the scales shown below:

S. No.	Designation	Existing scale of pay	Revised scale of pay
1	2	3	4
		Rs.	Rs.
1.	Administrative and Chief Accounts Officer	900-40-1100-50/2-1250.	1050-1600
2.	Store Officer	590-30-830	840-1200
3.	Security Officer	400-25-500-30-590-EB-30-800-EB-30-830-35-900	650-1200

31. In the Mechanical, Electrical and Production Departments there are twenty three posts of foreman and forty posts of Chargeman in the pay scales of Rs. 325-15-475—EB-20-575 and Rs. 250-10-290-15-350 respectively. While the post of Foreman is filled by promotion of Chargeman possessing a Diploma in Mechanical, Electrical or paper and pulp technology, the post of Chargeman is filled by promotion of operatives in the pay scale of Rs. 205-7-240-8-280. We recommend the pay scale of Rs. 550-900 for the Foreman and the scale of Rs. 425-640 for the Chargeman.

32. There are four posts of Inspector Control in the pay scale of Rs. 270-15-435-EB-20-535 and nine posts of Assistant Inspector Control in the pay scale of Rs. 150-10-250 EB-10-290-EB-15-335-EB-15-380, who are responsible for the accounting and control of the security paper produced in the Mill. While the post of Inspector Control is filled by promotion from assistant Inspector Control, the latter is filled partly by direct recruitment from amongst graduates and partly by promotion of Upper Division Clerks, Stenographers and highly skilled workers (Rs. 150-5-175-6-205) with 5 years' service. We recommend the scale of Rs. 550-800 for Inspector Control and the pay scale of Rs. 425-640 for Assistant Inspector Control.

33. There are three posts of Chemist (Rs. 150-5-175-6-205) for which we recommend the scale of Rs. 330-480.

The pay scale of Rs. 380-640 is recommended for the post of Canteen Supervisor (Rs. 150-10-250-EB-10-290-15-335-EB-15-380)

#### India Security Press, Nasik (ISP)

34. The India Security Press, Nasik is under the administrative control of a General Manager. The Press has three main wings; Stamp Press where postal, non-postal and impressed stamps and postal stationery, cheques etc. are printed Central Stamp stores from where the products of the stamp Press are distributed to the various organisation all over the country and the Currency Note Press where Bank and Currency Notes are printed. A Senior Deputy General Manager holds charge of the old and new currency note presses and Deputy General Manager of the Stamp Press and Central Stamp Stores.

35. The Class I and Class II gazetted posts peculiar to the Press are indicated in the table below :

TABLE XII

S. No.	Designation	Existing scale of pay	Number of posts
1	2	3	4
		Rs.	
1.	General Manager	2500-125/2-2750	1
2.	Senior Deputy General Manager	1800-100-2000-125-2250.	1
3.	Deputy General Manager	1300-60-1600-100-1800.	1

1	2	3	4
4.	Deputy Master.	1100-50-1400.	4
5.	Deputy Controller of Stamps	860-40-1100-50/2-1250.	1
6.	Senior Engineer	700-40-1100-50/2-1250.	1
7.	Assistant Engineer.	400-400-450-30-600-35-950	1
8.	Assistant Controller of Stamps.	590-30-830-35-900.	1
9.	Assistant Master	530-30-830-35-900.	4

The post of Assistant Master is filled by direct recruitment from amongst those possessing a degree in electrical or mechanical engineering with practical experience or training in a Government department or a commercial organisation. There is also direct recruitment to the post of Assistant Controller of Stamps from amongst graduates with 3 years' experience in a responsible capacity in a Government department or a commercial concern of repute. The recruitment rules for the posts of Assistant Engineer and Senior Engineer have not been finalised. The post of Deputy Master and Deputy Controller of Stamps are filled by promotion from the Assistant Master and the Assistant Controller of Stamps respectively. The higher posts of Deputy General Manager, Senior Deputy General Manager and General Manager are also filled by promotion.

36. We recommend that the post of Assistant Master should be placed in the scale of Rs. 700-1300 with a higher start of three increments being given to the direct recruits.

At present the Assistant Master gets directly promoted as Deputy Master which is too steep a jump. Government should consider whether having regard to the workload etc., an intermediary level in the senior scale could be introduced to which the directly recruited Assistant Master could be promoted, instead of being promoted directly to the next higher level of Deputy Master. In that case the post of Deputy Master should be allotted the scale of Rs. 1500-1800. Otherwise the scale of Rs. 1300-1700 would be appropriate.

For the Deputy Controller and Assistant Controller of Stamps the scales of Rs. 1050-1600 and Rs. 700-1300 respectively would be appropriate, with suitable higher start being given, where necessary to the direct recruits to the latter post.

For the post of Deputy General Manager which is filled by promotion of Deputy Master, we recommend the scale of Rs. 1800-2000. The scale of Rs. 2000-2500 is recommended for the Senior Deputy General Manager.

We do not recommend any change in the existing equation of the General Manager with a Joint Secretary to the Government of India.

37. There is a post of Chief Administrative Officer in the scale of Rs. 1100-50-1400 which is filled by transfer on deputation of suitable Class I officers from Accounts and other Departments. For this post we recommend the scale of Rs. 1300-1700.

38. Other posts in the standard Class I Senior and Junior scales of Rs. 700-1250 and Rs. 400-950 and in the Class II scale of Rs. 350-900 should be brought over to the appropriate revised scales of pay.

There is one post of Security officer in the scale of Rs. 400-25-500-30-590-EB-30-800-EB-830-35-900 for which the scale of Rs. 650-1200 would be appropriate.

39. The posts in the Operative Department in the Press are in the grades indicated in the table below. Even though there is a combined cadre of all the wings of the Press, the promotions from one grade to another are generally confined to the particular field of specialisation :

TABLE XIII

S. No.	Designation	Existing scale of pay	Number of posts
1	2	3	4
Rs.			
1.	Head Engineer	680-30-830-35-900	1
2.	Senior Supervisor	680-30-830-35-900	3
3.	Supervisor	400-25-500-30-800	23
4.	Junior Supervisor	270-15-435-EB-20-535	45
5.	Assistant Supervisor	150-10-250-EB-10-290-15-335-EB-15-380.	37

75% of the posts of Assistant Supervisor are filled by direct recruitment of Technical Assistants who are either Intermediate in Science or possess Diploma in printing Technology. The Technical Assistants have to complete successful training for a period of 4½ years before they become eligible to be appointed as Assistant Supervisor. The Technical Assistants are initially appointed in the scale of Rs. 150-5-175-6-205 and after completion of the full period of their training they are first remustered as Senior Workmen in the scale of Rs. 205-7-240 and then promoted as Assistant Supervisor. The remaining 25% posts of the Assistant Supervisor are filled by promotion of Workmen in the scale of Rs. 205-7-240. The posts of Junior Supervisor are filled by promotion of Assistant Supervisor. We recommend the pay scale of Rs. 425-640 for the Assistant Supervisor and the scale of Rs. 550-800 for the Junior Supervisor.

The posts of Supervisor which are filled by promotion of Junior Supervisor should be placed in the scale of Rs. 650-1200.

The posts of Head Engineer and Senior Supervisor are filled by promotion from Supervisor possessing a degree or diploma in Electrical or Mechanical Engineering. While the Senior Supervisor functions as in charge of the photo Gravure Section of the Stamp Press, Currency Note Press and the New Currency Note press, the Head Engineer is in charge of the workshop. We recommend the pay scale of Rs. 700-1300 for these posts.

40. The Control Department in the press is headed by a Chief Inspector. Apart from planning the machine and manpower programme with reference to the indents received from the Reserve Bank, the Chief Inspector is responsible for the processing and safe keeping of the currency notes and other security articles under different stages of production. The personnel in the control cadre have to furnish security deposits of varying amounts. The posts in the Control Department are listed in the table below :—

TABLE XIV

S. No.	Designation	Existing scale of pay	Number of posts
1	2	3	4
Rs.			
1.	Chief Inspector	700-40-1100-50/2-1250.	1
2.	Deputy Control Officer	350-25-500-30-830-35-900.	3
3.	Inspector Control	270-15-435-EB-20-535	35
4.	Assistant Inspector Control.	150-10-250-EB-10-290-15-335-EB-15-380	95

75% of the posts of Assistant Inspector Control are filled by direct recruitment of graduates who are appointed as Control Assistants in the pay scale of Rs. 150-5-175-6-205. After successful completion of 3½ years' training, the Control Assistants are first remustered in the Workmen's cadre in the scale of Rs. 205-7-240 and immediately thereafter promoted as Assistant Inspector Control. The remaining 20% of the posts of Assistant Inspector Control are also reserved for promotion of workmen in the same scale of pay. We recommend the pay scale of Rs. 425-640 for Assistant Inspector Control and the scale of Rs. 550-800 for Inspector Control.

For the Deputy Control Officer and the Chief Inspector Control, the scales of Rs. 650-1200 and Rs. 1050-1600 respectively would be appropriate.

41. The preparation of sketches for the currency and bank notes, art work for the illustrations on the bank notes, rough visuals for other security items and water mark designs for the currency notes and other security items are the responsibility of the personnel working in the Studio of the Security Press. The Head Engraver in the pay scale of Rs. 740-30-830-35-900 plus Rs. 100 per mensem as special pay is responsible for the general control of the Studio and for giving guidance to the Artists engaged on the preparation of security designs. The Head Engraver is

assisted by two Artist Engravers in the pay scale of Rs. 740-30-830-35-900 and one Artist in the scale of Rs. 400-25-500-30-800. While the post of Head Engraver is filled by promotion of Artist Engraver, there is direct recruitment to 50% of the posts of Artist Engraver from amongst those possessing a degree or diploma in commercial art with 5 years' experience as a commercial artist. The direct recruitment qualifications for the post of Artist are also the same with 3 years' experience in line portraiture, line drawing of animals etc.

We recommend the pay scale of Rs. 650-1200 for the Artist and the scale of Rs. 700-1300 for the Artist Engraver with a provision for advance increments in suitable cases to direct recruits.

For the Head Engraver, the scale of Rs. 1050-1600 without any special pay would be appropriate.

42. There is a post of Canteen Supervisor in the pay scale of Rs. 150-10-250-EB-10-290-15-335-EB-15-380 for which the scale of Rs. 380-640 would be appropriate.

43. There are three posts of Head Time Keeper in the scale of Rs. 150-5-175-6-205-EB-7-240 and two posts of Time Keeper in the scale of Rs. 110-4-150-EB-4-170-5-180-EB-5-225. The posts of Time Keeper are filled by promotion of artisans in the scale of Rs. 140-5-175-/ Rs. 125-3-131-4-155. Having regard to the level from which promotion is made we recommend the scale of Rs. 330-480 for the Time Keeper and the scale of Rs. 380-560 for the Head Time Keeper.

#### **Bank Note Press, Dewas**

44. A new Bank Note Press has been established at Dewas, which is expected to go into production this year. The organisational structure of the Press, approved in April 1972, provides for a total strength of 1676 posts. The Press will be headed by a General Manager in the pay scale of Rs. 1800-100-2000-125-2250 who will be assisted by a Deputy General Manager (Rs. 1300-60-1600-100-1800), a Works Manager (Rs. 1100-50-1400) and other engineering and technical officers in the various grades.

45. For the General Manager we recommend the scale of Rs. 2000-2500

The post of Deputy General Manager, which is proposed to be filled by promotion of Works Manager, may be placed in the scale of Rs. 1800-2000.

For the post of Works Manager we recommend the scale of Rs. 1500-1800 in line with our recommendations for the similar post in the Security Paper Mill, Hoshangabad.

There are three posts of Artist Designer and Engraver in the pay scale of Rs. 400-25-500-30-800 for which the scale of Rs. 650-1200 would be appropriate.

46. The other Class I and Class II posts should be brought over to the appropriate revised scales of pay. Similarly Class III and Class IV posts in the press should be placed in the appropriate revised scales recommended for corresponding posts in the Mints and Presses.

47. The Mints and the Presses under the Department employ a large number of workshop staff in the various scales of pay. While the workshop staff in the India Security Press, Nasik, Security Paper Mill, Hoshangabad and the posts sanctioned for the Bank Note Press consist of artisan categories in the scales of pay generally applicable to the workshop staff, the labour force in the Mints is divided into two broad categories, namely (a) tradesmen who are skilled in well-recognised trades such as turner, blacksmith, welder etc. and (b) non-tradesmen called assistants who are skilled in techniques which are particularly applicable to the Mints. While the tradesmen are in 4 broad groups, the non-tradesmen have been classified into 5 groups. The non-tradesmen in the various groups have further been sub-divided into sub-groups in certain cases. We understand that while tradesmen who possess specialised knowledge and skill of recognised trades could be employed on the work of non-tradesmen, the latter could not be interchanged with the tradesmen. The Department is, therefore, in favour of continuing the tradesmen and non-tradesmen as two distinct cadres. We recommend that the pay structure of the tradesmen and the non-tradesmen in the Mints and artisan staff in the other industrial establishments under the Department should be brought in line with the general pay structure for workshop staff recommended in Chapter 19.

48. There is at present no uniformity in regard to the designations of the various supervisory posts on the shop floor in the industrial establishments under the Department in relation to their pay scales. While the Works Manager in the Security Paper Mill, Hoshangabad, is in the scales of Rs. 1300-1600, the post with the same designation carries the scale of Rs. 1100-1400 in the Bank Note Press and the scale of Rs. 900-1250 in the Mints. Similarly, while the post of Assistant Engineer in the India Security Press is in the scale of Rs. 400-950, the post with a similar designation is in the scale of Rs. 350-900 in the Security Paper Mill. Similarly, there are posts of Senior Engineer, Head Engineer and Engineer in different scales of pay. We recommend that the Government should consider rationalising the designations of the various posts suitably to bring about uniformity among the various establishments, so that these designations broadly reflect the pay scales of the concerned posts and also their duties and responsibilities.

49. The following categories of staff are responsible for the security arrangements in the industrial establishments under the Department :—

TABLE XV

Serial Number	Designation	Existing scale of pay	Number of posts
1	2	3	4
1.	Security Superintendent (SPM)	Rs. 350-20-450-25-475	1
2.	Warder (Bombay and Calcutta Mints)	Rs. 350-20-450-25-475	3
3.	Chief Warder (ISP)	Rs. 210-10-290-15-320-EB-15-380	1
4.	Estate Custodian (SPM)	} Rs. 210-10-290-15-320-EB-15-380	1
	Estate Custodian (ISP)		1
5.	Warder (Hyderabad Mint)	} Rs. 150-10-250-EB-10-290-15-335-EB-15-380	2
	Assistant Warder (Bombay Mint)		
6.	Assistant Estate Custodian (ISP)	Rs. 205-7-240	2
7.	Head Warder (SPM)	Rs. 150-10-240	4
8.	Head Warder (ISP)	Rs. 150-10-240	5
9.	Estate Jamadar (ISP)	Rs. 110-3-131-4-143	1
10.	Warder (ISP)	Rs. 110-3-131	39
11.	Warder (SPM)	Rs. 110-3-131	15
12.	Jamadar (Mints)	Rs. 95-3-110	12
13.	Havildar (Mints)	Rs. 85-2-95	13
14.	Naik (Mints)	Rs. 80-1-85-EB-2-95	16
15.	Policeman (Mints)	Rs. 75-1-85-EB-2-95	220
16.	Search Peon (ISP & SPM)	Rs. 75-1-85-EB-2-95	220

At the Class IV level, there is direct recruitment to the posts of Policeman and Search Peon from amongst ex-servicemen who are middle pass. The Class IV posts in the higher grades are filled by promotion.

At the Class III level there is direct recruitment to the post of Warder in the pay scale of Rs.110-3-131 from amongst ex-servicemen who have studied up to Matriculation and partly by promotion of peons. The posts in the higher grades are generally filled by promotion.

50. We consider that there should be a comparability in the pay scales of these posts with corresponding posts in the Central Industrial Security Force under the Government as the direct recruitment qualifications and the nature of duties are broadly comparable. Accordingly for the posts of Search Peons and Policeman we recommend the scale of Rs. 200-260, we recommend that Havildars and Naiks, who assist the Jamadar in carrying out search duties, should have an integrated cadre and be placed in the scale of Rs.225-308. For the Jamadars, who are incharge of the Mint Security Police and are responsible to the Warders for the security arrangements, we recommend the scale of Rs.260-350. We recommend the same pay scale for the posts in the existing scales of Rs.110-131 and Rs.110-143. For posts in the scale

of Rs.150-240 and Rs.205-7-240, the scale of Rs.380-560 would be appropriate. The posts in the existing scales of Rs.210-380 and Rs.150-380 should be placed in the scales of Rs.425-640 and Rs.380-640 respectively. For the posts in the scale of Rs.350-475, we recommend the scale of Rs.550-800.

51. We also recommend that the designations of the posts of Warder in the different organisations should be suitably rationalised, so that the posts in identical scales of pay carry the same designations in all the organisations.

52. For the categories of Store-Keeping staff listed in the table below, which have not been discussed in Chapter 20, the revised scale indicated against each would be appropriate:—

TABLE XVI

S. No.	Designation of post	No. of Posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
1.	Store-Keeper (SPM)	1	Rs. 325-15-475-EB-20-575	Rs. 550-900
2.	Store-Keeper (ISP)	4	Rs. 325-15-475-EB-20-575	Rs. 550-900
3.	Inspector (Central Stamp Store) (ISP)	1	Rs. 270-15-435-EB-20-535	Rs. 550-800
4.	Store-Keeper (Mints Calcutta/Bombay)	2	Rs. 168-8-256-EB-8-280-10-300-EB-10-340	Rs. 380-640
5.	Assistant Store-Keeper (SPM)	3	Rs. 168-8-256-EB-8-280-10-300-EB-10-340	Rs. 380-640
6.	Assistant Store-Keeper (ISP)	7	Rs. 168-8-256-EB-8-280-10-300-EB-10-340	Rs. 380-640
7.	Assistant Inspector (Central Stamp Store) (ISP)	12	Rs. 150-10-250-EB-10-290-15-335-EB-15-380	Rs. 380-640
8.	Store-Keeper (Hyderabad Mint)	1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs. 330-560
9.	Assistant Store-Keeper (Mints)	2	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs. 330-560
10.	Store-Keeper (Department proper) (Press)	1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300	Rs. 330-560
11.	Clerk-cum-Store-Keeper (ISP)	1	Rs. 130-5-175-EB-6-205-7-212-EB-7-240	Rs. 330-480
12.	Storeman (ISP) (Dispensary)	1	Rs. 75-1-85-EB-2-95	Rs. 190-240

## NATIONAL SAVINGS ORGANISATION

53. The National Savings Organisation is responsible for promoting thrift among the people and for mobilising their small savings through the sale of various types of certificates and other schemes. The Organisation is headed by a National Savings Commissioner with headquarters at Nagpur. In the various States and Union Territories it operates through its regional offices each headed by a Regional Director. At the district level, the Organisation functions through one or more District Organisers depending upon the potentiality of the district to generate savings. The existing pay scales of the posts peculiar to the Organisation are indicated in the table below:—

TABLE XVII

Sl. No.	Designation	Existing scale of pay	No. of posts
1	2	3	4
1.	National Savings Commissioner	Rs. 1800-100-2000-125/2-2250.	1
2.	Joint National Savings Commissioner.	Rs. 1600-100-1800.	1
3.	Deputy National Savings Commissioner	Rs. 1100-50-1400	1
4.	Regional Director (Senior Scale)	Rs. 700-40-1100-50/2-1250	8
5.	Regional Director (Junior Scale)	Rs. 400-400-450-30-600-35-670-EB-35-950	10
6.	Secretary (Headquarters Office)	Rs. 400-400-450-30-600-35-670-EB-35-950	1
7.	Deputy Regional Director	Rs. 350-25-500-30-590-EB-30-800	10
8.	Assistant Regional Director	Rs. 270-15-435-EB-20-575	93
9.	District Organiser	Rs. 180-10-290-EB-15-380.	548

There is direct recruitment to the posts of Regional Director (Junior Scale) and District Organiser only and the rest of the posts are filled by promotion/deputation. The qualification for direct recruitment to the posts of Regional Director and District Organiser is a degree with two years' experience of public relations work or administrative work and Intermediate or equivalent respectively.

54. In keeping with our recommendations for pay scales of Class I posts (Non-Technical), we recommend the following scales of pay for the Class I posts in this organisation:—

Post	Proposed scale of pay
1	2
1. National Savings Commissioner	Rs. 2250-2500
2. Joint National Savings Commissioner	Rs. 1800-2000
3. Deputy National Savings Commissioner	Rs. 1300-1700
4. Regional Director (Senior Scale)	Rs. 1050-1600
5. Regional Director (Junior Scale)	Rs. 700-1300
6. Secretary, Headquarters Office	Rs. 700-1300

For the Deputy Regional Directors the scale of Rs.650-1200 would be appropriate.

For the Assistant Regional Directors, we recommend the scale of Rs.550-900.

55. The District Organisers apart from being responsible for promoting sales in their respective areas and appointment of authorised agents etc. are also directly responsible for collections through the Receipt Books and for the collections under the pay roll savings schemes. The work of a District Organiser, therefore, calls for exercise of initiative, drive and a good deal of salesmanship. For them we recommend the scale of Rs.425-700. We would also recommend that in future the minimum educational qualification for recruitment to these posts should be a University degree.

56. It has been urged by the associations representing the staff of this Organisation that they belong to a sales organisation and in their efforts to mobilise savings they have not only to maintain field contacts at all levels but also to compete for investible funds with Banks, the Unit Trust, L.I.C. etc. It was also brought to our notice that prior to 1948 the field officers of the National Savings Organisation used to be given a bonus of 1/16 per cent of the total collections in their respective areas subject to a certain maximum. The reintroduction of a similar scheme was suggested by the association. The Department of Economic Affairs were unable to furnish the reasons for abolition of the bonus system. We also enquired from that Department about the feasibility of introducing an incentive scheme based on performance for the officers and staff of this organisation. We were informed that when the bonus scheme was in vogue earlier, there was only one type of security, i.e. the National Savings Certificate, which catered essentially for the urban population. Apart from the fact that the collections under the National Savings Movement now cover a wide range, we were told that the emphasis has shifted to a mass approach requiring cooperation and coordination of various governmental and other agencies. The Department were, therefore, not in favour of reviving a scheme of payment of commission/bonus which was directly linked to collections for the personnel of the National savings Organisation. They are expected to look after not only sales promotion but also to build up the savings movement along proper lines and a pure commission scheme may have shortcomings, taking a long term view. A scheme of cash awards for District Organisers has, however, been introduced recently under which cash prizes are given to them on the basis of total collections made in each region and exceeding the prescribed target. We would like to commend this approach, and are of the opinion that adequate cash rewards linked to performances should be given over a fairly wide field, so as to induce a feeling of healthy competition among the field staff for mobilisation of small savings.

### III. Department of Expenditure

57. There are a number of divisions/units in the Department of Expenditure. The Establishment Division is responsible for the framing of financial rules and regulations, their interpretation, all matters relating to the prescription or revision of pay scales and various other matters governing conditions of service of Central Government employees. Matters relating to the Indian Audit & Accounts Department and the Central Cost Accounts Pool are also dealt with in this Division. There is a Staff Inspection Unit which has been established for the purpose of evolving work norms and securing possible economy in staff. There are a number of Civil Expenditure Divisions which exercise financial and budgetary control and render financial advice to the concerned administrative ministries/departments. The Financial Adviser (Defence Services) is in addition responsible for the internal audit, accounting and compilation of the Defence Services Receipts and Expenditure, through the Controller General of Defence Accounts. The Bureau of Public Enterprises functions as a service agency with the object of integrating and strengthening the arrangements for coordination and evaluation of technical, economic and financial aspects of projects and the working of public enterprises. The Bureau is also responsible for the administration of the Industrial Management Pool.

58. The posts peculiar to the secretariat of the Department of Expenditure are indicated in the table below:—

TABLE XVIII

Sl. No.	Designation	No. of posts	Existing scale of pay
1	2	3	4
1.	Finance Officer (Irrigation & Power)	1	Grade pay in the parent department plus Special Pay of Rs. 300 per mensem.
2.	Finance Officer (Communication)	1	Rs. 1300-60-1600.
3.	Deputy Finance Officer . . . . .	2	Rs. 700-40-1100-50/2-1250.
4.	Technical Assistant (Staff Inspection)	37	Rs. 325-15-475-EB-20-575.
5.	Technical Assistant (Irrigation & Works)	3	(i) For S.A.S. Accountants—Grade pay in the scale of Rs. 270-15-435-EB-20-575 plus deputation allowance. (ii) For Divisional Accountants Rs. 210-10-270-15-300-EB-15-450-EB-20-530. (iii) For Upper Division Clerks—Rs. 210-10-290-15-320-EB-15-425 or grade pay plus deputation allowance.
6.	Accountant . . . . .	8	Rs. 270-15-435-EB-20-575.

The posts of Finance Officer and deputy Finance Officer are generally held on deputation by officers from the organised Accounts Services. While the post of Finance Officer (Communication) is on a regular scale of pay, there is no prescribed scale of pay for the post of Finance Officer (Irrigation & Power). As the duties and responsibilities of the Finance Officers in the two branches would be comparable, we recommend the scale of Rs. 1500—2000 for both these posts.

For the post of Deputy Finance Officer we recommend the scale of Rs. 1050—1600.

For Technical Assistants (Staff Inspection) the scale of Rs. 550—900 would be appropriate.

The posts of Accountant are held on deputation by S.A.S. Accountants. They assist in the examination of expenditure proposals of various Ministries. The Technical Assistants (Irrigation & Works) also assist in the financial scrutiny of proposals relating to expenditure on irrigation, power and flood control projects. We do not see any need for continuing these as two separate cadres when their functions are similar. We therefore, recommend that the cadre of Technical Assistants (Irrigation and Works) should be merged with that of Accountants and placed in the scale of Rs. 500—900.

#### Central Cost Accounts Pool

59. The Central Cost Accounts Pool which was constituted in 1961, examines cost-plus contracts awarded by Government, price fixations for individual products, determination of export subsidy, advice on costing matters and cost accounting systems etc. The grade structure of the posts in the Pool is given in the following table (as on 1-8-1972).

TABLE XIX

Sl. No.	Designation	No. of posts	Existing scale of pay
1	2	3	4
1.	Chief Cost Accounts Officer.	1	Rs. 2500-125/2-2750.
2.	Deputy Chief Cost Accounts Officer . . . . .	2	Rs. 1600-100-2000.
3.	Senior Cost Accounts Officer . . . . .	8	Rs. 1100-50-1300-60-1600.
4.	Cost Accounts Officer . . . . .	40	Rs. 700-40-1100-50/2-1250.
5.	Assistant Cost Accounts Officer	35	Rs. 590-30-830-35-900.
6.	Cost Accountant . . . . .	44	Rs. 325-15-475-EB-20-575.

The post of Cost Accountant is filled by direct recruitment from amongst persons possessing chartered accountancy or cost accountancy qualifications from recognised Institutes. Direct recruitment is also

made to 50% of the posts of both Assistant Cost Accounts Officer and Cost Accounts Officer for which, besides the accountancy qualifications, practical experience of about 5 years and 7 years respectively, is prescribed. The posts of Senior Cost Accounts Officer and Deputy Chief Cost Accounts Officer are filled by promotion. The post of Chief Cost Accounts Officer, is, however, filled by direct recruitment from amongst persons possessing recognised accountancy qualifications and with about 15 years' practical experience, out of which 10 years should be in a responsible capacity.

60. The Association representing the officers belonging to the Pool have complained of the unattractiveness of the existing scales and the inadequate promotional avenues. We were informed by the Department that there was considerable difficulty in obtaining proper personnel for the Pool and retaining those who once joined it. These recruitment and retention difficulties have resulted in several vacancies remaining unfilled. According to the information furnished by the Department, about 1/3rd of the posts of Cost Accountant and 20% of of the posts of Assistant Cost Accounts Officer remained vacant on an average during the last 5 years. We were also informed that to tide over the difficulty the U.P.S.C. has recommended relaxation of the requirement of 3 years' practical experience for the post of Cost Accountant which has since been done. Having regard to the recruitment difficulties we would recommend the scale of Rs. 650-1200 for the Cost Accountant.

Since persons with cost accountancy qualifications are also available in the various Accounts cadres, we would suggest that the S.A.S. Accountants and other staff with the desired cost accountancy qualifications should also be made eligible for appointment to the posts of Cost Accountant and for this purpose necessary age relaxation should be given.

61. For the posts of Assistant Cost Accounts Officer we recommend the scale of Rs. 700-1300 with up to 5 advance increments to direct recruits.

For the posts of Cost Accounts Officer and the Senior Cost Accounts Officer we recommend the scales of Rs. 1050-1600 and Rs. 1500-2000 respectively. We also think that the existing provision for filling up 50% of the posts of Assistant Cost Accounts Officer and Cost Accounts Officer by direct recruitment is salutary and may be allowed to continue. We, however, consider that Accounts Officers and others in Government possessing the requisite qualifications and experience should also be made eligible to compete for these posts by suitable age relaxation.

For the Deputy Chief Cost Accounts Officer we recommend the scale of Rs. 2000-2250.

We do not recommend any change in the existing pay scale of the Chief Cost Accounts Officer.

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## BUREAU OF PUBLIC ENTERPRISES

62. There are 5 constituent Divisions in the Bureau of Public Enterprises, namely, Production, Construction, Finance, General Management and Information & Research. The posts peculiar to the Bureau are indicated in the Table below :—

TABLE XX

S. No.	Designation	No. of posts	Existing scale of pay
1	2	3	4
1.	Adviser (Construction/Production)	2	Rs. 2500-125/2-2750.
2.	Adviser (Finance)	1	Rs. 2000-125-2250.
3.	Deputy Adviser (Production), (Production/Metallurgical), (Production/Material Management), (Production/Chemical)	4	Rs. 1800-100-2000-125-2250.
4.	Deputy Adviser (Production)	1	Rs. 1800-100-2000.
5.	Deputy Adviser (Finance)	2	Rs. 1600-100-2000.
6.	Deputy Adviser (Construction)	3	Rs. 1300-60-1600-100-1800.
7.	Joint Director, Production/Mining, Stores, Industrial Engineering, Finance Officer	4	Rs. 1100-50-1300-60-1600-100-1800

We understand that the existing differences in the pay scales for the various posts of the Adviser and Deputy Adviser are due to historical reasons and do not reflect any significant difference in the levels of duties and responsibilities or the content of the work. Most of these posts are filled by transfer on deputation. We consider that the pay scales of the posts of Adviser and Deputy Adviser need to be rationalised. The Adviser (Finance) who is in a lower scale of pay compared to the other Advisers is responsible for formulating uniform financial policies, norms and standards, costing and pricing policies for public enterprises. The various studies relating to working capital, profitability, depreciation, pricing policies etc., of the public undertakings are also carried out under his supervision. He is also responsible for the publication of the annual finance reports of the public enterprises. Having regard to the duties and responsibilities we consider that all advisers should be in the same scale of pay. We accordingly recommend the scale of Rs. 2500—2750 for the posts of Adviser (Construction), Adviser (Production) and Adviser (Finance).

63. While four posts of Deputy Adviser (Production) are in the scale of Rs. 1800—2250, the fifth post is in the scale of Rs. 1800—2000. The Deputy Advisers assist the Adviser (Production) in laying down uniform policies, norms and standards, production patterns in the context of production facilities available in the production units, their performance patterns etc. As the responsibilities of all the Deputy Advisers (Production) are comparable, we recommend the scale of Rs. 2000—2500.

for all these posts. For the Deputy Adviser (Finance) and the Deputy Adviser (Construction) also we recommend the same scale of pay.

For the posts of Joint Director and the Finance Officer we recommend the scale of Rs. 1500—2000. All the remaining posts may be brought over on the appropriate scales suggested for similar posts in other departments.

#### Industrial Management Pool (IMP)

64. The Industrial Management Pool was constituted in 1957 to serve the needs of the Ministries having industrial undertakings functioning under them. The Pool was to be drawn upon for manning senior (*i.e.* top and middle level) managerial posts of a non-technical nature in the public enterprises. Against the authorised permanent strength of 200 officers, 130 officers joined the Pool when the initial recruitment was made in 1959-60. There has been no further recruitment because of the difficulties experienced in absorbing in the public undertakings candidates who were initially recruited to the Pool as also those subsequently declared surplus by these undertakings. The Administrative Reforms Commission was of the view\* that it was not desirable to revitalise the I.M.P. scheme.

65. Even though the I.M.P. is treated as a Central Civil Service Class I, there are certain features which distinguish it from other organised Class I Services. There are no encadred duty posts but only permanent posts against which the Pool officers are confirmed. There is no *inter se* seniority within a grade in the Pool and all officers who have completed at least one year's service in a grade are eligible for promotion to the higher grade. The table below indicates the authorised grade structure of the I.M.P. and the working strength as on 1-2-1972 :—

	Authorised strength	Working strength
Grade I (Rs. 2750 fixed)	3	3
Grade II (Rs. 2500 fixed)	18	13
Grade III (Rs. 2000-125-2250)	29	25
Grade IV (Rs. 1600-100-2000)	34	22
Grade V (Rs. 1300-60-1600)	31	17
Grade VI (Rs. 1100-50-1400)	37	8
Grade VII (Rs. 700-40-1100-50/2-1150)	46	—
Lower Grade (Rs. 400-25-500-30-710)	2	—
	200	88

66. The main demand of the I.M.P. officers is for equation of their pay scales with those of the top posts in public undertakings. We are unable to accept this demand as the pay scales of top posts have been fixed on different considerations having regard, *inter alia*, to the fact that these posts are held not only by the members of the I.M.P. but also by the officers belonging to the other All India and Class I Services as well as suitable persons from the private industries. We feel that the pay scales of

the Pool should generally conform to the revised pay scales recommended by us for the other Class I Central Services. However, Grades I and II of the Pool having fixed salaries should be brought over on a common scale of pay while Grade VII and the Lower Grade may be left out of consideration as there are no incumbents and fresh recruitment is unlikely. Accordingly, we recommend the following scales of pay for the various grades in the Pool :—

Grade	Revised scale of pay
	Rs.
Grades I and II	2500-2750
Grade III	2250-2500
Grade IV	2000-2250
Grade V	1500-1800
Grade VI	1300-1700

#### IV. Department of Revenue and Insurance.

67. The Department of Revenue & Insurance is responsible for the administration of all direct and indirect Union taxes, Gold Control measures and for administrative matters relating to insurance. This Department is also responsible for narcotics and for inter-State Sales Tax and related matters. The Department exercises the control vested in it in respect of revenue matters through two statutory Boards under it, namely, the Central Board of Direct Taxes (CBDT) and the Central Board of Excise and Customs (CBEC). Each Board consists of a Chairman and four Members with ex-officio status of Additional Secretary and Joint Secretary respectively. They are assisted by Secretaries/Under Secretaries to the Board who are also ex-officio Deputy Secretary/Under Secretary to the Government. The CBDT is assisted by the three Directorates of Inspection (Investigation), (Research, Statistics and Publication), and (Income Tax and Audit) which function as attached offices to the Board and are responsible for coordination and guidance of investigation in complicated cases of tax evasion, intelligence work, inspection and audit, compilation and analysis of statistics of Income Tax and other direct taxes etc. The field organisation of the Income Tax Department is divided into various charges each headed by a Commissioner of Income Tax who is assisted by Additional Commissioners, Inspecting Assistant Commissioners, Appellate Assistant Commissioners, Income Tax Officers etc. The C.B.E.C. has the Directorates of Inspection (Customs and Central Excise), Training, Drawbacks and Tax Research, which are responsible for the vigilance and inspection of the Customs and Excise offices, training of personnel, fixation and revision of rates of drawback and for interpretation of revenue data etc. The field organisations are headed by Collectors of Central Excise, Collectors of Customs, and the Narcotics Commissioner who are responsible for the administration of excise and customs laws, control over production, distribution etc. of narcotics. The baggage examination and clearance at the four major international airports is handled by the personnel of the Air Customs Pool who are drawn from the Customs

\*Chapter VIII, Para 12, Report on Public Undertakings.

and Central Excise cadres. The Department also administers the Central Revenue Chemical Service, the Ghazipur Opium Factory and Alkaloid Works and the Opium Factory at Neemuch (Rajasthan).

68. As on 1st October, 1972 the total number of posts under the Department was 71845 as per details given in the table below :—

TABLE XXI

Sl. No.	Department/Office	Class I	Class II	Class III	Class IV	Total
1	2	3	4	5	6	7
1.	Department proper including the Boards	112	399	318	201	1030
2.	Income Tax Department	1746	1738	28695	6621	38800
3.	Central Excise & Customs Department	664	2368	24085	2018	29135
4.	Central Revenue Chemical Service & Laboratories	27	92	94	24	237
5.	Narcotics Department	1	49	905	1521*	2476
6.	Controller of Insurance	16	49	64	38	167
		2566	4695	54161	10423	71845

\*Includes unclassified staff.

69. The associations representing the officers of the Income Tax and Customs and Excise Services have urged that on account of the increased responsibilities of the two Boards during the past few years the status of the Chairman and Members of the two Boards should be raised to that of Secretary and Additional Secretary respectively. It has been argued that the Income Tax and the Customs and Excise laws have been extended in various directions and their administration has become more difficult and sensitive. The Indian Revenue Service (Income Tax) Association has drawn our attention to the recommendation of the Working Group appointed by the Administrative Reforms Commission on Central Direct Taxes Administration that the Central Board of Direct Taxes should be reconstituted on the lines of the Posts and Telegraphs Board with its Chairman enjoying the status of a Secretary. The Administrative Reforms Commission, in its report\* on Central Direct Taxes Administration, however, recommend that the Board should be allowed to function as a self-contained Department of the Government. Recently, the Direct Taxes Enquiry Committee (Wanchoo Committee) has also recommended\*\* that the Central Board of Direct Taxes

should be reconstituted as an independent and autonomous Board with five Members, including the Chairman, with the status and pay of Additional Secretary and Secretary respectively. It appears to us that fiscal policy is an important instrument of economic policy as a whole and, for this purpose, it might perhaps be necessary to bring to bear a coordinated approach involving expenditure both in rupees and foreign exchange, taxation, foreign aid and monetary policy etc. At present such coordination is brought about by the Finance Secretary. There appear to be advantages in this arrangement, and we see no reason to change the relative positions of the Chairman and Members of the two Boards *vis-a-vis* the Finance Secretary in the present organisational set-up. However, having regard to the statutory and executive responsibilities of the two Boards, we recommend that the Chairmen of these Boards should be given the scale of Rs. 3000—3500 and the Members should be given the pay of Rs. 3000 (fixed).

#### Class I and Class II Posts

70. There are three organised Class I Services which are controlled by these Boards, *viz.* the Indian Income Tax Service, the Indian Customs & Excise Service, and the Central Revenue Chemical Service. The pay scales for the first two Class I services have been dealt with alongwith other Class I non-technical services in Chapter 12. The pay scales for the Central Revenue Chemical Service have been discussed in para 97 *infra*.

71. At the Class II level, there are 3893 executive posts peculiar to these departments. The details of these posts are given in the table below :—

TABLE XXII

Sl. No.	Designation	Number of posts	Existing scale of pay
1	2	3	4
1.	Income Tax Officer, Class II	1738	Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900.
2.	Superintendent, Central Excise, Class II.	1595	Rs. 350-25-500-30-590-FB-30-800-EB-30-830-35-900.
3.	Preventive Inspector	104	Rs. 350-25-500-30-590-EB-30-800.
4.	Appraiser	419	Rs. 350-25-500-30-590-FB-30-800-EB-30-830-35-900.
5.	District Opium Officer/ Intelligence Officer/ Superintendent (Executive).	37	Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900.
		3893	

\*Para 2—Chapter VII.

\*\*Para 6.11—Chapter 6.

Recruitment to the posts of Income Tax Officers Class II is made normally by promotion from Inspectors with 3 years' service who have passed the departmental examination for Income Tax Officers. The rules also provide for *ad-hoc* direct recruitment, if considered necessary, by the Government. The posts of Superintendent, Central Excise Class II and Preventive Inspector are filled by promotion from the lower grades although in respect of the former a decision has recently been taken, as recommended by the Central Excise Reorganisation Committee, to make direct recruitment to 25% of the posts in future. There is direct recruitment to the cadre of Appraisers to the extent of 25% partly from I.A.S. etc. examination and partly from amongst engineering graduates, Chartered/Cost Accountants and others possessing specialised qualifications.

72. It was represented by the All India Federation of Income Tax Gazetted Services Association that the Class II cadre of Income Tax Officers should be abolished and all Class II officers presently working as Income Tax Officers should be absorbed into Class I posts. It was argued that both Class I and Class II Income Tax Officers derived the same powers under the law and had the same duties and responsibilities in the matter of assessment and collection of Income Tax, Wealth Tax etc. It was also urged that the Department did not make any distinction while making postings and there had been instances where Class II officers were appointed to the charges held earlier by Class I officers. We were informed by the Department that while there was no distinction in the matter of statutory powers and duties to be exercised under the Income Tax Act, the Class I officers were generally given more important wards and cases except during the initial few years when they were required to handle work of less importance to achieve proficiency for higher work. The class II officers were generally given less important wards and cases though in certain exigencies, such as paucity of Class I officers, the services of the former were utilised to dispose of pending cases normally handled by the latter. We were told that on account of the shortage of Class I officers, as against a sanctioned strength of 1738 posts, the Class II officers were occupying 2172 posts as on 1-10-1972 and that as and when the deficiency of Class I Income Tax Officers was removed, the need for utilising selected Class II officers for more important work would more or less cease to exist. The Administrative Reforms Commission, in its Report on Central Board of Direct Taxes, was of the view\* that Class II officers should be put on assessment work on comparatively simpler types of cases and the strength of Class II cadre reduced over a period of years. The Wanchoo Committee have suggested\*\* that jobs should be classified according to their importance and cases should be assigned to officers according to the degree of responsibility involved. It has not expressed itself in favour of conversion of Class II posts into Class I. Having regard to all the factors we are led to the conclusion that the posts of Income Tax Officers

Class II should continue as a separate cadre as, apart from the differences in the nature of work, they provide opportunities for promotion to the non-gazetted staff. We would, however, suggest that charges normally to be held by officers in the Class I senior scale and by Class II officers should be clearly demarcated as such, and barring unforeseen contingencies, there should be little or no interchangeability.

73. We may now consider the other posts at the Class II level. These are mainly the Appraisers and Preventive Inspectors on the Customs side, the Superintendents of Central Excise Class II, and some miscellaneous posts on the Narcotics side. As shown in paragraph 71 above, all these officers are on the standard scale of Rs. 350—900, except the Preventive Inspectors who are on Rs. 350—800. Only the Appraisers have demanded that their scales should be raised to Class I level, primarily on the ground that there is 50% direct recruitment to their cadre, of which half is through the I.A.S. and Allied Services Examination, and the remaining half through the U.P.S.C. for specialists posts, such as, those requiring Engineering, Metallurgy, Accountancy and other professional qualifications. The Appraiser is responsible for valuation of goods meant for export or import, assessment of duty, scrutiny of import and export licences compliance with foreign exchange regulations etc. The duties of Superintendent of Central Excise involve the classification of excisable commodities according to the law and the assessment and collection of excise duties. With the introduction of the self-removal procedure, he has to check that the manufacturers are paying the correct amounts and is therefore responsible for verifying production figures against raw materials consumed and for the collection of intelligence etc. On the Customs side, the Preventive Inspector is responsible for supervision of examination and clearance of baggage, work connected with detention of goods etc. He is also engaged in rummaging, intelligence and anti-smuggling operations in the ports, airports and cities. The District Opium Officers/Intelligence Officer and Superintendent (Executive) in the Narcotics Department are responsible for control over the production and distribution of opium, preventive and intelligence work in respect of narcotics etc. within their respective jurisdictions. Having regard to the duties and responsibilities of the officers at this level in the various sister organisations, we are of the view that though they are dissimilar, the demands made on the officers and the overall responsibilities are broadly comparable. We, therefore, recommend that there should be parity in the pay scales at this level. This would mean that the lag in the maximum of the pay scale applicable to Preventive Inspector would be eliminated. Accordingly, we recommend the scale of Rs. 650—1200 for Income Tax Officer Class II, Superintendent of Central Excise Class II, Preventive Inspector, Appraiser and the Class II executive posts in the Narcotics Department.

74. There are three posts of Prosecutor in the scale of Rs.350-25-500-30-590-EB-30-800-EB-30-830-35-900 which are filled by selection of suitable persons from

\*Para 7, Chapter VII.

\*\*Para 6.43, Chapter 6.

the executive cadres in the Customs and Excise Departments. For these posts also we recommend the scale of Rs. 650-1200.

There is also a post of Assistant Statistician in the scale of Rs. 350-25-500-30-590-EB-30-800 which is a promotional post for Superintendent (Rs. 450-25-575). For this post also the scale of Rs. 650-1200 would be appropriate.

There is one post each of Works Engineer (Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900) and Factory Engineer (Rs. 400-25-500-30-590-EB-30-830-35-900) in the Narcotics Department. These are filled by direct recruitment and the requisite qualification in both the cases is a Degree in Mechanical Engineering or a Diploma in Mechanical Engineering with at least 6 years experience. We recommend the scale of Rs. 650-1200 for these posts. We should suggest that such isolated posts should either be filled on deputation or be made promotional posts for the lower categories.

75. Both the Appraisers and the Preventive Inspectors have complained of inadequate promotion opportunities to the Class I Service, the former adducing as a ground the relatively high percentage of direct recruitment that prevails in their case. We understand that the Class I service is common to both the Customs and the Excise branches. The position seems to have been reviewed in consultation with the U.P.S.C. and the Government have decided that vacancies in the Class I service should be apportioned between the various feeder services according to their respective numerical strength. We further understand that separate quotas are also being laid down for the two wings of the Customs branch, namely, the Appraisers and the Preventive Inspectors. The principle adopted by the Government seems eminently reasonable, and should go far to meet the demands voiced by these categories in respect of their promotion prospects. Government should also consider whether the Class II executive officers in the Narcotics Department could also be made eligible for promotion to the Class I posts.

76. The ministerial gazetted posts in these Departments are indicated in the table below:—

TABLE XXIII

Designation of post	Existing scale of pay	Customs Deptt.	Central Excise Deptt.	Narcotics Deptt.	Central Revenue Chemical Laboratory	Total
1	2	3	4	5	6	7
<b>CLASS II</b>						
1. Administrative Officer/Superintendent (Administration)/Secretary Management Committee.	Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900	7	85	5	1	98
2. Chief Accounts Officer/Administrative Officer.	Rs. 590-30-830-35-900	1	20	1	—	22
3. Assistant Chief Accounts Officer/Deputy Financial Adviser.	Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900.	5	24	2	—	31
Total		13	129	8	1	151

For posts in the scale of Rs. 350-900 we recommend the scale of Rs. 650-1200.

The post of Chief Accounts Officer is filled by promotion of Assistant Chief Accounts Officer who is in the standard Class II scale of pay. We consider it anomalous that the maximum of the pay scale of

both the posts should be the same and would recommend the scale of Rs. 700-1300 for the Chief Accounts Officer.

#### Class III and Class IV Posts

77. The Class III executive posts in these Departments are indicated in the table below:—

TABLE XXIV

Sl. No.	Designation of post	Existing scale of pay	Income Tax	CUSTOMS			Narcotics	Total
				Appraising Branch	Preventive Branch	Central Excise		
1	2	3	4	5	6	7	8	9
1.	Deputy Superintendent (Executive) in Narcotics Department and Deputy Superintendent (Central Excise).	Rs. 350-20-450-25-575	—	—	—	26	4	30

TABLE XXIV

Sl. No.	Designation of post	Existing scale of pay	Income-tax	Customs		Central Excise	Narcotics	Total
				Apprais-ing Branch	Preventive Branch			
1	2	3	4	5	6	7	8	9
2.	Examiner (Senior Grade) & Preventive Officer Grade I (Senior Grade).	Rs. 325-15-475-EB-20-575	..	50	182	..	..	232
3.	Inspector (Senior Grade), Central Excise.	Rs. 320-15-500-25-575	..	..	..	1835	..	1835
4.	Preventive Inspector/Gomashtha (Selection Grade).	Rs. 320-15-485	..	..	..	..	15	15
5.	Inspector of Income Tax/Examiner (Ordinary Grade)/Preventive Officer Grade I (Ordinary Grade).	Rs. 210-10-290-15-320-EB-15-425-EB-15-485.	2872	261	758	4	..	3895
6.	Inspector (Ordinary Grade), Central Excise.	Rs. 210-10-290-15-320-EB-15-425.	..	..	..	9445	..	9445
7.	Preventive Inspector/Gomashtha (Narcotics Department) (Ordinary Grade).	Rs. 210-10-290-15-320-EB-15-380.	..	..	..	..	85	85
8.	Preventive Officer, Grade II.	Rs. 150-5-160-8-240-EB-8-280-10-300.	..	..	22	..	..	22
9.	Sub-Inspector, Central Excise/Kothi Moharrir (Narcotics).	Rs. 110-4-150-EB-4-170-5-180	..	..	..	103	238	341
10.	Women Searcher .	Rs. 110-3-131-4-155-EB-4-175-5-180 plus special pay Rs. 20 per mensem.	..	..	11	80	..	91
11.	Notice Server .	Rs. 75-1-85-EB-2-95	2721	..	..	..	..	2721

The qualifications for direct recruitment and the cadres from which promotions are made to these posts are indicated below:—

Cadre	Percentage for direct recruitment	Qualifications for direct recruitment	Percentage of promotion posts	Cadres from which promoted
1	2	3	4	5
1. Income Tax Inspector . . . . .	33½	A University Degree	66¾	Upper Division Clerk, Head Clerk, Supervisor and Stenographer who have qualified in a Departmental Examination.
2. Inspector of Central Excise . . . . .	25	Intermediate or its equivalent.	75	Sub-Inspector, Upper Division Clerk, Stenographer, Woman Searcher. No Departmental Examination is prescribed.
3. Examiner . . . . .	66¾	Pre-University Certificate, Senior Cambridge or High Secondary.	33½	Upper Division Clerk, Stenographer and Preventive Officer, Grade II who are below 45 years of age. No Departmental Test is prescribed.

Cadre	Percentage for direct recruitment	Qualifications for direct recruitment	Percentage of promotion posts	Cadres from which promoted
1	2	3	4	5
4. Preventive Officer Grade I (Ordinary Grade).	33½	Senior Cambridge/Intermediate/Higher Secondary.	66½	Preventive Officer (Grade II).
5. Gomashtha/Preventive Inspector . . . . .	..	..	66½ 33½	Kothi Moharrir, Sub-Inspector. Upper Division Clerk.
6. Preventive Officer (Grade II)/ Sub-Inspector.		Further recruitment to these cadres has been stopped.		
7. Women Searcher . . . . .	..	Matriculation	100	By promotion from amongst lady Lower Division Clerk who pass the Departmental Examination, failing which by direct recruitment.
8. Kothi Moharrir . . . . .	50	Matriculation	50	Zilledar (Selection Grade Rs. 80-1-85-2-95-EB-3-110). (Ordinary Grade— Rs. 75-1-85-EB-2-95).
9. Notice Server . . . . .	..	..	100	By promotion from peons and Daftries (Junior Grade),

78. It has been represented by the All India Federation of Central Excise and Land Customs (Non-Gazetted) Executive Officers that while in the Customs and Income Tax Departments, the assessing officers are Appraisers and Income Tax Officers respectively, in the Central Excise Department the Inspectors of Central Excise are required to assess the tax which calls for exercise of discretionary powers by them. Further, it has been urged that with the introduction of the self-removal procedure in June 1968 and its extension to a large number of commodities, the duties and responsibilities of the Inspectors of Central Excise have increased considerably. According to the Federation, therefore, there is no justification for continuing a lower scale of pay for the Inspectors of Central Excise *vis-a-vis* the Examiners and Income Tax Inspectors.

79. We find that in the Income Tax Department all proceedings under the Income Tax Act, *i.e.* calling upon the assessee to file returns of income, checking the accounts of the assessee, completing assessment etc. are initiated by the Income Tax Officer. The Income Tax Inspectors are mostly engaged on outdoor duty such as survey work, enquiry work assisting the Income Tax Officer in searches, seizures, recovery of income tax etc. In addition, in some of the charges the Inspectors assist the Income Tax Officer in the examination of assessee's books of accounts although every assessment order is signed by the Income Tax Officer. The Examiners in the Customs Department work under the supervision of Appraisers and assist them in assessing customs

duty and application of regulatory measures. The actual classification and assessment of duty is, however, done by an Appraiser. The Preventive Officers are engaged on anti-smuggling operations and have to collect and disseminate intelligence, apprehend smugglers, conduct enquiries and investigations etc, which duties are mostly of an outdoor nature.

The Second Pay Commission had recommended a lower scale of pay for the Inspectors of Central Excise as their work, though physically more arduous, was considered to be simple in nature compared to that of the Income Tax Inspectors and Examiners. We have been informed by the Central Board of Excise & Customs that since then, with the introduction of self-removal procedure, there have been qualitative changes in the nature of duties of the Inspectors of Central Excise. The excise coverage has increased considerably. Again, specific rates of duty are being changed to *ad-valorem* rates which requires familiarity with each particular item, its market price etc. It appears to us that while the Superintendent of Central Excise is the assessing officer, the preliminary work in regard to classification and valuation which form the basis of the assessment is performed by the Inspectors. The recent changes in the pattern of control would appear to call for greater intelligence, initiative and vigilance on the part of Inspectors. It was in consideration of these factors that the pay scale of the Inspector of Central Excise was revised by the Government from 210-10-290-15-320-EB-15-380 to Rs.210-10-290-15-320-EB-15-425 with effect from 1st October, 1969. The Department have

informed that the duties and responsibilities of the Inspectors of Central Excise have increased further since 1969 with the progressive increase in the number of excisable commodities as shown in the table below:—

TABLE XXV

	As in 1958	As in 1969	As at present
(i) Number of commodities under excise levy.	31	80	114
(ii) Number of excisable commodities assessed on <i>ad-valorem</i> basis.	4 (Plus 1 <i>ad-valorem</i> as well as specific)	33 (Plus 15 <i>ad-valorem</i> as well as specific)	76 (Plus 7 <i>ad-valorem</i> as well as specific)

The official witnesses were, therefore, in favour of parity in the pay scales of the posts at this level in the executive cadres of these Departments.

80. Having regard to the duties and responsibilities of the personnel at this level in the Customs, Central Excise and Income Tax cadres, we are led to the view that there is enough justification for parity in their pay scales. We feel that the agencies responsible for collection of revenue or engaged on anti-smuggling duties deserve to be paid the same pay as admissible to Assistants in the Central Secretariat. We however find that the present qualifications for direct recruitment to the posts of Inspector of Central Excise, Examiner and Preventive Officer grade I (Ordinary Grade) are below a University Degree. If the pay scales for these posts are to be improved it would also be necessary that there should be a corresponding improvement in the qualifications and method of recruitment so that persons with the requisite drive, competence and initiative are selected for these posts. We therefore, recommend that the qualifications for direct recruitment to all these cadres should be raised to a University Degree and the recruitment should either be through the U.P.S.C. or the Subordinate Services Board which, we understand, is likely to be constituted soon. We accordingly recommend the scale of Rs. 425—800 for the Inspector of Income Tax, Inspector of Central Excise (ordinary Grade), Examiner (Ordinary Grade) and the Preventive Officer Grade I (Ordinary Grade).

81. In the Narcotics Department the posts *gomashta* as well as Preventive Inspector in the scale of Rs. 210-10-290-15-320-EB-15-380 are filled by promotion of Kothi Moharrir/Sub-Inspector/Upper Division Clerk. A *Gomashta* is responsible for the control and disbursement of all monies paid to the opium cultivators and *Lambardars* during the opium weighing, settlement and final payment operations on account of purchase of opium. He has also to test-check 20% of the measurements made by Kothi Moharrirs. The Preventive Inspector is responsible for prevention of the illicit trade in opium and other dangerous drugs. Having regard to the present method of recruitment and duties, we consider that while these posts need not be equated with the other executive posts in these departments, a certain measure of improvement in their scales seems to be called for. We accordingly recommend the scale of Rs. 425-700 for the *Gomashta*/Preventive Inspector.

82. At present 25% of the permanent posts in the cadre of Examiner (Ordinary Grade), Preventive Officer Grade I (Ordinary Grade) and the Inspector of Central Excise (Ordinary Grade) are in a selection grade. The selection grade is in the scale of Rs 325-15-475-20-575 for the Examiner and Preventive Officer Grade I (Ordinary Grade) and in the scale of Rs 320-15-500-25-575 for the Inspector of Central Excise. Recently a Selection Grade representing 15% of the sanctioned permanent posts in the cadre of Preventive Inspector and *Gomashta* has been introduced in the Narcotics Department in the pay scale of Rs. 320-15-485. The Second Pay Commission did not recommend a selection grade for the Inspectors of Income Tax as, according to them, they had exceptionally good prospects of promotion to the posts of Income Tax Officer Class II and a substantial improvement had been recommended in their scale. They, however, recommended that in case direct recruitment to Class II was resumed, 20% of the posts could be placed in a selection grade for the Income Tax Inspector. The only such recruitment made was in 1969 when 199 Income Tax Officers Class II were directly recruited.

83. The Income Tax Inspectors Association has asked for the creation of a selection grade for the Income Tax Inspectors on the ground that there is stagnation in the matter of promotion to the posts of Income Tax Officer Class II. The promotion prospects to the Class II posts in the different cadres of these Departments are indicated in the table below:—

TABLE XXVI

	Income Tax	Customs		Central Excise			
		Appraisers	Preventive	Appraisers	Preventive		
Inspectors	2872 posts	Examiner (Ordinary & Senior Grades)	311 posts	Preventive Officers	940 posts	Inspectors (Ordinary & Senior Grades)	11280 posts
*Income Tax Officer Class II (Working strength)	2172 posts	Appraisers	419 posts	Preventive Inspectors	104 posts	Superintendent, Central Excise Class II	1595 posts
(100% by Promotion)		(50% by promotion)		(100% by promotion)		** (100% by promotion)	
Promotion prospects	76%	Promotion prospects	67%	Promotion prospects	11%	Promotion prospects	14%

\*Sanctioned strength=1738.

\*\*Proposed to be changed to 75% by promotion.

It appears from the above that the promotion prospects of Inspectors of Income Tax are much better than those of the executive staff in the other cadres. The only distinguishing feature in respect of the Inspectors of Income Tax is that while they have to negotiate a departmental examination to be eligible for promotion as Income Tax Officers Class II, there is no similar examination in the other cadres for promotions to the Class II posts. We have been told that there is considerable stagnation in the cadre of Inspectors of Central Excise and about 25% of the Inspectors have already reached the maximum of the ordinary grade. The promotion prospects for the Inspectors of Central Excise may get reduced further with the introduction of 25% direct recruitment at the Class II level in future. On the Customs side, the posts of Appraiser are not only promotional posts for the Examiners but the Preventive Officers are also eligible for being considered for promotion to these posts in addition to the posts of Preventive Inspector which are filled by promotion from their ranks only. Having regard to the existing promotional avenues available to the Inspectors of Income Tax, we are unable to accept the demand for introduction of a selection grade in their cadre. In the Appraising, Preventive and the Central Excise cadres we recommend continuance of the selection grade. The posts in the selection grade in all these cadres should be in the scale of Rs.550-900. Our general recommendations in regard to the method of determining the number of posts in the selection grade and the restriction of minimum service are contained in Chapter 8. We would leave it to the Government to determine the number of selection grade posts in these cadres having regard to those recommendations the varying promotion prospects in these cadres, the extent of direct recruitment at the Class II level and other relevant considerations.

84. For the posts of Deputy Superintendent (Executive) in the Narcotics Department, and Deputy Superintendent (Central Excise) we recommend the scale of Rs. 550-900.

85. For the posts of Preventive Inspector/Gomashta in the selection grade, we recommend the scale of Rs. 550-750.

86. As regards the posts of Preventive Officer Grade II (Customs), we have been informed that appointments to this cadre have been stopped as it has been decided to abolish this cadre. Recruitment to the posts of Sub-Inspector (Central Excise) has also been stopped since 1968 and a ban is in operation on the filling up of vacancies in this grade. As against a sanctioned strength of 2217 posts the actual strength is only 103. We recommend the scales of Rs. 330-560 and Rs. 260-400 for the posts of Preventive Officer Grade II and sub-Inspector respectively.

We recommend the scale of Rs. 260-400 for the posts of Sub-Inspector and Kothi Moharrir in the Narcotics Department.

87. For Women Searchers the Second Pay Commission had recommended the scale of Rs.130-4-170-EB-5-200-EB-5-225. It was, however, decided that

the most appropriate cadre for them would be that of Lower Division Clerks with normal eligibility for promotion as Upper Division Clerks, if otherwise qualified. They were, therefore, placed in the scale of Rs.110-180 as for Lower Division Clerks with a special pay of Rs. 20/- per mensem. Later, it was decided to make them eligible for promotion to the posts of Preventive Officer Grade II. Since this is a dying cadre, the Department now propose to make the Women Searchers eligible alongwith Upper Division Clerks for promotion to the posts of Preventive Officer, Grade I, (Ordinary Grade). Having regard to the duties and responsibilities of the Women Searchers and the fact that they are required to undertake preventive duties also, we recommend the scale of Rs. 330-480 without any special pay.

88. The Notice Servers in the Income Tax Department are, like the Postmen, classified as Class III staff. These posts are filled by promotion from peons who are Middle pass. The Income Tax Employees Federation has urged that it is wrong to compare the Notice Servers either with a dak Peon or with a Postman as their duties are different requiring some knowledge of the Civil Procedure Code/Rules relevant to their duties. We find that the demand of the staff side for revision of the pay scale of Notice Servers from Rs.75-1-85-EB-2-95 to Rs.110-3-131-4-139 was rejected by the Board of Arbitration in its award given in February, 1970. We do not recommend any change in their existing equation with the Postmen. Accordingly, we recommend the scale of Rs. 200-260 for Notice Servers.

89. In the Central Excise Department there is one post each of Radio Technician (Rs.180-10-290-EB-15-380) and Armourer (Rs. 125-3-131-4-155). For them we recommend the scales of Rs. 425-700 and Rs. 290-400 respectively.

90. The Class IV posts peculiar to the Department are those of Sepoys in the scale of Rs. 70-1-80-EB-1-85. It has been represented by the All India Central Excise and Customs Class IV Officers Federation and the All India Customs Employees Federation that the Sepoys are employed for patrolling, guard duties, assisting the officers in anti-smuggling work, raids, searches etc. and in the performance of such duties they are required to handle firearms also. Our attention was also drawn to the recommendations of the Customs Study Team who had suggested that a separate cadre of Sepoys employed on preventive and outdoor jobs should be formed with improved pay scale. The Federation have demanded that the pay scales of the Sepoys should be equated with that of the sepoy in the Border Security Force. It has been confirmed by the Department that in several Collectorates engaged either on land customs work or on anti-smuggling work along the sea coast or on patrolling the Indo-Pakistan or the Indo-Nepal borders, the Sepoys were required to handle firearms. Class IV staff employed on guard duties or as escorts for large cash remittances etc. are also required to handle firearms and are, therefore, trained in their use. The total number of such Class IV staff who are required to handle firearms in the discharge of their duties in the various Collectorates

is stated to be about, 1,500 out of a total cadre of about 10,000 peons/sepoy. Since the sepoy in the Department are not always employed on duties involving the use of firearms and there is an interchange between such duties and the normal duty of a peon, there is no justification for equating their pay scales with that of the sepoy of the Border Security Force. Accordingly, we recommend the scale of Rs. 185-220 for the sepoy. We further recommend that during the period a sepoy is employed on preventive, guard or other similar duties which may require the use of firearms, he should be given a special pay of Rs. 10 per mensem provided he has been trained in the use of firearms.

The Scale of Rs. 185-220 should also be adopted for 69 posts of Camel Sowars in the existing scale of Rs. 70-1-80-EB-1-85.

91. The Class IV posts peculiar to the Narcotics Department are those of Zildedar in the grade of Rs. 75-1-85-EB-2-95 (193 posts) with 41 posts in the selection grade of Rs. 80-1-85-EB-2-95-EB-3-110. They are primary field workers and assist in the maintenance of records. We recommend that the ordinary and selection grades be merged and placed in the scale of Rs. 200-260.

#### Other Posts

92. In the Narcotics Department there are the following engineering and other Class III posts peculiar to the organisation :

TABLE XXVII

Sl. No.	Designation of post	Number of posts	Existing scale of pay
1	2	3	4
1.	Assistant Manager . . . . .	2	Rs. 350-20-450-25-575.
2.	Factory Assistant (Selection on Grade)	2	Rs. 320-15-485.
3.	Factory Assistant/Foreman	11	Rs. 210-10-290-15-320-EB-15-425.
4.	Assistant Works Engineer/Assistant Factory Engineer	2	Rs. 250-10-290-15-425.
5.	Overseer/Pan-man . . . . .	7	Rs. 150-5-175-6-206-EB-7-240.
6.	Assistant Pan-man . . . . .	2	Rs. 125-3-131-4-163-EB-4-175-5-180.

The Assistant Manager is incharge of general stores of the Ghazipur Opium Factory and Alkaloid Works and affords general assistance to the Manager. The post is a promotional post for the Factory Assistant who are diploma holders in Civil Engineering. We recommend the scale of Rs. 550-900 for the Assistant Manager. For the posts of Factory Assistant/Foreman, and the Selection Grade posts of Factory Assistant, sanctioned recently, we recommend the scale of Rs. 425-700 and Rs. 550-750 respectively.

The posts of Assistant Works Engineer and Assistant Factory Engineer in the scale of Rs. 250-425 are

filled by direct recruitment from amongst persons with a Degree or Diploma in Electrical or Mechanical Engineering. For these posts we recommend the scale of Rs. 455-700.

For Overseers/Pan-man and the Assistant Pan-man we recommend the scales of Rs. 330-480 and Rs. 290-400 respectively.

93. Customs Preventive staff employed on the work of rummaging, intelligence and investigations are paid a special allowance called "Rummaging Allowance". This allowance is granted partly in consideration of the arduous nature of duties and partly as a compensation for loss of Government overtime earnings. The Staff posted on rummaging duty are not allowed to earn any Government overtime but they are entitled to earn Merchant Overtime subject to a ceiling. Half of the rummaging allowance is treated as special pay and the remaining half as an honorarium. Prior to 1969 the rates of rummaging allowance varied from one Custom House to another. The rates of rummaging allowance were revised with effect from 6th June, 1969 and the following rates were made uniformly applicable in all Customs Houses :

	Rupees per mensem
Preventive Inspector . . . . .	150
Preventive Officer Grade I (Senior Grade) . . . . .	150
Preventive Officer Grade I (Ordinary Grade) . . . . .	120
Preventive Officer Grade II . . . . .	90
Sepoys . . . . .	10

The All India Customs Preventive Service Federation has requested for enhancement of the existing rates. The All India Customs Employees Federation has demanded that rummaging allowance admissible to sepoy should be fixed at Rs. 100/- per mensem. Having regard to the rates of rummaging allowance admissible to the various executive categories of preventive staff we recommend that the existing rate of Rs. 10 for the sepoy should be enhanced to Rs. 20 per mensem. We do not recommend any change in the existing rates for other posts.

#### Central Revenue Chemical Laboratories :

94. The Central Revenue Chemical Laboratories analyse samples of raw materials and finished goods for the purpose of deciding their classification under the Import and Export Trade Regulations and for verifying claims of drawback under the prescribed drawback rules, etc. Officers employed in these laboratories are required to give technical advice on issues referred to them by the other Customs and Excise Officers in connection with their work. The Laboratory at Delhi is also responsible for determining and certifying the morphine content of export quality opium on the basis of which its price is fixed.

95. For manning these laboratories there is a Central Revenue Chemical Service in the following grades :

TABLE XXVIII

Sl. No.	Designation of the post	Number of posts	Existing scale of pay
1	2	3	4
<b>CLASS I</b>			
1.	Chief Chemist	1	Rs. 1600-100-1800
2.	Deputy Chief Chemist	3	Rs. 1100-50-1400
3.	Chemical Examiner Grade I	9	Rs. 700-50-1250
4.	Chemical Examiner Grade II	8	Rs. 400-40-800-50-950
<b>CLASS II</b>			
5.	Assistant Chemical Examiner	51	Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900
<b>CLASS III</b>			
6.	Chemical Assistant Grade I	67	Rs. 325-15-475-EB-20-575.
7.	Chemical Assistant Grade II	57	Rs. 210-10-290-15-320-EB-15-425. (Start of Rs. 250 for M.Sc.)

The posts of Chemical Assistant Grade II are filled by direct recruitment from amongst First or Second Class M.Sc.s. in Chemistry or B.Sc.s. (Hons.) with Chemistry. The posts of Assistant Chemical Examiner are filled to the extent of 25% by direct recruitment of M.Sc.s. in Chemistry with two years experience in Analytical Chemistry. 50% of the posts of Chemical Examiner Grade II and 25% of the posts of Chemical Examiner Grade I are also filled by direct recruitment of M.Sc.s. in Chemistry having 3 and 5 years experience respectively.

96. The Central Revenue Chemical Service Association has complained of imbalance in the organisation of the service with fewer top level posts than are required for a balance structure. The Department of Revenue & Insurance has reported that the provision in the existing recruitment rules for the direct recruitment at various levels has caused stagnation in the service. We understand that the Department is considering the question of stopping direct recruitment at the level of Assistant Chemical Examiner. We think that this step would considerably improve the promotion prospects up to Class II level. We would recommend that the 25% direct recruitment at present at the level of Chemical Examiner Grade I may also be stopped.

97. The service association has also demanded parity of their pay scales with those of the Customs & Excise executive cadres. Taking into consideration the difference in the nature of duties we see no justification in establishing an equation between these cadres. The officers of the Central Revenue Chemical Service possess scientific qualifications and perform duties similar to those of other

scientific workers. Because of this affinity, we consider that the various posts in the Central Revenue Chemical Service should be on the same scales as suggested for corresponding scientific posts in other Government Departments. Accordingly, we recommend the following pay scales for the posts in the Central Revenue Chemical Service:

TABLE XXIX

Sl. No.	Designation of post	Proposed scale of pay
1	2	3
1.	Chief Chemist	Rs. 2000-2500
2.	Deputy Chief Chemist	Rs. 1500-1800
3.	Chemical Examiner Grade I	Rs. 1100-1600*
4.	Chemical Examiner Grade II	Rs. 700-1300
5.	Assistant Chemical Examiner	Rs. 650-1200
6.	Chemical Assistant Grade I	Rs. 550-900
7.	Chemical Assistant Grade II	Rs. 425-760

\*Member-Secretary has dissented with this *vide* his Note of Dissent.

98. There is a post of Instrument Maker (Rs. 125-3-131-4-155) which is filled by direct recruitment from amongst Middle pass candidates who have passed the final examination of a recognised Industrial school or possess a technical diploma in metal turning and metal work for making instruments. We recommend the scale of Rs. 290-400 for this post.

#### OFFICE OF THE CONTROLLER OF INSURANCE

99. This office is concerned with (i) affording actuarial advice to various Ministries etc., (ii) administration of the Insurance Act, 1939, and (iii) grant of licences to act as insurance agents and insurance surveyors. The organisation is headed by a Controller of Insurance who reports to the Officers-on-Special Duty and *Ex-Officio* Additional Secretary (Rs. 3000 fixed) in the Insurance Division of the Department of Revenue & Insurance.

100. On the Technical side, this office has the following posts :

TABLE XXX

Sl. No.	Designation of the post	Number of posts	Existing scale of pay
1	2	3	4
<b>CLASS I</b>			
1.	Controller of Insurance	1	Rs. 2500-125/2-2750
2.	Senior Deputy Controller	1	Rs. 1800-100-2000-125-2250.
3.	Deputy Controller	1	Rs. 1600-100-1800

1	2	3	4
4. Assistant Controller		9	Rs. 1100-50-1300-60-1600 (For Fellows of the Institute of Actuaries/Associates of the Institute of Actuaries). Rs. 900-40-1100-50-1300 (For others)
5. Senior Research Officer		2	Rs. 700-40-1100-50/2-1250
6. Senior Accounts Officer		1	Rs. 700-40-1100-50/2-1250
<b>CLASS II</b>			
7. Senior Examiner		16	Rs. 590-30-800-EB-30-830-35-900
8. Examiner		8	Rs. 350-25-500-30-590.
9. Junior Examiner		6	Rs. 210-10-270-15-300-EB-15-450-EB-20-530

The minimum educational qualification for a Junior Examiner is a Second Class Master's Degree or First Class Bachelor's Degree in Mathematics, Statistics etc, or a Degree in Commerce with Actuarial Science as a subject. There is direct recruitment at the level of Junior Examiner only. The vacancies in all higher grades are filled by promotion from amongst the incumbents of lower posts, who have passed in one or more of the ten subject required for the Examination of the Institute of Actuaries, London, or other prescribed examination, failing which by direct recruitment. To be eligible for the higher level posts, a candidate is expected to pass a stipulated number of subjects, e.g. (i) one subject for promotion as Examiner, (ii) three subjects for promotion as Senior Examiner, (iii) seven subjects for Senior Research Officer and so on.

The examinations conducted by the Institute of Actuaries, London, are stated to be very difficult and arduous and usually it takes not less than 10 years for a person holding a Master's Degree in Mathematics to complete all the papers. It is only then that a person is enrolled as a "Fellow" of the Institute and becomes eligible for appointment as Assistant Controller of Insurance in the scale of pay of Rs. 1100-1600.

101. We do not recommend any revision of the existing pay scale of the Officer-on-Special Duty (Insurance).

For the Controller of Insurance we recommend the scale of Rs. 2500—3000.

For the Senior Deputy Controller of Insurance and the Deputy Controller of Insurance, we recommend the scales of Rs. 2000—2500 and Rs. 1800—2000 respectively.

For the Assistant Controllers of Insurance, who are full-fledged Fellows of the Institute of Actuaries, we recommend the scale of Rs. 1500—1800. For others, the scale of Rs. 1200—1700 would be appropriate.

The scale of Rs. 1050—1600 is recommended for the posts of Senior Research Officer and Senior Accounts Officer.

102. The pay scales of Senior Examiner and Examiner are segments of the standard Class II scale of Rs. 350-900. The official witnesses were in favour of this structure as it allowed for a substantial jump in the higher segment to those who passed the requisite examination. We accordingly recommend the scales of Rs. 840—1200 and Rs. 650—960 for Senior Examiner and Examiner respectively.

For the Junior examiner we recommend the scale of Rs. 425-800.

#### DIRECTORATE OF EMERGENCY RISKS INSURANCE SCHEME

103. This Directorate is a part of the Insurance Division of the Department of Revenue and Insurance and a Deputy Secretary in that Division acts as Director in addition to his other duties. There are two posts of Assistant Director in the scale of Rs. 700-1250 to which appointment is made by promotion from Chief Enforcement Officer (Rs. 475-25-500-30-590-EB-30-830) or by deputation of suitable officers from Income Tax/Central Excise Departments. The Assistant Director assists the Director in planning and co-ordinating enforcement and provides necessary directions to the Chief Enforcement Officer. We recommend the scale of Rs. 1050—1600 for the Assistant Director.

The posts of Chief Enforcement Officer are filled to the extent of 45% by promotion of Enforcement Officer (Senior Grade) (Rs. 320-15-470-EB-15-530) and 55% by deputation from Central Excise Department. The Chief Enforcement Officer is incharge of a region and acts as head of office for that charge. He has to plan and supervise the work of the Enforcement Officers, make final assessment of insurable values of the insurable assets under the Emergency Risks (Goods/Factories) Act. Having regard to the duties we recommend the scale of Rs. 650—1200 for this post.

The Enforcement Officers are in two grades, viz. Rs. 320-15-470-EB-15-530 (Senior Grade) and Rs. 210-10-290-15-320-EB-15-425 (Ordinary Grade). Enforcement Officer (Ordinary Grade) are appointed to the extent of 10% of the vacancies by promotion from Upper Division Clerks and Lower Division Clerks who have put in five years service and qualified at the written test and interview to become eligible for promotion. The remaining posts are filled by deputation from the Central Excise Department. Enforcement Officers in the senior grade are appointed by promotion from the ordinary grade. The duties of Enforcement Officer include survey of factory units and establishments according to the instructions

of the Chief Enforcement Officer, determination of the insurable value of assets by reference to the accounts, balance-sheets, fire insurance policies etc, and follow-up of recoveries. We recommend that Enforcement Officer (Senior Grade) and the Enforcement Officer (Ordinary Grade) should be in the same scales of pay as recommended by us for Inspectors (Senior Grade) and Inspectors (Ordinary Grade) in the Central Excise Department, namely, Rs. 550—900 and Rs. 425—800 respectively.

#### V. Audit & Accounts Departments

104. In this section we discuss the accounts posts in the organised accounts cadres as also such posts in various other departments. There are organised Accounts cadres in the following four Departments :-

- (1) Indian Audit & Accounts Department  
(Audit Department)
- (2) Indian Defence Accounts Department  
(Defence Accounts)
- (3) Indian Railway Accounts Department  
(Railway Accounts)
- (4) Posts & Telegraphs Accounts & Finance  
Cadre (Postal Accounts)

In addition to the above cadres there are account posts at different levels in the other department also even though they do not have any organised cadres as such. The Audit Department is responsible for the maintenance and compilation of the accounts of the union, excepting Defence and Railways, and of each State, audit of receipts and expenditure, audit of Government Companies Corporations and autonomous bodies under the Government, submission of Audit Reports and servicing of Parliamentary Committees such as the Public Accounts Committee, Committee on Public Undertakings and similar Committees of the State Legislatures. The Defence Accounts Department is responsible for the maintenance of the Pay Accounts of Army officers and other ranks, production accounts of ordnance factories, internal audit and accounting of all transactions pertaining to the Defence Services, and for rendering financial advice to the executive authorities in regard to the financial powers delegated to such authorities. The Railway Accounts Department is responsible for the internal audit and accounting of the receipts and expenditure in the Railways and to render financial advice to the executive officers at various levels. In the P & T Department the Accounts cadres are responsible mainly for the maintenance of tele-communication accounts and other allied items of work.

\*Constituted with effect from 1-9-1972.

105. While the essential principles of audit and accounting followed in these Departments are broadly similar, there are certain differences of detail in the activities of each of these Departments arising out of the role assigned to them. Thus while the statutory responsibilities for the certification of accounts, the preparation of the audit reports etc., which are presented to Parliament and State Legislatures vest in the Audit Department only, the officers in the Defence Accounts, the Railway Accounts Departments and the P & T cadres have to render financial advice also to the administrative officers at various levels.

The table below indicates the distribution of accounts posts in the various departments under the Government:

TABLE XXXI

Category	Audit Depart- ment.	Defence Acco- unts	Railway Acco- unts	P&T Acco- unts	Others	Total
1	2	3	4	5	6	7
Class I	602	215	262	40	244	1563
Class II	1629	766	170	227	424	3216
Class III	46957	24628	29234	3994	4605	109418
	49188	25609	29666	4261	5273	113997

#### Class I Posts

106. There are established Class I Services for manning the senior posts in the Audit Department Defence Accounts, Railway Accounts and P&T Accounts.\* In other Departments Class I posts involving accounts work are generally filled by deputation of officers from one of these organised Services. These posts have been discussed along with other Class I posts existing in these Departments. The pay scales for the Class I services in the these departments have been discussed in Chapter 12. The scales recommended therein would also apply to the newly constituted service in the Posts & Telegraphs Department.

#### Class II Posts

107. At the Class II level, there are 3216 accounts posts in the various departments on 14 scales

of pay. Out of these posts, 3094 posts are in the two scales of Rs. 590-30-830-35-900 and

Rs. 350-25-500-30-590-EB-30-800-EB-830-35-900 as shown below:-

TABLE XXXII

Existing Scale	Designation of post	No. of posts in the various Departments					
		Audit	Defence Accounts	Railways	P&T	Others	Total
1	2	3	4	5	6	7	8
Rs. 590-30-830-35-900	Accounts Officer/ Audit Officer	1614	765	..	222	273	2875
Rs. 350-25-500-30-590-EB-30-800-EB-30-830-35-900	Accounts Assistant Officer/ Accounts Officer/Deputy Chief Accounts Officer.	..	..	158	..	61	219
	TOTAL:	1614	766	158	222	334	3094

The remaining 12 scales of pay account for 122 posts only.

The posts of Accounts/Audit officer in the various branches of the Audit Department are filled by promotion from the members of the Subordinate Accounts Service and Subordinate Railway Audit Service to the extent of 50 % of the posts on the basis of seniority-cum-fitness and the remaining 50% by selection from amongst eligible persons who are of outstanding merit. In the Defence Accounts, the corresponding percentages are 75% by seniority-cum fitness and 25 % by accelerated promotion. While in the P&T Department, the posts of Accounts officer are filled 100% by promotion from senior Accountants having 5 years service, in the Railway Accounts the posts are filled by promotion on the basis of a written-cum-oral test.

108. The Accounts officer constitutes the first gazetted supervisory level in these Departments. The main demand of the Accounts officers is for a parity of their pay scale with that of the Under Secretaries in the Central Secretariat. It has been argued that the responsibilities shouldered by an Accounts officer either in an Headquarters office or while working with field parties or in independent charge of a field office, are in no way less important or arduous than those of an Under Secretary.

The Accounts officers have also complained of the limited avenues available to them for promotion to the Class I posts, leading to considerable stagnation in the cadre. They have, therefore, requested for introduction of a selection grade and for increasing the present quota of promotion to the Class I Services.

109. We have given careful consideration to the demand made before us for an equation of

the pay scale of Accounts officers with that of an Under Secretary. A similar plea urged before the earlier two Pay Commissions was not accepted by them. We think that the nature of work performed by Accounts officers and Under Secretaries is distinctly different. The latter are Class I posts, at which level in the Accounts Department there are organised Class I services. If the post of Accounts officer is also to be treated as a Class I posts, a percentage of these posts will have to be filled by direct recruitment. This would adversely affect the promotion prospects of Accountants who at present are eligible for promotion to all the posts of Accounts officers. Having regard to all these considerations we are unable to accept the demand.

110. The Accounts officers have all along been placed in the upper segment of the standard scale of pay recommended for Class II posts by the previous Pay Commissions. Thus, while recommending the pay scale of Rs. 275-25-500-EB-30-650-30-EB-800 for the Class II posts, the first pay Commission recommended the pay scale of Rs. 500-30-650-EB-30-800 for the Accounts officers. Similarly, the Second Pay Commission recommended the pay scale of Rs. 590-30-830-35-900 for Accounts officers as against the standard Class II scale of Rs. 350-25-500-30-590-EB-30-800-EB-830-35-900. We find that a large number of Accounts officers, particularly in the Audit and Defence Accounts Departments, either head the audit parties in the field or are in independent Charges of local audit offices. In the discharge of these duties they come into contact with the administrative officers belonging to other Departments/Organisations at various levels and it is necessary that the status which they presently enjoy should continue. We, therefore consider that the Accounts officers should continue to be placed in the upper segment of the Class II

scale of pay and recommend the scale of Rs. 840-1200 for the Accounts/Audit officers in the existing scale of Rs. 590-900. We recommend same scale of pay for the Accounts Officers in the Railways also who are at present in the scale of Rs. 350-900.

111. At present while the Accounts officers in the Audit Department and the Defence Accounts Department are eligible for promotion to 20% of the posts in the Class I service, the Accounts officers in the Railways and P&T are eligible for promotion to 33 $\frac{1}{3}$ % and 50% of the vacancies in the Class I services respectively. We have been informed by the Defence Accounts Department that out of 766 Accounts officers in that Department, more than 250 have already reached the maximum of the scale and have been stagnating at this stage for some years now. In the Audit Department, the stagnation of the Accounts officers at the maximum of the scale is stated to range for a period of 8 years or so. The position may be different in the Railway where the promotion quota to Class I posts is higher and the starting salary of the Accounts Officer's scale is lower. In the P&T the Class II service was constituted in 1968 only. Having regard to the stagnation in the Accounts officers' cadre in the Audit Department and the Defence Accounts we think that there may be a case for an increase in the existing quota for promotion to Class I posts. However, the extent to which this could be done with out leading to an unacceptable dilution of the standards is for the Government to consider.

112. Apart from the posts of Accounts Officer in the regular Accounts cadres, there are 273 posts carrying the designation of Accounts officer or other similar designations in various other departments in the pay scale of Rs. 590-900. While some of these posts are filled by deputation of personnel from the Accounts Departments, others are filled by promotion from the accounts and other ministerial staff within the department. We recommend the pay scale of Rs. 840-1200 for these posts also.

113. There are also 11 posts of Accounts officer in the Atomic Energy Department in the pay scale of Rs. 620-30-830-35-900 and one post of Confidential assistant-cum-Accounts officer in the Prime Minister's Secretariat in the scale of Rs. 530-30-830-35-900. While the latter post is filled by deputation, the recruitment rules for former have not been finalised. These posts should also be brought over on the scale of Rs. 840-1200.

114. There are 61 posts of Accounts officers in the scale of Rs. 350-900 of which 33 are in the Customs & Excise Departments. While the posts in these Departments are filled by promotion of the ministerial staff, the posts in the other departments are either filled in the same manner or by transfer on deputation. We recommend the scale of Rs. 650-1200 for all these posts.

We recommend the same scale for the five posts of Accounts officers in the existing scale of Rs. 400-25-500-30-830-35-900 in the Department of personnel and Ministry of Education and nine posts in the scale of Rs. 350-25-500-30-800 in the

Ministry of Defence as their nature of work and the method of recruitment or comparable.

115. There are 38 posts of Accounts officer in the Department of Atomic Energy in the scale of Rs. 350-25-500-30-650 of which 37 posts are filled by promotion from lower grades. The recruitment rules for the remaining posts have not been finalised. There are also two posts of Accounts officers/Assistant Director in the scale of Rs. 400-25-500-30-680 in the Textile Commissioner's office under the Ministry of Commerce which are filled by promotion from lower grades. Having regard to the duties and responsibilities of these posts and their method of recruitment we recommend that these may be placed in the scale of Rs. 650-960.

We recommend the same scale of pay for the one post of Accounts officer in the scale of Rs. 450-25-550-30-760 under the Department of Tourism and Civil Aviation which is filled by deputation of S.A.S. Accountant.

116. There are three posts of Superintendent (Accounts) in the scale of Rs. 450-25-575 in the Directorate of Extension under the Department of Agriculture which are filled by deputation of S.A.S. Accountants. There is also a post of superintendent (Accounts) in the same scale of pay in the National Library under the Ministry of Education which is filled by promotion of office Superintendent (Rs. 350-20-450-25-475) in that organisation. The post of Chief Accountant in the same scale in the Films Division under the Ministry of Information & Broadcasting is filled by promotion of Head Clerk and Accountant etc. Having regard to the internal relativities *vis-a-vis* ministerial supervisory posts in these organisations and the level from which promotions are made, we recommend the scale of Rs. 700-900 for all these posts.

117. There are five gazetted posts of Accounts officer (Junior) and eight gazetted posts of Assistant Executive officer (Accounts) in the scale of Rs. 350-25-575 under the Department of Rehabilitation. The one post of Superintendent (Gazetted) (Budget) in the Central Water & Power Commission under the Ministry of Irrigation & Power is also in the same scale of pay. All these posts are filled by deputation of S.A.S. Accountants. For these posts also we recommend the scale of pay of Rs. 700-900.

### Class III Posts.

118. At the Class III level there are more than one lakh posts distributed in 40 different scales of pay. The distribution of the Supervisory post in the populous scales of pay is indicated in the table below :—

TABLE XXXIII

Scale of pay	Audit De- part- ment counts	De- fence Ac- counts	Rail- way Ac- counts	P&T Ac- counts	Others	To- tal
1	2	3	4	5	6	7
1. Rs. 270-15-435 EB-20-575	6147	2529	2107	468	509	11760
2. Rs. 325-15-475	185	..	..	1	..	186
3. Rs. 180-10-290-15- 380-EB-15-440	2430	..	..	320	155	2905
TOTAL:	8762	2529	2107	789	664	14851

These posts broadly fall under the following categories:—

- (1) Posts of Subordinate Accounts Service (S.A.S.) Accountants in the Audit and Defence Accounts Departments, Senior Accountants in P&T and Accountants, Inspectors of Station Accounts and Inspectors of Stores Accounts in the Railways and posts at the corresponding levels in the other Departments are in the pay scale of Rs. 270-575.
- (2) Divisional Accountants in the Audit Department are in the scale of pay of Rs. 180-440 with a selection grade of Rs. 325-475 and Junior Accountants in the P&T are in the scale of Rs. 180-440.

119. The S.A.S. Accountants occupy a pivotal position in the cadres of the various accounts departments, as they provide the first level supervision over the accounts staff in these departments. The S.A.S. Accountants are often called upon to scrutinise large contracts, and audit financial orders, sanctions etc. The S.A.S. Accountants employed in the Revenue Audit and Commercial Audit Wings are required to possess an adequate knowledge of the various tax statutes, and of the principles of commercial accounting. In the Defence Accounts they are often in independent charges of local audit offices. While the Inspectors of Stores Accounts in the Railways are responsible for all business relating to verification of stores, the Travelling Inspectors of Station Accounts carry out inspection of goods sheds, parcel offices, city booking agencies etc. The Senior Accountants in the P&T Department are responsible for maintenance of accounts on a commercial basis in respect of telephones, telecommunications etc.

120. In the Audit Department and the Defence Accounts the S.A.S. Accountants are appointed by promotion from amongst Upper Division Clerks or Selection Grade clerks who have qualified in the Parts I and II of the S.A.S. Examination. In the Railways the posts at this level (Accountants, Inspectors of Station Accounts and Inspectors of Stores Accounts) are filled by promotion from amongst clerical staff who have qualified in Appendix IIA and appendix IIIA examinations (corresponding to S.A.S. Part I and Part II). The recruitment to the cadre of P&T Accountants is through a departmental examination consisting of two parts to which all clerks in the P&T Department including lower selection grade clerks and inspectors of post Offices/R.M.S. etc. are eligible.

121. The S.A.S. Accountants have demanded parity of their pay scale with that of the Section officers in the Central Secretariat on the ground that the nature and extent of their duties and responsibilities, their specialised technical qualifica-

tions and their training are no less than those of the Section officers. The Defence Accounts Department S.A.S. Association has drawn attention to the fact that the pay scales of other supervisory cadres which were broadly comparable with that of the S.A.S. Accountants have been revised upwards after 1959 e.g. the pay scale of the Superintendents (now called Assistant Civilian Staff officers) in the Armed Forces Headquarters was revised from Rs. 350-25-575 to 350-25-625 in 1965 and further to Rs. 350-25-500-30-590-EB-30-800 in 1968. The demand for parity with Section officers has generally been supported by the official witnesses.

122. This demand was examined by the Second Pay Commission also but was not accepted. We have given careful consideration to the matter and find that there are differences in regard to the method of recruitment and the level of supervision exercised by the S.A.S. Accountants on the one hand and the Section Officers and the Assistant Civilian Staff Officers on the other. While the S.A.S. Accountants generally supervise the work of Selection Grade Clerks and Upper Division Clerks, both the Assistant Civilian Staff Officers and the Section Officers exercise supervision over Assistants who are in a higher pay scale. Further, an equation of S.A.S. Accountants with the Section Officers would disturb their existing internal relativities *vis-a-vis* the posts of Accounts Officers who are also in the upper segment of the Class II scale of pay. Unlike S.A.S. Accountants, who are promoted after a qualifying departmental examination, there is direct recruitment to 25% posts of Assistant Civilian Staff Officer and to about 1/6 of the permanent vacancies of Section Officers from the combined competitive examination for the Class I non-technical services. We are, therefore, unable to accept the demand for equation of S.A.S. Accountants with either the Section Officers in the Central Secretariat or the Assistant Civilian Staff Officers in the Armed Forces Headquarters. We accordingly recommend the pay scale of Rs. 500-900 for the S.A.S. Accountants in the Audit Department, Defence Accounts Department, Senior Accountants in the P & T Department and Accountants, Inspectors of Stores Accounts and Inspectors of Station Accounts in the Railways.

123. Of the 509 posts of Accountant in the scale of Rs. 270-575 in other departments, 172 are in the office of the Chief Pay & Accounts Officer, Ministry of Supply where the method of recruitment is the same as that for the S.A.S. Accountants in the Audit Department. The remaining posts are mostly filled by deputation of S.A.S. Accountants and in some cases by direct recruitment of graduates in Commerce with three to five years experience in accounts work or in a few cases by promotion of Head Clerks etc. We recommend that all these posts should also be brought over on the scale of pay recommended by us for S.A.S. Accountants.

124. There are some posts carrying the designation of Junior Accounts Officers, Accountant, Superin-

tendent (Accounts) etc., in the scale of pay listed in the table below :

TABLE XXXIV

Scale of pay	Number of posts in the Ministry/Department of—												Total
	Labour & Employment	Information & Broadcasting	Works, Housing & Urban Development	Health & Family Planning	Atomic Energy	Commerce	Communication	Company Affairs	Economic Affairs	Community Development & Co operation	Food	Legal Affairs	
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Rs. 350-25-575	..	..	10	..	..	..	..	..	..	..	..	..	10
Rs. 350-20-450-25-575	3	1	..	1	83	12	..	..	..	..	..	..	100
Rs. 325-15-435-20-575	..	..	..	8	..	..	4	11	2	7	1	1	34
Total	3	1	10	9	83	12	4	11	2	7	1	1	144

The ten posts in the pay scale of Rs. 350-25-575 under the Ministry of Works, Housing & Urban Development are filled by promotion of Accountants (Rs. 180-440) or by deputation of S.A.S. Accountants (Rs. 270-575). Most of the posts in the scales of Rs. 350-20-450-25-575 and Rs. 325-15-435-20-575 are also filled by deputation of S.A.S. Accountants, or in some cases by promotion of the departmental candidates. We recommend the Scale of Rs. 500-900 for posts in these scales also.

#### Cost Accountants

125. The posts of Cost Accountant in the various departments are generally filled by direct

recruitment from amongst persons who have qualified in the final examination of the Institute of Cost & Works Accountants, London or India. Most of the posts of Cost Accountants are included in the Central Cost Accounts Pool which has been discussed in paragraphs 59, 60 and 61 ante. In the Audit Department and the Defence Accounts Department also there are qualified cost Accountants. In these departments the pay scale of Cost Accountants is the same as that of S.A.S. Accountants and the Cost Accountants are not eligible for promotion to the posts of Accounts Officer until they pass the S.A.S. Examination. The distribution of the few isolated posts of qualified Cost Accountants in the other departments is indicated in the table below:

TABLE XXXV

Sl. No.	Scale of pay	Number of posts in the Department of—						Total
		Agriculture	P & T	Railways	Rehabilitation	Mines & Metals	Atomic Energy	
1	2	3	4	5	6	7	8	9
1.	Rs. 270-15-435-EB-20-575	1	3	4	1	..	..	9
2.	Rs. 325-15-435-20-575	..	..	..	..	8	..	8
3.	Rs. 350-20-450-25-575	..	..	..	..	..	5	5
		1	3	4	1	8	5	22

We have recommended the pay scale of Rs. 650-1200 for the posts of Cost Accountant in the Central Cost Accounts Pool. We recommend the same pay scale for these posts also provided these are held by qualified Cost Accountants; otherwise the scale of Rs. 500-900 would be appropriate. As the posts of Cost Accountants in the Audit and Defence Accounts Departments and the Railways, though held by professionally qualified staff, are generally inter-

changeable with those of S.A.S. Accountants, we recommend that the Cost Accountants in these departments should continue to be placed in the scale of pay applicable to the S.A.S. Accountants.

#### Divisional Accountants

126. The cadre of Divisional Accountants in the Audit Department provides trained personnel for

the public works divisions both of the States and the Central Government. In the Defence Accounts Department the posts in the Military Engineering Divisions are either held by S.A.S Accountants or by selection grade clerks depending upon the workload. Corresponding posts in the Railways are held by S.A.S. Accountants. The Divisional Accountants are at present in the following grades, viz.—

Sl. No.	Grade	Existing Scale of pay	Number of posts
1	2	3	4
1.	Ordinary Grade	Rs. 180-10-290-15-440	2430
2.	Selection Grade on the basis of 10% of the permanent cadre strength	Rs. 325-15-475	185

The recruitment to the cadre of Divisional Accountants is made through an initial recruitment examination from amongst graduates or from amongst departmental candidates in the audit offices and Public Works Division offices. They are required to pass the departmental examination before they could be confirmed as Divisional Accountants. On being appointed to the division, a Divisional Accountant is allowed a pay of Rs. 190 in the regular scale of Rs. 180-440. The Divisional Accountants, besides being responsible for the maintenance and compilation of the accounts of a public works division in accordance with the prescribed rules, are also responsible for carrying out an internal check of these accounts, and to function as a financial assistant to the divisional officers in all matters relating to accounts, budget estimate etc.

127. The Divisional Accountants Association has urged that their duties are of a more arduous and responsible nature as, unlike the S.A.S. Accountants, they have to function without guidance from the Accounts Officers. They have also complained of lack of promotional prospects. It has also been pointed out that in some of the States the full quota of selection grade posts has either not been created or there is delay in filling these posts. Attention has also been drawn to the fact that some of the State Governments have not extended fringe benefits like leave travel concession, reimbursement of tuition fee etc. admissible to other Central Government employees to the Divisional Accountants working under the State Governments.

128. There is at present a duality of control in regard to the Divisional Accountants. While the Divisional Accountants working in the Central Public Works Divisions as also those working in the Public Works Divisions of most of the States are under the administrative control of the Accountant General of the State concerned, in the State of Assam, Kerala, Mysore and Jammu and Kashmir these cadres are under the administrative control of the State Governments and are governed by their rules and regulations in all matters. Further, the Divisional Accountants

working in the State Public Works Divisions are governed by Central Government rules and conditions of service in respect of matters relating to pay and allowances, leave, pension etc., but in matters relating to travelling allowance and fringe benefits like leave travel concession, reimbursement of tuition fee, children's educational allowance etc., approval of the State Government is necessary before such benefits can be extended to them. The present arrangement of treating the Divisional Accountants as Central Government employees for certain purposes and not for others, in our view, appears to be unsatisfactory. We have been informed by the Comptroller & Auditor General that it has been proposed to the State Governments that all Divisional Accountants should be brought under the Central Government to be governed uniformly by the Central Government rules and orders and that the expenditure on their salary including various types of allowances should be debited to the Central Government budget initially and recovered later from the State Governments. We would commend this approach as it would bring about uniformity in the conditions of service of all Divisional Accountants and substantially meet one of their main grievances.

129. At present the normal promotional avenues available to the Divisional Accountants are the posts in the selection grade and 1/3rd of the posts of S.A.S. Accountant in the Works Audit Branch of the Accountant General's office even without passing the S.A.S. examination. We have been informed by the Comptroller & Auditor General that he has also under consideration a proposal for reserving 1/3rd of the posts of Accounts Officer in the Works Audit Branch and Public Works Inspection Branch in that office for being filled by promotion of selection grade Divisional Accountants. This would enable them to get promoted to Class II posts connected with their field of work.

130. As regards scales of pay, we feel that having regard to the duties and responsibilities shouldered by the Divisional Accountants, some improvement is called for. We accordingly recommend that the Divisional Accountants (Ordinary Grade) should be placed in the scale of Rs. 425-750.

For the posts in the selection grade the scale of Rs. 550-800 would be appropriate. We would also recommend that the number of posts in the Selection Grade should be increased from the existing 10% to 15% of the permanent strength.

131. There are 123 posts of Junior Accountant in the P&T Department which carry the same scale of pay as the ordinary grade of Divisional Accountants. These posts are filled by promotion of clerical and other staff who have qualified in S.A.S. Part I Examination of the P&T Department. The All India P&T Accountants Association has represented that the cadre of Junior Accountants should be abolished as their duties and responsibilities are indistinguishable from those of the Senior Accountants (Rs. 270-575). We have been informed by the Department that while the duties and responsibilities of Senior Accountants in the P&T Department are

comparable with those of S.A.S. Accountants in other Departments, the Junior Accountants are generally employed on less important charges and become eligible for appointment as Senior Accountants only after passing the S.A.S. Part II examination. We are, therefore, unable to accept the demand for the abolition of the cadre of Junior Accountants. We recommend that the Junior Accountants in the P&T Department should be placed in the same scale of pay as recommended by us for the Divisional Accountants in the ordinary grade.

We also recommend the same scale of pay for the remaining 155 posts in the scale of Rs. 180-440 in other departments which are also either filled by deputation of Divisional Accountants or by departmental promotion or in some cases by direct recruitment.

132. The accounts staff on the following scales of pay are employed on supervisory duties in some of the Departments :—

TABLE XXXVI

Scale of pay	Posts in the Ministry/ Department of—					
	De-fence	In-for-mation & Bro-ad-cast-ing	Re-venue & Insu-rance	Lab-our & Em-ploy-ment	Works & Hou-sing & Ur-ban De-velop-ment	To-tal
1	2	3	4	5	6	7
Rs. 350-20-450-25-475	1	2	..	..	..	3
Rs. 335-15-485	..	..	5	..	..	5
Rs. 335-15-425	..	..	..	4	..	4
Rs. 270-15-435	..	9	2	..	37	48
Total	1	11	7	4	37	60

133. The posts of Superintendent (Accounts) in the scale of Rs. 350-475 under the Ministry of

Information & Broadcasting are filled by promotion of Accountants in the scale of Rs. 210-320. The post of Superintendent (Accounts) under the Ministry of Defence in the same scale of pay is, however, filled by promotion from amongst Upper Division Clerks. We recommend the scale of Rs. 550-750 for the posts of Superintendent (Accounts) under the Ministry of Information & Broadcasting. We recommend the same scale for the posts under the Ministry of Defence also if the same are made promotional posts for Head Clerks in the existing scale of Rs. 210-380. If, however, the existing method of filling up these posts continues, the post of Superintendent (Accounts) under the Ministry of Defence should be placed in the scale of Rs. 425-700 only.

The posts of Cashier and Treasurer in the scale of Rs. 335-15-485 under the Department of Revenue & Insurance are filled by promotion of Deputy Office Superintendent (Rs. 335-425), Deputy Treasurer (Rs. 270-435) and Head Clerk (Rs. 210-380). We recommend the scale of Rs. 550-750 for these posts also.

The posts of Accountant in the scale of Rs. 335-425 under the Ministry of Labour & Employment, which are filled by promotion from Head Clerk, should also be placed in the scale of Rs. 550-750.

The posts of Senior Accountant in the scale of Rs. 270-435 under the Ministry of Information & Broadcasting are filled by promotion from Junior Accountant in the scale of Rs. 210-320. The posts of Deputy Treasurer and Deputy Cashier in the same scale of pay in the Department of Revenue and Insurance are promotional posts for Upper Division Clerk. In the Department of Printing and Stationery under the Ministry of Works, Housing and Urban Development, there are posts of Accountant in this scale which are filled by promotion from amongst the clerical staff on passing a departmental examination. For all these posts the scale of Rs. 455-700 would be appropriate.

134. Certain other miscellaneous posts connected with the accounts work are distributed over the scales of pay indicated in the table below :—

TABLE XXXVII  
Statement showing the number of posts in the Department of—

Sl. No.	Scale of pay	Atomic Energy	Personnel	Statistics	Defence	Education	Economic Affairs	Agriculture	Food	Commerce	Ind. Devp. & Internal Trade	Information & Broadcasting	Legal Affairs	Transport & Shipping	Tourism & Civil Aviation	Labour & Employment	Rehabilitation	Mines & Metals	P.M.'s Secretariat	Social Affairs	Supply	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
1.	Rs. 210-10-270-15-450-20-530	..	1	..	1	..	..	9	..	2	..	..	..	1	..	..	..	..	..	..	..	14
2.	Rs. 210-10-290-15-425	..	53	..	13	..	..	4	20	17	1	14	..	..	3	1	..	3	1	..	..	131
3.	Rs. 200-10-290-15-380	..	..	..	..	..	..	21	..	..	..	..	..	..	..	..	..	..	..	..	..	21
4.	Rs. 180-10-290-15-380	..	..	..	..	24	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	24
5.	Rs. 250-10-290-15-320	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2
6.	Rs. 210-10-290-15-320	..	..	..	..	..	1	1	..	1	..	38	4	17	..	..	..	4	..	..	..	66
7.	Rs. 180-10-290-15-320	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	3	..	4
8.	Rs. 150-10-290-15-320	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
9.	Rs. 168-8-280-10-300	..	..	..	..	3	1	1	..	..	..	..	..	..	..	6	29	..	..	..	..	40

135. Out of the 14 posts in the pay scale of Rs. 210-530, for the one post of Commercial Accountant under the Ministry of Transport & Shipping, which is filled by transfer of Divisional Accountant (Rs. 180-440) and two posts of Accounts Assistant in the Ministry of Commerce which are promotional posts for Junior Accountants (Rs. 210-425), we recommend the scale of Rs. 425-800. The remaining 11 posts on this pay scale are filled either by promotion of Upper Division Clerks, or by deputation of Clerical staff from the Accounts Offices. For these posts the scale of Rs. 425-700 would be appropriate.

Posts in the scale of Rs. 210-425 are filled generally by promotion of Upper Division Clerks. All these posts should also be allotted the scale of Rs. 425-700.

136. Out of 21 posts in the scale of Rs. 200-380, 18 posts are those of Junior Accountant in the Delhi Milk Scheme of which fifty per cent are promotional posts for Upper Division Clerks and the remaining are filled by direct recruitment of graduates. The remaining three posts in this scale are in the various Fisheries Organisations under the Department of Agriculture and are filled by promotion of Senior Clerk/Stenographer (Rs. 130-300).

There are 24 posts of Assistant Accountant in the scale of Rs. 180-380 in the Canteen Stores Department under the Ministry of Defence fifty per cent of which are filled by direct recruitment of graduates in Commerce and the remaining are promotional posts for Upper Division Clerks.

The posts of Accountant in the scale of Rs. 250-320 in the Department of Supply are also filled by promotion of Upper Division Clerks.

There are 66 posts in the scale of Rs. 210-320 which are spread over various Ministries. Most of these posts are filled by promotion from clerical grades and in a few cases there is also direct recruitment of graduates in Commerce.

The recruitment rules have not been finalised for the three posts of Accountant in the scale of Rs. 180-320 in the Department of Social Welfare. For the one post of Commercial Accountant in this scale in the Alipore Mint under the Department of Economic Affairs, direct recruitment is made from amongst graduates in Commerce. There is only one post of Assistant (Accounts) in the scale of Rs. 150-320 in the National Library under the Ministry of Education which is a promotional post for Upper Division Clerk/Stenographer.

There are 40 posts of Accountant or Junior Accountant in the scale of Rs. 168-300 which are also mostly filled by promotion from Upper Division Clerks.

Taking into consideration the nature of duties and the level from which promotion is made to the posts detailed at Serial Nos. 3 to 9 of the above table, we recommend the scale of Rs. 425-640 for all these posts.

137. There is one post of Accountant in the scale of Rs. 130-200 in the office of the Textile Commissioner under the Ministry of Commerce to which direct recruitment is made from amongst Matriculates possessing a diploma or degree in Commerce or Accounting. For this post we recommend the scale of Rs. 330-480.

#### Miscellaneous Posts in Audit Department

138. In the office of the Accountant General, West Bengal, and Accountant General, Central, Calcutta, there are five posts of Pre-Audit Cashier in the scale of Rs. 180-380 with a special pay of Rs. 25 per mensem. Apart from handling cash for which they have to execute a fidelity bond of Rs. 5,000 these Cashiers have also supervisory responsibilities over clerical staff. We recommend for these posts the scale of Rs. 425-640 with special pay of Rs. 25 per mensem.

139. For the following miscellaneous posts in the Audit Department, we recommend the scales indicated against each:—

TABLE XXXVIII

S. No.	Designation	No. of posts	Existing scale of pay	Proposed scale of pay
			Rs.	Rs.
1.	Photostat Operator (Technical Assistant) (Accountant General, P&T)	2	170-10-300	380-560
2.	Senior Setter (Accountant General, Mysore)	1	125-3-131-4-163- EB-4-175-5-180	290-400
3.	Junior Setter (Accountant General, Mysore)	1	100-3-130	225-308

140. In the P & T Audit & Accounts Offices there are posts of Sorter in two grades—451 posts in the ordinary grade of Rs. 100-3-130 and 41 posts in the selection grade of Rs. 125-3-131-4-155. The Sorters are employed on the sorting of various vouchers. While the posts of selection grade Sorters are filled by promotion from the ordinary grade, there is direct recruitment to the latter grade from amongst persons who have studied up to the Matriculation standard. The All India Non-Gazetted Audit & Accounts Association has represented that having regard to the duties and responsibilities of Sorters this cadre should be merged with that of Lower Division Clerks. We are unable to accept this demand as the duties and responsibilities of Sorters are quite different from those of Lower Division Clerks. We recommend the scale of Rs. 225-308 for Sorters in the ordinary grade, and the scale of Rs. 260-350 for those in the selection grade. We would also recommend that the posts of Sorter should be made promotional posts for the Class IV staff.

### Miscellaneous Posts in Defence Accounts

141. There are posts of Console Operator, Programmer, System Analyst etc, in the Electronic Data Processing Centre set up in the Defence Accounts Department for computerising the pay and provident fund accounts of the armed forces personnel. These posts are filled by selection of suitable personnel from among the serving employees on the basis of aptitude tests and after undergoing specialised training in computer technology. In view of the technical and specialised nature of work, the various categories of employees are given suitable special pays while holding these posts. We recommend continuance of this arrangement.

142. The Selection Grade Clerks (Rs. 210-380) in the Defence Accounts Department who are in independent charge of local audit offices, offices of Unit Accountant or Barrack Stores Offices are given a special pay of Rs. 15 per mensem or a charge allowance of Rs. 30 per mensem if the posts are tenable by Accountants. We have been informed that such clerks shoulder greater responsibilities than their counterparts in the other offices who have the benefit of direction and guidance of gazetted officers. We have generally recommended the scale of Rs. 425-700 for Head Clerks and other clerical supervisors in the non-Secretariat offices. We, however, understand that the existing arrangement of granting a special pay/charge allowance to these clerks provides the requisite flexibility to the Department in manning these posts. We accordingly recommend continuance of this arrangement and would leave it to the Government to revise the quantum of charge allowance/special pay suitably.

143. The Key Punch Operators in the scales of Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300 and Rs. 110-3-131-4-155-EB-4-175-5-180 employed in the Hollerith Section in this Department are given a special pay of Rs.15 per mensem. A special pay of Rs.10 per mensem is given when they are employed on Adrema machines. We have elsewhere\* recommended a uniform special pay of Rs.20 per mensem at this level which would apply to these posts also. The Key Punch Operators are given a special pay of Rs. 25 per mensem when appointed as Chief Machine Operators to supervise the work of the Key Punch Operators. The Controller General of Defence Accounts has recommended enhancement of the special pay to Rs. 50 per mensem. We recommend that the Chief Machine Operator should be given a special pay of Rs. 40 per mensem.

144. In this Department there are 526 posts of Record Clerk in the ordinary grade of Rs.100-3-130 and 53 posts in the Selection Grade of Rs.125-3-131-4-155. While the posts in the ordinary grade are filled by direct recruitment from amongst candidates who are Middle pass, the selection grade posts are filled by promotion from the ordinary grade. We recommend the scales of Rs. 225—308 and Rs. 260—350 for the ordinary grade and selection grade respectively.

We would also recommend that since the direct recruitment qualifications for the posts in the ordinary grade are the same as for peons, these posts should be made promotional posts for the Class IV staff.

145. The Accounts Officers and the Accountants working in the Defence Audit Wing of the Audit Department are at present given a special pay of Rs.50 per mensem and Rs. 40 per mensem respectively. The special pay appears to have been sanctioned mainly in consideration of the arduous nature of their duties involving extensive travelling for carrying out inspections. The associations representing the Accounts Officers and S.A.S. Accountants in the Defence Accounts Department have also urged the grant of the same special pay to them on the ground that their duties in the local audit offices are no less arduous. We have separately\* recommended a liberalisation of the existing rules for grant of daily allowance in cases where the Government employees have to remain on tour for long periods. In view of the above, we recommend that Government should review the need for special pays to the staff working in the Defence Audit Wing of the Audit Department. For the same reason we are unable to accept the demand for grant of special pay to the staff engaged on local audit in the Defence Accounts Department.

146. There are at present varying practices in these departments in regard to the incentives to be given to the clerical staff who pass the Part I and Part II of the S.A.S. and equivalent examinations. In the Audit Department and the Railways the Lower Division Clerks/Clerks Grade II who pass the S.A.S. Part I or Appendix IIA examination are at present entitled to 3 advance increments. In the Defence Accounts Department, Lower Division Clerks who pass Part I of the S.A.S. examination are eligible for promotion as Upper Division Clerks. Further, on passing the Part II or Appendix IIIA examination these clerks are granted increments at an enhanced rate of Rs. 10 per mensem in the audit department and the Railways and are placed in the selection grade of Rs. 210—380 in the Defence Accounts. Similarly, Upper Division Clerks and Clerks Grade I in these departments on passing both the parts of the departmental examination are allowed enhanced rates of increments of Rs.12 and Rs.15 per mensem as against the normal rate of Rs.5 or Rs.8 and Rs. 10 respectively. In the Defence Accounts Department, however, such clerks are placed in the Selection Grade only. We have been informed that the Defence Accounts Department has also decided to fall in line with the practice in vogue in this matter in the Audit Department and the Railways. We enquired of the Comptroller & Auditor General whether the existing schemes of grant of increments at an enhanced rates to the S.A.S. passed clerks could be replaced by a system of grant of a qualification pay till such time as they were appointed as S.A.S. Accountants. Comptroller & Auditor General's preference was for the continuance of the present system as it had been in vogue for a

\*Chapter 17.

\*Chapter 57.

very long time. However, if for the sake of uniformity, it was desired to introduce a system of qualification pay, the Comptroller & Auditor General suggested that it should be allowed at the rate of Rs. 30 per mensem for the clerks who had passed the S.A.S. examination, and that this special pay should be treated as part of basic pay for purposes of pay fixation on promotion, just as the enhanced rates of increments are taken into account for this purpose. We recommend that there should be a uniformity of treatment in the matter of grant of incentives to S.A.S. passed clerks in all these departments. We would, however, leave it to the Government to decide whether the existing system of enhanced increments should continue in all the departments or the system of special pay suggested above should be adopted.

147. At present a special pay of Rs. 100 per mensem is given to the Accounts Officers posted as Administrative Officers in the headquarters office of the Comptroller & Auditor General. The S.A.S. Accountants and the clerical staff posted in that office are,

however, given special pay at the rate of 20% of their grade pay. Further, S.A.S. Accountants of the Defence Audit Wing and the P. & T. Wing are also allowed a special pay at 15% of their grade pay when posted in the headquarters office of the Director of Audit, Defence Services and the Accountant General, P. & T. respectively. In the headquarters office of the Controller General of Defence Accounts, while the Accounts Officers are given a special pay of Rs. 75 per mensem, the Accountants and the clerical staff are allowed special pay @ 15% and 10% of their grade pay respectively. While the Comptroller & Auditor General has suggested grant of special pay on percentage basis, the Controller General of Defence Accounts has recommended payment of fixed amounts of special pay to the Upper Division Clerks and Accountants. We recommend that there should be uniformity in regard to the quantum and the system of grant of special pay on appointment to posts in the headquarters offices of these Departments. We would, however, leave it to the Government to consider the matter and fix the rate accordingly.

## CHAPTER 28

### MINISTRY OF HEALTH AND FAMILY PLANNING

#### A—Department of Health

##### I. General

The Ministry of Health and Family Planning consists of the following two Departments :—

- (i) Department of Health; and
- (ii) Department of Family Planning.

We first deal with the Department of Health.

2. The main subjects handled by the Department of Health are : administration of Central Government health institutions, promotion of medical research, medical and professional education, drugs standards, prevention of food adulteration, control of communicable diseases, coordination of matters relating to local-self-government and urban development, and provision of medical facilities to Central Government employees. The department also provides to the State Governments and autonomous and voluntary bodies, financial and other assistance towards health programmes.

##### II. Secretariat Proper

3. Besides the normal secretariat posts, there are certain special posts attached to the secretariat which are dealt with below.

4. **Central Public Health Environmental and Engineering Organisation (CPHEEO)** : This organisation which is a part of the Department of Health proper deals with the national water supply and sanitation programme and measures to prevent water and air pollution. The posts peculiar to this organisation are :

TABLE I

	Designation	Scale of Pay	No.
		Rs.	
Class I	Adviser (PHE*)	2250-125-2500	1
	Deputy Adviser (PHE)	1300-60-1600	3
	Assistant Adviser (PHE)	700-40-1100-50/ 2-1250	10
Class II	Junior Public Health Engineer	350-900	2

5. The post of Adviser (PHE) is filled by transfer on deputation of suitable officers holding analogous posts under the Central/State Governments or by

promotion of Deputy Adviser (PHE) with 8 years' service in the grade or failing both by direct recruitment of persons with a post-graduate degree in Public Health Engineering and with about 20 years' experience in this line. Half the vacancies of Deputy Adviser (PHE) are filled by promotion of Assistant Adviser (PHE) with 6 years' service in the grade failing which by direct recruitment and 50% by transfer on deputation. Direct recruits should possess 12 years' experience besides a post-graduate degree/diploma in Public Health Engineering. The posts of Assistant Adviser are filled 50% by direct recruitment of persons with post-graduate degree/diploma and 5 years' experience and 50% by transfer. The Class II posts of Junior Public Health Engineers are filled entirely by direct recruitment.

6. The Central Public Health Public Engineering Officers' Association has represented that their pay scales should be higher than those for other Engineering Services since the minimum qualification for all the posts in the Organisation is a post-graduate degree/diploma in Public Health Engineering in addition to the basic degree in Engineering. The Association has also proposed revision of the Deputy Adviser's pay scale to Rs. 1300—1800 as for Superintending Engineers in the Central Public Works Department (CPWD) and the creation of an intermediate grade of Joint Adviser between the Deputy Adviser and Adviser.

7. The departmental witnesses have suggested that the post of Adviser should be equated with the Engineer-in-Chief in the Central Public Works Department on the ground that he is responsible for decisions at the highest level in all matters of public health and environmental engineering. He has to guide the State Chief Engineers and ensure that they implement the national policies in this field. We are not convinced that the proposed equation with the Engineer-in-Chief in CPWD would be justified. The Engineer-in-Chief has under him 10 Chief Engineers and a vast country-wide organisation. It is to be noted that the pay scale of Adviser (PHE) was even lower than that of Chief Engineers, CPWD till 1968. It was then revised from Rs. 1800—2000 to Rs. 2250—2500 so that Chief Engineers could be considered for appointment to this post. Having regard to the source of recruitment and the responsibilities of the post we recommend the revised scale of Rs. 2500—3000.

We would add that this organisation has an advisory and supervisory role in regard to the national

\*Public Health Engineering.

water supply and sanitation programme, the main responsibility for which rests with the State Governments.

8. As regards the post of Deputy Adviser the recent revision in the scale of the Adviser has widened the gap between these two successive levels. There is thus a case for equating it with the Superintending Engineer in the CPWD. With this improvement, there might be no need for an intermediate grade of Joint Adviser as proposed by the Association and as contemplated by the Department.

9. As for the post of Junior Public Health Engineer, considering the post-graduate qualification required for this post and the absence of junior scale Class I in this cadre we recommend that future recruitment may be made in junior scale Class I instead of Class II.

10. To sum up, we recommend the following scales for the various posts in this organisation :—

Designation	Existing Scale	Proposed Scale
	Rs.	Rs.
Adviser (PHE)	2250-125-2500	2500-3000
Deputy Adviser (PHE)	1300-60-1600	1500-2000
Assistant Adviser (PHE)	700-40-1100-50/2-1250	1050-1600
Junior Public Health Engineer	350-900	700-1300

11. The following other posts in the Secretariat of the Department of Health are peculiar to it. These may be allotted the revised scales shown against each.

TABLE II

Designation	No.	Existing Scale	Proposed Scale
		Rs.	Rs.
Welfare Officer	1	700-1250	1050-1600
Assistant Secretary Ayurvedic/ Homoeopathic Pharmacopoeia Committee	2	350-900	650-1200
Junior Analyst (Budget)	1	325-575	550-900

We also recommend that the designation of the post of Junior Analyst (Budget) should be suitably changed to distinguish it from Junior Analysts who in other Ministries are in the scale of Rs. 350-900 and whose duties are quite different.

### III. Directorate General of Health Services

12. The Directorate General of Health Services (DGHS) is responsible for the execution of the programmes and policies of the Department of Health through its specialised field organisations. The

Directorate is headed by a Director General (Rs.2750) who is assisted by one Additional Director General (Rs. 2250) and a number of other officers at various levels. We discuss below categorywise posts peculiar to this organisation.

13. The following are the posts in the Architectural wing of the Directorate. This wing is responsible for designing and construction of buildings for hospitals, medical colleges etc.

TABLE III

Designation	Scale of Pay	No.	
	Rs.		
Senior Architect	1300-1800	2	By promotion of Project Architect (Rs. 1100-1400) with 7 years' service in the grade failing which by direct recruitment of Architects with 10 years' experience.
Project Architect	1100-1400	1	By promotion of Architects with 3 years' service in the grade failing which by direct recruitment of Architects with 7 years' experience.
Architect	700-1250	5	Direct recruitment 66-2/3% promotion 33-1/3% from Assistant Architect (Rs. 350-900) with 5 years' service in the grade failing which by direct recruitment of Architects with 5 years' experience.

For the Senior Architect and the Architect we recommend the scales of Rs. 1500-2000 and Rs. 1050-1600 respectively. We recommend for the post of Project Architect the scale of Rs. 1300-1700.

14. The post of Deputy Director (Research) in the scale of Rs. 1300-1600 is filled by direct recruitment, qualifications being a 2nd Class Master's degree in Anthropology/Psychology/Sociology and 12 years' experience. The post of Deputy Assistant Director General (Research) (Rs. 700-1250) also carries the same educational qualifications but 5 years' experience. Government should examine whether the Deputy Assistant Director General could not be made eligible for promotion to the higher grade of Deputy Director. We recommend the scale of Rs. 1500-1800 for the post of Deputy Director and Rs. 1050-1600 for the post of Deputy Assistant Director General (Research).

15. The following are the posts in the Central Health Education Bureau of the Directorate :—

TABLE IV

Designation	Scale of Pay	No.	
Rs.			
(i) Deputy Director (School Health Education)	1300-1600	1	Trained post-graduate with 12 years' experience.
(ii) Senior Health Educator	700-1250	2	2nd Class M.Sc. in Social Science with 5 years' experience.
(iii) Deputy Assistant Director General (School Health Education)	700-1250	1	Trained Graduate 2nd Division with 7 years' experience.
(iv) Deputy Assistant Director General (Training)	700-1250	1	Promotion of Health Educators (Rs. 400-900)

The posts at (i), (ii) and (iii) above are filled by direct recruitment while that at (iv) above is filled by promotion of Health Educators (Rs. 400-900). We recommend for the first post the scale of Rs. 1500-1800 and for the remaining three posts the scale of Rs. 1050-1600.

16. The post of Nursing Adviser (Rs. 700-1250) is filled by direct recruitment from amongst candidates possessing post-graduate qualifications in Nursing who are registered Nurse and midwife with 5 years' experience. The Nursing Adviser advises Government on all matters relating to nursing problems. The Ministry of Health has suggested up-gradation of this post to the level of Assistant Director General (Rs. 1300-1600) on two main grounds, viz. that the post of Nursing Adviser is regarded as the highest post under Central Government in the profession of nursing (excluding Military Nursing Service) and that it should not have a scale of pay which is lower than that of Principal, College of Nursing, New Delhi (Rs. 900-1250). We accept the force of these arguments and recommend that the scale of pay of the post of Nursing Adviser be revised to Rs. 1300-1700.

17. The posts of Deputy Assistant Director General (Exhibitions) and Editor (Rs. 700-1250) are filled by direct recruitment and have no promotion outlets. We recommend for these posts the scale of Rs. 1050-1600.

18. **Class II posts :** The Class II posts are distributed over the following scales :—

	No.	Rs.
Technical Officer (Film Strip)	1	350-800
Senior Dietitian	1	350-900
Assistant Architect	6	350-900
Research Officer	3	400-900
Health Educator	10	400-900

We recommend the scale of Rs. 650-1200 for all these posts.

19. Most of the posts dealt with in paras 14-18 are either isolated posts or belong to very small cadres. Thus these cannot offer attractive career prospects to really suitable candidates. We would recommend that efforts should be made to draw officers on deputation for these posts whenever possible from regular cadres.

20. The Class II non-gazetted posts peculiar to this organisation and the revised scales that we recommend are shown in the following table :—

TABLE V

Designation	No.	Existing Scale	Proposed Scale
Rs.			
Investigator (Nutrition)	1	325-15-475-EB-20-575	550-900
Research Assistant (Nutrition)	1	325-15-475-20-575	
Senior Food Inspector	1	350-20-450-25-575	
Technical Assistant to D.D.C. (I)	1	370-20-450-25-575	650-960

21. The Class III posts peculiar to this organisation are examined in the succeeding paragraphs.

22. The posts in the Central Health Education Bureau are as follows :—

Designation	Scale	No.
Rs.		
Health Education Technicians Grade I	370-575	12
Health Education Technicians Grade II	250-380	10
Health Education Technicians Grade III	200-320	5
Health Education Technicians	200-380	1

The various posts of Technicians are in the fields of Journalism, Art, Photography, Advertisement, Cartoons, Art lettering, etc. These are filled mostly by direct recruitment although there is an element of promotion also in the case of some of the grade I posts. The prescribed qualifications are a University degree or a diploma with experience in the relevant field. We recommend the following scales of pay for these posts :—

Existing Scale	Proposed Scale
Rs.	Rs.
200-380)	425-640
200-320)	
250-380)	
370-575	550-900

The posts in the revised scale of Rs. 550-900 may be granted advance increments where necessary.

23. The posts of Technical Assistants (Drugs Control) in the scale of Rs. 210—530 are filled by promotion of Assistant Chemists/Technical Assistants (Rs. 210—425). The scale of Rs. 210—530 is a Secretariat scale applicable to Assistants Stenographers. Technical Assistants are normally either in the scale of Rs. 210—425 or Rs. 325—575. Technical Assistants (Drugs Control) deal with issue of import licences for drugs and issue of licences for test and analysis of new drugs. Considering the duties of the posts and the fact that these are filled by promotion of persons in the scale of Rs. 210—425, we recommend that these may be placed in the scale of Rs. 550—900.

24. For the post of Assistant Superintendent (Stores) in the scale of Rs. 175-325 we recommend the scale of Rs. 425-640 the same as recommended by us for the corresponding posts in the Medical stores Organisation.

25. The post of Warden (Rs. 130-280) is filled by direct recruitment, qualifications being Intermediate with 3 years' experience of having worked in a hostel. In addition to a messing allowance of Rs. 50 per month, free furnished accommodation and free electricity and water are provided. However, dearness allowance and city compensatory allowance are admissible at a reduced rate. We would recommend the scale of Rs. 380-640. No messing allowance should be admissible but dearness allowance and city compensatory allowance should be paid at full rates. The facility of free furnished accommodation and free electricity and water may also continue.

26. For the post of Varitype Operator in the scale of Rs. 175-240 we recommend scale of Rs. 380-560.

27. The posts of Field Assistants (Goitre) and Field Assistant (Food) carry identical qualifications but are in the scale of Rs. 110-200 and Rs. 110-180. Both these posts may be placed in the scale of Rs. 260-430

28. The post of Mechanic (Rs. 135-155) is filled by direct recruitment, the prescribed qualification being Matriculation with some experience of film equipment. We recommend for this post the scale of Rs. 260-400.

#### IV. Central Drugs Standard Control Organisation

29. This organisation is responsible for the quality of imported drugs, laying down regulatory standards of drugs and grant of approval to new drugs proposed to be imported into or manufactured in the country. It has four Port Offices and four Zonal Offices, besides two Laboratories viz. Central Drugs Laboratory, Calcutta and Indian Pharmacopoeia Laboratory, Ghaziabad. The Organisation is headed by a Drugs Controller (Rs. 1600-2000).

30. The post of Drugs Controller is filled by direct recruitment as also by promotion of Deputy

Drugs Controllers (Rs. 1300-1600) with 3 years' experience. Qualifications for direct recruitment are a post graduate degree in Bio-chemistry or an allied Science and 15 years' experience. The Secretary, Ministry of Health, during oral evidence proposed that the post should be equated with that of Deputy Director General (Rs. 1800-2250) in the Directorate General of Health Services. In justification of the proposal, it has been stated that (i) the existing scale is not commensurate with the duties and responsibilities of the Drugs Controller, (ii) the Committee on Drugs Control had recommended a scale of (Rs. 2000-2750) in 1966 and (iii) Drugs Controllers in some States are on higher scales of pay. We feel it would be sufficient if the scale is revised to Rs. 2000-2500 We recommend accordingly.

31. The posts of Deputy Drugs Controllers are filled partly by direct recruitment (33 $\frac{1}{3}$ %) of persons with post graduate qualifications and 12 years' experience and partly by promotion (66 $\frac{2}{3}$ %) from amongst Assistant Drugs Controllers, Bio-Chemists and Pharmacologists (Rs. 700-1250) with 5 years' experience. We recommend that these posts should be placed on the substitute scale of Rs. 1500-1800.

32. Two third of vacancies in the grade of Assistant Drugs Controllers are filled by direct recruitment of candidates with post-graduate qualifications and 7 years' experience, the remaining vacancies being filled by promotion of Technical Officers and Drugs Inspectors in the Class II scale. We recommend the scale of Rs. 1050-1600 for these posts. Because of the many and rapid developments taking place in the field of medicine, we do not suggest any change in present provisions for lateral induction at different levels, as the Government should be able to recruit persons with up-to-date knowledge.

33. The Class II post in the Organisation comprise the following categories :—

TABLE VI

Designation	Scale of Pay	No.	Qualifications and method of recruitment
	Rs.		
Technical Officer (Bombay)	350-900	1	One third direct recruitment. Post graduate degree and 2 years' experience. Two third by promotion of Technical Assistants (Rs. 370-575) and Senior Scientific Assistants (Rs. 325-575).
Technical Officer (Cochin)	350-800	1	
Drugs Inspector	350-900	12	Direct recruitment, post-graduate degree plus 3 years' experience.

Technical Officers perform the duties of Drugs Inspectors under the Drugs Act, ensure that imported drugs satisfy the conditions of import licence,

as laid down under the Drugs Rules, attend to enquiries from importers of drugs and advise customs authorities on matters connected with the import of drugs including taking of samples of imported drugs. The duties of Drugs Inspectors are to carry out, under the Drugs Act, inspections of establishments licensed to manufacture drugs and of plants and process of manufactures. They also look into the technical qualifications of the persons employed on manufacture of drugs and all details of location, construction and administration of the establishments likely to affect the potency or purity of the drugs. They take samples of the drugs manufactured and send them for tests. They also advise manufacturers regarding manufacture and testing of drugs.

Having regard to the method of recruitment qualifications prescribed and nature of duties we suggest that they should be in the standard class II scale of Rs. 650—1200.

#### V. Central Drugs Laboratory, Calcutta

34. This is a statutory laboratory, set up under the Drugs and Cosmetics Acts, 1940, to test samples of drugs and cosmetics, function as an appellate authority and act as Government analyst in respect of States and Union Territories which do not have testing facilities of their own. In addition, it offers training facilities and carries out research. The laboratory is headed by a Director who is in the scale of Rs. 1600-2000. The post is filled by direct recruitment, the qualifications being M.Sc. with 15 years' experience.

We understand that the present scale has remained unchanged since 1947 whereas the pay scales of heads of similar institutions which have been included in the Central Health Service have been revised to Rs. 1800-2250. The Secretary, Ministry of Health has also supported the proposal for improvement of the pay scale of this post. Having regard to the importance of the duties attached to the post and other factors, we consider that the revised scale of Rs. 2000—2500 would be appropriate.

35. Below the Director there is a post of Deputy Director in the odd scale of Rs. 900-50-1300. This post is filled by promotion of Pharmacologist/Bacteriologist/Bio-Chemist/Pharmaceutical Chemist with 3 years' service in the grade of Rs. 700-50-1250. Since the maxima of the two scales differ but slightly, and the incremental rate is the same a promotee would not derive any tangible benefit. Besides, the present grade structure appears to be unbalanced in that the gap between the pay scales of Director and Deputy Director is too wide. We think that the revised pay scale of Rs. 1300-1700 would be justified for this post.

36. There are two posts each of Assistant Pharmacologist and Assist Bacteriologist and one post of Assistant Pharmacognocist, all in the scale of Rs. 210-530. All these are filled by direct recruitment. The qualifications prescribed for the first post are a degree in Medicine or M.Sc. for the second post a degree in Medicine or degree in Chemistry

or Bio-Chemistry or Micro-biology; and for the last category the prescribed qualifications are a degree in Botany or Pharmacy. There are promotion prospects only for the first two categories to the grade of Research Assistants (Rs. 325-575). The scale prescribed for these posts is an odd one as scientific categories generally have junior posts in the grade of Rs. 210-425 open to graduates and the higher posts in the scale of Rs. 325-575 open to post-graduates or by promotion from the lower categories. The Government should examine whether for this organisation the intermediate level between these two categories, which are common to all scientific organisations, is really necessary. We understand that there are recruitment and retention difficulties in this organisation due to the unattractiveness of the pay scales. We recommend that the post of Assistant Pharmacognocist requiring a second class B.Sc. should be in the scale of Rs. 425-700 and the remaining two posts requiring a degree in Medicine or M.Sc. should be in the scale of Rs. 550-900.

37. The only other Class III posts which call for separate consideration are the posts of Animal Caretaker and Media Man (Rs. 100-142) The former post is filled by promotion of Animal Attendant (Rs. 80-110). The revised scale of Rs. 225-308 would be suitable for the post of Animal Caretaker. The qualifications for the post of Media Man are Matriculation with 5 years' experience. The duties of this post are analogous to those of Junior Laboratory Assistant. In view of this, we recommend the scale of Rs. 260-430 for this post.

#### VI. Central India Pharmacopoeia Laboratory, Ghaziabad

38. This Laboratory is concerned with the drawing up of standard and testing procedures for drugs to be incorporated in the Indian Pharmacopoeia. It also functions as a testing laboratory. The Laboratory is headed by a Director (Rs. 1300-1600) who is assisted by a senior Scientific officer in the grade of Rs. 700-1250. There are also two posts of Junior Scientific officers in Class II (Rs. 350-800). We have discussed the Senior and Junior Scientific officers in another section of this Chapter. We recommend the scale of Rs. 1500-2000 for the Director of the Laboratory.

#### VII. Central Food Laboratory Calcutta

39. This is an appellate laboratory set up under the Prevention of Food Adulteration Act, 1954. An important function of the Laboratory is to analyse the food sample sent by the trying courts all over India in case the results of Public analysts are disputed. The certificate of analysis issued by this Laboratory is treated as final and conclusive in law. The Laboratory also analyses samples of food sent by the Central Government or any of its agencies and carries out research and provides training to public analysts.

The following are the Class I and II posts in this organisation :—

TABLE VII

Designation	Scale of Pay	No.	Qualification and method of recruitment
Rs.			
<i>Class I</i>			
Director	1600-2000	1	Direct recruitment. Degree in Medicine or M. Sc. in Chemistry with 10 years' experience.
Chief Technical Officer	700-1150	2	By promotion from Senior Analyst failing which by direct recruitment. Master's degree plus 5 years' experience.
Senior Analyst	400-950	2	Master's degree plus 2 years' experience. 50% direct recruitment and 50% by promotion of Junior Analyst (Rs. 350-680)
<i>Class II</i>			
Technical Officer/ Lecturer	350-800	1	By promotion of Junior Analyst (Rs. 350-680)/ Technical Assistant (Rs. 210-425).
Junior Analyst	350-680	3	By direct recruitment. Master's degree plus experience.

We think that the pay scale of Director should be revised having regard to the nature and range of his duties. There is, however a wide gap between the post of Director and the next lower level, which the Government may look into.

40. We recommend the following scales of pay :—

Designation	Proposed scale
Rs.	
Director	2000-2500
Chief Technical Officer	1050-1600
Senior Analyst	700-1300
Technical Officer	650-1200
Junior Analyst	650-960

#### VIII. B.C.G. Vaccine Laboratory, Guindy

41. This Laboratory produces BCG Vaccine and tuberculin dilutions. The Director is in the Supertime Grade II of Central Health Service (Rs. 1300-1800). We have discussed in another section the non-medical scientific posts in the Laboratory.

42. There is a post of Electrical and Mechanical Superintendent in the unusual scale of Rs. 260-15-320-20-420-30-540. The post is filled by direct recruitment from candidates who are Licentiates in Mechanical Engineering or possess a three year diploma course in Engineering. A minimum of 5 years' practical experience in workshop is also considered essential. Having regard to the qualifications and experience required for this post, we recommend the scale of Rs. 425-800 with three advance increments.

43. For the two posts of Technicians (Rs. 205-280) which are filled by promotion we recommend the scale of Rs. 380-560.

44. A peculiar condition of service brought to the notice of the Commission by the employees of the Vaccine Laboratory is that all its employees are subjected to X-ray examination once in 6 months to find out if they are suffering from T.B. Those who are found suffering from T.B. are not allowed to continue in the laboratory even after they have been cured but are given alternative employment. It has been represented that the employees of the Laboratory are subjected to the hazards of X-ray radiation much more than other Government employees. An extra allowance has been asked for to cover such a risk. We have examined such matters in another Chapter.\*

#### IX. Department of Serologist and Chemical examiner, Calcutta

45. The main function of this department is the medico-legal analysis of blood and other stains on material objects seized in connection with the investigation of criminal cases. The department also undertakes production of V.D.R.L. \*\* antigen essential for the examination of blood for suspected syphilis as also research and training in serology.

46. The Serologist and Chemical Examiner who is the head of the department is in the Supertime Grade I scale of Central Health Service (Rs. 1800-2250). The other class I posts are also included in Central Health Service except that of Bio-Chemist (Rs. 700-50-1250) which is a non-medical post filled by direct recruitment. We have examined the pay scales of the Central Health Service and also the pay scales of non-medical scientific posts in the various institutions under the Ministry of Health in a separate Section in this Chapter.

47. There is a post of Eviction Inspector (Rs. 210-425) which is filled by promotion of Upper Division Clerks. The duties of the post are to assist the Estate officer in the eviction of unauthorised occupants of the lands and barracks of the defunct Lake Medical College and Hospital, Calcutta. This post should be given the substitute scale of Rs. 425-700.

\* Chapter 56.

\*\* Venereal Diseases Research Laboratory.

### X. Central Research Institute, Kasauli

48. This Institute is concerned with the manufacture of vaccines and sera for human use. It conducts research on problems of public health importance and imparts training in the fields of micro-biology, virology, medical bio-chemistry etc. It also conducts courses for M.Sc. (honours) of the Punjab University. The Institute is in the charge of a Director (Rs. 1800-2250). The non-medical Class I and II posts are :-

TABLE VIII

Designation	Scale of Pay	No.	Qualifications and method of recruitment
	Rs.		
Assistant Director	700-1250	1	By promotion of Deputy Assistant Director/Factory Manager.
Deputy Assistant Director	400-950	3	Direct recruitment. M. Sc. degree with 3 years' experience.
Factory Manager	400-950	1	Direct recruitment. M. Sc. degree with 3 years' experience.
<i>Class II</i>			
Junior Technical Officer	350-900	1	Direct recruitment. M.Sc. degree with 3 years' experience.
Assistant Electrical Engineer	350-900	1	Direct recruitment. Electrical Engineering degree or diploma with 5 years' experience.
Administrative Officer	620-900	1	By deputation.
Veterinary Assistant Surgeon	325-15-475-20-575	1	Direct recruitment. Degree, Diploma with 3 years' experience.
Assistant Technical Office	325-15-475-20-575	3	By promotion of Technical Supervisors (Rs. 210-425).

49. The non-medical scientific Class I and II posts may be allotted the corresponding scales prescribed for such posts in the relevant Section of this Chapter. The post of Administrative Officer may be in the scale of Rs. 840-1200. As regards the post of Assistant Electrical Engineer, we would repeat our general observation that such isolated posts should, as far as possible, be filled by deputation from an organised service. The pay scale should be as for Standard Class II posts. It is not clear why the post of Veterinary Assistant Surgeon is treated as Class II (gazetted) while the post of Assistant Technical Officer which is also on the same scale of pay is treated as Class II (non-gazetted). The replacement scale for the posts of Veterinary Assistant Surgeons and Assistant Technical Officer may be Rs. 550-900.

50. The posts of Technicians (Yellow Fever Vaccine) in the scale of Rs. 205-280 are filled by promotion of Technicians (Rs. 205-240). The latter are filled

in turn by promotion of Mechanics (Rs.150-240). The duties of all these posts relate to repair and maintenance of electrical and mechanical equipment. We suggest that all these posts may be brought on to the highly skilled grade I and II of workshop artisan staff, viz. Rs. 380-560 (in lieu of Rs. 205-280/205-240) and Rs. 330-480 (in lieu of Rs. 150-240).

51. The present method of recruitment provides for promotion from lower grade right up to the level of Assistant Technical Officer without stipulation of minimum educational qualifications. We do not consider this to be desirable in all Institute which is producing life saving products for human use. We have thought it fit to draw the attention of the Government to this matter as the efficiency of the Institute is likely to improve, and the Government will receive better value for the money spent, if minimum qualifications are prescribed as is customary.

### XI. National Institute of Communicable Diseases (NICD)/National Malaria Eradication Programme (NMEP)

52. The National Institute of Communicable Diseases is a successor organisation to the erstwhile Malaria Institute of India and it has advisory, research control and training functions in regard to malaria and other communicable diseases. The functions of National Malaria Eradication Programme relate to control and eradication of malaria. There are both medical and non-medical posts in these organisations. All the non-medical posts have been shown as direct recruitment posts. It is presumed that when the recruitment rules are finalised the need for providing promotional avenues to the posts in lower grades would be kept in view. The following Class I and II non-medical posts may be allotted the scales mentioned against each :-

TABLE IX

Designation	No.	Existing Scale	Proposed Scale
		Rs.	Rs.
Deputy Director . . . . .	1	1300-1600	1500-1800
Administrative Officer . . . . .	2	620-900	840-1200
Stores Officer . . . . .	1	400-900	650-1200
Assistant Malaria Engineer . . . . .	1	350-900	650-1200
Assistant Research Officer . . . . .	1	350-680	650-960

We also suggest that Government may explore the possibility of filling the post of Assistant Malaria Engineer by deputation instead of direct recruitment.

53. The Class III posts peculiar to this organisation, their existing pay scales and the proposed scales are shown below :-

TABLE X

Designation	No.	Existing Scale	Proposed Scale
		Rs.	Rs.
Malaria Assistant/Research Assistant	10	210-455	425-700
Curator . . . . .	1	210-425	
Chainman . . . . .	1	100-130	225-308
Insect Collector . . . . .	39	110-131	260-350

## XII. Port/Airport Health Organisation

54. This Organisation is responsible for the enforcement of international quarantine and implementation of the Indian Port Health Rules and the Indian Aircraft (Public Health) Rules. The following Class III posts are peculiar to this organisation :—

TABLE XI

Designation	No.	Pay Scale	Qualifications and method of recruitment
		Rs.	
Fumigation Inspector	1	205-280	By promotion of Malaria/Sanitary/Rat Inspector.
Fumigators.	2	205-280	
Rat Inspector	2	150-240	By promotion of Insect Collector.
Insect Collector	24	110-131	Direct recruitment. Matric with aptitude for field work.

55. The first three posts should be in the scale of Rs. 330-560. We think the revised scale of Rs. 260-350 should be adequate for the post of Insect Collector.

## XIII. Rural Health Training Centre, Delhi

56. The Centre provides orientation training to health personnel working in the community development areas in Northern India. The following are the Class II posts calling for comments :—

TABLE XII

Designation	No.	Pay scale	Qualifications and method of recruitment
		Rs.	
Health Educator	1	400-900	Direct recruitment. Master's degree in Social Science.
Assistant Public Health Engineer	1	350-900	Direct recruitment. Degree in Engineering
Administrative Officer	1	350-25-575	By transfer of an officer of Assistants' Grade of the Central Secretariat Service.

57. For the posts of Health Educators elsewhere, we have suggested the scale of Rs. 650-1200 which should apply here also. The duties of Assistant Public Health Engineer are teaching and demonstration in environmental sanitation. For similar posts in the CPHEEO carrying post-graduate engineering qualifications, we have suggested\* the scale of Rs. 700-1300. The same scale is recommended here also even though the post-graduate qualification is not compulsory as in the case of CPHEEO, because the post has no promotional avenue and is filled by

direct recruitment. We would, however, suggest that the post-graduate qualification in public health engineering may be laid down as an essential qualification for this post for future entrants. The post of Administrative Officer should be allotted the scale of Rs. 650-960.

58. The post of Research Aide in the scale of Rs. 325-575 is filled direct, qualifications being a Master's degree in Social Science and 2 years' experience of social research in rural areas. We recommend the scale of Rs. 550-900 for this post.

59. For the following posts concerned with the extension education work, we recommend scales as shown against each :—

TABLE XIII

Designation	No.	Existing Scale	Proposed Scale
		Rs.	Rs.
Family Planning Extension Educator	2	210-425	425-700
Family Planning Extension Educator	1	205-280	
Block Extension Educator	2	150-240	330-480

## XIV. Lady Reading Health School, Delhi

60. This School conducts two courses—a Diploma Course for "Lady Health Visitors" and a Certificate Course in "Public Health Nursing". The School is headed by a Superintendent (Rs. 400-800) who is appointed by promotion of Assistant Superintendent/Sister Tutor (Rs. 250-380). The minimum qualifications required are a registered nurse with a degree/diploma in public health nursing and 5 years' experience. We consider that the qualifications are not commensurate with the responsibilities and the status of the posts. We would suggest that the qualifications should be revised to M.Sc. (Nursing) in which case the post may be upgraded to junior scale Class I. Otherwise, the post should be brought on to the standard Class II scale of Rs. 650-1200.

61. The post of the Assistant Superintendent should be in the scale recommended for the corresponding posts in the 'nurses' cadre viz. Rs. 550-750 inclusive of messing allowance.

62. The post of Assistant Warden (Rs. 150-280) carries with it a messing allowance of Rs. 60 per month. The scale of Rs. 425-640 (recommended by us for Staff Nurses) should be extended to this post also. No messing allowance would, however, be admissible in future. There are two posts of Family Planning Welfare Workers (Rs. 110-155) which are filled by direct recruitment. Considering the qualifications, (Matric with two years' experience), we suggest the scale of Rs. 260-400 for these posts.

\*Para 10.

63. The posts of Lady Attendant (Rs. 80-110) and Male Clinic Attendant (Rs. 70-85) carry identical qualifications (middle pass with some experience) and have similar duties (assistance in organising Family Planning Clinics). Both are filled by direct recruitment. We would suggest that both the posts should be in the scale of Rs. 190-240.

#### XV. National Trachoma Control Programme, Aligarh

64. The main functions of this organisation are to plan and coordinate the trachoma control programme in the country and to provide technical guidance and supervision in different States. It is headed by a Specialist in the Central Health Service grade of Rs. 600-1300. Below this level there is a Class II post of Health Education Officer (Rs. 350-680). Considering that the post is directly recruited from candidates with a Master's degree plus 3 years' experience and has no promotional outlet, we recommend the scale of Rs. 650-1200 as for other Health Educators.

#### XVI. College of Nursing, New Delhi

65. This is a constituent college of Delhi University and conducts training courses in B.Sc. (Honours) and M.Sc. in Nursing, in addition to certain other courses for nurses. The following are the Class I and II posts:

TABLE XIV

Designation	Num-ber	Scale of pay	Qualifications and method of recruitment
Rs.			
Principal	1	900-40-1100-50/2-1250	Direct recruitment. Master's degree in Nursing and registered nurse and mid-wife with 10 years' teaching experience.
Vice-Principal	1	570-950	Direct recruitment. Master's degree in Nursing and registered nurse and mid-wife with 5 years' teaching and administrative experience.
Director, Child Guidance Clinic	1	700-1150	Direct recruitment. M.A. in Psychology with 8 years' experience.
Senior Lecturer (Education/Psychology)	2	400-800	Direct recruitment. At least second class Master's degree with 5 years' experience.
Senior Lecturer (Public Health Nursing/Nursing Education/Nursing Administration)	3	400-800	Promotion from Sister Tutor (Rs. 370-475) with 3 years' service in the grade.
Administrative Officer	1	400-800	Direct. B.A.

Designation	Num-ber	Scale of pay	Qualifications and method of recruitment
Rs.			
Nutritionist	1	325-900	Direct recruitment. Master's degree with 5 years' teaching experience.
Lecturer (English/Psychology/Biology/Chemistry/Physics/Hindi)	6	325-650	Direct recruitment. At least second class M.A. or M.Sc. with 3 years' teaching experience.
Clinical Psychologist	1	325-650	Direct recruitment. M.A. with post-graduate diploma.

66. It has been represented that since the college of Nursing is a constituent college of Delhi University, University Grants Commission scales of pay as applicable to the teaching staff of Colleges affiliated to Delhi University should be extended to teachers of the College of Nursing. Having regard to the recruitment qualifications and duties and responsibilities we are unable to accept this demand and recommend the revised scale of Rs. 1200-1600 and Rs. 700-1300 for the posts of Principal and Vice-Principal respectively. The Vice-Principal will in addition get a special pay of Rs. 150 per month. The post of Director, Child Guidance Clinic should be in the standard Senior Scale, viz. Rs. 1050-1600. For the posts of Senior Lecturers and Lecturers we recommend the scale of Rs. 700-1300 and Rs. 650-960 respectively. The Nutritionist and the Administrative Officer should be allotted the scale of Rs. 650-1200 and the Clinical Psychologist the scale of Rs. 650-960.

67. The Class III posts comprise mostly ministerial or nursing group and should be on the corresponding scales. The post of Physical Training Instructor (Rs. 170-380) is filled by direct recruitment, from amongst graduates with a diploma in physical education. The scale of Rs. 440-750 recommended by us for the posts of Physical Training Instructors carrying identical qualifications in Higher Secondary School may be allotted to this post. The posts of Home Sister (2) and Assistant Home Sister (1) in the scale of Rs. 210-320 and Rs. 150-240 respectively carrying messing allowance of Rs. 60 per month. The posts of Home Sisters are filled by promotion of Assistant Home Sister. The latter is appointed direct, qualifications being Matric with diploma in catering and institutional management or a registered Nurse/Health Visitor and 3 years' experience. We recommend the Scales of Rs. 455-700 and Rs. 425-640 applicable to Nursing Sisters and Staff Nurses to Home Sisters and Assistant Home Sisters respectively. No messing allowance will be admissible in addition.

### XVII. All India Institute of Physical Medicine & Rehabilitation, Bombay

68. This Institute provides training at post-graduate level to various categories of medical, para-medical and technical personnel in the various disciplines concerning rehabilitation of the orthopaedically handicapped. It also provides treatment for patients with exceptional disabilities and in need of special rehabilitation not ordinarily available in general hospitals in India. It supplies prosthetic appliances to the handicapped patients at reasonable rates and also carries out research in the field of physical medicine and prosthetics. The following are the Class II posts:

TABLE XV

Designation	Scale of pay	Number
	Rs.	
Chief, Physiotherapy/Occupational Therapy/Medical Social Work/Vocational Guidance	375-900	4
Superintendent (Workshop)	375-900	1
Assistant Workshop Manager	350-680	1
Lecturer Physiotherapy/Occupational Therapy/Medical Social Work/Vocational Guidance/Speech Therapy	350-20-450-25-575	5
Manager (Workshop)	350-20-450-25-575	1
Senior Brace-Maker	325-15-475-20-575	1
Senior Limb Fitter	325-15-475-20-575	1

69. For the posts of Chiefs, Physiotherapy and Occupational Therapy we have separately recommended\* the scale of Rs. 840-1200. The same scale should be extended to the other posts of Chiefs. Similarly, for the posts of Lecturers in Medical Social Work, Vocational Guidance and Speech Therapy we suggest the scale of Rs. 650-960 as recommended for Lecturers in Physiotherapy and Occupational Therapy. We have separately suggested\* the scale of Rs. 550-750 for the posts of Additional Lecturers (Rs. 270-475) in Physiotherapy and Occupational Therapy. This scale should apply to the posts of Additional Lecturer in vocational guidance (Rs. 270-475) also.

70. We do not appreciate the need for three levels of Superintendent/Manager for the prosthetic and orthotic workshop. There is an obvious anomaly in the post of Manager (Rs. 350-575) being filled by the promotion of Assistant Workshop Manager who is in the higher scale of Rs. 350-680. We recommend that the post of Superintendent should be in the scale of Rs. 650-1200 while those of the Assistant Workshop Manager and Manager (Workshop) should be in the scale of Rs. 650-960. For the posts of Senior Brace-Maker and Limb Fitter we recommend the corresponding replacement scale of Rs. 550-900.

71. The posts in the artisan group should be allotted the scales recommended by us for the corresponding categories of workshop staff. For the following posts, we recommend the scale shown against each :

TABLE XVI

Designation	Num- ber	Existing scale	Proposed Scale
		Rs.	Rs.
Brace Maker and Fitter Class II	1	270-475	470-750
Junior Brace Maker	1	270-475	
Junior Limb Fitter	1	270-475	
Foreman	1	270-475	
Assistant Brace Maker	5	250-380	455-700
Senior Job Workers	5	175-280	380-560
Junior Job Workers	26	140-10-180	320-400
Junior Job Workers	37	140-5-175	320-400

The post of Manager, Vocational Training Workshop in the scale of Rs. 250-380 is filled direct, qualifications being a degree/diploma in Engineering with 5 years' teaching experience. We recommend the scale of Rs. 455-700 for this post.

72. There are a few Class IV posts of semi-skilled workers in the scale of Rs. 70-85. These posts are filled by direct recruitment qualifications being education upto senior school certificate with one year's experience in the concerned trade. If a trade test is prescribed for these posts, they may be placed in the scale of Rs. 190-240. If a trade test has not been prescribed, the scale should be Rs. 185-220.

### XVIII. Hospital for Mental Diseases, Ranchi

73. This Hospital provides diagnostic and therapeutic services in psychiatry and neurology. It also operates a Post-graduate Training Centre which trains candidates for degree and diploma courses of the Ranchi University. It is also engaged in research work.

74. The post of Clinical Psychologist (Rs. 325-650) and Psychologist (Rs. 325-575) are filled direct, qualifications being M.A. in Psychology and 3 years' experience. For Clinical Psychologist, a diploma in Medical Psychology is also necessary. We recommend for these posts the scales of Rs. 650-960 and Rs. 550-900 respectively. The post of Senior Psychiatric Social Worker (Rs. 325-575) filled 50% direct (qualifications M.A. with 5 years' experience) and 50% by promotion of Psychiatric Worker (Rs. 210-425) may be placed in the scale of Rs. 550-900.

75. The post of Administrative Officer in the scale of Rs. 620-900, filled direct from amongst graduates with 10 years' experience, may be allotted

the scale of Rs. 840—1200. Government may, however, consider the feasibility of filling the post by deputation.

76. Out of the Class III posts only the posts of Dietitian (Rs. 200—320) and Physical Instructor (Rs. 100—142) need to be specifically considered. The qualification for the former post is Matriculation with a diploma in Dietetics and 5 years' experience. The revised scale of Rs. 425—640 would be suitable for this post. The upgradation of the second post to Rs. 260-400 would be justified on the basis of the qualification of Matriculation with 2 years' experience in physical training.

77. The post of Electronic Technician (Rs. 180-380) qualifications for which are Matric and a diploma in Radio Engineering or Electornics may be placed in the scale of Rs. 425-700 which we have recommended for diploma holders in Engineering.

78. There are a number of artisan posts in the scale of Rs. 110-131 for which we recommend the scale of Rs. 260-350.

#### XIX. Jawaharlal Institute of Post Graduate Medical Education & Research (JIPMER), Pondicherry

79. This Institute provides facilities for training both in the under-graduate and in the post-graduate medical disciplines. It also carries out research activities. The head of the Institute is a Supertime Grade I Officer (Rs. 1800-2250) of the Central Health Service.

80. The Class I and II posts peculiar to this Institute are shown below :—

TABLE XVII

Designation	Scale of pay	Num-ber	Qualifications and method of recruitment
	Rs.		
Administrative Officer	620-900	1	By deputation.
Child Psychologist	590-900	1	Direct recruitment. At least second class M.A. plus diploma plus some experience.
Manager for Press	450-800	1	Direct recruitment. University degree plus diploma in printing with 10 years' experience.
Assistant Public Health Engineer	425-900	1	Direct recruitment, degree with some experience.

81. Considering the fact that the Institute has a large attached hospital with a bed strength of 735 and a staff of 1632, we consider the existing scale of Administrative Officer inadequate. We recommend the scale of Rs. 1050-1600 for this post subject to its being filled by persons with training and experience Hospital Administration. The post of Child Psychologist and Assistant Public Health Engineer

3 M of Fin./73—10

may be upgraded to Class I junior scale of Rs. 700 1300. A post graduate qualification in public health engineering may be specified as essential for future entrants for the post of Assistant Public Health Engineer. The post of Press Manager should be in the scale of Rs. 650-1200.

82. For the following Class II non-gazetted posts peculiar to this Institute, we recommend the scales shown against each.

TABLE XVIII

Designation	Num-ber	Existing Scale	Qualifications and method of recruitment	Proposed Scale
Estate Manager	1	Rs. 350-25-575	Direct recruitment or promotion from Office Superintendent (Rs.350-475)	Rs. 650-960
Technical Supervisor	1	350-25-575	Direct recruitment, degree or diploma in Veterinary Science.	550-900
Medical Records Officer	1	325-15-475-20-575	Direct recruitment. Graduate with one year's training in keeping medical records.	
Superintendent (Junior Engineer)	1	270-575	Direct recruitment. Engineering degree or diploma with 10 years' experience.	550-900
Dietitian	1	390-20-450-25-475	Direct recruitment. Degree in Home Science and post-graduate training with 2 years' experience.	

We also recommend that three advance increments should be granted to Dietitian.

83. The posts of Clinical and Social Psychologist, Superintendent Horticulture, non-medical Demonstrators and Electronic Assistant are in the scale Rs. 335-425. All these posts except that of Electronic Assistant may be placed in the scale of Rs. 550-900. As for the post of Electronic Assistant the scale of Rs. 425-700 should be adequate as the qualification is licentiate in electrical engineering which is equivalent to a diploma.

84. For the under noted Class III posts we recommend that pay scales shown against each:—

TABLE XIX

Designation	Num-ber	Existing Scale	Proposed Scale
		Rs.	Rs.
Museum Curator	1	150-205	330-480
Modeller	2	150-205	
Assistant Dietitian	1	130-256	
Warden (Artist Unit)	1	250-380	425-640
Laundry Supervisor	1	210-380	

85. The post of Physical Director is in the unusual scale of Rs. 200-25-500. The post is filled by direct recruitment from Graduates with diploma in Physical Training. This post should be given the revised scale of Rs. 440-750 applicable to Physical Education Instructors of Higher Secondary Schools carrying identical qualifications. There is one post each of Supervisor (Workshop) and Electrical Technician in the scale of Rs. 180-380. While the former post is filled by promotion from Electro-Mechanic (Rs. 125-155), the latter post is filled by direct recruitment for which the qualification is Matriculation with 2 year's experience. We think that both the posts are over valued and should be given the revised scale of Rs. 380-560 (corresponding to the highly skilled Grade I). For the post of Electro-Mechanic (Rs.125-155) for which the minimum qualification is Matriculation plus 5 years' experience in handling electro-mechanical apparatus we would recommend the grade of Rs. 320-400. The remaining posts should be fitted into the new scales recommended by us for corresponding posts.

#### XX. National Tuberculosis Institute, Bangalore :

86. This Institute was established in 1959 to evolve a National Tuberculosis Control Programme, to train personnel for implementing the programme and to conduct research in the connected fields of T. B., Epidemiology and bacteriology. The Director of the Institute is in the Supertime Grade II of the Central Health Service (Rs. 1300-1800). It has been represented that his status should be raised to that of Supertime Grade I of the CHS and brought in line with the pay scale of heads of similar institutions under the Ministry of Health. The Secretary, Ministry of Health has suggested that the Director should have the status of a Deputy Director General in the DGHS. It is to be noted that the post of Epidemiologist in this Institute is also in the same grade as that of the Director. We suggest that the Director should be placed in the Supertime Grade I of the CHS.

87. The Sociological and X-ray Sections of the Institute are in the charge of Sociologist and X-ray Engineer respectively in the scale of Rs. 400-950. There is direct recruitment to both the posts. On the other hand the T.B. Control Section and Bacteriological Section are in the charge of CHS Officers who are in the Specialists' grade (Rs. 600-1300). It has been contended that this disparity is not conducive to harmonious working. On the basis of existing qualifications and nature of duties and keeping in view the fact that both the posts do not have any avenues of promotion, we recommend for them the integrated class I scale of Rs. 700-1600.

88. The post of Administrative Officer in the scale of Rs. 620-900 is filled by deputation. Its scale may be revised to Rs. 840-1200.

89. The Epidemiological Section has the following posts for field work:—

TABLE XX

Designation	Scale of pay	Num-ber	Qualification and method of recruitment
	Rs.		
B.C.G. Team Leader	250-380	2	Direct recruitment. Matric with 5 years' experience in tuberculin testing and BCG vaccination.
Field Investigators	130-300	20	Direct recruitment. Matriculation or Inter Science.

The duties of BCG Team Leaders are to carry out field work in connection with the research studies on BCG vaccination etc. and to participate in the training of Medical Officers and BCG Team Leaders of the State Governments. The Fields Investigators carry out surveys in the villages and help in X-Ray examinations and tuberculin testing of the population. It has been suggested that BCG Team Leaders and Field Investigators may be on the scales of Rs. 325-575 and Rs. 210-425 respectively. A field allowance has also been demanded for them. We do not think that taking into account the prescribed qualifications and nature of their duties the present pay levels are inadequate. We recommend the following scales of pay:—

Designation	Proposed Scale
	Rs.
BCG Team Leaders	425-640
Field Investigator	330-560

9. For the post of Hostel Warden (Rs. 205-280) which is filled by direct recruitment from amongst Matriculates with experience in management of canteens and stores, we recommend the scale of Rs. 330-560. The Institute has a fleet of about 45 vehicles for which it maintains a small workshop under a Transport Supervisor (Rs. 205-240). The post is filled by direct recruitment from persons with a diploma in Automobile engineering and at least one year's experience. Having regard to the considerable demand outside for persons with automobile experience, there is a case for upgrading the post to Rs. 425-700. For the post of Mechanic Supervisor (140-175) which is filled by promotion of Mechanic Drivers we recommend the grade of Rs. 320-400.

#### XXI. Medical Stores Organisation

91. The Medical Stores Organisation consists of six depots and an administrative office at Delhi which is a part of the Directorate General of Health Services. It is responsible for procurement of medical

stores of approved quality and for supplying these to the indentors at reasonable rates. The Organisation handles about 2000 items and serves about 16,000 institutions. The Depots at Madras and Bombay have attached pharmaceutical factories which produce a large number of commonly needed articles in the hospitals.

92. The following table shows the Class I posts in the organisation:—

TABLE XXI

Designation	Scale of Pay	Num-ber	Qualifications and method of recruitment
Assistant General (ADG)	Rs. 1300-1600	1	By promotion of DADG (1100-1400) or transfer of CHS Officers belonging to Supertime Grade II.
Deputy Director (DADG)	1100-1400	2	Recruitment rules not finalised.
do	900-1250	5	By promotion of Depot Managers/ Factory Managers with 5 years' service. For direct recruits MBBS or Master's degree with 5 years' depot experience.
Depot/Manager	400-950	6	By promotion of Assistant Depot Managers with 5 years' service in the grade.
Factory/Manager	400-950	2	By promotion of Assistant Factory Managers with 5 years' experience.

93. We understand that the DADG at Bombay (Rs. 1100-1400) is in receipt of a special pay of Rs. 150 per month on account of the additional responsibilities for managing supply of drugs etc. required for CGHS dispensaries in that city. Thus his total emoluments range between Rs. 1250 and Rs. 1550 which is very nearly the same as that of ADG (Stores). We understand that the pay scale for the posts of DADG at Bombay and Madras was revised in 1965 from Rs. 900-150 to Rs. 1100-1400 mainly for the reason that at these places the Medical Stores depots have pharmaceutical factories attached to them. We do not think it desirable to attach a special pay for marginal addition to the duties particularly for posts at the relatively high level of Rs. 1100-1400. On an overall assessment, we recommend the following scales for the posts of ADG and DADG. No special pay will be attached to any of the posts.

	Existing Scale	Proposed Scale
	Rs.	Rs.
Assistant Director General (Stores)	1300-1600	1500-1800
Deputy Assistant Director General	1100-1400	1300-1700
Deputy Assistant Director General	900-1250	1050-1600

94. The posts of Depot Manager and Factory Manager are filled by promotion of Assistant Managers (Rs. 350-800) with 5 years' service in the grade. We recommend that the posts of Depot Manager and Factory Manager should be allotted the scale of Rs. 700-1300 and the Assistant Managers (Depot/Factory) the scale of Rs. 650-1200.

95. We understand that 12 LDCs are being paid a special pay of Rs. 30 per month for doing the work of stock verification. We recommend for these posts the scale of Rs. 330-480 without any special pay.

The posts in the artisan categories should be allotted scales in accordance with our general recommendations in regard to workshop staff.

#### XXII. All India Institute of Hygiene and Public Health, Calcutta

96. This Institute which is affiliated to the Calcutta University provides post-graduate instruction in public health and its allied branches and also undertakes research work in 'public health'.

97. The Institute is headed by a Director in the Supertime Grade I of CHS (Rs. 1800-2250). The teaching posts of Professor, Associate Professor and Assistant Professor are held by Medical Officers belonging to the CHS as well as by non-medical teaching staff. The CHS Officers will be in the corresponding scales recommended for the CHS. We have examined the question of pay scales for non-medical teaching and research staff in a later section in this Chapter and the pay scales recommended in that Section will be applicable to corresponding posts in this Institute also. Here we would only refer to certain features of recruitment relating to some of these posts. The qualifications specified for direct recruits to the posts of Assistant Professor of public Health Nursing and Mid-wifery Nursing are a diploma in Public Health Nursing with 7 years' experience. Now that post-graduate and graduate nursing courses have been instituted, it should be possible to obtain candidates with higher qualifications and the Government may have the question examined whether efficiency requires a review of the prescribed qualifications. There are two posts of Assistant Professors of Statistics one of which in the scale of Rs. 400-950 is included in the Indian Statistical Service while the other in the scale of Rs. 575-1150 is not included in the Indian Statistical Service. We recommend that both these posts should be included in the Indian Statistical Service in the grade of Rs. 1050-1600.

98. The qualifications prescribed for the post of Research Analyst (Rs. 700-1250) are a Graduate with diploma in Social Science. We do not consider the scale to be commensurate with the qualifications. We recommend the scale of Rs. 1050-1600 if the qualifications for the post are revised suitably. For the existing qualifications, we recommend the lower scale of Rs. 700-1300.

99. The Class II posts are in varying scales of pay as shown below:—

TABLE XXII

Designation	Scale of pay	Number	Qualification and method of recruitment
	Rs.		
Tutor Dietitian	450-900	1	By promotion from Demonstrator (Rs. 325-575). For direct recruitment M.Sc. with 5 years, post-graduate teaching or research experience.
Assistant Research Officer (ARO)	350-680	5	Direct recruitment for the post of ARO (Psychologist) and (Physicist).  Other posts by promotion from Demonstrator/Research Assistant/Technical Assistant in Rs. 325-575.
Assistant Engineer (Public Health)	425-900	2	By promotion from Demonstrator/Technical Assistant/Research Assistant (Rs.325-575). For direct recruitment degree in Engineering with post-graduate degree or diploma in Public Health Engineering.
Health Educator	425-900	1	By promotion from Demonstrator/Research Assistant.
Administrative Officer	620-900	1	By deputation.

100. It has been claimed that the duties and responsibilities attached to the post of Tutor Dietitian are similar to those of other non-medical Assistant Professors of the Institute. We find that there is already a post of Assistant Professor of Bio-Chemistry and Nutrition (Rs. 575-1150) in this Institute. Moreover the posts of Assistant Professors are usually filled by direct recruitment and in one or two cases by promotion from Assistant Research Officers (Rs. 350-680) or Health Educator (Rs. 425-900). On the other hand, the post of Tutor Dietitian is filled by promotion from Demonstrator/Research Assistant in the scale of Rs. 325-575. For these reasons, we consider that the claim for parity in pay scale with Assistant Professor is not tenable. This post as also the posts of Health Educator and Assistant Engineer (Public Health) should be in the scale of Rs. 650-1200. The post of Administrative Officer may be allotted the scale of Rs. 840-1200. The posts of Assistant Research Officers may be in the scale of Rs. 650-960.

101. There are a number of non-medical posts of Demonstrator, Technical Assistant, Research Assistant etc. (Rs. 325-575) which are filled by direct recruitment, the qualifications being a degree in Engineering or M. Sc. or M.A. or a post-graduate diploma. It has been represented by the Demonstrators that they are doing teaching work normally done by Lecturers and that they should, therefore, be given the UGC scale for Lecturers. The Director of the Institute has also proposed upgradation of some of these posts into those of Lecturers. We are, however, not satisfied about the validity of the claim because it is not unusual for Demonstrators to do some teaching work. The Ministry of Health has also stated that even if the cadre of Lecturers is introduced in the Institute, it will still be necessary to have some posts of Demonstrators. We, therefore, recommend that all the above posts as also the post of Research Assistant in the scale of Rs. 210-425 (filled by direct recruitment of persons with M.Sc. in Chemistry/Biology) should be placed in the scale of Rs. 550-900.

102. The post of Workshop Assistant in the scale of Rs. 210-425 is filled by direct recruitment, qualifications being M.Sc. (Physics) with special knowledge of electronics and some workshop experience. Having regard to the qualifications, we recommend the scale of Rs. 550-900 for this post.

103. There is a post of Assistant Engineer (Rs. 250-425) to which direct recruitment is made from engineering graduates. The pay of this post may be revised to Rs. 550-750 in line with our recommendations\* in respect of Engineering categories.

104. For the following posts, we recommend the revised scales as indicated against each:-

TABLE XXIII

Designation	Number	Existing	Proposed
		Scale	Scale
		Rs.	Rs.
Social Worker	3	250-380	425-700
Social Medical Worker	1	250-380	
Lady Superintendent	1	210-320	425-600
Technician cine Artist	1	205-280	380-560
Transport Supervisor	1	150-205	330-480
Field Worker	8	150-205	330-480
Technical cine Artist	1	140-175	320-400
Assistant cine Technician	1	110-180	260-400
Animal Caretaker	1	100-142	260-430
Media Maker	2	100-142	225-308
Field Assistant	3	85-110	260-350

### XXIII. Willingdon and Safdarjang Hospitals

105. These two general hospitals are run by the Central Government for the benefit of the public as also of the Central Government employees. The class-wise break-up of posts in these hospitals is as under :

	Willingdon	Safdarjang
Class I . . . . .	31	75
Class II . . . . .	39	52
Class II . . . . .	—	4
(Non-gazetted)		
Class III . . . . .	498	1017
Class IV . . . . .	566	1038
Total . . . . .	1134	2186

106. The non-medical Class I & II posts are :

TABLE XXIV

Designation	Number	Existing Scale	Qualifications and method of recruitment
		Rs.	
Administrative Officer	2	620-900	By deputation.
Junior Psychologist	1	425-950	Direct recruitment. Master's degree plus diploma.
Vocational Counsellor	1	375-900	Direct recruitment. Master's degree plus diploma in Vocational Guidance plus 2 years' experience.
Dietitian	2	390-475	Direct recruitment. At least Second Class B.Sc. in Home Science plus 2 years' experience.
Senior Dietitian	1	350-900	Direct recruitment B.Sc. degree plus diploma in dietetics plus 3 years' experience.
Junior Research Officer	1	350-25-575	Direct recruitment. M.Sc. degree.
Assistant Administrative Officer	1	350-25-575	By promotion of Head Clerk/Accountant (Rs.210-380)
Assistant Biochemist	1	340-15-475-20-575	Direct recruitment. M.Sc.
Junior Scientific Officer (Neurology)	1	325-800	Direct recruitment. B.Sc. or B.A. and knowledge of nerve conduction equipment.
Medical Record Officer	1	325-15-475-20-575	Direct recruitment. Degree plus one year's training in medical records.

107. Considering the size of the hospitals and the number of staff and the problems of Hospital Administration, we are of the opinion that the existing scale of pay for Administrative Officers (Rs. 620-900) is inadequate. We recommend that the posts should be in the scale of Rs. 1050-1600 subject to their being filled by persons with training and experience in Hospital Administration. The post of Junior Psychologist may be in the scale of Rs. 700-1300. We suggest the scale of Rs. 650-1200 for Vocational Counsellor, Junior Scientific Officer and Senior Dietitian. The post of Junior Research Officer should be in the scale of Rs. 650-960. The posts of Dietitian, Assistant Bio-chemist, Medical Record Officer and Assistant Administrative Officer may be placed in the scale of Rs. 550-900. Dietitian should be granted three advance increments.

108. The scales recommended for the following class III categories have been shown against each.

TABLE XXV

Designation	Number	Existing scale	Proposed Scale
		Rs.	Rs.
Limb Fitter . . . . .	1	270-425	455-700
Brace Maker . . . . .	1		
Lower Selection Grade Monitor	1	210-320	330-560
House Keeper . . . . .	3	205-280	
Boiler Attendant . . . . .	4	150-205	330-480
Crafts Instructor . . . . .	1	130-240	330-480
Metal Worker/Shoe Maker, etc.	3	140-10-180	320-400

We suggest that the designation of the post of LSG Monitor should be changed as the post does not carry either the scale or the duties of LSG Monitors of the P&T Department.

### XXIV. Non-Medical scientific and teaching posts

109. In the training and research institutions under the Department of Health there are a number of teaching, research and clinical Class I and II non-medical posts which carry M.Sc. and higher qualifications. They are mostly isolated and are in various disciplines which are not interchangeable. Almost all these posts are filled by direct recruitment. For some of these posts alternative qualifications have been prescribed *i.e.* these can be held by medical officers belonging to the Central Health Service or by persons possessing non-medical qualifications in one of the sciences like bio-chemistry, microbiology, pharmacology, bacteriology etc. It is, therefore, not possible to form a viable cadre for these posts. The scales of pay admissible to the non-medical teaching and research staff are lower than those of the medical officers holding the same types of posts. The Associations of non-medical teaching

and research staff have represented against this disparity. They have pointed out that prior to the constitution of the Central Health Service (CHS), the scales of pay of medical and non-medical teaching, research and scientific staff holding the same level of posts were identical, the only difference being that the medical staff were entitled to the non-practising allowance. On the formation of the Central Health Service, all the posts for which a basic medical qualification was necessary were included in that Service and allotted improved pay scales whereas there was no corresponding revision of the pay scales of the non-medical staff. The Associations have asked for restoration of the parity in pay scales which existed prior to the formation of CHS.

110. The departmental witnesses have supported the demand of the Associations for uniform scales of pay for the non-medical and medical teaching and research staff. In many State Governments as also in the autonomous teaching and research institutions like the All India Institute of Medical Sciences, New Delhi, the post-Graduate Institute of Medical Education & Research, Chandigarh and the Indian Council of Medical Research, there seems to be no differentiation in pay scales between medical and non-medical categories. The only difference is in regard to non-practising allowance which is admissible to medical staff and not to others. We have considered this matter carefully. The CHS officers are not always engaged in teaching or research work. Their duties are more varied and wide-ranging as they are also required to hold clinical and administrative posts. They are also transferable. The non-medical personnel, on the other hand, more or less stay with the same institutions and in the same discipline throughout their career. We consider that non-medical teaching and research staff should, in view of similarity of qualifications and duties, compare themselves more appropriately with the teaching and research scientists in the scientific establishments under the Government, with whom they have more in common, than with the medical officers belonging to the CHS. Proceeding on this basis, we examine below the specific posts in the institutions under the Department of Health.

111. The non-medical teaching posts exist mainly in the All India Institute of Hygiene & Public Health (AIH & PH) Calcutta, Jawaharlal Institute of Post-Graduate Medical Education & Research (JIPMER), Pondicherry and the Hospital for Mental Diseases, Ranchi. It would be seen from the table below that there is a wide variation in the pay scales of posts at the corresponding levels in these establishments even though the qualifications and method of recruitment are more or less similar.

TABLE XXVI

Designation	Existing scale	Name of Institution
	Rs.	
Professors	1300-1600 1150-1600 (Coordinating Officer) 1100-1400	AIH&PH, Calcutta do do JIPMER, Pondicherry

Designation	Existing scale	Name of Institution
Associate Professors	1100-1400 675-1300	AIH&PH, Calcutta Hospital for Mental Diseases, Ranchi.
Assistant Professors/ Readers	575-1150 570-950	AIH&PH, Calcutta JIPMER, Pondicherry
	325-800	Hospital for Mental Diseases, Ranchi.
Lecturer	530-650	JIPMER/Safdarjang Hospital

The qualifications prescribed for Professors are generally post-graduate doctorate with 12 years' experience. For Associate Professors it is post-graduate degree preferably doctorate with 10 years' experience. The basic qualifications prescribed for Assistant Professors and Lecturers are a post-graduate degree with 4 to 7 years' experience for the former and 3 years' experience for the latter. Keeping in view the qualifications and the considerations mentioned in the preceding paragraph we recommend the following scales of pay for these posts :—

Designation	Existing Scale	Proposed Scale
	Rs.	Rs.
Professors	1300—1600 1150—1600 1100—1400	1500—2000
Associate Professors	1100—1400 675—1300	1300—1700
Assistant Professors/Readers	575—1150 570—950	1050—1600
Lecturers	530—650	700—1300

112. The posts of Assistant Professors of Psychology and Psychiatry in the Hospital for Mental Diseases are in the scale of Rs. 325-800. On the basis of the qualifications and method of recruitment prescribed for the posts and the existing pay scale, a scale higher than Rs. 700-1300 would not be justified.

113. In the research institutes (National Institute of Communicable Diseases (NICD), National Malaria Eradication Programme (NMEP), Central Research Institute, Kasauli (CRI) etc., the non-medical Scientists and research staffs are in the following scales of pay :—

Designation	Existing Scale
	Rs.
Deputy Director	1300—1600
Assistant Director	700—1250 (700-50-1250/ 700-40-1100- 50/2-1250)
Deputy Assistant Director	400—950
Research Officer	350—900

114. In addition to the above, there are various other scientific posts viz. Bio-Chemists, Bacteriologists, Pharmacologists, Chemists, Physicists, Pharmaceutical Chemists, Pharmacognocists etc. Though there is lack of uniformity in qualifications for comparable posts in different establishments, broadly it can be stated that posts which require a Ph.D. degree and 7 years' experience or M.Sc. with 10 years' experience are in the scale of Rs. 1300-1600. Posts requiring M.Sc. degree with 7 years' experience are in the scales of Rs. 700-50-1250 or Rs. 700-40-1100-50/2-1250 while posts for which minimum qualifications are M.Sc. with at least 3 years' experience are in the scale of Rs. 400-950. The Class II grade comprises posts requiring a post-graduate degree with 1 to 2 years' experience. We consider that posts which require either a M.Sc. degree with 10 years' experience or Ph.D. with 7 years' experience should be placed in the scale of Rs. 1500-2000, those requiring M.Sc. plus 5-7 years' experience should be placed in the scale of Rs. 1050-1600 and others for which 3 years' experience is necessary in addition to M.Sc. and which are filled by direct recruitment should be placed in Junior Class I scale (Rs. 700-1300). The posts at present in the senior Class I scale of Rs. 700-50-1250 should, however, get a higher start of Rs. 1100 in the senior Class I scale having regard to the higher rate of increment in the existing scale. We accordingly recommend the following scales of pay :—

Designation	Existing Scale	Proposed Scale	Name of the Institution
	Rs.	Rs.	
Deputy Director	1300—1600	1500—2000	NICD
Senior Scientific Officer	700-50-1250	1100—1600	Indian Pharmacopoeia Laboratory
Bio-chemist			Central Drugs Laboratory
-do-			Deptt. of Serologist and Chemical Examiner
Bacteriologist			Central Drugs Laboratory
Pharmacologist Pharmaceutical Chemist			-do- -do-
Assistant Director	700-40-1100-50/2-1250 or 700-40-1100-50-1250	1050—1600	NICD, NMEP
Entomologist			CRI
Sanitary Chemistry (Biology)			NICD
Bio-chemist			Deptt. of Health (Secretariat)
-do-			Willingdon Hospital
-do-	DGHS	Safdarjang Hospital	
Pharmacologist	50-1250		DGHS
DADG(Nutrition)			DGHS

Designation	Existing Scale	Proposed Scale	Name of the Institution	
	Rs.	Rs.		
Chief Technical Officer	700—1150	1050—1600	Central Laboratory	Food
Junior Clinical Bio-Chemist	425—950	700—1300	JIPMER	
Factory Manager	400—950		CRI	
Senior Analyst			Central Laboratory	Food
Assistant Secretary (IPC)/PFA*	350—900		DGHS	
Assistant Entomologist**			NICD	
Botanist**	350—800		Deptt. of Health (Secretariat)	
Bio-Chemist**	375—900		JIPMER	
Junior-Bio-Chemist			Safdarjang/Willingdon Hospital	CRI
Junior Technical** Officer	350—900		Medical Stores Organisation	
Bacteriologist**	400—900		-do-	
Pharmacologist**			NICD	
Assistant Research Officer**	350—680		-do-	
Research Officer**	350—900		JIPMER	
Chemist**	350—800		Indian Pharmacopoeia Laboratory	
Junior Scientific Officer**	350—800			

\*Indian Pharmacopoeia Committee/Prevention of Food Adulteration

\*\*All those posts carry M.Sc. as the minimum qualification with 3 years' experience and are filled direct.

Designation	Existing Scale	Proposed Scale
	Rs.	Rs.
Junior Bio-chemist, Associate Bio-chemist, Technical Officer, Junior Technical Officer, Associate Bacteriologist, Associate Pharmacologist, Physicist, Assistant Physicist, Chemist, Senior Scientific Officer, Pharmacognocist, Associate Pharmacognocist, Associate Pharmaceutical Chemist, Research Officer	325-800-350-800/350-900	650—1200
Senior Research Officer	530—710	650—1200

115. We have recommended in the Chapter on Scientific Services (Chapter 15) a scheme of flexible complementing which envisages that able and deserving scientists are able to get personal promotions to senior scale, who would otherwise be held up for lack of vacancies. These recommendations should apply *mutatis mutandis* to the scientific posts under the Department of Health also. We have also recommended that in cases where the field of work of a scientist is so highly specialised that it does not admit of adoption of a graded structure or creation of posts in the higher grades on a percentage basis, the scientists should be recruited to the junior scale and then promoted to an integrated senior and junior administrative grade (Rs. 1050-1800). This would also be applicable to the scientific posts in this Department. We would further recommend that in the case of Professors of non-medical subjects and Deputy Directors in the research institutes who have an outstanding record to their credit, Government may consider their being placed in the scale of Rs. 1800-2250 on a personal basis on the lines of similar merit promotion suggested by us for the scientific services.

#### B. Department of Family Planning : XXV. General

116. This Department is concerned with the formulation and implementation of family planning programmes. It has two wings, namely the Secretariat Wing which deals with the planning, coordination and administration of family planning programmes, procurement and supply of stores and transport and release of grants to States and voluntary organisations; and the Technical Wing which is responsible for the implementation of the family planning programmes. The Department has six Regional Offices, ten Central Family Planning Field Units, a Family Planning Training and Research Centre and a Central Health Transport Organisation.

#### XXVI. Department Proper :

117. We discuss below the posts peculiar to the Department.

118. The post of Marketing Executive (Rs. 2500-2750) is filled by direct recruitment, the qualification being a University degree and 15 years' experience in a responsible managerial capacity in the organisation of sales and marketing. The duties of this officer are to organise commercial distribution and marketing of Condoms throughout the country. The scale recommended by us for the Joint Secretary to Government may be applied to this post. For the following posts under the Marketing Executive, we recommend the scales shown against each :—

TABLE XXVII

Designation	Number	Existing Scale	Proposed Scale
		Rs.	Rs.
Liaison Officer	}	700—1250	1050—1600
System Development Planner			
Sales Analyst			

119. The Class I & II posts which are concerned with the publicity and propagation of the Family Planning Programmes and the scales of pay we consider appropriate in each case are shown below :—

TABLE XXVIII

Designation	Number	Existing Scale	Proposed Scale
		Rs.	Rs.
CLASS I POSTS			
Chief, Media	1	1300—1800	1500—2000
Controller, Mass Media	1	1300—1600	1500—1800
Chief Editor	1	1100—1400	} 1300—1700
Programme Officer	1	1100—1400	
Campaign Officer	2	} 700—1250	} 1050—1600
Editors	3		
Publication Officer	1		
Visualiser	1		
Art Executive	1	} 700—1250	} 1050—1600
Distribution Officer	1		
Production Manager	1		
Audio Visual Media Officer	1		
Assistant Media Officer	1	400—950	700—1300
CLASS II POST			
Audience Analysis Officer	1	400-900	} 650—1200
Photographic Officer	1	400—800	
Senior Artists	4	400—800	
Newsreel Cameraman	2	590—800	840—1200

The scales recommended for the above posts broadly correspond to the scales suggested by us for similar posts included in the Central Information Service and in some of the media units of the ministry of Information and Broadcasting. Government should explore the feasibility of filling these posts by drawing suitable personnel from the Central Information Service and other Units of Ministry of Information and Broadcasting in preference to direct recruitment. We feel that such a course would obviate the need for providing avenues of promotion, the absence of which might lead to frustration and failure to attract direct recruits of the requisite calibre.

120. There are a number of posts requiring statistical qualifications and experience. The details of these posts and the scales recommended by us are shown below :—

TABLE XXIX

Designation	Number	Existing Scale	Proposed Scale
		Rs.	Rs.
Director(Planning)	1	1800—2000	2000—2250
Research Officer (Evaluation)	1	400—950	700—1300
Research Officer (post partum)	1		
Analyst	2		

We suggest that the Government should consider encadring these posts in the appropriate grades of the Indian Statistical Service.

121. There are 2 posts of Deputy Assistant Commissioner (Stores) and 1 post of Deputy Assistant Commissioner (Extension Education) in the General Duty Officer Grade I scale of the CHS (Rs. 450-1250). While the former posts are directly recruited from among persons with stores experience, or filled by deputation of persons from Medical Stores Organisation, recruitment rules have not yet been finalised for the latter post. As these are non-medical posts, we suggest that these posts may be allotted either Class I junior scale of Class I senior scale depending on the nature of duties and responsibilities and recruitment qualifications.

122. There is only one post of non-medical Assistant Commissioner viz. in the scale of Rs. 1300-1600. Its duties are promotion and coordination of family planning programmes. We recommend the scale of Rs. 1500-1800 for this post.

123. There are posts of Accounts Officer in the scale of Rs. 400-1250, 400-950 and 350-650 which are filled by deputation. Since we have not recommended an integrated scale for the Class I non-technical services, posts in the scale of Rs. 400-1250 should be allotted the corresponding junior or senior scales. For the posts of Assistant Accounts Officer in the scales of Rs. 400-950 and 350-650 we recommend the scales of Rs. 700-1300 and Rs. 650-960 respectively.

124. The post of Deputy Nursing Adviser is in the odd scale of Rs. 600-40-1000. There is direct recruitment to this post, the minimum qualification being post-graduate degree or diploma in Nursing plus three years' experience as Matron or Nursing Supervisor. Having regard to the source of recruitment, qualifications, duties and the pay scales recommended by us for comparable posts in the College of Nursing and in the DGHS we think that a higher scale than Rs. 700-1300, i.e. the same as for Matrons-in-Charge, would not be justified. In case the Government decide to upgrade the qualifications and experience required for this post to B.Sc. (Nursing) and 7

years' experience or M.Sc (Nursing) and 5 years' experience, then a corresponding improvement in the pay scale to Rs. 1050-1600 would be reasonable.

125. The posts of Health Educator (Rs. 400-900) and Assistant Statistician (Rs. 350-800) should be brought on to standard Class II scale (Rs. 650-1200) recommended by us. In fact the post of Assistant Statistician may preferably be included in Grade IV of Indian Statistical Service.

126. There are two posts of Senior Coders (Rs. 270-485) and 15 posts of Coders (Rs. 210-425). All these posts are filled from amongst University Graduates with one or two years' experience of audience analysis and readership studies. Their main duties are to assist in including names of prospective recipients of family planning publications from designated audience groups. We do not see the need for direct recruitment to both the grades. For these posts we recommend the scales of Rs. 470-750 and Rs. 425-700 respectively.

### XXVII. Subordinate Offices

127. The Central Health Transport Organisation (CHTO) is responsible for providing adequate maintenance and repair facilities for the automobiles used under the various health and family planning programmes. It has the following Class I posts :—

TABLE XXX

Designation	Number	Scale	Qualifications and method of recruitment
		Rs.	
Controller of Transport	1	1300—1800	Direct recruitment. Engineering degree plus 10 years' experience
Deputy Controller of Transport	1	700—1250	Direct recruitment. Engineering degree plus 5 years' experience.
Director (Transport)	1	1300—1600	Transfer/Deputation; 12 years' experience.
Deputy Director (Regional)	6	1100—1400	Rules not finalised Direct recruitment, Engineering degree plus 12 years' experience.
Assistant Director (Training)	1	700—1250	By promotion of Assistant Training Officers.
Assistant Director (Material Management)	1	700—1250	Direct recruitment. Engineering degree plus 5 years' experience.
Training Officer	1	700-1250	Transfer/Deputation.
Assistant Training Officer	2	400—950	Direct recruitment. Engineering degree plus 2 years' experience



1	2	3	4	5
	Rs.			Rs.
Training Instructor	335—485	2	Direct recruitment. Diploma with 4 years' experience or degree with 2 years' experience.	550—750
Training Instructor	350-20-450-25-475	1		
Master Mechanic/Electrician	210—425	4	Matric with I.T.I.* Certificate and 7 years' experience.	425—700
Health Educator	210—425	20	Direct recruitment. Degree with 2 years' experience.	425—700

1	2	3	4	5
	Rs.			Rs.
Mechanic (Automobile Workshop)	205—240	4	Direct recruitment. Middle pass with I.T.I.* training and 4 years' experience.	380—560
Auto Electrician	205—280	1		
Cardex Assistant	150—240	2	Direct recruitment.	330—480
Mechanic (Film Projector)	125—155	16	Direct recruitment. Matric with experience of sound film projector	260—400

\*Industrial Training Institute.

CHAPTER 29

MINISTRY OF HOME AFFAIRS

**I. General**

The Ministry of Home Affairs deals with the administration of Union territories internal security, law and order and the Central police forces; Centre-State and inter-State relationships and official language. It has a number of attached and subordinate offices or organisations like the Intelligence Bureau (IB), the Central Reserve Police (CRP), the Border Security Force (BSF), the Registrar General of India, and the three training institutions, viz., the National Police Academy, the National Fire Service College and the National Civil Defence College. The work relating to service matters was transferred to the Department of Personnel (Cabinet Secretariat) in 1970.

2. There were 1,66,725 posts under the Ministry of Home Affairs as on the 1st January, 1971, the distribution of these posts in the different classes and pay scales being as follows :

TABLE I

	No. of posts	No. of scales
Class I . . . . .	2,383	29
Class II . . . . .	981	21
Class III . . . . .	1,48,727	54
Class IV . . . . .	14,634	7
Total . . . . .	1,66,725	111

The largest category of posts under the Ministry of Home Affairs pertains to posts held by the non-gazetted police personnel up to the rank of Inspector of Police and we have dealt with this category in a separate section of this chapter. Wherever we have covered the police posts in this chapter, we have also dealt with the police posts in the Central Bureau of Investigation (CBI) even though it is no longer under the Ministry of Home Affairs.

**II. Class I and Class II Posts**

3. Most of the posts in Class I and Class II under the Ministry of Home Affairs are held by the members of the Secretariat Services and, on tenure/deputation terms, by members of other organised services. The remaining posts are also mostly borne on standard pay scales and generally these should be given the corresponding standard revised scales recommended by us. We discuss only those posts in Class I and Class II for which we consider that specific recommendations should be made.

4. The pay scale prescribed for the senior-most posts under the Central Government held by the police officers are as under :

Post	Pay scale for IP officers (Rs.)	Pay scale for IPS officers (Rs.)
Director, IB . . . . .	3500	3000
Director, CBI . . . . .	3250	3000
Director General BSF } . . . . .	3250	—
Director General, CRP } . . . . .		
Director, National Police Academy	2500-125-3000	—

5. The above police posts have been held so far only by the IP and IPS officers. These posts can thus be taken as top posts to which IPS officers can reasonably aspire. We find that the post of Director, Intelligence Bureau, was earlier rated higher than the other posts, but recently in the pay scale prescribed for this post when held by an IPS officer, the old differential has been eliminated. We discussed this matter with the Home Secretary and he was of the view that the post of Director, Intelligence Bureau should carry a higher salary of Rs. 3250 as compared to Rs. 3000 for others. We feel that the work content of all these police posts has increased considerably in complexity and that some upgradation would be justified. We also feel that the long standing differential in favour of the post of Director, Intelligence Bureau which has been eliminated only recently should be restored. We, therefore, recommend that the fixed pay of Rs. 3250 should be attached to the posts of the Director, Central Bureau of Investigation and the Directors-General of the Border Security Force and the Central Reserve Police. For the post of Director, Intelligence Bureau we recommend the fixed pay of Rs. 3500 per month. The pay of the post of Director, National Police Academy should be regulated in the same way as the post of Inspector-General of Police, in-charge of the State police, i.e., the post should carry the scale of Rs. 2500—2750 with a special allowance of Rs. 250 p.m.

6. There are 13 posts under the Ministry which are held by police-officers on the scale of Rs. 2500-125/2-2750, which is the scale prescribed for IPS officers holding the posts of IG of Police. For these posts, almost all of which are held by IP or IPS officers, the present equation in pay scales should continue. For the post of IG of Police in-charge of the State police we have recommended a special allowance of Rs. 250 p.m. We would like to clarify that this allowance should not be admissible to officers of the rank of Inspector-General in the Central

Government, except the Director, National Police Academy. Below this level, the posts of Deputy Director or Deputy Inspector-General (DIG) in the Central police organisations carry the scale of Rs. 1600-100-2000 which is the scale prescribed for IPS officers holding the post of DIG. In certain organisations, these posts are still continuing on the scale of Rs. 1600-100-1800 when held by non-IPS police-officers. We recommend that all these posts should be in the same scale as the one recommended by us for the officers of the Indian Police Service holding the posts of DIG, viz., Rs. 2000—2250.

7. Posts held by police officers below the rank of DIG are those of Assistant Directors in the Headquarters or the police organisations and Commandant etc. of battalions. These posts are filled by IPS officers and Army officers on deputation terms and also by the promotion of departmental officers. For deputationists and re-employed Army officers, the pay is regulated under special provisions. Here we need to consider only the pay scales prescribed for these posts when held by the local promotees. At present, these are segments of the standard scale of Rs. 700-40-1100-50/2-1250, a higher start being given owing to the consideration that the local promotees do not get special pay at the rate it is allowed to IPS officers and Army officers holding these posts on deputation terms. We find that the scales prescribed for posts at this level vary considerably between one police organisation and another. A scale commonly found in all the police organisations is Rs. 820-40-1100-50/2-1250, on which are placed such posts as Joint Assistant Director in the IB, Principal, Central Detection Training School and Director, Central Finger-print Bureau; Assistant IG of Police and Superintendent of Police in the CBI, Assistant Commandant, Adjutant Basic Training Centre; and Joint Assistant Director (Wireless) in the ITBP; Assistant Commandant, Joint Assistant Director and Vice-Principals of Training Centres in the CRP and Joint Assistant Director, Deputy Commandant of Battalion, Adjutant, Training Centre/BSF Academy in the BSF. Posts above this level in the CRP e.g., Commandant of Battalion, Assistant Director in Headquarters, and Principals of Training Centres carry the same scale with a special pay of Rs. 100. In the IB and CBI, the higher posts of Assistant Directors carry the scale of Rs. 900-40-1100-50/2-1250 without any special pay. In the BSF, some posts like Commandants of Battalions/Training Centres, etc. carry the scale of Rs. 820—1250 with a special pay of Rs. 100 while certain others like the Assistant Directors, Commandants of the Central Police Stores and the BSF Signal Regiment etc. carry the scale of Rs. 900-40-1100-50/2-1250 without special pay. Other posts at this level which are on odd scales of pay are in the IB, viz., Vice-Principal, Central Detective Training School (Rs. 740-40-1100-50/2-1250) and Government Examiner of Questioned Documents (Rs. 700-40-1100-50-1300).

8. We feel that the existing position with regard to the scales prescribed for the local promotees holding the posts of Assistant Directors, Commandants, heads of training institutions, etc. in the police organisations is not satisfactory. In many

cases, giving the segment, with a higher start, of a prescribed standard scale confers no real benefit upon the promotees. In our view, the existing position can be rationalised and made uniform in all these organisations by prescribing the same scale of pay for all these posts with the provision of special pay for posts at the level of Assistant Director, Commandant etc. which today carry the scale of Rs. 900—1250 or the scale of Rs. 820—1250 with a special pay of Rs. 100. This arrangement will ensure increase in pay on the assumption of higher responsibilities by these officers. We, therefore, recommend that all these police posts which are today on the scale of Rs. 900-40-1100-50/2-1250, or on the scale of Rs. 820-40-1100-50/2-1250 with a special pay of Rs. 100 should be given the scale of Rs. 1100—1600 with a special pay of Rs. 100 per month and the remaining posts on the scale of Rs. 820-40-1100-50/2-1250, the posts of Vice-Principal, Central Detective Training School on the scale of Rs. 740-40-1100-50/2-1250 and of Government Examiner of Questioned Documents on the scale of Rs. 700-40-1100-50-1300 should be given the scale of Rs. 1100—1600. These recommendations do not cover the posts of Assistant Directors (Administration) on the scale of Rs. 900-40-1100-50/2-1250 which are filled by the promotion of Administrative Officers (Rs. 700—1250) and Section Officers (Rs. 350—900), for which we recommend the scale of Rs. 1200—1600.

9. We find that a number of posts of Commandant, Deputy Commandant, Assistant Director, and posts in the training institutions at these levels carry a compensatory allowance in addition to special pay. Police-officers holding the posts at the level of Commandant or Assistant Director are entitled to a compensatory allowance of Rs. 100 per month in addition to special pay. At the level of Deputy Commandant, Adjutant Training Centre, Assistant Commandant or Joint Assistant Director, a compensatory allowance of Rs. 50 is admissible in addition, in some cases, to special pay. We are not fully convinced of the rationale for granting compensatory allowance on these posts and suggest that this matter should be reviewed by the Government in the light of circumstances relevant to each post.

10. At the next level below, posts of Assistant Commandant, Company Commander, Deputy Superintendent of Police, Adjutant of Battalions and Deputy Assistant Director in the ITBP, BSF and CRP carry the odd Class I scale of Rs. 325-25-600-35-670-EB-35-950 with a special pay of Rs. 150, this scale is also prescribed for the 18 posts of Assistant Principal in the Training Colleges of the CRP, but with a special pay of Rs. 100. These posts are filled in several ways, viz., by deputation of officers of the Army, of the IPS, and the State Police Service, by promotion of Inspectors of Police as also by direct recruitment. For direct recruitment at least a second class degree is required, but in the ITBP, a candidate with a third class degree can also appear provided he has the NCC 'B' or 'C' Certificate or is an outstanding athlete. There does not seem to be adequate justification for providing such a low start to a Class I scale and then adding a substantial amount by way

of special pay. We feel that a more rational arrangement would be to place these posts on the standard Class I scale of Rs. 700—1300 without any special pay, but the existing personnel should be fixed on revised scales of pay taking the existing rate of special pay being drawn by them into account, except for the deputationists for whom the existing rates of special pay may continue and we recommend accordingly.

11. The scale of Rs. 325—950 has also been prescribed for the post of Communication Officer and Deputy Commandant in the Mobile Civil Emergency Force. For the post of Communication Officer, the qualification prescribed is a degree in Telecommunication Engineering or a Master's degree in Physics with specialisation in wireless and the post of Deputy Commandant is filled by promotion or by deputation. We feel that both these posts should also be placed on the standard Class I scale of Rs. 700—1300.

12. The posts of Deputy Central Intelligence Officer in the IB (and ITBP) and posts of Deputy Superintendent of Police in the CBI carry the Class II scale of Rs. 400-25-500-30-830-35-900. These posts are filled by direct recruitment, by promotion of Assistant Central Intelligence Officers (Grade I)/Inspectors and by transfer on deputation. Officers holding these posts on deputation are entitled to the special pay of Rs. 100 per month plus a deputation allowance of Rs. 125 per month. The Director, IB and Director, CBI have both recommended enhancement in the rates of special pay and deputation allowance. Director, IB has also suggested that special pay allowed to the deputationists should also be given to the non-deputationist departmental officers. Director, CBI has said that the existing amount of special pay should be taken into account while prescribing revised scales of pay for the direct recruits and the promotees. Both have justified their proposals on the ground that they are experiencing difficulties in recruiting persons of the right calibre and in getting suitable persons from the States on deputation. We recommend that persons directly recruited or promoted to the posts of Deputy Central Intelligence Officer in the IB (and ITBP) and to the posts of Deputy Superintendent of Police in the CBI should be remunerated on the standard Class II scale of Rs. 650—1200 but with a higher start of Rs. 680. We do not recommend any increase in the rate of special pay in the case of deputationists, but the amount of deputation allowance admissible to them should be increased from Rs. 125 to Rs. 150 per month.

13. There is one post of Pilot in the Border Security Force carrying the scale of Rs. 1200-60-1500-100-1800 plus special pay of Rs. 300 per month. The post is filled by deputation of IAF officers. In keeping with our recommendation made for Pilots under the Department of Agriculture and Civil Aviation, we recommend that this post should carry the scale of Rs. 1800—2000 without any special pay, but an allowance equal to the amount of flying bounty admissible to Pilots/Navigators in the IAF should be payable to the incumbent of this post.

14. In the National Police Academy, the post of Assistant Director (Judicial) is filled by an officer one of the State Judicial Services on deputation terms. This post is on the scale of Rs. 1100-50-1300-60-1600, which is also the scale of the Grade III of the Central Legal Service. We recommend for this post the scale suggested by us for Grade III of the Central Legal Service.

15. In the National Fire Service College and the National Civil Defence College, the posts of Deputy Director are on the scale of Rs. 700-40-1100-50/2-1150. In the case of the former, this post is normally to be filled by promotion of an Assistant Director (Rs. 590—900) and for direct recruitment, the qualification prescribed is a degree with 7 years' experience and Associate Membership of the Institute of Fire Engineers (London) or equivalent qualification. In the National Civil Defence College, the post is normally to be filled by promotion of Assistant Directors (Rs. 620—900) and in case of direct recruitment, the qualification prescribed is a degree with 5 years' experience in a Civil Defence Organisation. We recommend for these posts the scale of Rs. 1050—1600.

16. The post of Commandant, Mobile Civil Emergency Force, is on the odd scale of Rs. 1000-50/2-1300. This post is filled by transfer/deputation. We recommend that this post should be given the senior scale of the IPS, viz., Rs. 1100—1600.

17. In the Bureau of Police Research and Development, the post of Officer on Special Duty has been given the scale of Rs. 900-40-1100-50-2/1250. The post is to be filled by bringing on deputation an officer having special qualifications in ballistics although the recruitment rules are still to be finalised. Since the Bureau of Police Research and Development is a part of the Secretariat of the Home Ministry, we would suggest the same scale for this post as recommended by us for the post of Under Secretary when held by a CSS officer, viz., Rs. 1200—1600.

18. Some of the Class II posts under the Ministry of Home Affairs are on odd scales of pay. One post of Additional PS to Minister in on the scale of Rs. 700-40-900 which is a class II post although the rates of increment conform to the rates prescribed in the Class I senior scale. We feel that it would be adequate to place this post in the upper segment of the standard Class II scale, viz., Rs. 840—1200 and we recommend accordingly. Other Class II posts which require our specific recommendations are as follows :

Post	Scale in the	Scale in the
	National Civil Defence College	National Fire Service College
	(Rs.)	(Rs.)
Assistant Director	620-30-830-35- 900 (3 posts)	590-30-830-35- 900 (2 posts)
Deputy Assistant Director	350-25-575 (1 post)	350-25-500-30- 590-EB-30-800

At the level of Assistant Director, the qualification prescribed for direct recruitment is a degree with experience ranging from 2 years to 5 years and a certificate of training from a professional institute. All the three posts of Assistant Director in the National Civil Defence College are filled by direct recruitment, but in the National Fire Service College, one of the two posts is filled by promotion from among Deputy Assistant Directors. In both the organisations, the post of Deputy Assistant Director is filled by direct recruitment for which the essential qualification is matriculation with graduateship or Associate Membership of the Institution of Fire Engineers, London, or equivalent. We feel that the posts of Deputy Assistant Directors in both these organisations should carry the same scale, which should be the lower segment of the Class II standard scale recommended by us, viz., Rs. 650—960. As for the posts of Assistant Directors in these two organisations, we recommend the upper segment of the standard Class II scale, viz., Rs. 840—1200.

19. Four posts of Instructors in various subjects at the National Police Academy are on the scale of Rs. 375-25-500-30-590-EB-30-800-30-830-35-900. These posts are filled by transfer on deputation of officers of the rank of Deputy Superintendents of Police of the State Police Organisations. We recommend for these posts the standard class II scale of Rs. 650—1200.

20. Two posts of Stenographers (English) and 2 posts of Stenographers (Hindi) in the Secretariat proper are not borne on the cadre of the Central Secretariat Stenographers' Service and are on the scale of Rs. 350-25-575. These Stenographers are qualified to take down verbatim record of proceedings, but their services are also utilised as Senior Personal Assistants to senior officers. We recommend for these posts the scale of Rs. 650—960 (lower segment of class II). The same scale should be given to the post of Assistant Technical Officer (scale Rs. 350-25-575) in the Directorate General of Civil Defence which is filled by selection through the UPSC from among Assistants of CSS or officers in State Governments holding equivalent posts, who possess a certificate in Civil Defence General/Local/Special Instructor's Course in addition to a University degree.

21. In the I.T.B.P. 6 posts of Senior Platoon Commander and 18 posts of Platoon Commander on the scale of Rs. 355-575 were given class II gazetted status. Though recruitment rules for these posts have not been finalised, these posts are filled from among Subedars and Subedar Majors by promotion. For the post of Subedar and Subedar Major which are not gazetted, we have recommended the scale of Rs. 550-900. For the posts of Senior Platoon Commander and Platoon Commander, we recommend the scale of Rs. 650-960 as proposed by the Inspector General, I.T.B.P.

22. In the Bureau of Police Research and Development, one post of Inspector is on the scale of Rs. 325-15-475-EB-20-575. The post is filled by taking an officer on deputation and we recommend the same scale as suggested by us for the Inspectors in the civil police, viz. Rs. 550-900.

### III. Class III and Class IV Posts

23. Most of the Class III posts in the Ministry are borne on standard scales like Rs. 210-425, Rs. 210-380, Rs. 150-300 and Rs. 110-180. For posts borne on these scales, it would generally be sufficient to place them in the standard scales recommended by us in replacement. We discuss below the posts borne on odd scales of pay and posts for which specific recommendations are necessary.

24. In the Directorate of Coordination (Police Wireless), there are a number of posts involving cipher work. The existing position is as follows:

Cipher Assistant (14 posts) Rs.—250-10-290-15-530  
Cipher Supervisor/ Instructor (9 posts)  
Rs.—210-10-290-15- 380.

The grades for the staff doing cipher work in the Directorate of Coordination (Police Wireless) are different from the grades in vogue in the Ministry of Defence and Ministry of External Affairs, where the integrated scale of Rs. (200-250-10-290-15-530) is in vogue. For the latter, we have suggested the scale recommended by us for the CSS Assistant with a provision for three advance increments on satisfactory completion of the period of probation after induction into the cipher cadre. In our view, the same approach should be followed in the case of posts of Cipher Assistant and Cipher Supervisor/Instructor in the Directorate of Coordination (Police Wireless). We, therefore, recommend that both these categories of posts should be placed on the scale of Rs. 425-800. Since there is provision also for direct recruitment to the posts of Cipher Assistant from among persons holding a degree and having previous experience in cryptographic work, it might be necessary to start these direct recruits at a higher stage in the scale recommended by us. We suggest that in case the provision of direct recruitment as at present is continued, those directly recruited should be given three advance increments. A similar approach should also be followed with regard to the posts of Communication Assistant which are today on the scale of Rs. 250-530. For Cipher Operators, we recommend the scale of Rs. 380-640.

25. A number of police posts exist in the Mobile Civil Emergency Force on pay scales which are identical to the scales prescribed in the BSF and CRP. The position as on 1st January, 1971 was as follows :

Designation of post	No. of posts	Scale of pay (Rs.)
Subedar . . . . .	6	250-10-290-15-470
Naib Subedar . . . . .	11	168-8-256
Havildar . . . . .	32	100-3-130
Naik . . . . .	34	85-2-95-3-110
Constables . . . . .	150	75-1-85-2-95

We find that the method of recruitment and qualification prescribed for the above posts are comparable to the posts at corresponding levels in the BSF and CRP. We recommend, therefore, that the above posts may be given the same scales as we have recommended for similar posts in the BSF and CRP.

26. In the National Police Academy, certain Class III posts held by police officers on transfer/deputation carry the scales prescribed for corresponding posts in the Delhi Police. The position with regard to these posts as on 1st January, 1971 was as follows :

Designation of posts	No. of posts	Scale of pay (Rs.)
Drill Instructors (Inspectors)	10	325-15-475
Sub-Inspectors	6	168-8-240
Head Constables	33	100-3-130
Constables	83	75-1-85-2-95

Having regard to the nature of duties and responsibilities attached to these posts, we recommend that the above posts should be given the same scales as we have recommended for corresponding posts in the Delhi Armed Police.

27. There are a number of Class III posts in the recently-formed Central Industrial Security Force (CISF) which carry uncommon scales of pay. This situation has come about primarily because most of the security staff of the public sector undertakings participating in the CISF scheme were absorbed into this Force as initial recruits. In order to ensure that these initial recruits did not lose monetarily by coming over to the CISF, they were given the option to retain their old scales of pay and allowances. It appears that this necessitated the grant of a special allowance to the new recruits and to those initial recruits who did not opt to retain their old pay scales and allowances. Under the order issued in August, 1970, a special allowance of Rs. 30 per month is attached to posts at the level of Inspector and Sub-Inspector and of Rs. 20 per month to posts at the levels of Assistant Sub-Inspector, Head Security Guard, Senior Security Guard and Security Guard. The order clarifies that the allowance is in the nature of a compensatory allowance. It also clarifies that the protection of emoluments given to the initial recruits would be available only till our recommendations have been received and implemented. According to information furnished to us, the position in the CISF is as given below :—

Designation of post	No. of posts	Scale of Pay (Rs.)
Inspector	81	330-20-450-25-500 plus special allowance of Rs. 30.
Sub-Inspector	141	205-7-240-8-280 plus special allowance of Rs. 30.
Asstt. Sub-Inspector	236	110-4-170 plus special allowance of Rs. 20.
Head Security Guard	529	85-2-95-5/2-100-3-130 plus special allowance of Rs. 20.
Senior Security Guard	70	75-1-85-2-95-3-110 plus special allowance of Rs. 20.
Security Guard	4449	70-1-85-2-95 plus special allowance of Rs. 20.

We find that the Recruitment Rules prescribed for these posts provide for the re-employment of ex-Servicemen at various levels. The re-employed Servicemen can continue to draw pension in addition subject to a ceiling of Rs. 50 p.m. on pension amount. There is also provision for filling some of these posts by taking personnel on deputation. We feel that the main source of recruitment should be the re-employment of released personnel of the Armed Forces and only after this source has been fully tapped should other methods of recruitment be resorted to.

Personnel of other security forces like the Railway Protection Force, the Defence Security Force and the Secretariat Security Force are not being given a special allowance; we are not convinced that any valid reason exists for making an exception in this case and continuing the present special allowance. Accordingly, we have formulated the proposed pay scales for the CISF personnel after taking account of the existing special allowance attached to posts at different levels. Keeping in view the qualifications and methods of recruitment prescribed for filling these posts, the scales recommended for other police posts below the gazetted rank, as also corresponding posts in other security forces, we recommend the following pay scales :—

Designation of posts	Proposed scale (Rs.)
Inspector	550—750
Sub-Inspector	380—560
Asstt. Sub-Inspector	330—480
Head Security Guard	260—350
Senior Security Guard	225—308
Security Guard	200—260

With the introduction of the scales listed above, the system of payment of special allowance should cease, but the existing personnel should be fixed on revised scales of pay taking the existing rate of special allowance being drawn by them into account. However, the Instructor's allowance which is payable at Rs. 45 per month on 8 posts of Inspector, at Rs. 25 per month on 18 posts of Sub-Inspector, and Rs. 15 per month on one post of Assistant Sub-Inspector should be continued at the existing rates.

28. In the Secretariat Security Organisation, a number of posts from the level of Sepoy to Subedar are generally filled by the re-employment of released Armed Forces personnel. Information pertaining to these posts, as furnished to us, is given below :—

Designation of post	No. of posts	Scale of Pay (Rs.)
Subedar	5	168-8-256
Jamadar	13	125-3-131-4-167
Havildar	36	85-2-95
Sepoy	599	75-1-85-2-89
Followers	3	75-1-85-2-89

The personnel released from the Armed Forces who are re-employed on the above posts are allowed to draw pension, in addition to pay in the prescribed scales subject to a ceiling of Rs. 50 per month on the pension amount. The personnel of the Secretariat Security Organisation have not been recruited under an Act and thus are not vested with any statutory authority unlike other uninformed forces. They are also not subject to the restrictive conditions generally imposed on the police personnel. The Ministry of Home Affairs has indicated to us that the Secretariat Security Force is an unarmed force mainly discharging "Chowkidari" functions. We feel that in these circumstances it would not be appropriate to prescribe police scales of pay for posts in the Secretariat Security Organisation, as demanded by its members. We recommend for these posts the following scales of pay :

Designation	Proposed scales
	(Rs.)
Subedar	380—560
Jamadar	320—400
Havildar	200—280
Sepoy & Followers	190—240

29. In the National Fire Service College, the post of Foreman is on the scale of Rs. 210-10-290-15-320. The post is filled either by promotion from among mechanics on the scale of Rs. 150-5-175 or by direct recruitment of persons having matriculate qualification, certificate in automobile engineering or 10 years' experience. We recommend for this post the scale of Rs. 380-560. The post of Hostel Warden in this College is on the scale of Rs. 168-8-280-10-300 for which we recommend the scale of Rs. 380-560. In the same College, the post of Radio Mechanic is on the scale of Rs. 180-10-290-15-380 and the qualification prescribed for recruitment is matriculation with Diploma in radio service with three years' specialised experience. We recommend for this post the scale of Rs. 425-700.

30. Posts of Radio Mechanic, Grade I in the CRP and Sub-Inspector (Radio Mechanic) in the BSF are on the scale of Rs. 150-10-290-15-380, but the Diploma-holders are given the scale of Rs. 180-10-290-15-380. We recommend for these posts the scale of Rs. 380-560 but the Diploma-holders working on these posts should be remunerated on the scale of Rs. 425-700. Below this level, posts of Radio Mechanic, Grade II and the Radio Operators are on the scale of Rs. 150-10-210 or on the scale of Rs. 125-3-131-4-155 with a special pay of Rs. 35 per month and we recommend that these posts should be given the scale of Rs. 330-480. For the posts of Radio Fitter on the scale of Rs. 125-3-131-4-155 we recommend the scale of Rs. 320-400.

31. In the BSF and CRP, there are certain posts of Mechanics which are on odd scales of pay as would be evident from the following:—

Designation of post	No. of posts in BSF	CRP	Scale of pay
			(Rs.)
Senior Mechanic	2	..	250-10-290-15-440
Mechanic	..	63	200-8--256
Junior Mechanic	1	..	175-6-205-7-240-8-280

We recommend for these posts the following scales of pay :-

Designation of post	Proposed scale
	(Rs.)
Senior Mechanic	425—700
Mechanic/Junior Mechanic	380—560

32. In the office of the Registrar General of India, four posts of Geographer and four of Cartographer are borne on the scale of Rs. 325-15-475. These posts are filled by direct recruitment for which qualifications prescribed are a Master's degree or a first class Honours degree in Geography and 2 years' experience in teaching or research work in Geography-Cartography. Generally posts requiring this level of qualifications in specialised subjects like the natural sciences, economics, or statistics carry the scale of Rs. 325-15-475-20-575. In the office of the Registrar General, the scale of Rs. 325-575 has been prescribed for the one post of Senior Geographer which is filled by promotion. We see no justification for prescribing a lower maximum in the case of Geographer/Cartographer and recommend the scale of Rs. 550-900 for these posts. We recommend the same scale for the four posts of Cartographers in the Directorate of Census Operations. For the post of Senior Geographer in the office of the Registrar General, we recommend the scale of Rs. 650-960.

33. One post in the National Police Academy of Head Mechanic is on the scale of Rs. 150-5-175. We recommend for this post the scale of Rs. 320-400. We recommend the same scale for the two posts of Dark Room Assistant in the office of Registrar General of India which are today on the scale of Rs. 125-3-131-4-155 since the qualification prescribed for direct recruitment to these posts is matriculation with 3 years' experience including knowledge of retouching negatives and enlargement of prints.

34. The posts of Demonstrator in the National Civil Defence College are on the scale of Rs. 130-300. These posts are filled by promotion of Junior demonstrators (scale Rs. 110-180). We recommend that these posts should be placed on the scale of Rs. 290-560. The same scale should be prescribed for the post of Proof Reader in the Border Security Force on Rs. 130-300 for which recruitment rules have yet to be prescribed. The posts of Proof Reader in the office of the Registrar General of India and in the Directorate of Census Operations which are on the scale

of Rs.150-240 and are filled by direct recruitment from matriculates having two to three years' experience of proof reading, should be placed on the scale of Rs. 330-480.

35. In the National Fire Service College, Nagpur, there is one post of Store Attendant in the scale of Rs. 85-2-95-EB-3-128 which is filled by direct recruitment from persons who have studied up to middle standard and are able to recognise various parts of automobile engines and pumps. We recommend the scale of Rs. 225-308 for this post.

36. The only Class IV posts under the Ministry of Home Affairs that remain to be covered are in the Central Industrial Security Force. The details of such posts are given below:—

Designation of post	No. of posts	Scale of pay (Rs.)
Followers (i.e. Cooks, Cobblers, Tailors, Washermen, Barbers, Carpenters, Kahars and Sweepers).	483	75-1-85-2-95-3-110 plus special allowance of Rs. 20.
Cooks (Training College/Centre)	14	80-1-85-2-95-3-110 plus special allowance of Rs.20
Kahars (Training College/Centre)	14	70-1-85 plus special allowance of Rs.20
Jamadar . . . . .	12	—do—
Charge Mechanic . . . . .	1	—do—
Motor Pump Attendant . . . . .	2	—do—
Switch Board Attendant . . . . .	1	—do—

As can be seen from the above, the existing scales of pay do not seem to have been provided on any rational basis. Sweepers and others in the category of Followers are on the scale of Rs. 75-110, Motor Pump and Switch Board Attendants and Charge Mechanic are on the lowest Class IV scale of Rs. 70-85 which is the scale for unskilled workers. Cooks are borne on two scales of pay and while 14 posts of Kahars are on the scale of Rs. 70-85, the Kahars categorised as "Followers" are on the scale of Rs. 75-110. As a step towards rationalisation we recommend the abolition of the system of the special allowance. Keeping this in view, we propose slightly better scales of pay for these classes of employees in the CISF as compared to their counterparts in other organisations. We recommend that those categories of workers falling in the group of Followers who are classified as unskilled in other organisations, e.g., sweepers, Kahars, etc. should be given the scale of Rs.190-240; and we recommend the same scale for the 12 posts of Chowkidars. The others who can be described as semi-skilled tradesmen like Cooks, Cobblers, Tailors, Washermen, Barbers, Carpenters and Painters, should be given the scale of Rs. 200-280. For the posts of Charge Mechanic, Motor Pump Attendant and Switch Board Attendant, we propose the scale of Rs. 200-260.

#### IV. Police Personnel

37. We now deal with the police posts below the gazetted level in organisations controlled by the Ministry of Home Affairs, viz., the Central Reserve Police (CRP), Border Security Force (BSF), Indo-Tibetan Border Police (ITBP) and the Intelligence Bureau (IB). Even though posts in the Delhi Police are under the Delhi Administration, we have covered them in this section because of the marked similarities between their pay scales and structure and those of the Central police forces. We have also covered here the police posts in the Central Bureau of Investigation (CBI) which was taken out of the Ministry of Home Affairs in 1970 and attached to the Department of personnel in the Cabinet Secretariat.

38. The heads of police organisations are of the view that the remuneration provided to the police personnel is inadequate and not commensurate with either their duties and responsibilities or the specially arduous conditions of work. Various bodies like the Punjab Police Commission, the Delhi Police Commission and the ARC Working Group on Police Administration have all commended the approach enunciated by the Royal Commission on the Police in Great Britain in their interim report (1960). At present, the equation of a Constable's pay (Scale : Rs.75-95) is with that of the lower semi-skilled worker. The recommendations of the bodies mentioned above put the Constable, taking the special factors into account, at slightly above the starting salary of a skilled worker. Most of the heads of police organisations have, directly or indirectly, asked for the Constable's pay to be equated to that of a skilled industrial worker.

39. From the stand-point of authority and personal responsibility, the police personnel stand apart from the other Government employees. The very nature of police work requires that considerable authority should be vested in even the lowest ranks. The Code of Criminal Procedure, the Police Act and various other special Acts clothe police-officers with powers of arrest and search and these powers in certain circumstances can be exercised without a warrant or order of a magistrate. Wide powers are also given to the police for prevention of crime and maintenance of public peace and tranquility. The personnel of armed police and security forces are subject to certain hazards and dangers which are specially marked during operations along the border and in hostile areas. The standards of discipline required of the police necessarily have to be high. This imposes certain restrictions upon the policeman and empowers superior officers to punish misconduct and offence more quickly and severely than is usual in the case of other civilian employees. There are certain other drawbacks in the life of a policeman. Generally, his social and family life is more disturbed than that of persons in other occupations. Personnel in the CRP are frequently moved to trouble spots at short notice. They, as also men of the BSF, have to remain separated from their families for long periods of time. In the civil police too, personnel are not able to participate fully in the social and other activities of the community due to the peculiar nature of their work. Uncertainty of working hours, liability to work at night and on gazetted holidays, are all inseparable

features of police work. In combination, they result in a degree of social segregation, to which attention has also been drawn by the Royal Commission on the Police (U.K.)

40. Certain fundamental changes have taken place since Independence in the role and functions of police personnel. The public is now more vigilant about the way in which the police exercise their authority. On occasions, ordinary lapses on the part of the police can result in ugly situations leading to riots, lathi-charges and even firing. The tasks of the civil police have become more complex in several ways. In recent years we have witnessed widespread violence, destruction of Government property and use of firearms and explosives on a large-scale against the police in various parts of the country. In the investigation of crime, there has been a significant change since Independence. Besides the increase in the volume of crime, the nature of offences has undergone a qualitative change with industrialisation, urbanisation, increase in economic activity and the proliferation of controls and licences. There is now greater need and scope for the application of scientific techniques in the detection of crime and collection and analysis of intelligence vital to the maintenance of security. It also calls for a higher degree of intelligence to comprehend the *modus operandi* of sophisticated criminals, to thwart their designs, or to bring them to book, specially where economic offences are involved. These factors have resulted, in recent years, in the raising of pre-entry qualifications and the view is generally held that Constables of the civil police should be matriculates while those of the armed police may have lower qualifications.

41. We are, therefore, in general agreement with the views which seek to improve the level of remuneration of police personnel. A reasonably well-paid and contented police force is essential to good order, internal security and stability. We feel that in the changed circumstances, the remuneration of police personnel should be fixed after altering the internal relativities in their favour. Our official witnesses shared this view, but they felt that the example of the United Kingdom was not strictly analogous because the conditions in India and the United Kingdom differed materially. We think that it would not be appropriate or rational to single out only one category of Government employees, *viz.*, the Constable, for fixing his pay on the basis of a precise formula like the one enunciated by the Royal Commission on the Police in Great Britain, which nevertheless still retained a large subjective element. Having fixed police scales on a somewhat liberal basis, we are of the view that any further demands for Special Pay, other allowances, or various concessions, (except in those cases specially commented upon by us), for overtime work, calling out on holidays, or special knowledge of arms etc. should be firmly discouraged.

42. The various police organisations in India can be broadly classified into two groups, the first consisting of the armed police including forces like the BSF, CRP, ITBP and the Delhi Armed Police; and the second comprising the civil and investigatory police serving in the Intelligence Bureau, CBI and the

Delhi Civil Police. The special features that we have noted in relation to the duties and responsibilities of the policeman are not identical as between the armed police and the civil police. Most of the witnesses, including senior police officers, were of the view that a distinction in pay scales should be made between the Constable recruited to the civil police and the Constable in the armed police. Even today, the scales of Constables in the CBI and the IB are better than in the armed police forces like the BSF and CRP. The qualifications are also higher for the Constables directly recruited to the CBI, IB and Delhi Civil Police, being matriculation as against 6th or 8th standard for the armed police forces. We have considered it appropriate, therefore, to prescribe a slightly higher scale for the Constables in the civil police.

43. Constables in the CRP, BSF and the Delhi Police are on the scale of Rs. 75-1-85-2-95. Constables in the Delhi Civil Police are now being recruited from among matriculates and they are given 5 advance increments. Constables in the CBI and the IB are recruited from among matriculates to the scale of Rs. 85-2-95-3-110. In the proposals received from several heads of police forces, the main demand is for parity with the scales prescribed for the Punjab Police where the scale has been prescribed in relation to the wages paid to skilled industrial workers. Since the bulk of the police force in the country is employed in the States, we have examined the emoluments admissible to constables serving under the various State Governments. We find that while emoluments under the Central Government lag behind those in five or six States, the emoluments compare favourably with those admissible to the Constables in the majority of State police forces. There are also certain allowances which are admissible to constables in the Central police forces but are not available to the constables in the State police. We are conscious of the possible repercussions of the pay scales adopted by the Centre for police personnel on the State Governments, and we have, therefore, been careful, when increasing police salaries to see that differences between the scales proposed by us and those prevailing for the corresponding ranks in the States are justified on merits.

44. In our view, the Constable in the armed police forces should be given the scale of Rs. 200-260. In arriving at this conclusion, we have kept in mind the desirability of giving a slight edge to the infantry soldier over the Constable in the armed police forces after taking into account the various allowances and benefits admissible to the soldiers and the personnel in the armed police and security forces. We feel that this consideration would remain valid in future also unless there is any alteration in the role assigned to any force or in the recruitment qualifications.

45. In the case of matriculate Constables recruited to the Delhi Civil Police, the IB and the CBI, considering the qualification prescribed for recruitment, the duties and the degree of individual responsibility, frequent contacts with the public and

other factors, we recommend the scale of Rs. 225—308. The non-Matriculate Constables in Delhi Civil Police should be on the scale of pay recommended for the Constables in the Armed Police.

46. The scale of Rs. 225—308 should be admissible to constables discharging police duties and not to those assigned purely orderly duties. In our view, the employment of constables in this scale as orderlies would amount to gross under-utilisation of trained manpower, which could be put to more effective use in the service of the community. We would, therefore, suggest that the overall strength of Foot-Constables should be reviewed and, to the extent possible, such posts as involve purely orderly duties, should be taken out of the cadre of Foot-Constables. Where it is considered necessary in the interest of discipline and other factors to employ constables on orderly duties, they should be remunerated on the scale that we have recommended for the constables of the armed police, *viz.*, Rs. 200—260 without any special pay.

47. Naiks in the BSF and the CRP who are on the scale of Rs. 85—110 should also be given the scale of Rs. 225-308.

48. With this improvement, the selection grade of Rs. 85—110 for matriculate Constables of Delhi Civil Police should be abolished; it should be retained, however, for the Constables of the Delhi Armed Police and the non-matriculate Constables in the Delhi Civil Police and we recommend that the scale of selection grade should be Rs. 225—308.

49. The Head Constables in the CRP, BSF and Delhi Police are on the scale of Rs. 100-3-130 and those in the IB and the CBI (including Havildars in the ITBP) are on the scale of Rs. 110-3-131-4-155. The posts of Head Constables in all police organisations are generally filled by promotion from posts carrying the scale of Rs. 85—110. We feel that the next higher scale, *i.e.*, the scale of Head Constable should be uniform in all the police organisations. We recommend that scale for all Head Constables should be Rs. 260—350.

50. The Assistant Sub-Inspectors (ASIs) in Delhi Police and in CBI are on the scales of Rs. 130-5-175 and Rs. 150-5-160-8-216 respectively. Junior Intelligence Officers on the IB and the ITBP as also Jamar-dars in the ITBP are in the latter scale. An ASI is really an assistant to the Sub-Inspector and helps the latter not only in the prevention of crime, but also during investigation of offences. We feel that the ASIs in the Delhi Police and in the CBI should be on the same scale and we recommend that they should be given the scale of Rs. 330-480. We recommend the same scale for the Junior Intelligence Officers in the IB and ITBP and Jamar-dars in the ITBP.

51. The Sub-Inspectors in the BSF and the Jamar-dar. (Sub-Inspector) in the CRP are on the scale of Rs. 168-8-256. The qualifications prescribed

for direct recruitment to these posts are—matriculation and NCC certificate in the CRP and intermediate or higher-secondary in the case of the BSF. In view of the qualifications prescribed for direct recruits which are less than the Degree qualifications prescribed in the CBI, IB and Delhi Police, we recommend that they should be given the scale of Rs. 380—560.

52. The Sub-Inspector in the Delhi Police is on the scale of Rs. 168-8-240 and there are 4 selection grades on fixed pays of Rs. 240, Rs. 250, Rs. 260 and Rs. 275 for 10%, 7½%, 5% and 2½% respectively of the total number of posts. The pay range, in effect, is Rs. 168—275. The Sub-Inspectors in the CBI are on the scale of Rs. 210—320 which is also the scale for posts of Assistant Central Intelligence Officer, Grade II (ACIO, Grade II) in the IB and the ITBP as also Subedars and Subedar Majors in the ITBP. There is provision for direct recruitment also to the posts of Sub-Inspector and ACIO (Gr. II). In the case of Sub-Inspectors, the quota for direct recruitment is 50% and the qualification prescribed is a Degree. The recruitment rules of the ACIOs (Gr. II) have not been finalised. The posts of Subedars and Subedar Majors in ITBP are filled by promotion from the rank immediately below.

53. The Sub-Inspector is a key functionary in the police set-up and shoulders substantial responsibility. We recommend the scale of Rs. 425—600 for posts of Sub-Inspectors in the Delhi Police and the CBI, the posts of ACIOs (Gr. II) in the IB and the ITBP and Subedars and Subedar Majors in the ITBP.

54. At present, there are 4 selection grades for Sub-Inspectors in the Delhi Police as described in paragraph 52 above. The Inspector-General of Police, Delhi has recommended only one selection grade on a fixed pay for 25% of the posts of Sub-Inspector. While we agree to the suggestion for having one selection grade only, we would not suggest a fixed pay at this level. We recommend the scale of Rs. 455—700. The strength of the selection grade should be fixed at 10% of the number of Sub-Inspectors.

55. The Inspectors in the BSF and the CRP are on the scale of Rs. 250-10-290-15-470 and in the Delhi Police on the scale of Rs. 325-15-475. Inspectors in the CBI, as also the Assistant Central Intelligence Officers, Grade I in the IB and the ITBP, are on the scale of Rs. 355-15-475-20-575. We feel that the duties and responsibilities of Inspectors in the CRP and BSF are not comparable with those of the Delhi Police and the CBI and Assistant Central Intelligence Officers (Gr. I) in the IB and the ITBP. The qualifications also differ materially. We recommend the scale of Rs. 550—750 for the post of Inspector in BSF and CRP and the scale of Rs. 550—900 for posts in the IB, ITBP, CBI and Delhi Police. We also recommend that where direct recruits are also appointed to this post, they should be given two advance increments.

56. A large proportion of posts in the IB and CBI are filled by bringing officers on deputation from the State Governments. In order to attract suitable persons from the State police forces, there is provision today for granting special pay and deputation allowance at rates varying according to rank. To provide both a special pay as well as a deputation allowance is an unusual practice but the heads of both these organisations are keen to retain the existing system and have, in fact, proposed substantial increases in the rates of special pay and deputation allowance. We have been informed that relying on deputationists to fill a substantial number of posts in the IB and CBI has marked advantages. These organisations are able to select suitably trained and experienced persons from the State Governments without having to expend time, money and energy in recruiting fresh candidates and training them departmentally, but can draw on this reservoir of trained manpower according to needs at short notice. In cases of maladjustment where an officer does not shape well, it is not difficult to replace his services at the disposal of his State Government. In view of the difficulties experienced in getting the adequate number of suitable officers on deputation terms, we recommend that the rates of deputation allowance should be revised as under :

Rank	Existing Rate	Revised Rate
	(Rs.)	(Rs.)
ACIO Grade I/Inspector	100	150
ACIO Grade II/Sub-Inspector	75	100
J.I.O./A.S.I.	50	80
Head Constable	35	60
Constable	25	50

57. In the case of departmental recruits, *i.e.*, non-deputationists in the CBI and IB, the heads of these organisations have suggested substantial increases in pay scales. Director, CBI has suggested that the special pay attached to the post should also be allowed to the departmental recruits preferably by taking account of it in the revised pay scales for them. We feel that it would lead to undue multiplicity of pay scales if this approach was followed. In our view, a better arrangement would be to allow the standard police scales to the personnel in the IB and the CBI also and grant special pay as a separate element. This is justified by the specialised and complex nature of their work. We find that it is a common practice in the States to allow special pay to police personnel employed in the criminal investigation department, intelligence branch, special branch, etc. We recommend that special pay should be granted at the rates as indicated below both to the deputationists as also the direct recruits in these organisations:

	Special pay
	(Rs. p.m.)
ACIO Grade I/Inspector	75
ACIO Grade II/Sub-Inspector	50
J.I.O./A.S.I.	30
Head Constable	20
Constable	15

We are not suggesting any change in the rates of Special Pay now drawn by deputationists.

58. The above rates of special pay prescribed for personnel in the IB should also apply to ITBP personnel. In the ITBP, Lance Naiks and Naiks are on Constable's scale of pay and get a special pay respectively of Rs. 5 and Rs. 10 in addition. While the Constables will get a special pay of Rs. 15 in view of our recommendation in the preceding paragraph, Lance Naiks and Naiks should be allowed the special pay of Rs. 20 and Rs. 25 respectively.

59. Police forces like the BSF, CRP and the ITBP as also the Delhi Police require the services of persons skilled in various trades and in special police duties. Such persons who are borne on police pay scales are allowed special pay at varying rates in the different organisations. We have received two basic demands on special pays from the heads of police forces. It has been urged that the rates of special pay were fixed long ago when the pay scales were low and that while the pay and DA have been increasing, the rates of special pay have remained static. The other demand relates to the need for rationalising the existing rates of special pay which do not exhibit a uniform pattern either among the different police organisations or among different trades within the same organisation. It has been pointed out that there is lack of uniformity in the rates prescribed as between the different ranks.

60. In certain cases, a small amount of special pay has been allowed to police personnel trained in the use of tear smoke, 3" mortar and Medium Machine Gun etc., Constables and Naiks in the CRP and BSF also get an armed efficiency pay of Rs. 2 per month. In our view, these are essentially police duties which have been taken into account by us while revising the scales of pay and so it would not be justified any longer to continue to grant special pay for such jobs.

61. In the Delhi Police, Head Constables and ASIs employed as "proficients" get a special pay of Rs. 20 while Inspectors of District Police and those employed on traffic duties get a special pay of Rs. 25. In view of the revised pay scales suggested by us, we recommend that the grant of special pay to these categories should be discontinued.

62. We have not found it practicable to accept the suggestion that tradesmen in the police forces should be given special scales of pay relevant to each trade. We, however, feel that some improvement is called for in the existing rates of special pay and that these rates should be adequate to ensure that a policeman versed in any particular trade is not worse off on the whole than his counterpart in non-police organisations. We have accordingly tried to rationalise the grant of special pays and our recommendations in this regard for each major organisation are given in the table below :—

TABLE II

Constable/Lance Naik	Naik	Head Constable/ Havildar	Assistant Sub-Inspector	Jamadar/ Sub-Inspector	Subedar/Subedar Major/Inspector
<b>(a) B.S.F.</b>					
Rs. 5 Bugler	Rs. 15 Instructor	Rs. 10 QM Havildar	Rs. 45 Communication	Rs. 30 Adjutant	Rs. 40 Instructor
Rs. 10 Storekeeper	Rs. 40 Communication	Coy Havildar		Instructor	Rs. 60 Communications
Instructor		Sanitation		Intelligence	Intelligence
Rs. 15 MT*		Rs. 15 QM		MT*	Support Co.
Armourer		Intelligence		QM	
		Rs. 20 MT*		Rs. 50 Operator	
		Rs. 25 Instructor			
		Armourer			
		Rs. 40 Operator			
<b>(b) C.R.P.</b>					
Rs. 5 Buglers Training	Rs. 7.50 Training	Rs. 10 Training Coy QM	—	Rs. 30 QM	Rs. 40 Instructor
Rs. 10 QM (Storeman, Carpenter, Mochi, Tailor)	Rs. 10 QM	Havildar		Tailor	MT*
Fitter, Painter	Education	QM		Education	Rs. 50 Operator
Instructor	Carpenter	Battalion QM		MT*	Administration.
Rs. 15 Armourer	Tailor	Havildar		Training	Rs. 75 Instructor
	Instructor	Education		Instructor	
	Fitter	Battalion Havildar		Armourer	
	Rs. 15 Armour	Major		Rs. 40 Operator	
		Rs. 15 Tailor			
	Rs. 30 Operator	Fitter			
		MT*			
		Rs. 20 Instructor			
		Armourer			
		Rs. 40 Operator			
<b>(c) I.T.B.P.</b>					
Rs. 5 Buglers	Rs. 7.50 Pay Naik	Rs. 10 Coy QM	—	Rs. 30 MT*	Rs. 50 MT*
Rs. 10 Carpenter	Rs. 10 QM	Writer		Pioneer	Rs. 60 Pioneer
Motor Mechanic	Shoemaker	Rs. 15 QM		QM	Battalion
Shoemaker	Rs. 15 Carpenter	Pioneer		Tailor	Rs. 75 Training
Tailor	Motor Mechanic	Tailor		Armourer	Centres
QM	Tailor	Rs. 20 Armourer		Motor Mechanic	
Pioneer	Pioneer	Motor Mechanic			
	Armourer				
<b>(d) Delhi Police</b>					
Rs. 5 Bugler	—	Rs. 10 Bugler	Rs. 15 Storeman	Rs. 20 Mounted Police	Rs. 40 Clerical Duties
PT Instructor		PT Instructor	Mounted Police	QM & Adjutant in DAP	MT*
Rs. 10 Vigilance		Coy Havildar	Police	Instructor in DAP	Rs. 50 CID (Spl BR).
Mounted Police		Major	Rs. 20 Clerical Duties	Weapon Trg.	Security
C.I.D. (Spl. Br.)		Coy Havildar	CID (Spl. Br.)	Instructor	Crime Br.
Security		QM	Security	Rs. 30 MT*	FRRO
Crime Branch		Rs. 15 Battalion QM	Crime Br.	Instructors at PTS	Rs. 75 Immigration
FERRO		Battalion Hav.	FRRO	Armourer	
Instructors at PTS		Major	Instructor at TPS	Rs. 40 CID (Spl. Br).	
Rs. 15 Photographer		Storeman	MT*	Security	
Armourer		Traffic	Rs. 25 Photographer	Crime Br.	
		Mounted Police		FRRO	
		Vigilance		Instructors at PTS *	
		CID (Spl. Br.)		Rs. 50 Immigration Staff	
		Security			
		Crime Br.			
		FRRO			
		Instructors at PTS in DAP			
		Weapon Training			
		Instructor			
		Rs. 20 Clerical Duties			
		MT*			
		Armourer			
		Rs. 25 Photographer			

\*No special pay for drivers but special pay for looking after M.T.

63. Constables and Head Constables of the Delhi Police are entitled to a Metropolitan Allowance of Rs. 20 p.m.; it is Rs. 30 p.m. for Sub-Inspectors and Inspectors. The allowance was sanctioned in 1967 in view of the special burden shouldered by the police in the capital. We feel that there is some justification for this allowance as the Delhi Police have to cope with some additional tasks arising primarily because New Delhi is the seat of the Government of India. We do not, however, agree to the proposal for increasing the existing rates as these are quite adequate. We also feel that the present title of this allowance is not apt and suggest that it should be redesignated as 'Rajdhani Allowance'.

#### Ration Allowance

64. In the CRP, the grant of Ration allowance is not determined under general orders, but, in view of the specially arduous conditions in certain areas, Government have sanctioned free rations/ration money at some places on a case-by-case basis. The existing position is as under :—

(i) When deployed under Army control	—Free ration—at Army scale.
(ii) Tripura and Assam	—Ration money at Rs. 42 and Mess Allowance at Rs. 8 per month.
(iii) J&K, Manipur, Nagaland, NEFA, Andaman & Nicobar, Islands, Minicoy, Laccadive Islands, Srikakulam Khammam (District of Andhra Pradesh) and Darjeeling (District of West Bengal).	—Ration money at Rs. 42 and Mess Allowance at Rs. 6 per month.
(iv) West Bengal except Darjeeling.	—Ration money at Rs. 28 and Mess Allowance at Rs. 4 per month.

In the first three cases, the detachment allowance,\* if any, gets depressed by 50% and in the case of West Bengal (except Darjeeling), the detachment allowance gets depressed by 33½%.

65. The system followed in the BSF is different. Ration allowance is admissible to all the non-gazetted personnel in the BSF except the recruits under training, though the rates differ. These rates are determined with reference to the belts, as defined in the Government order sanctioning the grant of ration allowance. Like the CRP personnel, members of the BSF when deployed under the Army control are entitled to free rations at the Army scale.

66. It was in September, 1966, that the BSF personnel were sanctioned rations in kind. The scale of rations was based on the scale for the General Reserve Engineering Force GREF; i.e., as admissible to pioneers of the Border Roads Organisation, the cost of which was estimated at Rs. 40 p.m. at that time. An amount of Rs. 2 was sanctioned in addition for meat or milk, making the cost of the total ration allowance at full rates, (i.e., the amount admissible to BSF personnel in the Inner Belt) equal to

Rs. 42 p.m. In order to compensate the BSF personnel for the increase in the cost of rations, a mess allowance was sanctioned in August, 1968, at varying rates.

67. The present position is summarised in the table below :—

TABLE III

Belt	Ration Allowance	Mess Allowance		
		Assam & Tripura	Other places	
(In Rs. per month).				
(i) Inner Belt (extending up to 30 miles from Indo-Pak International Border in the case of Punjab, West Bengal, Assam & Tripura and extending up to 60 miles in the case of Gujarat and Rajasthan) and the whole of J&K	42	8	6	
(ii) Middle Belt (extending from 30 to 60 miles from the Indo-Pak International Border in the case of Punjab, West Bengal, Assam & Tripura and from 60 to 90 miles in the case of Gujarat and Rajasthan).	28	5.30	4	
(iii) Outer Belt (extending beyond 60 miles from the Indo-Pak International Border in the case of Punjab, West Bengal, Assam & Tripura, and beyond 90 miles in the case of Gujarat and Rajasthan).	21	4	3	
(iv) Operational Units earmarked for the frontiers and instructional staff only of the training institutions.	21	4	3	
(v) Operational Units deployed in Manipur.			Ration in kind the cost of which has been estimated at Rs. 70.	

When the BSF personnel are entitled to the army scale of rations or are paid full ration allowance, the detachment allowance, when admissible, is depressed by 50%. The detachment allowance, if any, is depressed by 33½% in the middle belt and by 25% in the outer belt.

68. In the proposals received with regard to the ration allowance, it has been generally represented that the health of the BSF constable is not as good as it should be for the type of duties entrusted to him. It has been contended that the rate of the ration allowance has not been revised so as to keep pace with the rise in the cost of rations and consequently the BSF personnel have to spend larger sums of money from their pay on this account than they otherwise would have had to. Towards the end of our deliberations, a further proposal was received from the Director General, BSF that instead of a cash allowance, BSF personnel should be granted rations in kind at the full scale. The Ministry of Home Affairs have indicated that while

\*Discussed in paragraphs 73—76 of this chapter.

a number of administrative problems are likely to arise in arranging the supply of rations in kind to the BSF personnel, they would not be insurmountable.

69. The proposal to supply rations in kind raises a fundamental question. If BSF personnel are granted full rations in kind as a general condition of service and as they are already entitled to rent-free accommodation and free uniforms some depression would necessarily have to be made in their pay scales on account of the home-saving element as is done in the case of Armed Forces personnel below officer rank. We find that the proposal for supplying free rations in kind does not cover the CRP personnel. It might not be expedient to disturb the parity that now exists in the scales prescribed for the personnel of the BSF and the CRP by depressing the pay scales of the former owing to the home saving element. In any case, we have not had sufficient time to examine this proposal in depth as it was received towards the end of 1972. We have devised the pay scales for the BSF personnel on the basis of the present position, taking into account the existing rates of ration allowance admissible to them.

70. As regards the existing system of ration allowance, we do not suggest any change in so far as the CRP personnel are concerned as the grant of of this allowance to them is decided on merits in the circumstances of each case. In the case of the BSF, we feel that the existing pattern is not rational. To begin with the present definition of 'inner belt' 'middle belt' and 'outer belt' needs to be altered since it gives rise to certain anomalies. For instance, towns like Amritsar, Ferozepur, Jammu, Srinagar etc, because of their proximity to the international border are taken as falling within the 'inner belt' and the BSF personnel stationed in these towns are granted ration allowance at full rates. We see little justification for such a concession to personnel living in barracks in these towns. We recommend that the present belt system should be scrapped and replaced by two classes of areas, viz., 'qualifying areas' and 'non-qualifying areas'. Areas along the international border where the living and other conditions approximate to the conditions in places declared as field areas should be taken as 'qualifying areas' for purposes of ration allowance at full rates and all other areas deemed as non-qualifying should entitle the BSF personnel posted there to the ration allowance at half the rates, as is the case today in the 'outer belt'.

71. Thus the minimum amount of ration allowance to which BSF personnel will be entitled will be Rs. 24. per month (inclusive of the mess allowance of Rs. 3). We feel that the existing rate is justified considering the extra money that a member of the BSF has to spend on food. This extra expenditure is in the service interest, as the BSF Constable's food intake has to be higher compared to that of a civilian in another occupation, if the former is to be able to effectively discharge the duties entrusted to him. An added ground would be the extra cost of messing in remote areas and away from his family. The higher amount of Rs. 48, which is

the present rate (inclusive of the mess allowance of Rs. 6) for the personnel serving in the inner belt, will be justified in the qualifying areas because of the more arduous living and working conditions. In this context, there is no need for providing a new allowance like the border allowance that has been proposed. We note that the Armed Forces personnel below officer rank are entitled to a special compensatory allowance when deployed in the field areas.

72. The BSF scale of ration is equal to the GREF scale with an additional amount for meat or milk. Today the value of the GREF scale is estimated to be Rs. 56; with an addition of Rs. 4 for meat or milk, the value of the BSF scale of ration works out to Rs. 60. We have not proposed any increase in the rates of the ration allowance for the reason that if the amount of ration allowance is to cover the entire cost of rations, then it would again raise the question of making some deduction on account of the home-saving element from the pay of the BSF personnel. We find that the ration allowance at existing rates works out to 80% of the cost of rations in the inner belt and 40% in the outer belt. To avoid the recurring problem of having to determine the rate of ration allowance from time to time on account of the rise in prices, we recommend that the amount of ration allowance in qualifying areas should be 80% of the monetary value of the of the rations at the BSF scale in the 'qualifying areas' and 40% of the value in 'non-qualifying areas'.

#### Detachment Allowance

73. both in the BSF and CRP, the personnel are authorised detachment allowance when they are posted on detachment duty i.e., away from their national Headquarters. The rates vary between Rs. 2.25 and Rs. 6.00. per day for ordinary places according to the rate of pay, grade of the Government servant and the place of duty. In the CRP, the detachment allowance is granted under Rule 46(c) of the CRP Rules which reads as under :

"While on duty all ranks shall draw daily allowance under Supplementary Rule 51, read with Supplementary Rules 71 and 73 subject to the provision that normally daily allowance shall be reduced to 3/4 rates after the first 10 days and to half rates after the next 20 days."

When the personnel get ration money or free rations the amount of detachment allowance is further depressed as indicated above. Personnel of the BSF are also governed by similar rules in the matter of detachment allowance.

74. It is seen that detachment allowance is of the nature of a commuted daily allowance admissible to Government servants when on tour except that the limit imposed by the Supplementary Rules is specially relaxed in the case of the personnel of the BSF and the CRP. This has been justified on the ground that the existing practice considerably reduces the amount of clerical and accounting work involved and that it is also more economical in the long run. We find that the payment of detachment allowance is more common in the case of

the CRP than in the BSF. In the case of BSF, when the battalion moves as a whole, its headquarters also shift generally and the duty at the new headquarters is not treated as on detachment. There is also greater stability in the deployment of BSF personnel, who are posted mostly along the border.

75. In the case of the CRP, we find that the battalions are moved from one area to another away from their headquarters depending upon the law and order situation in the various parts of the country. Our analysis shows that CRP personnel are shifted very frequently and at short notice from place to place and, at many places, they are not even provided with satisfactory accommodation and allied amenities. During our visits, we found that the CRP personnel stationed at a particular place for quite some time have not been provided any permanent or semi permanent accommodation. We understand that Group Centres are being established at appropriate stations and that this would reduce to a considerable extent the incidence of expenditure on account of payment of detachment allowance in the CRP, we feel that the system of detachment allowance in the case of the CRP personnel might have to be continued for want of a better alternative. However, we are reluctant to endorse the system under which an allowance, which is essentially temporary in nature, is paid to large numbers for indefinite and long periods. In our view a reasonable limit, say 6 months should be prescribed as the period for which the detachment allowance can be drawn after a move. It should be possible for the authorities concerned to determine after a month or two of the move the approximate period for which the CRP force would have to be retained at that station and, where deemed necessary, to shift the headquarters of the battalion thus obviating the need for paying detachment allowance indefinitely. This should be done, however, after satisfactory arrangements have been made for the personnel as regards accommodation and allied services. We would like to emphasise that the payment of a detachment allowance cannot be a real substitute for the provision of adequate accommodation, and allied services. It is these amenities, and the intimate comradeship, which they foster, that are of importance in building up morale and efficiency in a disciplined force such as the CRP. We would accordingly suggest that a committee of senior officers should review the position from time to time in order to ensure satisfactory accommodation and allied arrangements and, wherever feasible, to notify temporary headquarters for the various battalions under deployment.

76. As regards the BSF personnel, our approach is similar, and in fact we see still less justification for the payment of detachment allowance. Unlike the CRP, ration allowance at some rate or the other is always admissible to the personnel of the BSF. This will continue to be so in the future also. During moves from one station to another, BSF personnel are also transported at Government cost. Government transport is also made use of in moving the personal effects from one station to another. Accommodation is usually provided by the Government either in barracks or in the different posts. In these circumstances, we are of the

view that the grant of detachment allowance to BSF is hardly justified and its continuance where it is being paid now should be reviewed in the light of our foregoing comments.

#### V. Hindi Posts

77. For work connected with the use of Hindi for official purposes, there are a number of posts under the Ministry of Home Affairs which require Hindi qualifications.

78. These are mostly in the two subordinate offices, viz., Central Translation Bureau and the Hindi Teaching Scheme. The former is headed by the Director, Central Translation Bureau on the Scale of Rs.-1100-1800. The remaining Hindi posts in this Organisation are filled by direct recruitment, or by promotion from within the Departments, from among persons having post-graduate qualifications in Hindi. The work mainly involves translation from English into Hindi of non-statutory manuals, codes and other procedural literature. For this reason, adequate knowledge of English is also a required qualification. We recommend the following scales of pay in view of the qualifications prescribed and the nature of work :

Designation	No. of posts	Existing scale	Proposed scale
		Rs.	Rs.
Director . . . . .	1	1100-50- 1300-60- 1600-100- 1800	1800—2000
Joint Director . . . . .	1	1100-50- 1300-60- 1600	1500—1800
Deputy Director (Translation I) . . . . .	1	900-50- 1250	1200—1600
Assistant Director . . . . .	4	700-40-900	700—1300 with upto five ad- vance in- crements in appropriate cases
Translation Officer . . . . .	12	400—680	650—960
Training Officer . . . . .	2	400—680	650—960
Senior Translator . . . . .	40	325—575	550—900
Research Assistant . . . . .	2		
Technical Assistant . . . . .	9	210—425	425—700

79. The Hindi Teaching Scheme has been introduced for providing in service training in Hindi to all non-Hindi knowing Central Government employees of Class III and above. The training is given in 3 graded courses of study, viz., Prabodh, Praveen and Pragyā. Under the Scheme, training is also arranged for typists/Stenographers to gain proficiency in Hindi typewriting and stenography. A Deputy Secretary, under the overall control of the Hindi Adviser, looks after the Scheme. The association representing the Hindi Teachers (scale: Rs. 250-470) under this Scheme has contended that while their pay scale was originally fixed at

par with the post-graduate teachers under the Delhi Administration, the subsequent upward revisions made in the scale of the Delhi teachers were not extended to them. They have argued that teaching employees of the Central Government, including senior civil servants, is a difficult job for which the existing scale is not adequate recompense. We find that for some time, the qualification for the post of Hindi Teachers was made M.A. or B.A. (Honours) in Hindi with two years' teaching experience but recently B.A. (Honours) has been deleted from the qualifications prescribed for this post. The Ministry of Home Affairs has suggested that the scale of Hindi Teachers should be the same as prescribed for the post-graduate teachers in Delhi Administration. In our view, the nature of work of post-graduate teachers is different from the work of Hindi Teachers under the Hindi Teaching Scheme and the latter are required mainly to impart an elementary working knowledge of Hindi to mature persons.

80. It has also been represented that the chances of their promotion are bleak and some way should be found to improve their career prospects. Hindi teachers can look forward to promotion up to 50% of the vacancies of Assistant Supervisors in the scale of Rs. 350-25-575; the rest being filled by direct recruitment. At the next higher level of Supervisor (scale : Rs. 400-25-500-30-650), there is again provision for direct recruitment to 50% of the vacancies. For direct recruitment to the posts of Assistant Supervisors and Supervisors the minimum qualifications required is II class Master's degree in Hindi, but for the post of Supervisor 5 years' experience of teaching Hindi through the medium of English is required as against 3 years' experience in the case of Assistant Supervisors. The posts of Regional Officers in the scale of Rs. 700-1250 are filled by direct recruitment from among persons holding a II class Master's degree in Hindi with sound knowledge of English and 7 years' experience in administration/education. The element of direct recruitment at each successive level of posts under this Scheme is responsible to some extent for the poor promotion prospects. We understand that it is proposed to abolish direct recruitment to the grade of Assistant Supervisor and Supervisor. The

official witness has recommended that the grades of Assistant Supervisor and Supervisor should be merged since the duties and functions attached to both the posts are similar, the incumbents of the posts in these two grades being treated as interchangeable. We agree to this suggestion.

81. There are also some posts of Hindi Typewriting/Stenography Instructors under this Scheme on the scale of Rs. 350-25-575. It has been represented that similar posts of Instructors in English Typewriting/Stenography are being given the standard Class II scale of Rs. 350-900. The Ministry of Home Affairs has suggested to us that the Hindi Typewriting/Stenography Instructors should also be allowed the Class II scale because the instructional duties attached to the posts are similar to those attached to the posts of English Typewriting/Stenography Instructors.

82. Our recommendations in respect of the posts under the Hindi Teaching Scheme are as follows :

Designation	No. of posts	Existing scale (Rs.)	Proposed scale (Rs.)
Regional Officers . . .	5	700—1250	1050—1600
Supervisor . . . . .	5	400-25-500-30-650	} 650—1200
Assistant Supervisor . . .	19	350-25-575	
Hindi Typewriting/Stenography Instructors	13	350-25-575	650—1200
Hindi Teachers . . . . .	226	250-10-290-15-470	550—900

83. We feel it would be convenient to cover at this one place all the posts of Hindi Officers which exists in the various Ministries and Departments. The break-up of such posts and their pay scales are given in the table below :

TABLE IV  
Class I and Class II Posts

Scale (Rs.)	Defence	Foreign Trade	Home Affairs	Rev. & Ins.	Railways	P & T	Education	Others	Total
700-40-1100-50/2-1250 . . . . .	..	..	1	1	2	2	..	1	7
820-40-1100-50/2-1150 . . . . .	..	1	..	..	..	..	..	..	1
800-40-1000 . . . . .	2	..	..	..	..	..	..	..	2
400-400-450-30-600-35-950 . . . . .	..	..	..	..	..	..	..	3	3
620-30-830-35-900 . . . . .	..	..	..	..	..	..	..	4	4
350(400)-25-500-30-830-35-900 . . . . .	..	..	..	..	..	..	..	2	2
350-25-500-30-830-35-900 . . . . .	..	2	2	13	8	..	1	26	52
475-25-500-30-800 . . . . .	..	..	..	..	..	..	..	2	2
400-25-500-30-800 . . . . .	..	..	..	..	..	..	1	..	1
350-25-500-30-800 . . . . .	3	..	..	..	..	..	..	1	4
TOTAL . . . . .	5	3	3	14	10	2	2	39	78

We have examined the qualifications prescribed for recruitment to the above posts as also the nature of work and feel that so many variations in pay scales are not justified. We recommend that the above posts should be brought on to the scales of pay as indicated below :

Existing scale of pay (Rs.)	No. of posts	Proposed scale of pay (Rs.)
700—1250 . . . . .	6	1050—1600
820—1150 . . . . .	1	
800—1000 . . . . .	2	
400—950 . . . . .	3	700—1300
620—900 . . . . .	4	840—1200

Existing scale of pay (Rs.)	No. of posts	Proposed scale of pay (Rs.)
350—(400)—900 . . . . .	2	650—1200
350—900 . . . . .	49	
475—800 . . . . .	2	
400—800 . . . . .	1	
350—800 . . . . .	4	650—960
350—575 . . . . .	1	

84. There are a number of Class III posts in the various Ministries for work connected with Hindi teaching, translation from English into Hindi etc., the distribution of such posts by the scales of pay being as in the table below :

TABLE V  
Class III Posts

Scale (Rs.)	Railways	P & T	Defence	Home Affairs	Education	Foreign Trade	Rev. & Ins.	Others	Total
450-25-575 . . . . .	12	..	2	..	..	..	..	..	14
325-15-475-20-575 . . . . .	..	2	..	41	34	4	..	21	102
250-10-290-15-575 . . . . .	..	..	..	..	..	..	..	1	1
330-15-435-20-535 . . . . .	..	..	..	..	..	..	..	1	1
320-15-530 . . . . .	..	2	20	5	..	..	20	60	107
210-10-270-15-450-20-530 . . . . .	23	6	..	4	3	..	..	41	77
250-10-290-15-470 . . . . .	1	..	..	..	..	..	..	2	3
335-15-425 . . . . .	5	..	..	..	..	..	..	..	5
210-10-290-15-425 . . . . .	..	..	3	17	34	11	6	98	169
250-10-290-15-380 . . . . .	..	20	..	..	..	..	..	..	20
210-10-290-15-380 . . . . .	17	..	..	..	..	..	..	..	17
170-10-290-15-380 . . . . .	6	..	..	..	..	..	..	..	6
150-10-290-15-380 . . . . .	..	..	8	..	..	..	..	..	8
160-8-280-10-300 . . . . .	8	..	..	..	..	..	..	..	8
130-5-160-8-280-10-300 . . . . .	5	..	9	24	..	1	..	14	53
205-7-240-8-280 . . . . .	5	..	..	..	..	..	..	..	5
150-5-160-8-240 . . . . .	1	..	..	..	..	..	..	..	1
TOTAL . . . . .	83	30	42	91	71	16	26	238	597

It appears that in prescribing scales for these Hindi posts, the Ministries concerned have gone by internal relativities and selected scales of pay generally applicable to posts in the clerical and allied categories. In most cases, it would be sufficient to place these posts on the standard replacement scales that we have suggested for posts on these scales. Broadly, these posts may be brought on to the scales of pay as indicated below :

Existing scale (Rs.)	Proposed scale (Rs.)
450-25-575 . . . . .	700—900
325—575 . . . . .	
330—535 . . . . .	
250—575 . . . . .	550—900
320—530 . . . . .	
335—425 . . . . .	550—800
210—530 . . . . .	
	425—800

250—470 . . . . .	470—750
210—425 . . . . .	
250—380 . . . . .	425—640
210—380 . . . . .	
170—380 . . . . .	
150—380 . . . . .	380—640
160—300 . . . . .	
130—300 . . . . .	330—560
205—280 . . . . .	
150—240 . . . . .	

85. In the case of 4 posts of Supervisor (Rs. 350-25-575) and 8 posts of Assistant Supervisor (Rs. 250-10-290-15-380) in the Posts & Telegraphs Department, we find that the qualifications prescribed are the same and the duties and nature of work is also similar since an Assistant Hindi Supervisor in one P&T Circle is expected to discharge the same functions as a Hindi Supervisor in another Circle. We, therefore, recommend that these two levels in the P&T should be merged and placed on the scale of Rs. 500—900.

CHAPTER 30

MINISTRY OF INDUSTRIAL DEVELOPMENT

I—General

1. The Ministry of Industrial Development is responsible for the active promotion of industrialisation of the country by encouraging the orderly development of large, medium and small scale industries, both in the private and in the public sectors. It

formulates the general industrial policy and seeks to promote productivity in industry.

2. The table below gives the class-wise distribution of posts in the Ministry and its various constituent units :—

TABLE I  
Number of posts

Organisation	Class I	Class II	Class II (non-gaz- etted).	Class III	Class IV	Total
Secretariat Proper	65	78	194	291	243	871
Director-General Technical Development	192	26	179	394	139	930
Controller-General of Patents, Designs & Trade Marks:						
Trade Marks Registry	7	18	nil	140	55	220
Patents & Designs	7	37	2	111	58	215
Development Commissioner Small Scale Industries	310	83	332	170	685	3110
Research & Development Organisation, Bhopal.	30	1	5	30	10	76
Salt Commissioner	4	25	59	372	708	1167
Chief Inspector of Explosives	52	4	nil	130	69	255
Bureau of Industrial Costs & Prices	25	6	16	14	11	72
Economic Adviser	23	5	34	51	23	136
TOTAL:	715	283	820	3233	2001	7052

II—The Secretariat

3. The Secretariat of the Department contains, besides the usual Secretariat posts, certain posts of a technical or specialist nature. Our general recommendations would cover the secretariat type of posts; the Technical and Specialist posts are discussed below:—

4. The post of Security Adviser (Rs. 1,600-2,000) with a special pay of Rs. 200/- p.m.) is filled by drafting Indian Police Service officers of the rank of Deputy Inspector General on deputation. In the circumstances the scale as recommended by us for the Deputy Inspector General will apply with a special pay of Rs. 200 p.m. in the case of deputationists. For the post of Commissioner (Industrial Cooperatives), also in the scale of Rs. 1,600-2,000, which is filled by deputation failing which by direct recruitment we recommend the scale of Rs. 1,800-2,250. There is one post each of Technical Adviser (Boiler) and Officer on Special Duty (Boiler) in the scale of Rs. 1,300-1,600. The former post is filled by direct recruitment through the Union Public Service Commission and the duties of the post are to advise the

Central Government on matters relating to administration of the Indian Boilers Act and the Indian Boiler Regulations. The latter post has been created to deal with the work relating to revision of the Indian Boilers Act and bringing up to date the Indian Boiler Regulations. For both these posts we recommend the scale of Rs. 1,500—1,800.

5. The following posts in the Secretariat are in odd scales of pay :—

Designation	Scale of pay Rs.	No. of posts
(i) Public Relations & Complaint Officer	700-40-900-50-1000.	1
(ii) Special Officer (Patents & Designs)	740-30-830-35-900.	1

The post of Public Relations Officer is filled by deputation of an officer of the Central Secretariat Service. Considering the source of recruitment and the nature of duties we recommend that the post be given the scale of Rs. 900-1,400. The post of Special Officer

(Patents & Designs) may be upgraded to Junior scale Class I viz. Rs. 700—1300 to bring it in line with the scale of Assistant Controller of Patents & Designs in the Patents and Designs Organisation.

6. Of the non-ministerial Class III categories only the post of Estate Supervisor (Rs. 370-15-475) calls for specific mention. This post is filled by direct recruitment from persons who have passed the Intermediate or equivalent examination and possess 2-3 years' experience in maintenance of big buildings and knowledge of accounts and procedures in the offices of the Central Public Works Department. Judging from the present qualifications the post seems to be somewhat over-rated. We suggest the scale of Rs. 550-750 for the existing incumbent. In future, the post should be filled either by a Junior Engineer on deputation from the Central Public Works Department or by direct recruitment from among persons with similar qualifications (diploma in Civil Engineering) and three years' experience.

### III—Directorate General of Technical Development, (DGTD) New Delhi.

7. This Organisation is assigned the responsibility of giving technical advice to all Ministries/Departments concerned with different industries, industrial licensing, foreign collaboration and import substitution.

8. The organisational set up of the Directorate is indicated in the following table :—

TABLE II

Designation	Scale of pay	Engineer- ing Divi- sion	Chemical Divi- sion	Total	
				No. of posts	
Director-General	Rs. 3000				1
Deputy Director-General	2500—2750	2	1		3
Industrial Adviser Development Officer	1800—2000	7	5		12
Officer on Special Duty	700-40-1100-50/2-1150-EB-1300-60-1600 -do- + Special Pay Rs. 200.	40	30		70
Assistant Development Officer	400—950	54	37		91
Junior Technical Officer (Class II non gazetted)	325-15-475-FB-20-575.	18	16		34

9. The Industries have been grouped into 12 Divisions, each in charge of an Industrial Adviser. The Divisions are sub-divided into 43 Directorates, each Directorate being looked after by one to three Development Officers and a number of Assistant Development Officers depending on the volume of work. Each

Development Officer is placed in charge of a group of industries, each industry comprising a number of manufacturing units.

10. There have been several changes in the cadre structure since the time of the Second Pay Commission. Two posts of Deputy Directors General (Rs. 2,750-fixed) were created in 1963 in lieu of two permanent posts of Senior Industrial Adviser (Rs. 2,000-2,250), but in 1965 the posts of Deputy Directors General were abolished and the posts of Senior Industrial Adviser were revived. Subsequently, the Study Team (Mathur Committee) appointed by the Government to examine the organisation, structure and methods of work of the Directorate General of Technical Development recommended a structural reorganisation of the department, the main features of which were abolition of the grade of Senior Industrial Adviser, enhancement of the scale of pay of Industrial Adviser to Rs. 1,800-2,250, creation of a Selection Grade of Rs. 1,600-1,800 for Development Officers and abolition of the grade of Junior Technical Officers.

11. The Administrative Reforms Commission also in its report on Economic Administration dealt with the Directorate General of Technical Development but they recommended creation of three or four posts of Deputy Director General.

12. We are informed that the Government have accepted the recommendations of the Study Team in regard to the creation of a Selection Grade for Development Officers and abolition of the Junior Technical Officers grade, but they have rejected the proposal for extending the scale of Industrial Adviser from Rs. 1,800-2,000 to Rs. 1,800-2,250 by abolishing the grade of Senior Industrial Adviser. Instead, they accepted the Administrative Reforms Commission's recommendation for creation of posts of Deputy Director General and these posts have been created since 16th July, 1971 by abolishing the three posts of Senior Industrial Advisers.

13. The post of Director General is at present equated with an Additional Secretary to Government. In line with our recommendation for similar top posts in Engineering and Scientific Departments we recommend for the Director General the scale of Rs. 3,000-3,500. Similarly, the posts of Deputy Director General should appropriately carry the scale of Rs. 2,500-3,000 as for technical posts in corresponding grade. For the posts of Industrial Adviser, we recommend the scale of Rs. 2,000-2,500 as for comparable posts in other departments\*. We do not, however, consider it necessary to provide a Selection Grade in the scale of Rs. 2,000-2,250 as recommended for other Engineering Services in view of the availability of a sufficient number of posts of Industrial Advisers in a higher scale.

14. Prior to 1959 there were two separate grades viz. Deputy Development Officer (Rs. 600-1,150) and Development Officer (Rs. 1,300-1,800). The two grades were then merged into a single grade with

\*The Member-Secretary has dissented (vide his note of dissent)

a telescope scale of Rs. 700—1600 on the grounds that the duties of the two grades and the qualifications required were analogous and the provision of a long scale would help to stop the drift of experienced Development Officers to private and public sector organisations where their qualifications and experience commanded a much higher level of remuneration. In the integrated scale a substantial rise in pay was provided from Rs. 1,150 to Rs. 1,300 on crossing an efficiency bar. The Director General Technical Development Officers' Association has now urged reintroduction of the former two grades of Deputy Development Officer and Development Officer with separate scales of pay on the plea that the long scale induces a feeling of complacency and acts as a disincentive for the keener and brighter officers. We have considered the matter carefully and we are not convinced about the soundness of the arguments advanced by the Director General Technical Development Officers' Association. The considerations which weighed with the Government in introducing a combined grade continue to be valid even now. In 1959 when the two grades were merged it benefited those who were in the lower grade. Those who were in the higher scale of Rs. 1,300-1,800 were allowed protection of their then existing scale of pay. If the pre-1959 position is to be restored, it would again mean that those who are in the continuous scale should be given protection and only the future entrants would be on the lower scale. It is difficult to accept the argument about the long scale proving as disincentive in this case because we understand that Development Officers are generally able to reach the next higher grade of Industrial Adviser after 13 to 14 years' service in the grade as against the minimum prescribed service of 10 years for such promotion. It has also to be noted that neither the Study Team nor the Administrative Reforms Commission recommended the splitting up of the existing scale of Rs. 700-1,600. We are satisfied on the basis of the available evidence that the present unified scale should continue. We accordingly recommend the scale of Rs. 1050—1800 for the Development Officers. We also recommend a Selection Grade in the scale of Rs. 1800—2000 for them so that they would be able to reach up to the level of Rs. 2,000 in accordance with our general scheme for organised services.

15. The DGTDO Officers' Association has also argued that the pay scales are not adequate and that this has led to a considerable drift of experienced personnel from the organisation. We understand that since 1959, 30 officers have left the organisation out of which only 9 have resigned on personal grounds and the rest have either gone on deputation or have joined other Government Departments. The position is not thus as alarming as was made out.

16. The Officers' Association has further stated that the top rankers in the Combined Engineering Services Examination do not prefer the service in Directorate General of Technical Development in view of the inadequate pay scales and promotion prospects. This is not, however, borne out by the information received from the Ministry regarding the order of

merit secured by the candidates allotted to the Directorate General of Technical Development. The Ministry has also confirmed that there has been no difficulty in filling the vacancies from the Union Public Service Commission candidates.

17. At present 50 per cent of the posts of Development Officers are filled by promotion from Assistant Development Officer, 33-1/3 per cent by direct recruitment through the Union Public Service Commission and 16-2/3 per cent by transfer from other departments. We feel that having regard to the change made in the recruitment rules for the posts of Assistant Development Officer (according to which in future there will be 100 per cent instead of 66-2/3 per cent direct recruitment) and having regard to the complements in the grades of Assistant Development Officer and Development Officer, there is a case for reducing the percentage of transfer from other departments and increasing the promotion quota so that the Assistant Development Officers can be assured of timely promotion to the Development Officer grade. The 16-2/3 per cent quota for transfer from other departments may be treated as the maximum limit and not as a specific quota for such transfer. We would not suggest any curtailment of direct recruitment to the grade of Development Officer as rapid technological innovation requires tapping the open market potential.

18. There is a post of Officer on Special Duty in the scale of Rs. 700-1,600 plus a special pay of Rs. 200, recruitment rules for which have not yet been framed. No justification has been furnished to us for grant of special pay in this case. Since there is provision in the recruitment rules for allowing a higher starting pay up to Rs. 1,000 for the Development Officer and since there is also provision for obtaining officers on transfer from other departments, we do not think it is necessary either to allow special pay or frame separate recruitment rules for this isolated post which may be merged with the main grade of Development Officers.

19. For the post of Editor in the scale of Rs. 700-1,250, recruitment rules for which have not been finalised, we recommend the corresponding revised scale of Rs. 1,050-1,600

20. The Assistant Development Officers who are in junior scale Class I should be allotted the scale of Rs. 700-1,300.

21. For the grade of Junior Technical Officers (Rs. 325-575) which has now become a vestigial grade, we recommend the scale of Rs. 550-900.

22. In the Class III category only the post of Estimator needs specific mention. The post is in the odd scale of Rs. 320-380 and is filled by direct recruitment, the qualifications being a Diploma in Engineering with workshop experience. In our opinion, the post is overvalued and we recommend the scale of Rs. 425-700 on the basis of existing qualifications.

#### IV. Office of the Controller General of Patents, Designs and Trade Marks, Bombay.

23. This organisation consists of two wings viz. the Trade Marks Registry and the Patents Office. While

the former is responsible for the administration of the Trade and Merchandise Marks Act, 1958, the latter office is concerned with the administration of the Indian Patents and Designs Act, 1911. The Organisational set-up in the Patents and Trade Marks Wings is as shown in the following table :—

TABLE III

PATENTS				TRADE MARKS			
Designation	No. of posts	Pay Scale Rs.	Method of recruitment	Designation	No. of posts	Pay Scale Rs.	Method of recruitment
Controller General	1	2500—2750	Promotion or Deputation or Direct recruitment.	Controller General— common to both Wings.			
Joint Controller	1	1300—1800	Direct recruitment or promotion.	Joint Registrar.	1	1300—1800	Promotion or deputation or direct recruitment. Degree in Law plus 20 years' experience.
Deputy Controller	3	900-40-1100-50/2-1250.	50% direct recruitment. 50% promotion from Assistant Controller with minimum 5 years service in the grade.	Deputy Registrar	2	900-40-1100-50-1400	33-1/3% direct recruitment. Degree in Law plus 15 years' experience. 66-2/3% promotion.
Assistant Controller.	2	400—950	By promotion from Examiner of Patents In-charge/Examiner of Patents In-charge/Examiner of Patents.	Assistant Registrar.	4	700—1250	50% direct recruitment. Degree in Law plus 5 years' experience. 50% by promotion from Examiners with 5 years service in the grade.
Examiner of Patents-in-Charge.	1	350-830+Rs. 100 Special Pay.	By promotion of Examiner with minimum 5 years service in the grade.	Examiner	17	350—830	50% direct recruitment. Degree in Law plus 5 years' experience. 50% promotion from Assistant Examiner (Rs. 210—530).
Examiner	35	350—830	By direct recruitment. Masters Degree in Physics/Chemistry or Degree in Metallurgy/Engineering.				

24. The Controller General of Patents, Designs and Trade Marks holds overall charge of both the Trade Marks Registry and the Patents Office. The post of Controller General is filled by promotion or deputation or direct recruitment, the qualifications for direct recruitment being a Post-Graduate Degree in Physics or Chemistry or a Degree in Engineering with 15 years' research or industrial experience. In the event of the post being filled by promotion, the Joint Registrar of Trade Marks will be considered eligible only if he possesses a Degree in Engineering or Physics or Chemistry; since the posts in the Trade Marks Registry are normally filled by persons with legal qualifications, it would be exceptional for a Joint Registrar to be eligible to hold the post of Controller General under the rules as they stand. The Government should decide whether the latter post should at all be filled by promotion from either wing, or promotions should be confined to the Patents Wing. The scale of pay

of the Controller General was revised with effect from 1st June, 1971 from Rs. 1,800-2,000 to Rs. 2,500-2,750 in view of the considerable increase in his statutory powers and responsibilities resulting from the introduction of the Patents Act, 1970. We recommend that the revised scale should continue.

25. It has been argued that the considerations on which the post of Controller General was upgraded are equally applicable to the lower grades since the Patents Act, 1970 has thrown considerable additional work and responsibility on the lower grades also. We find that the existing pay scale for Joint Controller/Joint Registrar does not compare unfavourably with the corresponding posts requiring comparable engineering or scientific qualifications in other departments. We accordingly recommend for the posts of Joint Controller of Patents/Joint Registrar of Trade Marks the scale of Rs. 1,500-2,000. For the next

lower levels of Deputy Controller of Patents/Deputy Registrar who are on the scales of Rs. 900-1,250 and Rs. 900-1,400 respectively, we suggest that these scales be replaced by a uniform scale of Rs. 1,300-1,700 in both the Wings. For the next lower level of Assistant Controller (Rs. 400-950)/Assistant Registrar (Rs. 700-1,250) we consider that the scale of Rs. 1,050-1,600 would be appropriate.

26. The posts of Examiner of Patents and Examiner of Trade Marks are in Class II. While the former are filled entirely by direct recruitment the latter are filled 50 per cent by direct recruitment and 50 per cent by promotion of Assistant Examiners of Trade Marks (Rs. 210-530). Posts corresponding to Assistant Examiner do not exist on the Patents side. The usual justification for retention of a Class II grade, viz. providing promotional opportunities to Class III employees does not, therefore, apply in the Patents Wing and we feel that the existing posts of Examiners of Patents including the post of Examiner of Patents-in-charge could be placed in junior scale Class I viz. Rs. 700-1,300. This would have the advantage of securing a better calibre of recruits to this cadre. Should, however, Class III posts be created on the Patents side also, a promotion of the posts of Examiner of Patents could be retained in Class II to serve as a promotional avenue for Class III posts. As regards the posts of Examiners of Trade Marks we suggest that a proportion of the posts (50 per cent) could be converted into junior scale Class I and the remaining posts (50 per cent) may be continued as Class II posts in the scale of Rs. 650-1,200. 75 per cent of the vacancies in junior scale Class I may be filled by direct recruitment and the remaining vacancies by promotion from Class II. There should be no direct recruitment to Class II which may be filled entirely by promotion. We understand that during the last 5 years as many as 20 Examiners of Patents have left the organisation. We expect that the changes recommended by us would significantly improve the attractiveness of the service and arrest the drift of personnel. Government may also review the need for, and extent of, direct recruitment at almost every level in this organisation.

27. The post of Administrative Officer in the Patent Office, Calcutta is in the scale of Rs. 350-475 plus special pay of Rs. 75 per month. On the other hand, in the Trade Marks Wing, the post of Administrative Officer is in the Class II scale of Rs. 350-900. We recommend that the post of Administrative Officer in the Patent Office, Calcutta may be given the lower segment of Class II scale viz. Rs. 650-960 without addition of special pay and the post in the Trade Marks office may be continued in the standard Class II scale viz. Rs. 650-1200.

28. There are 17 posts of Assistant Examiner of Trade Marks (scale Rs. 210-530) which are filled by direct recruitment from University Graduates. We suggest that these posts should be given the scale of Rs. 425-800.

#### V. Office of the Development Commissioner, Small Scale Industries, New Delhi.

29. This Office is responsible for the development of small scale industries. It has under it a net work of Small Industries Service Institutes, Branch Institutes and Extension and Production Centres in the States. The organisation is functionally divided into a number of Divisions namely Engineering, Non-Engineering, Industrial Design, Industrial Management and Training, Export Promotion, Economics and Statistical, General Administration etc. The main technical categories of gazetted posts are as follows :—

TABLE IV

Category	Scale of pay (Rs.)	No. of posts
Development Commissioner . . . . .	2500—2750	1
Industrial Adviser . . . . .	1800—2000	2
Joint Development Commissioner . . . . .	1100—1800	1
Director, Grade I . . . . .	1100—1800	13
Director, Grade II . . . . .	1100—1400	12
Industrial Designer . . . . .	1100—1400	2
Assistant Industrial Designer . . . . .	700—1250	7
Deputy Director . . . . .	700—1250	99
Assistant Director Grade I . . . . .	400—950	165
Assistant Director Grade II . . . . .	400—680	62

30. The post of Development Commissioner which is filled in accordance with the scheme for staffing senior administrative posts of and above the rank of Deputy Secretary to the Government of India should continue to be in the existing scale of Rs. 2,500-125/2-2,750. For the post of Joint Development Commissioner which is filled by transfer on deputation, we recommend the scale of Rs. 1,500-2,000. One of the posts of Industrial Adviser is filled by drafting officers of the Indian Economic Service failing which by direct recruitment, the prescribed qualification being a Second Class Master's Degree with 15 years' experience. The other post of Industrial Adviser is filled by promotion from Director, Grade I in the Engineering Division, failing which by direct recruitment. For both these posts we recommend the scale of Rs. 2,000-2,250. The posts of Director Grade I are filled up to 50 per cent by direct recruitment from candidates possessing an Engineering Degree or Post-Graduate Degree in Science depending upon the requirements of the post with 7 to 10 years' experience in the relevant discipline, and the rest by promotion of Directors Grade II. The latter are filled entirely by promotion of Deputy Directors. The posts of Industrial Designer are filled by promotion from Assistant Industrial Designers who are recruited direct from candidates possessing a Degree or Diploma in Arts (Industrial Designing/Sculpture) with about 3 years' experience as Commercial Artist (Industrial Designing) or equivalent. Posts of Assistant Directors, Grade I are filled to the extent of 75 per cent by direct recruitment from persons with Engineering Degree or post graduate/graduate Degree in their respective fields and the rest by promotion of Assistant Directors Grade II.

31. It has been represented by the Service Associations of the Small Scale Industries Development Organisation (SSIDO) that there is no need to have two grades of director as the duties and responsibilities of the two grades are identical and the posts interchangeable. We understand that the duties of Director Grade I and II are clearly distinguishable and the two-fold classification should, therefore, be retained. We accordingly recommend that Directors Grade I be placed in the scale of Rs. 1500-2000 and Directors Grade II in the scale of Rs. 1300-1700.

32. It has been represented that in regard to Assistant Directors Grade I and Grade II also, differentiation between the two grades is not necessary or possible. We, however, understand that the former are assigned more important duties. Moreover, the merger of the two grades would prove harmful to the interests of Class III officers, as the posts of Assistant Directors, Grade II, are filled entirely by promotion. We, therefore, do not recommend any change in the present structure. For Assistant Directors Grade II, we suggest the lower segment of Class II scale viz. Rs. 650—960. For the Assistant Directors Grade I and Deputy Directors, we recommend the standard junior scale Class I Rs. 700—1300 and Senior scale Class I Rs. 1050—1600 respectively. We further recommend that the posts of Assistant Industrial Designer and Industrial Designer should be allotted the scales of Rs. 1050—1600 and Rs. 1300—1700 respectively.

33. In this organisation we observe that there is direct recruitment at 3 out of 5 gazetted levels. There is also wide disparity in the career prospects in the various disciplines of this organisation as no interchangeability is possible between one Division and another and even within the same Division there are diverse

specialities each with its own specialised qualifications in the particular branch. The Administration may review the existing arrangements for direct recruitment taking into consideration the promotion prospects available in each branch and the need for infusion of fresh blood.

34. In Class II (non-gazetted) are included 331 posts of Small Industry Promotion Officer (Rs. 325—575) who are recruited direct to the extent of 75 per cent from amongst candidates with an Engineering Degree or Engineering Diploma and 1 to 3 years' experience. The remaining 25 per cent of the vacancies are filled by promotion from Investigators (Rs. 210-425) who are recruited direct through the Employment Exchange. We recommend for these posts of Promotion Officers the scale of Rs. 550—900.

35. For the following posts connected with the work of the Rural Industries Planning Committee, we recommend the scales noted against each:

Category	No. of posts	Existing scale	Proposed scale
		Rs.	Rs.
Joint Director . . . . .	1	1100—1400	1300—1700
Editor . . . . .	1	700—1250	1050—1600
Assistant Secretary . . . . .	1		

#### VI. Research and Development Organisation for Electrical Industry, Bhopal

36. This is an attached office set up at Bhopal in order to evolve standards and designs for electrical equipment, to develop manufacturing techniques and to train personnel. For the following Class I & II posts in this Organisation we recommend the scales shown against each:

TABLE V

Designation	No. of posts	Existing Scale	Proposed Scale	Qualifications and Method of recruitment.
(1)	(2)	(3)	(4)	(5)
		Rs.	Rs.	
Director General . . . . .	1	2500—3000	2500—3000	Transfer on deputation (including contract) or promotion of officers of the rank of Chief Engineers from Central Government/State Governments, Public Undertakings, Recognised Research Institutions, Universities/State Electricity Boards; Director in the Research & Development Organisation with three years service in the grade.
Director . . . . .	1	1800—2000	2000—2250	By promotion of Joint Director with at least 4 years service in the grade; or transfer on deputation of officers of the rank of Chief Engineers or Superintending Engineers with 5 years experience in the grade, from Central Governments/State Governments etc.
Joint Director . . . . .	3	1300—1600	1500—2000	Degree in Electrical/Electronics/Mechanical Engineering and 12 years experience. 66-2/3% by promotion of Deputy Director with 3 years service in the grade. 33-1/3% by direct recruitment failing which by transfer on deputation.
Deputy Director . . . . .	2	1100—1400	1300—1700	Degree in Engineering and 8 years experience. 50% by promotion from Assistant Directors with about 5 years service in the grade. 50% by direct recruitment through Union Public Service Commission, failing which by transfer on deputation.
Assistant Director . . . . .	7	700—1250	1050—1600	Degree in Engineering and 5 years experience. 80% by promotion from Engineers or Section Leader with 5 years service in the Grade 20% by direct recruitment through Union Public Service Commission.

1	2	3	4	5
		Rs.	Rs.	
Engineer	13	400—950	700—1300	Degree in Engineering and 1 year's experience. Direct recruitment through Union Public Service Commission.
Scientist	1	400—950	700—1300	Master's Degree in Mathematics/Applied Physics and 1 year's experience. Direct recruitment through Union Public Service Commission.
Section Leader	1	400—950	700—1300	Degree in Engineering and 2 years' experience.
Assistant Director & Administrative Officer	1	700—1250	1050—1600	By transfer on deputation from Class I officers from Central Government Departments or section Officers of the Central Secretariat Service with 8 years' service.

### VII. Office of the Salt Commissioner, Jaipur.

37. This office, which is an attached office, is responsible for the administration of the Salt Cess Act, 1953, quality control of salt, and running of salt laboratories and model salt farms. It arranges for the distribution of salt throughout the country in consultation with the State Governments. This office is also responsible for the administration of the Central Excise and Salt Act, 1944 and the rules framed thereunder, so far as they relate to salt. It has three regional offices at Bombay, Madras and Calcutta.

38. The following table shows the Class I & II posts in this Organisation:—

TABLE VI

Category	Scale of pay	Numbers of posts	Qualifications and method of recruitment
1	2	3	4
	Rs.		
Salt Commissioner	1300—1600	1	By promotion from Deputy Salt Commissioner.
Deputy Salt Commissioner	1100—1400	3	By promotion from Assistant Salt Commissioner.
Assistant Salt Commissioner (Class II)	740-30-830-35-900.	7	By promotion from Superintendent of Salt.
Superintendent of Salt	350—800	15	25% Direct Recruitment (Second Class M.Sc. Degree in Chemistry) and 75% by promotion of Deputy Superintendent of Salt (Rs. 350-575).
Assistant Civil Engineer	350—900	2	50% Direct Recruitment; 50% promotion from Overseer (Rs. 180-380).

39. The Salt Service Gazetted Officers' Association has argued that when the pay scale of Salt Commissioner was reduced from Rs. 1800—2000 to Rs. 1300—1600 with effect from 20th November, 1964 it was decided that in the event of the pay scale attached to the post of Collector of Central Excise Grade II undergoing any revision, the revised scale

would also become available to the post of Salt Commissioner. The complaint of the Association is that while by stages the scale of the Collector of Central Excise has been revised to Rs. 1800—2250 no corresponding revision of pay has been made for the Salt Commissioner. We understand that the reduction of the pay scale of Salt Commissioner was effected having regard to the new set up in which, with the formation of Hindustan Salts Ltd. and Sambhar Salts Ltd., a separate post of Managing Director for these Government companies came into existence thereby reducing the duties and responsibilities of the Salt Commissioner. In our view any relationships established at a time when the duties and responsibilities of Salt Commissioner and Collector of Central Excise Grade II were more or less similar, cannot hold good for ever. At the same time, we do feel that the present scale of the Salt Commissioner is rather low and recommend that the scale be revised to Rs. 1500—2000.

40. The Officers' Association has claimed parity of pay scales with the Customs Service for the grades below the Salt Commissioner also, viz. as between the Deputy Salt Commissioner and the Deputy Collector of Excise, the Assistant Salt Commissioner and the Assistant Collector/Superintendent Class I and the Superintendent of Salt and Superintendent of Excise and Customs Class II.

41. We feel that the pay scales should depend on the nature of duties and responsibilities in each organisation and cannot be equated as suggested because of just historical circumstances. We find, however, that the grade structure of the Indian Salt Service is somewhat unusual. There are no posts in the usual Class I junior scale or senior scale. The existing channel of promotion from the grade of Rs. 350—800 to that of Rs. 740—900 would confer negligible benefit in the short run. On the other hand, promotion from the Class II scale of Rs. 740—900 direct to the Class I scale of Rs. 1100—1400 is envisaged. The working out of a rational pay structure would necessitate upgrading the post of Assistant Salt Commissioner from Rs. 740—900 to senior scale Class I, that is, Rs. 1050—1600 and we recommend accordingly. The Deputy Salt Commissioner may be placed in the scale of Rs. 1300—1700. Considering the small size of the cadre and also the need to maintain a Class II grade to serve as a promotional avenue for Class III posts, we do not think it would be convenient to interpose a Class I junior scale level.

There can thus be direct promotion from Class II to senior scale. The pay scale of Superintendent of Salt should be revised from Rs. 350—800 to the standard Class II scale of Rs. 650—1200. We would further suggest that the proportion of direct recruitment to Class II can be increased from 25 per cent to 50 per cent. It has been reported to us that there is acute stagnation in all the grades of the Service and that the Salt Commissioner and one Deputy Salt Commissioner have reached the maximum of their scales 4/6 years back respectively and all the Assistant Salt Commissioners have been stagnating at the maximum of the grade for periods ranging from 5 to 10 years. Our proposals should help to improve the career prospects generally, and ease the situation.

42. The Assistant Civil Engineers have no avenue of promotion beyond the initial recruitment grade. We would, therefore, suggest that the Administration should as far as possible try to obtain the required staff on deputation from the Central Public Works Department. These posts should be in the scale of Rs. 650—1200.

43. We now discuss Class III categories. The posts of Deputy Superintendent of Salt (Rs. 350—20—450—25—575) are filled by promotion from the grade of Inspector (Rs. 210—380). They should be placed on the scale of Rs. 550—900. The posts of Inspector (Salt) are filled by direct recruitment (75%) from Science Graduates and the rest by promotion from Sub-Inspectors (Salt) who are in the grade of Rs. 110—180. For them we would recommend a slightly improved scale of Rs. 425—700. As there are only 3 posts of Sub-Inspector of Salt the need for a promotion quota of 25 per cent in the Inspectors grade (which consists of some 136 posts) is not obvious. The Administration may examine whether it is worth retaining the grade of Sub-Inspector (Salt). These posts should carry the scale of Rs. 260—400 till a final decision is taken on this point.

44. There is a post of Machine Inspector (Rs. 150—205). This post should carry the scale of Rs. 330—480. The posts of Surveyor/Overseer/Draftsman have virtually no promotion outlet. It is for consideration whether it would not be possible to fill these posts by transfer on deputation from corresponding categories in the Central Public Works Department.

#### VIII. Office of the Chief Inspector of Explosives, Nagpur.

45. This Organisation is concerned with the administration of the Indian Explosives Act, 1884 and the Petroleum Act 1934. The Department also functions as an advisory body to the Central and State Governments, Railways, Port Authorities, and the Civil Aviation Department.

46. This Organisation is headed by a Chief Inspector who is in the scale of Rs. 1300—1600. There

are Circle Offices at Calcutta, Bombay, Agra, Madras and Gwalior. The gazetted strength of this organisation is shown in the table below:—

TABLE VII

Designation	Scale of Pay	No. of posts	Method of recruitment
	Rs.		
Chief Inspector of Explosives.	1300—1600	1	By promotion from Deputy Chief Inspector with 5 years service in the grade. For direct recruitment M.Sc. (Chemistry) or Degree in Engineering or Diploma from Mining Institute with 10 years experience.
Deputy Chief Inspector of Explosives.	900-40-1100-50/2-1250	3	By promotion from Senior Inspector with 3 years service failing which by direct recruitment.
Senior Inspector of Explosives.	700-40-1100-50/2-1150	8	By promotion from Inspector of Explosives 3 years service failing which by direct recruitment.
Inspector of Explosives.	400—950	42	75% direct recruitment (M. Sc. in Chemistry). 25% from Assistant Inspectors (Rs. 325—575) with 3 years Service.
Administrative Officer.	400—900	1	Promotion from Superintendent (Rs. 350—475) with 5 years service failing which by transfer on deputation from Central Secretariat Service.

The posts of Inspector of Explosives are filled to the extent of 75% by direct recruitment from among M.Sc. (Chemistry) or B.E. Chemical Engineering and the rest by promotion of Assistant Inspector. All the higher posts are filled by promotion.

47. We have considered the question of adequacy of the existing scales in this office. We are not convinced of the validity of the claim for parity with the corresponding level of posts in the Directorate General of Mines Safety, as the staff in the Mines Safety Organisation are required to possess a Degree in Mining Engineering with a First Class Mines Manager's Certificate. Their duties and conditions of work are also dissimilar. Taking into consideration these factors we think that the Chief Inspector of Explosives should be given an improved scale of Rs. 1500—2000. Similarly, having regard to the fact that the post of Deputy Chief Inspector is filled

by promotion of officers in the senior scale, we recommend that the pay scale of the Deputy Chief Inspector be revised to Rs. 1300—1700. The pay scales of Senior Inspector and Inspector should also be replaced by the standard senior Class I scale (Rs. 1050—1600) and junior Class I scale (Rs. 700—1300) respectively. For the posts of Assistant Inspectors which are filled by direct recruitment from M.Sc.s. in any branch of Chemistry including chemical technology or Degree in Chemical Engineering, we recommend the scale of Rs. 550—900.

48. For the 6 posts of Junior Chemical Assistants (Rs. 210—425) and 1 post of Senior Chemical Assistant (Rs. 325—575) we recommend the scales of Rs. 425—700 and Rs. 550—900 respectively. We find that both these are direct recruitment posts. It would be desirable to discontinue direct recruitment to the Senior Chemical Assistant grade and make it a promotional avenue for the lower grade.

#### IX. Bureau of Industrial Costs and Prices

49. The Bureau of Industrial Costs and Prices is a non-statutory body set up in 1970 to tender advice to the Government on various issues pertaining to cost reduction and improvement of industrial efficiency, and on pricing problems in relation to industrial costs. The Bureau at present consists of a whole-time Chairman (on a fixed pay of Rs. 3500) and two whole-time Members (Rs. 2500—2750) in charge of Accounts and Engineering Divisions, besides two ex-officio part-time Members *viz.* the Director General Technical Development and the Economic Adviser to the Government of India in the Ministry of Industrial Development. We recommend no change in the existing scales.

50. All the posts except those of the Administrative Officer are on regular scales of pay and they may be given the corresponding replacement scales. For the Assistant Secretary-cum-Administrative Officer (Rs. 620—900) we recommend the upper segment of Class II *viz.* Rs. 840—1200.

## CHAPTER 31

### Ministry of Information and Broadcasting

1. The Ministry of Information and Broadcasting functions through its various constituent units such as All India Radio, Press Information Bureau, Film Division, Directorate of Advertising and Visual Publicity and Directorate of Field Publicity. The table below gives the class-wise distribution of posts in the Ministry and its various constituent units:—

TABLE I

S. No.	Name of Office	Class	Class	Class	Class	Total
		I	II	III	IV	
1.	Ministry (Secretariat)	25	119	135	82	361
2.	All India Radio	728	1263	5270	2823	10084
3.	Directorate of Advertising and Visual Publicity	47	179	398	225	849
4.	Directorate of Field Publicity	28	213	696	631	1568
5.	Films Division	39	94	577	282	992
6.	Publication Division	55	140	266	169	630
7.	Press Information Bureau	100	263	397	350	1110
8.	Others	50	115	418	184	767
TOTAL		1072	2386	8157	4746	16361

2. There is a post of Administrative Officer (Parliament Cell) in the pay scale of Rs. 475-25-500-30-590-EB-30-800 in the Secretariat for which we recommend the scale of Rs. 650—1200.

For the post of Research Assistant in the pay scale of Rs. 350-25-500-EB-30-620 which is filled by deputation, we recommend the pay scale of Rs. 650—960.

3. The Ministry administers the Central Information Service (C.I.S.) which is an organised Class I Service with a Class II complement. Posts whose primary function is information and publicity have been encadred in this service, though located in various other Government departments and in the media units of this Ministry. The grade structure

of the service and the percentage of direct recruitment in each grade is given in the table below:—

TABLE II

S. No.	Grade	No. of posts	Percentage of direct recruitment	Existing pay Scale
1.	Selection Grade	1	..	Rs.2500-125/2-2750
2.	Senior Administrative Grade (Senior scale)	5	..	Rs. 1800-100-2000
3.	Senior Administrative Grade (Junior scale)	10	..	Rs. 1600-100-1800
4.	Junior Administrative Grade (Senior scale)	14	..	Rs. 1300-60-1600
5.	Junior Administrative Grade (Junior scale)	14	12½	Rs. 1100-50-1400
6.	Grade I	135	25	Rs. 700-40-1100-50/2-1250
7.	Grade II	128	50	Rs. 400-400-450-30-600-35-670-EB-35-950
8.	Grade III (Class II Gazetted)	170	..	Rs. 350-25-500-30-590-EB-30-800
9.	Grade IV (Class II Non-gazetted)	404	100	Rs. 270-10-290-15-410-EB-15-485

Posts in the other grades where direct recruitment does not occur are filled by promotion from the next lower grade. The Government may also fill a number of posts not exceeding 10% of sanctioned strength in any grade by the appointment of officers from State Publicity Organisations on deputation. The direct recruitment to Grade I is made through a special competitive examination conducted by the Union Public Service Commission, followed by a *viva voce* test. The direct recruitment to Grade II is made through the I.A.S., etc. examination.

The provision for direct recruitment in Grade I and the junior scale of Junior Administrative Grade has been made with a view to attract suitable persons



Sl. No.	Grade	Existing scale of pay	Proposed scale of pay
6.	Grade III	350-25-500-30-590-30-800	650—1200
7.	Field Publicity Officer	270-10-290-15-410-EB-15-485	650—1200
8.	Grade IV (except Field Publicity Officer)	270-10-290-15-410-EB-15-485	470—750

10. At this stage we may also dispose of the question of the appropriate pay scales for the other Class I and Class II posts. The posts which are on the standard Class I and II scales of Rs. 700—40—1100—50/2—1250, Rs. 400—400—450—30—600—35—670—EB—35—950 and Rs. 350—25—500—30—590—EB—30—900 may be placed in the appropriate revised scales of pay recommended by us. The Class I posts in the scales of pay listed in the table below, should be placed in corresponding scales shown against each:—

TABLE III

Existing scale of pay	Designation	Office	No. of posts	Proposed Scale
Rupees 1600—100-1800	Chief Visualiser	Directorate of Advertising and Visual Publicity	1	Rupees 1800—2000
	Director	Song and Drama Division	1	1800—2000
1300-60-1600-100-1800	Regional Officer	Central Board of Film Censors	3	1500—2000
1300-60-1600	Senior Copy Writer	Directorate of Advertising and Visual Publicity	1	1500—1800
	Deputy Director Hindi	Publication Division	1	1500—1800
1100-50-1400	Chief Exhibition Officer	Directorate of Advertising and Visual Publicity	1	1300—1700
	Deputy Director (Nirodh)	Directorate of Advertising and Visual Publicity	1	1300—1700
	Additional Regional Officer	Central Board of Film Censors	1	1300—1700
	Officer on Special Duty (Engineering)	Films Division	1	1300—1700
	Total		11	

11. There is a post of Director (Security) in the All India Radio in the scale of Rs. 1600—100—1800 plus special pay of Rs. 200/- per mensem. The post is filled by deputation of a Deputy Inspector General of Police. The pay scale recommended by us for the Deputy Inspector General of Police should be adopted for this post.

For the post of Chairman Central Board of Films Censors in the existing scale of Rs. 2250—125—2500 which is filled by deputation, we recommend the pay of Rs. 2500 (fixed).

12. In the media units, there are 45 Class I posts in the non-standard scales of pay as listed in the table below:—

TABLE IV

Existing pay scale	Designation	Office	No. of posts
Rupees 820-40-1100-50/2-1150	Art Executive (Visualiser)	Directorate of Advertising & Visual Publicity	2
	Media Executive	Do.	1
	Exhibition Officer	Do.	3
	Art Executive	Do.	2
	Business Manager	Publication Division	1
	Production Officer	Publication Division	2
	Deputy Director	Photo Division	1
	Officer-in-Charge (Cartoon Films Units)	Films Division	1
	Animator	Do.	1
	Chief Sound Engineer	Do.	1
	Administrative Officer	Do.	1
	Officer-in-Charge of Distribution	Do.	1
700-40-1100-50/2-1150	Production Manager	Directorate of Advertising and Visual Publicity	4
	Art Executive	Publication Division	1
	Editors (Collected Works of Mahatma Gandhi)	Publication Division	9
	Deputy Director	Song and Drama Division	13
820-40-1020	Supervisor (Burmese)	External Services Division, All India Radio	1
	Total		45

While there is direct recruitment to some of these posts, others are filled by promotion from the Class II grades. We do not see much justification for the variations at the minimum and maximum of the scales of pay for these posts and would recommend that all these posts now carrying the pay scales of Rs. 820—40—1100—50/2—1150 and Rs. 700—40—1100—50/2—1150 and Rs. 820—40—1020 should be fitted in the scale of Rs. 1050—1600.

13. In the various media units, there are 992 Class II gazetted posts, excluding those included in the Central Information Service, in different scales of pay. In the Table below we have given particulars of 119 such posts some of which are in non-standard scales of pay :—

Existing scale of pay	Designation	Name of Office	No. of posts
Rs.			
590-30-830-35-900	Assistant Administrative Officer	Films Division	6
	Secretary to Chairman Central Board of Films Censors	Central Board of Films Censors	1
	Assistant Regional Officer	Central Board of Film Censors	2
	Circulation Officer	Registrar of Newspapers	5
	Educational Adviser	Films Division	1
400-25-500-30-590 EB-30-800-EB-30-830-35-900	Research Officer	Main Secretariat	1
	Junior Analyst	Main Secretariat	1
	Officer on Special Duty (Collected Works of Mahatma Gandhi)	Publication Division	1
	Librarian (Films)	Films Division	1
590-30-800	Production Manager	Films and Television Institute	1
	In-between Animator	Films Division	5
	Production Manager	Films Division	1
530-30-800-EB-EB-830	Assistant Director (Production)	Publication Division	3
400-25-500-30-590-EB-30-800	Assistant Production Manager	Directorate of Advertising and Visual Publicity	9
	Assistant Production Manager (OP)	Do.	6
	Assistant Engineer (Models)	Do.	1
	Assistant Distribution Officer	Do.	4

TABLE V—Contd.

Existing pay scale	Designation	Name of office	No. of posts
Rs.			
400-25-500-30-590-EB-30-800	Assistant Media Executive	Directorate of Advertising and Visual Publicity	7
	Senior Artist	Do.	20
	Assistant Business Manager	Publication Division	8
	Artist	Publication Division	3
	Layout Artist	Publication Division	1
350-25-500-30-590-EB-30-800	Advertisement Manager	Publication Division	1
	Correspondent Assistant	Publication Division	1
	Editor (Collected Works of Mahatma Gandhi)	Publication Division	15
	Assistant Evaluation officer.	Directorate of Filed Publicity	1
	Translator	Directorate of Field Publicity	1
	Laboratory in-charge	Film and Television Institute	1
	Stores Officers	Directorate of Advertising and Visual Publicity	1
400-25-500-590-EB-30-680	Assistant Director	Song and Drama Division	9
350-25-500-30-590EB-30-680	Administrative Officer	Photo Division	1
		TOTAL	119

These posts require experience in advertising, commercial art, film production, etc. While there is only direct recruitment to some of the posts, others are filled both by direct recruitment and by promotion from the Class III posts. We have taken note of the qualifications and the experience prescribed for recruitment to these posts. We have also considered the duties responsibilities and the nature of work expected from the officers in these scales of pay as also the existing relativities in the various organisations. Although the field of operation of these officers is different in the various media units, there is a broad comparability of duties and responsibilities and we consider that these posts could with advantage be brought over to a few standard scales of pay. We accordingly recommend the pay scale of Rs. 650—1200 for the posts now in the pay scales of Rs. 400—25—500—30—590—EB—30—800—EB—30—830—35—900, Rs. 400—25—500—30—590—EB—30—800 and Rs. 350—25—500—30—590—EB—30—800.

The pay scale of Rs. 840—1200 would be appropriate for the posts in the existing pay scale of Rs. 530—30—800—EB—830, Rs. 590—30—830—35—900, Rs. 530—30—830—35—900 and Rs. 590—30—800

For the posts carrying the pay scales of Rs. 400—25—500—30—590—EB—30—680 and Rs. 350—25—500—30—590—EB—30—680, we recommend the scale of Rs. 650—960.

14. There is a post of Chief Modelier in the Directorate of Advertising and Visual Publicity in the scale of Rs. 710—30—830—35—900 for which a Diploma in Commercial Art with 5 years' experience in model making is required. The scale of Rs. 840—1200 would be appropriate for this post. If necessary, suitable advance increments may be given to a direct recruit depending upon the qualifications, experience, etc.

15. In the different media units, at the Class III level there are posts of Technical Assistant, Exhibition Assistant, Photographic Assistant, Research Assistant, etc. in the scales of Rs. 325—15—475—EB—20—575 and Rs. 210—10—290—EB—15—425. For these posts the scales of Rs. 550—900 and Rs. 425—700, respectively would be appropriate.

16. There are also certain artisan category posts of mechanics, carpenters, mistry, etc. in the following scales of pay. For these we recommend the revised scales indicated against each in the table below:—

TABLE VI

Existing scale of pay	Proposed scale of pay
	(Rs.)
Rs. 75-1-85-EB-2-95 } Rs. 85-2-95-3-110 }	200—280
Rs. 110-3-131 } Rs. 110-3-131-4-143-EB-4-155 }	260—350
Rs. 125-3-131-4-155 } Rs. 140-5-175 }	320—400
Rs. 110-3-131-4-155-EB-4-175-5-180	260—400
Rs. 130-5-175-EB-6-205 } Rs. 150-5-160-8-216 }	330—480
Rs. 175-6-205-7-240-EB-8-280	380—560

We may now discuss certain other posts peculiar to the various media units which need specific mention.

### I. Directorate of Advertising and Visual Publicity (D.A.V.P.)

17. In the Directorate of Advertising and Visual Publicity there are 31 Class II (Gazetted) posts of Field Exhibition Officer (Rs. 350—20—450—25—575) who are responsible for organising exhibitions and maintaining liaison with the State Governments. There is direct recruitment to 66.2/3 per cent of the

posts from amongst graduates with about 3 years' experience of publicity work in a responsible capacity or of exhibitions. The remaining posts are filled by promotion from Exhibition Assistants (Rs. 210—10—290—EB—15—425) with 5 years' service. The only promotional avenue available to these officers is to the posts of Inspector of Exhibitions (Rs. 400—400—450—30—600—35—670—35—950) which may be filled by deputation of C.I.S. officers also. Having regard to the nature of duties and the limited promotional avenues, we recommend the scale of Rs. 650—960 for the post of Field Exhibition Officer.

18. There are 10 posts of Distribution Assistant in the pay scale of Rs. 210—10—290—15—320—EB—15—425—EB—15—530 of which 8 posts are filled by direct recruitment from amongst those possessing Intermediate or equivalent qualification with about 3 years' experience of handling work relating to the distribution of newspapers, books, publicity materials, etc. The recruitment rules for the other two posts have not been finalised so far. Having regard to the qualifications prescribed and the duties of the post, we recommend the scale of Rs. 425—750 for these posts as they can be distinguished from other posts at present on identical or comparable scales.

19. For one post of Operator Photo Composing Machine (Rs. 175—6—205—7—240) and four posts of Senior Addressograph Operator (Rs. 110—3—131—4—155—EB—4—175—5—180) in this Directorate. We recommend the scale of Rs. 380—560 and Rs. 260—400, respectively.

20. There is a post of Supervisor in the scale of Rs. 350—25—575, who is in-charge of the Exhibition Section. The post is filled by transfer/deputation of Superintendents in the subordinate offices of the Ministry in the scale of Rs. 350—20—450—25—475. We consider that having regard to the method of appointment, the post of Supervisor should be placed in the scale recommended by us for the highest clerical supervisory posts. Accordingly we recommend the scale of Rs. 700—900 for this post.

### II. Press Information Bureau

21. For the following posts peculiar to the Press Information Bureau, we recommend the scales of pay as indicated below:—

S. No.	Name of post	Num-ber of posts	Existing scale of pay	Proposed scale of pay
			(Rs.)	(Rs.)
1.	Reporter	2	530-30-650-EB-30-830	650—1200
2.	Calligraphist (Senior)	2	210-10-290-15-320-EB-15-380	425—640
3.	Calligraphist (Junior)	15	130-5-160-8-200-EB-8-256-EB-8-280-10-300	330—560
4.	Operator for Cutting and Wire Slitching Machine.	1	80-1-85-2-95-EB-3-110	200—260

22. There are 4 Class II gazetted posts of Administrative Officer in the Regional Offices of Press Information Bureau in the scale of Rs. 350-20-450-EB-25-575. Similar posts in Regional Stations of All India Radio are in the scale of Rs. 350-25-500 posts from the clerical supervisory grades. Having re—30—590—EB—30—680. Both are promotional and to the duties of Administrative Officer who holds overall charge of Region on the administrative side, we recommend the scale of Rs. 650—960 for these posts.

### III. Publication Division

23. We notice a certain anomaly in the salary scales of Chief Editor and Deputy Chief Editor in the section dealing with the publication of the collected works of Mahatma Gandhi. The former is in the scale of Rs. 800—50—1150 and the latter in the scale of Rs. 1100-50-1300. For removing the anomaly, we recommend the pay scale of Rs. 1500—1800 for the Chief Editor and the scale of Rs. 1300—1700 for the Deputy Chief Editor.

For the other posts in this section we recommend the pay scales indicated below:—

S. No.	Name of post	Num-ber of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
			(Rs.)	(Rs.)
1.	Research Assistant	17	370-20-450-25-575	550—900
2.	Sub Editor	7	270-10-290-15-410-EB-15-485	470—750
3.	Reference Assistant	3	290-15-320-EB-15-425	470-750
4.	Assistant Examiner of Proofs	2	325-15-430	550—750

24. For the sales, distribution and advertising of various publications brought out by the Publication Division there are 3 posts of Business Executive in the pay scale of Rs. 325-15-475-EB-20-575. They are assisted in the field work of sales promotion, realisation of sales proceeds, etc. by 4 Sales Representatives in the scale of Rs. 325-15-430 and for display and counter sales of books, pamphlets, etc. by 8 Sales Assistants in the pay scale of Rs. 210-10-290-15-320-EB-15-425. There is direct recruitment to the extent of 50 per cent of the posts at all these levels from amongst persons having experience of publishing, distribution and sales work and the remaining posts are filled by promotion from the next lower grades. We recommend the pay scale of Rs. 550—900 for the post of Business Executive. For the posts of Sales Representative and the Sales Assistant, the scales of Rs. 550—750 and Rs. 425—700 would be appropriate.

25. For the following posts, we recommend the revised pay scales indicated against each:—

S. No.	Name of post	Num-ber of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
			Rs.	Rs.
1.	Senior Addressograph Operator (Incharge)	1	130-5-160-8-200-EB-8-256-EB-8-280	330—560
2.	Senior Addressograph Operator	3	110-3-131-4-155-EB-4-175-5-180	260—400

### IV. Directorate of Field Publicity

26. There are 2 posts of Technical Officer (Auto and Sound) in the headquarters organisation of the Directorate of Field Publicity in the pay scale of Rs. 375-25-575. These posts are filled by direct recruitment from amongst Diploma holders in Automobile/Sound Engineering with 3 years' experience in maintenance and repair of audio visual equipment/motor vehicles. They are responsible for the procurement, maintenance and repair of Audio-Visual equipment, motor vehicles and generators. We recommend the pay scale of Rs. 650—960 for these posts.

27. There are 191 posts of Field Publicity Assistant in the pay scale of Rs. 200-10-290-EB-15-320. 320. These are filled by direct recruitment from amongst Matriculates with Cinema Operator's Licence in 35 mm and familiarity with operation of 16 mm projectors, public address equipment, tape and wire recorders, petrol driven generating sets and other electronic visual aids used in mobile cinema vans. A minimum of 3 years' experience is also required for the direct recruits. We consider the scale of Rs. 425—600 suitable for these posts.

28. There are 55 posts of Field Publicity Officer (Border). These posts are not included in the Central Information Service although the pay scale of Rs. 270-10-290-15-410-EB-15-485 is the same as for the Grade IV of Central Information Service. Recruitment to these posts has not been made through the competitive examination conducted by the Union Public Service Commission for the Grade IV of the Central Information Service. We have been informed by the official witnesses that this is a dying cadre and a proposal is under consideration to encadre these posts into the Central Information Service. The recruitment rules for these posts have also not so far been finalised. Whether the Department decides to encadre these posts in the Central Information Service or not the scale recommended by us for the posts of Field Publicity Officer in the Central Information Service would apply to these posts also, namely, Rs. 650—1200.

29. There are 197 posts of Cleaner in the pay scale of Rs. 75-1-85-EB-2-95 which are filled by direct recruitment from amongst persons conversant with cleaning and lubricating different parts of the motor vehicle, maintenance of battery, etc. with 3

years' experience. We recommend the scale of Rs. 190—240 for these posts.

#### V. National Film Archives of India

30. In the National Film Archives of India there is one post of Assistant Curator in the pay scale of Rs. 575-25-600-30-750-40-870-EB-40-1150. He is the Head of the Archives and is responsible for the acquisition and preservation of the films and for advising on the interpretation and documentation of films. The post is filled by direct recruitment from amongst Graduates with knowledge of the Indian Cinema and experience of critical analysis and reviewing of films. Having regard to the duties of the post we recommend that the post of Assistant Curator may be placed in the standard senior Class I scale of pay of Rs. 1050—1600.

There is one post each of Film Library Officer and Film Library Assistant in the scales of Rs. 400-25-500-30-590-EB-30-800 and Rs. 210-10-290-EB-15-320-EB-15-425. We recommend the scales of Rs. 650—1200 and Rs. 425—700, respectively for these posts.

There is a post of Film Checker in the pay scale of Rs. 95-3-110 for which the pay scale of Rs. 200—260 would be appropriate.

#### VI Song and Drama Division

31. There is a Class II gazetted post of Administrative Officer (Rs. 350-25-575) which is filled by direct recruitment from amongst graduates with 3 years' experience of accounts/establishment work. There are also four posts of Superintendents in the pay scale of Rs. 325-15-475-EB-20-575 for which the recruitment rules have not been finalised. For the post of Administrative Officer, we recommend the scale of Rs. 650—960. The posts of Superintendent may be brought over on the standard scale of Rs. 550—750 recommended by us for Clerical Supervisors in non-secretariat offices.

32. There are 16 posts of Managers and 7 posts of Producers, both of which are in the pay scale of Rs. 325-15-475. These posts are filled by direct recruitment. For the posts of Manager, practical experience of 5 years in stage craft, designing of sets, stage lighting, etc. is necessary. For the posts of Producer 4 years practical experience of production of programmes is necessary. While the Managers are essentially responsible for management of tours, construction of stages, etc. the Producers are expected to work creatively when producing programmes suited to local conditions. We recommend the scale of Rs. 550—900 for both the Producers and Managers.

#### VII Photo Division

33. The various gazetted posts connected with photography work in the Photo Division are indicat-

ed in the table below:—

TABLE VII

S. No.	Name of post	Num-ber of posts	Existing scale of pay	Method of recruitment
1	2	3	4	5
			Rs.	
1.	Director	1	1100-50-1300	By direct recruitment.
2.	Deputy Director	1	820-40-1100-50/2-1150	By direct recruitment.
3.	Assistant Director	1	530-30-830	By promotion from Photographic Officer.
4.	Photographic Officer	17	400-25-500-30-590-EB-30-800	80 % by direct recruitment. 20 % by promotion from Junior Photographer and Technical Assistant.

The qualifications laid down for direct recruitment are practically the same for all the above levels, with the difference that the prescribed experience of photography is 3 years in case of the Photographic Officer, 7 years for the Deputy Director and 10 years for the Director. The existing cadre structure of the Division does not offer promotional prospects for Photographic Officers, recruited directly, whose only avenue of promotion is to the posts of Assistant Director. There being a difference of Rs. 30/- only in the maximum of the pay scale, the Photographic Officers on promotion as Assistant Director, do not derive any significant benefit. The duties of Assistant Director and Photographic Officer being similar, we recommend that the two cadres should be merged and given the pay scale of Rs. 650—1200.

For the posts of Deputy Director and Director we recommend the scales of Rs. 1050—1600 and Rs. 1300—1700, respectively.

34. For the Class III posts given in the table below the revised scales indicated against each would be appropriate:—

TABLE VIII

S. No.	Name of post	Num-ber of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
			Rs.	Rs.
1.	Dry Mounting Assistant	6	130-5-160-8-200-EB-8-256-EB-8-280	290—560
2.	Bromide Printer	28	130-5-160-8-200-EB-8-256-EB-8-280.	290—560
3.	Finisher	13	130-5-160-8-200-EB-8-256-EB-8-280.	290—560
4.	Dark Room Assistant	28	125-3-130-4-155-EB-4-175-5-180.	260—400

good general education and 3 years' experience of photography. Similarly, the Junior Photographer in that Division in the scale of Rs. 350-20-450-25-575 is required to possess 2 years' experience in various branches of photography. Having regard to the qualifications and the duties and responsibilities expected from the Newsreel Officer and Cameraman, we consider that their pay scales need improvement. Accordingly, we recommend the pay scales of Rs. 425—700, Rs. 550—900 and Rs. 650—960 for the posts of Assistant Cameraman, Assistant Newsreel Officer and Cameraman, respectively. We would also recommend that directly recruited Cameraman with 5 years' experience of motion picture photography should be given suitable higher start up to 5 advance increments in the scale of Rs. 650—960.

For the posts of Chief Cameraman and Newsreel Officer (including Cameraman in Cartoon Film Unit) we recommend the scale of Rs. 840—1200.

For the post of Director-Cameraman, we recommend the scale of Rs. 1050—1600.

47. There is one post each of Director of Music and Assistant Director of Music in the pay scales of Rs. 1100-50/2-1250 and Rs. 590-30-800, respectively, for which we recommend the pay scales of Rs. 1300—1700 and Rs. 840—1200 respectively.

48. For repair and maintenance of the equipment in the Films Division, the following categories of personnel are employed. We recommend for them the revised scale indicated against each:—

S. No.	Name of post	Number of posts	Existing scale of pay (Rs.)	Proposed scale of pay (Rs.)
1.	Maintenance Engineer	2	350-25-500-30-590-EB-30-800	650—1200
2.	Assistant Maintenance Engineer	5	250-10-290-15-380	425—700 with up to 3 advance increments for direct recruits.

49. There are the following categories of Artists in the Film Division:—

S. No.	Name of post	Number of posts	Existing scale of pay
1.	Layout Artist	2	Rs. 400-25-500-30-590-EB-30-800
2.	Background Artist	2	Rs. 325-15-475.
3.	Assistant Layout Artist/Assistant Background Artist	2	Rs. 250-10-290-15-380.
4.	Story Illustrator	1	Rs. 250-10-290-15-380.
5.	Artist Grade I	13	Rs. 200-10-290-15-320.
6.	Artist Grade II	7	Rs. 150-5-160-8-216.

The direct recruitment is made at the level of Artist Grade II (100 per cent), Artist Grade I (50 per cent) and Background Artist (100 per cent). The qualifications prescribed for direct recruitment to the posts of Artist Grade II and Grade I are a Diploma from

a recognized Art School, the only difference being that in the case of Grade II Artist the period of experience prescribed is 2 years in commercial art, animation drawings, etc. while it is 3 years in the case of Artists Grade I. The qualifications prescribed for direct recruitment to the posts of Background Artist are a Degree or diploma in Fine Arts and 5 to 10 years experience as a Landscape Artist. While the post of Layout Artist is filled by promotion either from Background Artist with 3 years' or Assistant Layout Artist with 5 years' service, the posts of Assistant Layout Artist/Assistant Background Artist are filled by promotion from Artist Grade I. It has been represented that the pay scales available to these Artists being very short there is stagnation, and as a result there are difficulties in retaining the staff.

We recommend the scales of pay indicated in the table below for these posts:—

TABLE XII

S. No.	Name of post	Proposed scale of pay (Rs.)
1.	Layout Artist	650—1200
2.	Background Artist	550—900
3.	Assistant Layout and Assistant Background Artist	455—700
4.	Story Illustrator	455—700
5.	Artist Grade I	425—640
6.	Artist Grade II	380—560

50. There are two posts of Art Director in the pay scale of Rs. 425-25-575 which are filled by direct recruitment from among Diploma holders in Fine Arts with experience of 5 years as an Art Director in the film industry. We recommend the pay scale of Rs. 650—960 for these posts with up to 5 advance increments for direct recruits.

51. There are the following categories of Recordists who are responsible for recording voice effects, music tracks, etc. for the films produced by the Films Division:—

S. No.	Name of post	Number of posts	Existing pay scale
1.	Chief Recordist	2	Rs. 590-30-830-35-900.
2.	Recordist	9	Rs. 375-25-575.
3.	Assistant Recordist	10	Rs. 150-5-160-8-216

The posts of Assistant Recordists are filled by direct recruitment from amongst Matriculates with three years' experience as Assistant Recordist in the film studio or similar organisation. For the Recordist, a degree in Science with Physics as a subject with about two years' experience of sound recording for motion picture photography or broadcasting or television are necessary for 50 per cent of the posts and the remaining posts are filled by promotion of Assistant Recordist. The post of Chief Recordist is filled by promotion from Recordists. We have been informed that on account of low pay scale a number of Assistant Recordists left the organisation and at any given time at least 2 out of the 10 posts have remained vacant.

Having regard to the recruitment and retention difficulties, we consider that these posts should be upgraded and accordingly recommend the pay scale of Rs. 380—560 for the Assistant Recordist. For the post of Recordist we recommend the scale of Rs. 550—900 with higher start up to 3 advance increments for direct recruits. The Chief Recordist should be brought over on the scale of Rs. 840—1200.

52. There are the following categories of Editing staff who are responsible for editing of newsreels and documentaries:—

S. Name of post No.	Number of posts	Existing scale of pay
1. Chief Editor . . . . .	2	Rs. 375-25-575.
2. Editor . . . . .	27	Rs. 270-10-290-15-320-EB-15-425-EB-15-530.
3. Assistant Editor . . . . .	26	Rs. 150-5-160-8-216

There is direct recruitment to 50 per cent of the posts of Assistant Editor from amongst Matriculates with three years' experience in editing of films. The remaining posts are filled by promotion from Joiners in the scale of Rs. 125-3-131-155. There is also direct recruitment to 50 per cent of the posts of Editors from amongst Matriculates with 6 years' experience in editing of films. The remaining posts are filled by promotion from Assistant Editor. The Chief Editors are promoted from Editors with 5 years service. We recommend the pay scale of Rs. 330—480 for the Assistant Editor and Rs. 470—750 for the Editor. For the Chief Editor, we recommend the scale of Rs. 550—900.

53. For work connected with film processing there are the following posts for which we recommend the revised pay scales indicated against each:—

S. Name of post No.	Number of posts	Existing scale of pay	Proposed scale of pay
1. Officer on Special Duty Laboratory Processing.	1	Rs. 590-30-830-35-900.	Rs. 840-1200
2. Laboratory Supervisor.	1	Rs. 375-25-575.	Rs. 550—900
3. Laboratory Assistant.	10	Rs. 250-10-290-15-380.	Rs. 455—700
4. Dark Room Assistant.	1	Rs. 125-3-131-4-155.	Rs. 260-400

54. There are the following isolated posts in the Films Division for which we recommend the revised scales indicated against each in the table below:—

TABLE XIII

S. Name of post No.	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4
1. Technical Officer (Films)	1	Rs. 375-25-575	Rs. 550-900
2. Unit Manager	8	Rs. 250-10-290-15-380.	Rs. 455-700
3. Assistant Film Director	6	Rs. 250-10-290-15-380.	Rs. 455-700

1	2	3	4	5
4. Make-up Man		2	Rs. 210-10-290-15-320	Rs. 425-600
5. Tailor Master		1	Rs. 130-5-160-8-200-EB-8-256-EB-8-280-10-300.	Rs. 290-560
6. Joiner		34	Rs. 125-3-131-4-155.	Rs. 260--350.

55. The Films Division supplies the documentaries and newsreels to cinema houses for exhibitions. For these purposes a separate Distribution Division has been set up under the charge of Officer-in-Charge (Distribution). The details of other supporting staff employed in this Division are given in the table below:—

TABLE XIV

S. Name of post No.	Number of posts	Existing pay scale
1. Branch Manager . . . . .	9	Rs. 375-25-575.
2. Salesman . . . . .	6	Rs. 210-10-290-15-320-EB-15-425.
3. Senior Booker . . . . .	8	Rs. 200-10-250.
4. Junior Booker . . . . .	33	Rs. 150-5-160-8-216.
5. Film Shipper . . . . .	19	Rs. 110-3-131.

There is direct recruitment to 50 per cent of the posts of Branch Manager from amongst Degree holders with about 5 years' experience in a supervisory capacity in a films distribution organisation of standing or in a Government office in a responsible supervisory capacity. They are heads of the Distribution Branch offices and arrange for regular distribution of approved films to cinema exhibitors within their territory and for realizing rentals from them for the supply of films. The remaining posts are filled by promotion from Salesmen in the scale of Rs. 210—10—290—15—320—EB—15—425. The only promotional avenue available to the Branch Managers is the one post of Officer-in-Charge (Distribution). We recommend the pay scale of Rs. 650—960 for these posts.

For Salesman in the scale of Rs. 210—10—290—15—320—EB—15—425, the scale of Rs. 425—700 should be adopted.

56. The posts of Junior Booker in the scale of Rs. 150—5—160—8—216 are filled by direct recruitment to the extent of 50 per cent of the posts from amongst Matriculates with at least 3 years' clerical experience in a films production or distribution organisation. The posts of Senior Booker in the scale of Rs. 200—10—250 are filled by promotion from Junior Booker. The Bookers are responsible for arranging bookings of films for commercial and non-commercial exhibitions and to attend to the connected correspondence. We recommend that the two grades may be merged and placed in the scale of Rs. 330—560.

For the Film Shipper in the scale of Rs. 110—3—131 who is also recruited directly from Matriculates with one year's experience of despatch and clearance of parcels in a Government organisation, the scale of Rs. 260—350 would be appropriate.

57. For the following Class IV posts peculiar to the Films Division the revised pay scales indicated below would be appropriate:—

S. No.	Name of post	Number of posts	Existing scale of pay	Proposed scale of pay
1.	Film Checker	21	Rs. 95-3-110	Rs. 200—260
2.	Boom Men	5	Rs. 95-3-110	Rs. 200—260

#### X. All India Radio

58. The All India Radio (AIR) is responsible for sound broadcasting and television services through its 69 broadcasting stations (including auxiliary stations and relay centres) and the Television Centres at Delhi and Bombay. The organisation is headed by a Director General (Rs. 2500-125[2-2750] who is assisted by Deputy Director General on the programme and administration side and by a Chief Engineer on the engineering side. The A.I.R. station is generally under the overall control of a Station Director who is assisted by programme and engineering staff in various grades. The table below indicates the classwise distribution of the staff in this organisation:—

TABLE XV

S. No.	Class	Programme staff	Engineering	Other staff	Total
1.	Class I	140	515	73	728
2.	Class II	574	577	112	1263
3.	Class III	632	1735	2903	5270
4.	Class IV	—	—	*2823	2823
TOTAL		1346	2827	5911	10084

\*Common to all

59. For the posts listed in the table below in the headquarters of the Director General All India Radio the scales of pay indicated against each would be appropriate:—

TABLE XVI

S. No.	Designation	Number of posts	Existing scale of pay	Proposed scale of pay
			Rs.	Rs.
1.	Inspector of Accounts	3	590-30-830-35-900	840—1200
2.	Licence Supervisor	1	350-25-500-30-590-EB-30-800-EB-30-830-EB-35-900	650—1200
3.	Junior Orderly Officer	1	250-10-290-15-380	455—700
4.	Monitor (Telephone Exchange)	1	210-10-290-EB-10-320	425—640
5.	Head Constable	3	100-3-130	260—350

#### Programme Staff

60. The details of the various categories of programme staff, who are responsible for the planning

and production of programmes and the overall administration of the Radio Stations are indicated in the table below:—

TABLE XVII

S. No.	Name of post	Number of posts	Existing scale of pay
<i>Class I</i>			
Rs.			
1.	Director General	1	2500-125/2-2750
2.	Deputy Director General	3	1800-100-2000
3.	Station Director (Selection Grade)	9	1300-60-1600-100-1800
4.	Director Television Centre.	2	1300-60-1600-100-1800
5.	Station Director (Ordinary Grade)	56	700-40-1100-50/2-1250
6.	Assistant Station Director	59	400-100-450-30-600-35-670-EB-35-950
<i>Class II</i>			
7.	Programme Executive (Selection Grade)	33	620-30-830-35-900
8.	Programme Executive (Ordinary Grade)	385	350-25-500-30-590-EB-30-800
<i>Class III</i>			
9.	Transmission Executive	458	210-10-290-EB-15-320-EB-15-425-EB-15-470

The post of Director General is filled either by promotion of a suitable officer on the programme side or by deputation of officers from the All India Services and the Central Class I Services or by direct recruitment as may be decided on each occasion in consultation with the Union Public Service Commission. The posts of Deputy Director General and Station Director are filled by promotion. There is direct recruitment to 25 per cent of the posts of Assistant Station Director from amongst graduates with a sound knowledge of Indian language, of Indian Culture and Art, and taking an interest in national and international affairs. Candidates are required to have about 5 years' experience in a responsible capacity. There is also direct recruitment to 75 per cent of the posts of Programme Executives (Ordinary Grade) from amongst graduates possessing knowledge of an Indian language up to the higher secondary standard and having familiarity with current affairs, Indian History and culture and experience in music, dramatics, etc. While the Assistant Station Directors function as deputies to the Station Directors in the matter of programme coordination and administration, the Programme Executives are responsible for the planning and production of programmes of a particular unit, issue of contracts to artists, preparation of programme schedules, etc.

61. The All India Radio Programme Staff Association has proposed that the existing cadres of Assistant Station Directors and Programme Executives should be merged into a single cadre of Programme Officers and that a special pay of Rs. 100 per month should be paid to the Assistant Station Directors. We understand that in the past a review of the cadre structure of Assistant Station Directors and Programme Executives was recommended by various bodies primarily on account of comparability of duties of these cadres and the unattractive pay scales of the Programme Executives. The Chanda Committee

on Broadcasting also commented on the inadequate pay scale and the limited promotion prospects of the Programme Executives. A Departmental Committee, which examined this matter subsequently, recommended a merger of the cadres of Programme Executives and Assistant Station Directors into an integrated cadre of Programme Officers in the Class I junior scale of pay. We were informed that the Department experienced difficulties in making recruitment to the posts of Programme Executives. The last recruitment to the posts through the Union public Service Commission was made in 1964, when, as against 123 vacancies, only 42 candidates were found suitable for appointment. Further recruitment was not made pending decision on the upgradation of these posts and suitable modification of the recruitment rules. Thus, out of 385 posts, 90 posts were reported to be lying vacant as on 1-1-1971. The official witnesses were in favour of merging the cadres of Programme Executives and Assistant Station Directors to form a new cadre of Programme Officers. They were of the view that to ensure that an average Programme Officer did not stagnate at the maximum of the Class I junior scale of pay, the new cadre of Programme Officers should be placed in an integrated Class I scale of pay combining the existing senior and junior Class I scales.

62. It appears to us that the duties and responsibilities of the Programme Executives are not such as to warrant a pay scale which offers assured progression up to the maximum of the Class I senior scale of pay. Moreover, the Assistant Station Directors and the Programme Executives represent two distinct levels of responsibilities. If the cadre of Programme Executives were to be merged with that of the Assistant Station Directors, it would not only result in creating a bottom heavy structure but would also restrict the promotional avenues of the Transmission Executives who constitute the feeder cadre for promotion to the posts of Programme Executives. Having regard to all these considerations we do not recommend an abolition of the Class II level in the Programme cadre of A.I.R. and its upgradation to Class I level.

63. It has been pointed out by the All India Radio Programme Staff Association that about 100 Programme Executives with over 20 years of service are stagnating at the maximum of the ordinary grade without earning a single promotion in their long career. We feel that the Programme Executives should have the normal expectation of getting the maximum pay of a Class II post. We accordingly recommend that the ordinary grade and the selection grade of the Programme Executives should be merged and allotted the scale of Rs. 650—1200. We consider that it would be useful to continue direct recruitment to the Class II posts of Programme Executives. In order, however, to provide sufficient avenues of advancement to those directly recruited to Class II, we recommend that some of the posts of Programme Executives should be placed in the Class I scale of Rs. 700—1300. We would also recommend that direct recruitment should be made to not less than 25 per cent of the posts of Programme Executives in the Class I scale and to

75 per cent of the post of Programme Executives in the Class II scale of pay. We would leave it to the Government to determine the number and designation of the posts of Programme Executives to be placed in the Class I scale of pay having regard to the requirements of work, the need to provide adequate further promotional avenues to the directly recruited Class I officers and other relevant considerations.

64. Since we have recommended direct recruitment to the Class I cadre of Programme Executives, there need not be any direct recruitment to the posts of Assistant Station Director which should in future be filled by promotion of the Programme Executives in the Class I junior scale only. For the Assistant Station Director, we recommend the scale of Rs. 900—1400.

65. The Station Directors who are responsible for the efficient functioning of all the branches of the A.I.R. stations, namely, programmes, engineering, administrative, etc. are at present in two grades 56 posts in the ordinary grade of Rs. 700-40-1100-50/2-1250 and 9 posts in the selection grade of Rs. 1300-60-1600-100-1800. A suggestion was made that there should be a 3-tier structure for the Station Directors, namely, those posted at Metropolitan cities, those at State capitals and those at the remaining stations. We feel that this might introduce an element of rigidity in cadre administration. We recommend that the Station Directors in the selection grade should be placed in the scale of Rs. 1500—2000 and for those in the ordinary grade, the scale of Rs. 1050—1600 should be adopted.

The posts of Director, Delhi and Bombay Television Centre (Rs. 1300-60-1600-100-1800) should also be placed in the scale of Rs. 1500—2000.

For the Deputy Director General and Director General, we recommend the scales of Rs. 2000—2250 and Rs. 3000 (fixed), respectively.

66. There is direct recruitment to 75 per cent of the posts of Transmission Executives from amongst persons possessing a Degree and with good cultural background and knowledge of music, dramatics, etc. The remaining 25 per cent of these posts are filled by promotion of Studio Executive/Programme Secretary, etc. The Transmission Executives supervise the broadcast of each transmission to ensure that there are no faults in the transmission and prepare a daily report indicating deviations from the scheduled programmes and other faults, etc. The Transmission Executives are eligible for promotion to 25 per cent of the posts of Programme Executives (ordinary grade). On the Engineering side, the Engineering Assistants are in the same scale of pay. Apart from being eligible for promotion to the Class II posts of Assistant Engineer, they also have posts of Senior Engineering Assistants (Rs. 325-15-475-EB-20-575) which are filled by promotion from this cadre only. We consider that there should be a broad comparability in the promotion prospects on the engineering and programme sides at this level. We would, therefore, recommend that 25 per cent of the posts of Transmission Executives may be placed in a selection grade in the scale of Rs. 550—900. For the posts of Transmission Executives in the ordinary grade of Rs. 210-10-290-15-320-EB-15-425-EB-15-470, the scale of Rs. 425—750 would be appropriate.

67. There are certain other categories of Programme staff who are engaged in the planning and execution of special programmes relating to family planning, farm and home services, etc. There is a post of Director (Farm and Home) in the pay scale of Rs. 1300—60—1600—100—1800 and one post each of Joint Director (Farm and Home) and (Family Planning) in the pay scale of Rs. 1100—50—1400. There is also one post each of Family Planning Specialist and Chief Organiser (Radio Rural Forum) in the pay scale of Rs. 700—40—1100—50/2—1250 and Rs. 350—25—500—30—590—EB—30—800, respectively. All these posts are filled by deputation of officers from the State Governments and Union Territories.

There are 22 posts of Extension Officer (Family Planning) and 27 posts of Farm Radio Officer (Farm and Home) both of which are in the scale of Rs. 400—25—500—30—590—EB—30—800—EB—30—830—35—900. These are filled by direct recruitment to the extent of 50 per cent of the posts and the rest are held on deputation by suitable officers from the Agriculture and Health Departments of the States. For the post of Extension Officer (Family Planning), a degree in Social Science or in Education, Nursing or Journalism is essential with five years practical experience in the educational aspect of family planning. The posts of Farm Radio Officer (Farm and Home) are filled amongst persons possessing a degree in Agriculture with about 5 years' experience of agriculture extension work.

At the Class III level there are 27 posts of Farm Radio Reporter (Rs. 235—15—340—20—480) which are filled by direct recruitment from persons possessing a degree or diploma in Agriculture with at least 3 years' experience as an Agricultural Extension Officer. On the Family Planning side, there are also 36 posts of Field Reporter in the same scale of pay for which graduates in Social Sciences, social work, nursing, etc. with about two years' field experience in health, social education or family planning, etc., are recruited.

There are also 27 posts of Field Assistants (Rs. 170—10—260—15—335) which are filled from amongst diploma holders in Agriculture or those possessing 2 years Village Level Workers Training Course with three years' experience as village level worker or in an equivalent capacity.

68. Having regard to the duties, responsibilities and the nature of work of the personnel engaged on these specialised programmes, we recommend the scales of pay indicated in the following table for these and certain other posts:

TABLE XVIII

Sl. No.	Name of post	Existing scale of pay	Proposed scale of pay
1	2	3	4
		Rs.	Rs.
1.	Director (Farm and Home).	1300-60-1600-100-1800	1500—2000
2.	Joint Director (Farm and Home)	1100-50-1400	1300—1700

1	2	3	4
		Rs.	Rs.
3.	Joint Director (Family Planning)	1100-50-1400	1300—1700
4.	Family Planning Specialist	700-40-1100-50/2-1250	1050—1600
5.	Deputy Director (Liasion)	700-40-1100-50/2-1250	1050—1600
6.	Director of Programmes (Kashmir)	700-40-1100-50/2-1250	1050—1600
7.	Director of Programmes (Public Relations)	700-40-1100-50/2-1250	1050—1600
8.	Chief Organiser ( Radio Rural Forum)	350-25-500-30-590-EB-30-800.	650—1200
9.	Farm Radio Officer (Home)	400-25-500-30-590-EB-30-800-EB-30-830-35-900.	650—1200
10.	Extension Officer (Family Planning)	400-25-500-30-590-EB-30-800-EB-30-830-35-900.	650—1200
11.	Television Officer	350-25-500-30-590-EB-30-800.	650-1200
12.	Farm Radio Officer (Farm and Home)	400-25-500-30-590-EB-30-800-EB-30-830-35-900.	650—1200
13.	Farm Radio Reporter	235-15-340-20-480.	470—750
14.	Field Reporter (Family Planning)	235-15-340-20-480	470—750
15.	Field Assistant (Farm Home)	170-10-260-15-335.	380—640

69. The Audience Research Unit in the 'A.I.R. is responsible for making an analysis of the listening habits of the public with a view to enable the programme staff to formulate the programmes accordingly. The posts in the Unit are indicated in the table below:—

TABLE XIX

Sl. No.	Name of post	Number of posts	Existing scale of pay
			Rs.
1.	Director, Audience Research	1	1300-60-1600-100-1800.
2.	Deputy Director Audience Research	2	700-40-1100-50/2-1250.
3.	Audience Research Officer	18	530-30-830-35-900.

There is direct recruitment to the post of Audience Research Officer from amongst graduates in sociology, psychology, economics, etc. with about 3 years' experience of collection and analysis of social statistics. The posts of Deputy Director are filled by promotion and that of Director by deputation of officers belonging to the Indian Economic and Statistical Services. The Audience Research Officers are mainly engaged on the examination and analysis of data relating to the listening habits of the public under the guidance and instructions of the

Director or Deputy Director. The Audience Research Officers' Association has represented that the Audience Research Officer should be given the pay scale of Rs. 700—40—1100—50/2—1250 as applicable to Senior Research Officers in the Economic and Statistical Services. Having regard to the qualifications and the duties and responsibilities we do not see any justification for upgrading these posts to the senior Class I level. We think that the pay scales of the posts of Audience Research Officers and Deputy Directors in the Audience Research Unit should conform to the pay scales applicable to corresponding posts in the Economic and Statistical Services. Accordingly, we recommend the following scales of pay for these posts :—

Sl. No.	Name of post	Proposed scale of pay
		Rs.
1.	Director . . . . .	1500—2000
2.	Deputy Director . . . . .	1050—1600
3.	Audience Research Officer . . . . .	700—1300

70. The following posts exist in the Monitoring Division of the A.I.R.:—

Sl. No.	Name of post	Number of posts	Existing scale of pay
			Rs.
1.	Monitor (French and Russian) . . . . .	2	350-20-450-25-475
2.	Monitor (Other Foreign Languages) . . . . .	14	210-10-290-15-320-EB-15-425.

The qualifications for direct recruitment to these posts provide for a degree with ability to translate from the language concerned into English quickly and accurately. The Monitors are also required to possess knowledge of English typewriting and shorthand. The Department has informed us that there have been acute recruitment difficulties to these posts with the result that a large number of posts of Monitors in Foreign Languages have been lying vacant for many years. In fact, in October, 1972, except for the post of Monitor (Burmese) which had been filled up by the appointment of a Staff Artist, and the post of Monitor (Pushto) for which the incumbent was re-employed on usual basis, the rest of the post were lying vacant. We were also informed by the Department that the question of converting all the posts of monitors (Foreign Languages) into posts of Staff Artists was also under consideration of the Government. The question whether the posts of Monitors should be converted into those of Staff Artists is a matter for the Government to consider. However, if these posts are to continue as regular Government posts and having regard to the recruitment difficulties and the nature of work expected from the Monitors, we consider that these posts deserve to be upgraded so as to attract the right type of persons. We accordingly recommend the pay scale of Rs. 700—1300 for these posts. We would also recommend that Government may consider making appointments on short term contract basis for these posts in which case even higher emoluments may be offered depending upon the qualifications, expertise etc. of the selected candidates.

71. The post of Administrative Officer (News Services Division) in the scale of Rs. 590—30—830—35—900 is filled by direct recruitment from amongst graduates with 5 years' experience of administrative accounts and establishments work in a news publishing organisation of repute. We recommend the scale of Rs. 650—1200 for this post. It may also be considered whether direct recruitment should continue to be made to this post or it should be filled by promotion from supervisory posts in the ministerial group.

There are 15 Class II Gazetted posts of Administrative Officers (Rs. 350—25—500—30—590—EB—30—680) at various All India Radio Stations which are filled by promotion from Head Clerks and Accountants. The scale of Rs. 650—960 would be appropriate for these posts.

For the post of Invitation and Hospitality Officer (Rs. 350—25—500—30—590—EB—30—800) the scale of Rs. 650—1200 should be adopted.

72. The Stenographers in the All India Radio are in the same scale of pay (Rs. 210—10—290—15—320—EB—15—425) as applicable to Stenographers in other subordinate offices of the Government. The A.I.R. Stenographers' Association has demanded parity with Stenographers in the Central Secretariat.

We think that the duties of Stenographers in different units of A.I.R., including those in the News Division and External Services Division, are in no way different from those of the Stenographers in other subordinate offices of the Government. The duties of Stenographers in the Monitoring Unit of News Division, however, appear to be more arduous and we accordingly recommend grant of special pay of Rs. 50 per mensem for them in addition to the scale of pay. The special pay will be admissible only during the period that the Stenographers work in the Monitoring Unit.

73. The remaining Class III and IV posts peculiar to the organisation which deserve specific mention, are indicated in the following table. The revised scales have also been shown against each:—

TABLE XX

Sl. No.	Name of post	Number of posts	Existing scale of pay	Proposed scale of pay
1	2	3	4	5
			Rs.	Rs.
1.	Assistant Business Manager	2	400-25-500-30-590-EB-30-800.	650—1200
2.	Technical Assistant	1	210-10-290-15-320-EB-15-425.	425—700
3.	Revisor . . . . .	5	210-10-290--15-320-EB-15-380.	425—640
4.	Sales Assistant	1	210-10-290-15-320-EB-15-425.	425—700
5.	Chief Supervisor	2	205-7-240-8-280.	425—600
6.	Assistant Transport Supervisor	1	175-6-205-7-240.	380—560

TABLE XX—Contd.

1	2	3	4	5
			Rs.	Rs.
7.	Radio Supervisor .	17	150-5-175-6-205-EB-7-240.	330—480
8.	Programme Secretary	174	130-5-160-8-200-EB-8-256-EB-8-280-10-300.	330—560
9.	Studio Executive .	68	130-5-160-8-200-EB-8-256-EB-8-280-10-300.	330—560
10.	Indexer . . . . .	1	130-5-160-8-200-EB-8-256-EB-8-280-10-300.	330—560
11.	Translator (Vani and Vanoli)	3	130-5-160-8-200-EB-8-256-EB-8-280-10-300.	330—560
12.	Transport Assistant	4	125-3-131-4-155	260—400
13.	Dark Room Assistant	1	110-3-131-4-143-EB-4-155.	260—400
14.	Studio Attendant	73	85-2-95-3-110	200—260
15.	Helper	127	80-2-95-EB-3-110.	200—260
16.	Motor Cleaner .	3	80-2-95-EB-3-110.	200—260
17.	Studio Guard .	84	75-1-85-2-95	190—240

### Engineering Staff

74. The engineering wing of the All India Radio is responsible for the planning and execution of projects, research and development work and the operation and maintenance of all equipment in the A.I.R. Stations, including the high power transmitters. It is headed by a Chief Engineer who is assisted by engineering officers in various grades employed both at the headquarters and at the various stations of the All India Radio. The table below indicates the distribution of engineering officers in the various grades :—

TABLE XXI

Sl. No.	Name of post	Number of posts	Existing scale of pay
			Rs.
1.	Chief Engineer . . . . .	1	2000—125-2250
2.	Additional Chief Engineer . . . . .	2	1800-100-2000
3.	Deputy Chief Engineer/Regional Engineer.	11	1600-100-1800
4.	Senior Engineer . . . . .	42	1300-60-1600
5.	Station Engineer . . . . .	121	700-40-1100-50/2-1250.
6.	Assistant Station Engineer	338	400-400-450-30-600-35-670-EB-35-950.
7.	Assistant Engineer . . . . .	223	350-25-500-30-590-EB-30-800-EB-30-830-EB-35-900.
Total		738	

The Additional Chief Engineers are posted at the headquarters and relieve the Chief Engineer of some of the work load. The Deputy Chief Engineers function at the headquarters or in the regional offices as Regional Engineers or hold overall charge of the high power transmitters. The Senior Engineers are employed in the Planning and Development Units or in the regions or at stations having transmitters of 50 Kw and above. The Station Engineers are in

charge of A.I.R. Stations having transmitters up to 50 Kw. The Assistant Engineers are generally employed on supervisory duties in shifts at the studios or at the transmitters.

75. The recruitment rules provide for direct recruitment at the level of the Assistant Engineer and the Assistant Station Engineer only, with the higher posts being filled by promotion from the next lower grades. There is direct recruitment to 60 per cent of the posts of Assistant Station Engineer through the Engineering Services (Electronics) Examination conducted by the Union Public Service Commission. The remaining posts are filled by promotion of Assistant Engineers with 3 years service. There is also provision for direct recruitment to 40 per cent of the posts of Assistant Engineers through the same examination. The remaining posts are filled by promotion of Senior Engineering Assistant having the required professional qualification as prescribed for direct recruitment of Assistant Engineer. There has been no direct recruitment to the cadre of Assistant Station Engineers after 1969 and to that of Assistant Engineer after 1964.

76. The All India Radio Engineers' Association has demanded that the post of Chief Engineer should be given the pay and status of an Additional Secretary to the Government. It has also been urged that the posts of Deputy Chief Engineer and Senior Engineer should be placed in a uniform scale of pay with a special pay of Rs. 300 being attached to the post of Deputy Chief Engineer.

The post of Chief Engineer is the highest technical post in the Engineering Wing of the All India Radio. Having regard to the duties and responsibilities, particularly in the context of the increasing coverage of television facilities in the country, we think that there is a case for upgrading this post. We accordingly, recommend that the Chief Engineer, All India Radio, should be placed in the scale of Rs. 2500—3000.

For the Additional Chief Engineer, the scale of Rs. 2000—2250 would be appropriate.

For the Deputy Chief Engineer/Regional Engineer, we recommend the scale of Rs. 1800—2000. The Senior Engineer should be placed in the scale of Rs. 1500—1800.

For the Station Engineer, we recommend the scale of Rs. 1050—1600. The Assistant Station Engineer and the Assistant Engineer should be given the scales of Rs. 700—1300 and Rs. 650—1200, respectively.

77. At the Class III level the engineering cadre comprises posts in the following grades:—

S.No.	Name of post	No. of posts	Existing scale of pay
			Rs.
1.	Senior Engineering Assistant	354	325-15-475-EB-20-575.
2.	Engineering Assistant . . . . .	973	210-10-290-15-320-EB-15-425-EB-15-470.
3.	Senior Mechanic . . . . .	231	150-5-175-6-205-EB-7-240.
4.	Mechanic . . . . .	375	130-5-175-EB-6-205.

There is direct recruitment to 80 per cent of the posts of Engineering Assistant from amongst persons possessing a degree in Engineering or B.Sc. with Physics as one of the subjects or diploma holders in Radio/Telecommunication/Electronics/Electrical Engineering and the remaining 20 per cent of the posts are filled by promotion from Senior Mechanic, Radio Technician and Technical Supervisor. The posts of Senior Engineering Assistant are filled by promotion from Engineering Assistants. Similarly, the posts of Senior Mechanic are filled by promotion only and there is direct recruitment to the posts of Mechanic from persons possessing a certificate of competency or a diploma from a recognised institution for Wireman, Mechanic, Technician or a Fitter Mechanic with 2 years' service.

78. The All India Radio Non-gazetted Engineering Employees Association has represented that the cadres of Senior Engineering Assistant and Assistant Engineer should be integrated as the duties and responsibilities of the two are identical. We have been informed by the Department that the Engineering Assistants are generally employed on transmission duties at studios, at receiving and transmitting centres, and conduct recording and dubbing operations; they are also required to assist senior staff in the maintenance and installation work. On the other hand, the Assistant Engineers are employed on shift duties at major studio centres, high power transmitters or a group of medium power transmitters and also hold overall charge of recording and dubbing activities at the regional and feeder centres. Having regard to the duties and responsibilities of the two categories and the supervisory nature of the duties of an Assistant Engineer, we do not see any justification for merging the cadre of Senior Engineering Assistant with that of the Assistant Engineer.

79. The Engineering Assistants were given the pay scale of Rs. 210—10—290—15—320—EB—15—425—EB—15—470 on the specific recommendations of the 2nd Pay Commission as against the pay scale of Rs. 180—10—290—EB—15—380 generally applicable to Diploma holders in Engineering in other departments. The Engineering Assistants can be considered for promotion to the Class II posts of Assistant Engineer only if they acquire the required professional qualifications *i.e.* a degree in Engineering. The only promotional avenue available to Engineering Assistants who do not possess a degree in Engineering are the posts of Senior Engineering Assistant (Rs. 325—15—475—EB—20—575). Having regard to this, we think that Engineering Assistants in A.I.R. should continue to be placed in a higher scale of pay as compared to the pay scale recommended by us for diploma holders in other departments. We accordingly, recommend the pay scale of Rs. 425—750 for Engineering Assistant. For the Senior Engineering Assistant the scale of Rs. 550—900 would be appropriate.

For the Senior Mechanic and Mechanic the scales of Rs. 380—560 and Rs. 330—480, respectively would be appropriate.

80. There are 14 posts of Radio Technician in the pay scale of Rs. 150—5—160—8—240—EB—8—280—10—300 and one post of Technical Supervisor in the pay scale of Rs. 205—7—240—8—

280. These posts are filled from among Matriculates with experience of handling radio equipment. They are also considered eligible for promotion to the posts of Engineering Assistant along with Senior Mechanic. We recommend that both the Radio Technician and Technical Supervisor may be placed in the pay scale of Rs. 380—560.

There is also one post of Laboratory Assistant now in the pay scale of Rs. 150—5—160—8—240—EB—8—280—10—300, with comparable qualifications and experience of repairing radio equipment. We recommend the above scale of pay for this post also.

81. There is one post of Foreman in the pay scale of Rs. 210—10—290—15—320—EB—15—425—EB—15—470, which is also filled by promotion from Senior Mechanic with 5 years' service. This post may also be brought over on the same pay scale as recommended for Engineering Assistant.

82. Comparable to Senior Mechanic, there are posts of Instrument Repairer (4), Cellotex Cutter and Decorator (10), Mast Mechanic (12) and Diesel Mechanic (16) all in the same scale of pay as Senior Mechanic. We recommend that all these posts may be placed in the scale of Rs. 380—560.

83. There are 25 posts of Diesel Engine Driver in the scale of Rs. 125—3—131—4—155 for which a Certificate of Competency or Diploma from a recognised institute in diesel power engine operation with 2 years' practical experience or 5 years' practical experience on operation and maintenance of diesel power engine requiring skill is prescribed. Having regard to the qualifications and the nature of experience, we recommend the scale of Rs. 260—400 for these posts.

84. A Civil Construction Wing under the charge of a Chief Engineer has been established in the All India Radio, which is responsible for the construction and maintenance of the buildings of the organisation. The recruitment rules for the various posts are yet to be finalised. For the Class I posts in this Wing, we recommend the scales of pay indicated in the table below:—

S.No.	Name of post	No. of posts	Existing scale	Proposed
			of pay	scale of pay
			Rs.	Rs.
1.	Chief Engineer	1	2000(Fixed)	2250—2500
2.	Superintending Engineer	1	1300-60-1600-100-1800.	1500—2000
3.	Senior Architect	1	1300-60-1600-100-1800.	1500—2000
4.	Executive Engineer/Architect/Surveyor of Works/Engineer Officer	9	700-40-1100-50/2-1250.	1050—1600

The Class II and the Non-gazetted posts in this Wing are on scales of pay applicable to similar posts in the other engineering organisations and the scales recommended for these posts should be adopted for posts in this Wing also.

## MINISTRY OF IRRIGATION &amp; POWER

The Ministry of Irrigation & Power is responsible for enunciating national policies for the conservation, development and regulation of the country's water and power resources (other than nuclear power) and for the formulation and promotion of integrated programme of irrigation, power generation and flood control. It is responsible for the regulation and development of inter-state rivers, and basic and applied research on river valley projects and flood control works. It administers the Inter-State Water Disputes Act, the Indus Water Treaty, the Electricity (Supply) Act, the Indian Electricity Act, and other similar Acts. It has several Boards and Corporations under its overall control e.g. Farrakka Barrage Project, Damodar Valley Corporation, Tungabhadra Project, and National Projects Construction Corporation.

2. The Central Water & Power Commission is an attached office of the Ministry, which has certain subordinate offices also. The class-wise distribution of staff in the Ministry and the offices under its control is given in the Table below :—

TABLE I

	Class I	Class II	Class III	Class IV	Total
1. Secretariat . . . . .	44	152	247	124	567
2. Central Water & Power Commission . . . . .					
(i) Water Wing including the Central Water & power Research Station, Khadakvasla . . . . .	576	330	2448	846	4200
(ii) Power Wing including the Central Power Research Institute, Bangalore . . . . .	367	184	1015	359	1925
3. Farrakka Barrage Control Board . . . . .	65	122	1164	514	1865
4. Balarpur Thermal Project Control Board . . . . .	4	2	70	14	90
5. Chambal Control Board . . . . .	2	1	28	6	37
6. Ganga Basin Water Resources Circle . . . . .	24	14	467	80	585
7. Krishna & Godavari Waters Disputes Tribunal . . . . .	3	8	19	23	53
8. Narma la River Waters Disputes Tribunal . . . . .	3	5	16	23	47
Total	1088	818	5474	1989	9369*

\*Does not include 4871 workcharged staff as on 31-3-1970. The staff on the Irrigation Commission is also not included, for the office is no longer in existence.

3. The Ministry administers two regularly constituted Class I services viz. the Central Water Engineering Service (CWES) Class I and the Central Power Engineering Service (CPES) Class I. Recruitment is made to both these Services through the Combined Engineering Services examination of the Union Public Service Commission. Posts which belong to these organised services and to the common categories have been dealt with in the respective Chapters and our recommendations made therein would apply to them. In this Chapter we make specific recommendations only in respect of posts which are peculiar to this Ministry and the organisations under it.

## SECRETARIAT OF THE MINISTRY

4. *Class I and Class II posts* : The distribution of these posts which are peculiar to this office is given in the Table below. Our recommendations regarding the revised scales for these posts are also indicated against each :—

TABLE II

Designation	No of posts	Existing pay scale (Rs.)	Proposed pay scale (Rs.)
1. Commissioner for Indus Water and Ex-officio Joint Secretary	1	2500-125/2-2750	2500—2750
2. Commissioner, Ganga Basin and Ex-officio Joint Secretary.	1	2500-125/2-2750	2500—2750
3. Joint Commissioner . . . . .	2	1300-60-1600-100-1800	1500—2000
4. Deputy Director (Engg.) (GB)	3	700-40-1100-50/2-1250	1050—1600
5. Deputy Indus Commissioner	1		
6. Deputy Director (IW) (Engg.)	3		
7. Editor (Bhagirath)	1		
8. Assistant Director (Engineering)	6	400-400-450-30-600-35-670-EB-35-950	700—1300
9. Extra Assistant Director (Engineering)	3	350-25-500-30-590-EB-30-800-EB-30-830-35-900	650—1200
10. Assistant Editor (Bhagirath)	1	350-25-500-30-590-EB-30-800	650—1200

**CENTRAL WATER & POWER COMMISSION  
(CW&PC)**

5. This Commission initiates, prepares and, in some cases, executes in collaboration with the concerned State Governments, schemes for the conservation, control and utilisation of the country's water resources for purposes of irrigation, flood control, navigation and water power generation. It is also responsible for preparing integrated schemes of thermal power development, and transmission of electrical energy for its proper utilisation at appropriate load centres. The Central Water & Power Research Station at Khadakvasla, and the Central Power Research Institute at Bangalore are subordinate offices of the Commission. The Commission administers the Central Electricity Authority and the five Regional Electricity Boards at Bangalore Patna, Shillong, Bombay and New Delhi.

6. The Commission, which is divided into two wings—Water and Power—consists of a Chairman and nine Members; one among the latter is designated as Vice Chairman. The Chairman and the Members are appointed for a tenure of five years. There is no tenure for the Member (Commercial). The Chairman is selected from among the Members of the Commission, Chief Engineers employed in the Commission as also in the States, Engineering Members of State Electricity Boards and the Directors of the Central Water & Power Research Station, Khadakvasla and the Central Power Research Institute, Bangalore. The technical Members are selected from a composite field of Chief Engineers, Directors in the Central Water & Power Commission, Chief Engineers in the States and Engineering Members of State Electricity Boards, the Director, Central Power Research Institute and the Director, Central Water & Power Research Station. The post of Member (Commercial) is filled by deputation of an officer of the Indian Audit & Accounts Service. The next level below the Members is that of Chief Engineer. The posts of Chief Engineers are filled in equal proportion by deputation from the Engineering cadres of the States and by promotion of officers in the Central Water & Power Commission in the grades of Rs. 1800-2000 and Rs. 1300-1800. The distribution of the Class I and Class II posts in the Commission is given in the table below :—

TABLE III

Designation	Scale of pay (Rs.)	Number of posts
<i>Class I</i>		
Chairman, Central Water & Power Commission	3000 fixed	1
Members (7) & Vice Chairman (1)	2750 fixed	8
Member (Commercial)	2500-125/2-2750	1
Chief Engineers (5): Director, Central Water & Power Research Station, and the Director, Central Power Research Institute (2); Member Secretary (Regional Electricity Boards at Patna, Bangalore and New Delhi) 3)	2000/- fixed	10

Director (SG)/Superintending Engineer (SG (4); Deputy Chief Engineer (2)	1800-2000	6
Joint Director (CW&PRS); Superintending Engineer (OG)/ Director (OG)/Chief Project Engineer (BTPP)*	1300-60-1600-100-1800	47
Chief Research Officer (Science) Grade I; Chief Research Officer (Engineering) Grade I; Tank Superintendent; Director Soil Conservation; Senior Deputy Director (Engineering) (CPRI)	1300-60-1600	11
Deputy Director (Science); Chief Research Officer (Science) Grade II; Chief Research Officer (Engineering) Grade II	700-50-1250	19
Deputy Director; Secretary North Eastern Regional Electricity Board Shillong; Assistant Secretary, Regional Electricity Boards.	700-40-1100-50/2-1250	230
Research Officer (Engineering/ Science).	400-40-800-50-950	65
Assistant Executive Engineer / Assistant Director/Research Officer /Assistant Director (Regional Electricity Boards).	400-400-450-30-600-35-670-EB-35-950	522
<i>Class II</i>		
Assistant Research Officer/Assistant Engineer/Extra Assistant Director.	350-25-500-30-590-EB-30-800-EB-30-830-35-900	250
Indian Interpreter	350-25-500-30-590-EB-30-830.	1

\*The post carries a special pay of Rs. 200 per month also.

7. Our recommendations in respect of the posts of the Chairman and Members of the Commission as well as for the posts included in the different grades of the Central Water Engineering Service Class I and Central Power Engineering Service Class I are contained in the Chapter on Engineering Services. The Member (Commercial) is at present on a scale, the maximum of which is equal to the fixed pay of the other Members. We see no particular justification for such a small differentiation at the Member level and recommend that the Member (Commercial) should also have the same remuneration as the other Members.

8. For the Director, Central Water & Power Research Station, Khadakvasla and the Director, Central Power Research Institute, Bangalore, we recommend the revised scale of Rs. 2250-2500. The Member Secretaries of the Regional Electricity Boards should also be on this scale. The posts of Chief Research Officer (Science) Grade I, the Chief Research officer (Engineering) Grade I, the Tank Superintendent, the Director, Soil Conservation in the Central Water & Power Research Station, and the Senior Deputy Director (Engineering) in the Central Power Research Institute, should be in the revised scale of Rs. 1500-2000 with a selection grade of Rs. 2000-2250, with the latter becoming available under the same conditions as prescribed for the Engineering

98233

Services. The Chief Project Officer (Badarpur Thermal Power Project) should continue to have a special pay of Rs. 200 per month. The post of Indian Interpreter Rs. (350-830) should be brought on to the revised standard Class II scale. The other posts which are at present on the standard Class II and the standard Class I Junior and Senior scales of pay should be brought on to the revised scales for these grades.

#### Class III Posts

9. For the comparatively small number of Class III posts in the Central Water & Power Commission, the Central Water & Power Research Station and the Central Power Research Institute, which do not fall under the common categories, we recommend the scales given below:—

TABLE IV

Designation	Number of posts	Present scale (Rs.)	Proposed Scale (Rs.)
Senior Professional Assistant Publication (2)/ Publicity (1); Guide Lecturer (1).	4	325-575	550-900
Professional Assistant (Publication) (2); Artist-cum-Cameraman (1); Legal Assistant (1);	4	210-425	425-700
Supervisor (Wireless)	31	180-380	425-700
Instructor	23	205-350	425-640
IBM Operator	3	175-240	380-560
Radio Technician	31	150-300	380-560
Modeller (3); Plate Maker (2)	5	130-300	330-560
Senior Proof Reader	2	168-300	425-600
Junior Proof Reader (2); Staffile Operator (1)	3	150-240	330-480
Assistant Staffile Operator	2	110-200	260-400
Observer	106	110-200	260-430
Binding-cum-Guillotine Operator (1); Guide (1)	2	110-155	260-350

**Other Organisations :** Farrakka Barrage Control Board; Badarpur Thermal Project Control Board, Chambal Control Board; and Ganga Basin Water Resources Circle.

10. *Class I & Class II posts :* The distribution of these posts in the organisations mentioned above is given in the table below:—

TABLE V

Pay Scale (Rs.)	Farakka Barrage Control Board	Badarpur Thermal Project Control Board	Chambal Control Board	Ganga Basin Water Resources Circle
<i>Class I</i>				
2500	1	—	—	—
1800-2000	1	—	—	1
1600-1800	—	1	—	—
1300-1800	5	1	1	1
900-1500 (Marine Engineer)	1	—	—	—
900-1400	1	—	—	—
700-1250	18*	—	—	9
400-950	16	1	1	12
<i>Class II</i>				
350-900	57	—	—	14

\*The posts of Engineer Officer (2) carry a special pay of Rs. 100 per month.

MGIPRRND—3 M. of Fin./73—1st (D.S)—16-4-73

11. The post on the fixed pay of Rs. 2500 is that of General Manager, Farakka Barrage Project. As the project is in its closing stages, a revised scale of Rs. 2500-3000, would be appropriate.

The Financial Adviser and Chief Accounts Officer of the Farakka Barrage Control Board is in the scale of Rs. 1800-2000; that of the Badarpur Thermal Power Project Control Board is in the scale of Rs. 1600-1800. Revised scales of Rs. 2000-2250 and Rs. 1800-2000 respectively would be appropriate. The Marine Engineer (Rs. 900-1500) should be on the revised scale of Rs. 1200-1800 which we have recommended for this category under the Department of Transport. The Superintendent (Workshop/Foundry) in the Farakka Barrage Project is in the scale of Rs. 900-1400. The post is filled either by transfer or deputation or by promotion from the grade of Executive Engineer (Mechanical) (Rs. 700-1250). The revised scale of Rs. 1300-1700 would be appropriate. The remaining posts are in the Standard Class I Senior, Class I Junior and Class II grades; for these posts the revised scales that we have recommended for the corresponding grades in the Chapter on Engineering Services should be adopted.

12. *Class III and Class IV Posts :* There are certain posts in the Farakka Barrage Project to which the following West Bengal State scales apply:—

(i) Rs. 350-525 (ii) Rs. 225-475, (iii) Rs. 200-300, (iv) Rs. 175-325, (v) Rs. 150-250, (vi) Rs. 125-200, (vii) Rs. 100-140, (viii) Rs. 65-140, (ix) Rs. 60-75, and (x) Rs. 40-60.

13. We do not propose to make any recommendations in respect of these scales as the project is nearing completion. The nearest revised scales should be given in accordance with our recommendations in respect of corresponding grades.

14. For the other posts in the Farakka Barrage Project as well as in the other organisations listed in para 10 above, our recommendations are as given in the table below:—

TABLE VI

Designation	Number of posts	Existing scale (Rs.)	Proposed scale (Rs.)
Monitor Telephone Section	1	210-350	425-640
Wireless Operator	8	150-300	330-560
Dark Room Assistant	1	125-155	260-350
Surveyor	9	110-200	260-430

#### Artisan and Workshop Staff

15. In the Ministry proper and in the various organisations under it there is a large number of staff who can be described as artisan and workshop staff. This includes 4871 posts which are borne on the workcharged establishment. All such staff should be classified and allotted the revised scales on the lines recommended in Chapter. 19.