

Ministry of Agriculture

Introduction

7.1.1 Ministry of Agriculture comprises three Departments viz.

1. **Department of Agriculture and Cooperation** - This Department is responsible for formulating and implementing national policies and programmes aimed at increasing the agricultural growth as well as for formulation of overall cooperative policy of the country including all matters relating to cooperative organisations. Secretary (A&C) is the Administrative Head of the Department and Principal Adviser to the Minister on all matters of policy and administration within the Department of Agriculture & Cooperation. He is assisted by Special Secretaries, Additional Secretaries, Agriculture Commissioner, Joint Secretaries, Economic & Statistical Adviser, Horticulture Commissioner and Plant Protection Adviser.

2. **Department of Agricultural Research And Education (DARE)** - This Department is the nodal agency for International Cooperation in the area of agricultural research and education in India. It also coordinates and promotes agricultural research & education in the country. DARE provides the necessary Government linkages for the Indian Council of Agricultural Research (ICAR).

3. **Department of Animal Husbandry Dairying & Fisheries (DADF)** - This Department came into existence w.e.f. 1st February, 1991. The Department looks after matters relating to livestock production including their preservation and protection from disease; improvement of stocks and dairy development; and fishing and fisheries - both inland and marine. Delhi Milk Scheme and the National Dairy Development Board also are under its control.

Organizational structure

7.1.2 Number of posts in various grades in the Ministry is as follows:-

Group	Sanctioned Strength	In Position
A	331	188
B	412	298
C	2153	1658
D	2614	2289
Total	5510	4433

Laboratory Assistant in Regional Centre of Organic Farming

7.1.3 Higher pay scale has been demanded for the post of Laboratory Assistant in Regional Centre of Organic Farming, Bhubaneswar. The post is presently in the pay scale of Rs.3050-4590. The minimum qualifications prescribed are 10+2 along with one year's experience. **The minimum qualifications and the functions attached to the post do not justify higher pay scale.** Proper career progression would be ensured for the post in the Modified Assured Career Progression Scheme and the running Pay Band being recommended by the Commission.

Employees in Central Sheep Breeding Farm

7.1.4 Higher pay scale of Rs.4000-6000 has been demanded for the post of Carpenter-cum-Blacksmith in Central Sheep Breeding Farm, Haryana. The post is presently in the pay scale of Rs.3050-4590. **A higher pay scale is not justified for this post keeping in view the functions attached.** Higher pay scales have also been demanded for Group D staff. **The Commission has made recommendations about Group D posts in Chapter 3.7. The recommendations made therein shall be extended to these posts also. The employees of this institute have also demanded risk allowance on the ground that they are at risk of catching diseases from sheep. The Commission is of the view that the duties attached to these posts do not justify risk allowance.** In any case, the Commission is separately recommending appropriate insurance cover to categories exposed to risk in place of risk allowance, wherever necessary. **A separate risk allowance cannot, therefore, be recommended for these categories.**

Plant Protection Officer in Directorate of Plant Protection, Quarantine & Storage

7.1.5 A higher pay scale has been demanded for the post of Plant Protection Officer in Directorate of Plant Protection, Quarantine & Storage. The post is presently in the pay scale of Rs.6500-10500. **The Commission recommends that it may be placed in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600.** This upgradation will ensure that the post of Plant Protection Officer remains in a higher grade vis-à-vis the feeder post of Assistant Plant Protection Officer. It has also been mentioned that problem of stagnation exists for various posts in this Directorate. The same will be alleviated by the scheme of running pay bands and Modified Assured Career Progression Scheme. No separate recommendations are necessary.

Group B and C posts in Central Farm Machinery Training and Testing Institute

7.1.6 **Higher pay scales have been demanded for various Group B and C posts in Central Farm Machinery Training and Testing Institute.** The post of Senior Technical Assistant will be placed in the running pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500 on account of the restructuring of pay scales being recommended by this Commission. The post will consequently come to lie in the same scale as that of its promotion post and Senior Instructor. **The post of Senior Instructor should, therefore, be upgraded and placed in the running pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. Higher pay scales for other posts are not considered justified.**

Posts in Delhi Milk Scheme

7.1.7 **Senior Clerks of Delhi Milk Scheme have demanded higher pay scales on par with that of Assistants. It is observed that no parity can be established vis-à-vis the post of Assistants.** In fact the post is more akin to Senior Clerks existing in Railways etc. **The post will, therefore, be placed only in the corresponding revised pay band and grade pay.** The posts of Manager and Deputy Manager as well as Dairy Engineer and Senior Dairy Engineer are in an identical pay scale of Rs.10000-15200 even though the posts of Manager/Senior Dairy Engineer are promotion posts for the posts of Deputy Manager and Dairy Engineer respectively. This is not justified as feeder and promotion posts should, as far as possible, be placed in distinct pay scales. **The Commission, therefore, recommends that the posts of Manager (Procurement/Processing/Quality Control/Distribution) and Senior Dairy Engineer may be placed in the pay scale of Rs.12000-16500 corresponding to the revised pay band PB-3 of Rs.15600-39100 along with grade pay of Rs.6600.** The pay scales of all other posts in these organisations are appropriate, and no anomalies exist therein. The common category posts shall be granted pay bands and grades pay in consonance with the recommendations made in Chapters 3.8 and 3.1 of the Report. Pay scales of Group D staff will be regulated as per recommendations made in Chapter 3.7 of the Report. All other posts shall be granted corresponding revised pay bands and grade pay.

Ministerial posts in Central Institute of Coastal Engineering for Fishery

7.1.8 **Higher pay scales have been demanded for various ministerial posts in Central Institute of Coastal Engineering for Fishery.** The Commission has already recommended parity between headquarter organisations and field offices in Chapter 3.1. Recommendations made therein shall apply to these posts as well.

Posts in Central Institute of Coastal Engineering for Fishery

7.1.9 **Higher pay scales have been demanded for various posts in Central Institute of Coastal Engineering for Fishery.** No anomalies exist in the extant pay scales. Duties, functions and qualifications attached to these posts do not justify higher pay scales. **All the posts in this institute not belonging to common categories may, therefore, be extended the normal replacement pay bands and grade pay.** Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.

Marketing Officer Group I and Group III in Directorate of Marketing and Inspection

7.1.10 **Higher pay scale of Rs.8000-13500 has been demanded for the post of Marketing Officer in Directorate of Marketing and Inspection.** The post is presently in the pay scale of Rs.6500-10500. The qualifications and the duties prescribed for the post do not justify a higher pay scale. No apparent anomaly also exists. **Hence, a higher pay scale cannot be recommended for the post.** The problem of stagnation in this Directorate shall be alleviated under the scheme of running pay bands and Modified Assured Career Progression which is recommended to be extended to Group A posts as well. No separate recommendations are, therefore, necessary.

Wireless Operators in Directorate of Plant Protection Quarantine and Storage

7.1.11 **Higher pay scale has been demanded for the post of Wireless Operators in Directorate of Plant Protection Quarantine and Storage.** The post is presently in the pay scale of Rs.4000-6000. The minimum qualifications prescribed include Matriculation and diploma in the relevant field. **The qualifications and the duties attached to the post do not justify a higher pay scale. Accordingly the post shall be placed in the corresponding revised pay band and grade pay.** The next higher post of Wireless Supervisor shall also be extended only the corresponding revised pay band and grade pay.

Posts in Fishery Survey of India

7.1.12 **Various categories including the posts of Scientific Assistant and Senior Scientific Assistant in Fishery Survey of India have demanded higher pay scales. Merger of the posts of Junior Fisheries Scientists Grade I and Grade II has been demanded.** The Commission is of the view that there is merit in the demand for merger of Junior Fisheries Scientists Grade I and Grade II. **Accordingly, the posts shall be merged and placed in the pay scale of Rs.7500-12000 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4800.** The common category posts and the Ministerial posts shall be governed by recommendations made in Chapters 3.1 and 3.8. Group D posts will be governed by the recommendations made in Chapter 3.7. Other posts shall be granted only the corresponding revised pay band and grade pay. The scientists and staff of Fishery Survey of India have to remain at sea for long periods of time.

Hard Duty Allowance at the rate of 40% of the basic pay has been demanded for the period spent at sea by the concerned categories. Commission has already made recommendations regarding payment of TA/DA to these categories while on board ships. Risk insurance, if considered necessary, may also be extended in their case. No separate hard duty allowance is considered necessary for these categories.

Various posts in Directorates of Wheat, Rice, Millet, Pulses, Jute Development and Sugarcane

7.1.13 **Higher pay scales have been demanded for various posts in Directorates of Wheat, Rice, Millet, Pulses, Jute Development and Sugarcane.** The existing pay scales of the various posts are appropriate and no anomalies exist therein. The ministerial category and Group D posts shall in any case be governed by the recommendations made in Chapter 3.1, 3.8 and 3.7 respectively. **No recommendation specifically upgrading any of the posts in this Directorate is justified.**

Accountant-cum-Cashier in Regional Station for Forage Production and Demonstration

7.1.14 **Higher pay scale has been demanded for the post of Accountant-cum-Cashier in Regional Station for Forage Production and Demonstration.** The post is presently in the pay scale of Rs.5000-8000. This scale is being merged with the scales of Rs. 5500-9000 and Rs. 6500-10500. **No further upgradation is necessary.**

Parity with ministerial posts in Directorate of Marketing and Inspection, Nagpur

7.1.15 Parity for various ministerial posts vis-à-vis post existing in the headquarter organisation has been demanded by personnel working in Directorate of Marketing and Inspection, Nagpur. The Commission has already conceded this parity in Chapter 3.1 of the Report. The posts of Storekeeper in this organisation will be governed as per the recommendations given for the common category of Storekeepers in Chapter 3.8.

Junior Chemist

7.1.16 Junior Chemists working in the pay scale of Rs.4500-7000 have demanded the scale of Rs.6500-10500 on the ground that their post is comparable to the posts of Assistant Scientific Officer, Plant Protection Officer and other similar posts. The qualifications prescribed for the post and duties attached to it do not justify a higher pay scale. No comparison can be drawn vis-à-vis the posts of Assistant Scientific Officer, etc. **The post may, therefore, be placed in the normal revised pay band and grade pay.**

<i>Group D Staff in Central Frozen Semen Production and Training Institute and Central Cattle Breeding Farm and Regional Station for Forage</i>	7.1.17 Group D Staff in Central Frozen Semen Production and Training Institute and Central Cattle Breeding Farm and Regional Station for Forage have demanded higher pay scales. Group D posts in these organisations shall be governed by the recommendations made in Chapter 3.7. No other specific recommendation is considered necessary.
<i>Mechanic in the Directorate of Plant Protection, Quarantine & Storage, Faridabad</i>	7.1.18 Post of Mechanic in the Directorate of Plant Protection, Quarantine & Storage, Faridabad exists in the pay scale of Rs.4000-6000. It is stated that the post of Driver is its feeder post. A three grade structure upto the pay scale of Rs.5000-8000 has been extended to the grade of Drivers. A demand has been made that the post of Mechanic should be placed in the next higher pay scale of Rs.5500-9000. A higher pay scale of Rs.5500-9000 is not justified for the post of Mechanic either on account of qualifications prescribed or the functions attached. It is, accordingly, recommended that the post of Mechanic should not be made a promotion grade for the cadre of Drivers. The Commission is recommending a different dispensation for the cadres of Drivers where they would need to be multi-skilled. Hence the post of Mechanic should be merged with the cadre of Drivers.
<i>Demand of M.Sc. Degree holders</i>	7.1.19 M.Sc. Degree holders in Central Marine Fisheries Research Institute have demanded that all posts carrying minimum qualifications of M.Sc. degree should be placed in the pay scale of Rs.8000-13500. The Fifth CPC had considered this issue and recommended that while posts requiring minimum qualifications of post-graduate degree were ordinarily placed in the pay scale of Rs.6500-10500, a lower scale could also be prescribed. This Commission has taken the consistent stand that the minimum qualifications prescribed cannot be the sole criterion for grant of a specific pay scale and the same has to depend on various factors including the hierarchical pattern, the established relativities, the functions attached and the minimum qualifications prescribed. Accordingly, the demand cannot be accepted.
<i>Assistant Director in Directorate of Cotton Development</i>	7.1.20 The post of Assistant Director in Directorate of Cotton Development is presently in the pay scale of Rs.6500-10500. On account of the restructuring of pay scales being recommended by the Commission, the post will come to lie in the same pay scale as that of its feeder post of Statistical Investigator/Senior Technical Assistant. Feeder and promotion posts should not normally exist in an identical scale. Accordingly, the post of Assistant Director in the Directorate of Cotton Development may be upgraded and

placed in the next higher scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.

Restructuring all the cadres in Ministry of Agriculture

7.1.21 A demand has also been made for restructuring all the cadres in Ministry of Agriculture so that a common cadre is created for all posts in different subordinate/attached offices. The Commission has not undertaken any individual cadre reviews. Administrative Ministry may however, see the functional desirability of having an integrated cadre for its various subordinate/attached offices and take further action accordingly. The recommendations made by Expenditure Reforms Commission (ERC) for Ministry of Agriculture, discussed later in this Chapter, may also need to be kept in view while doing this restructuring.

Senior Seed Analyst in National Seed Research Training Centre, Varanasi

7.1.22 Higher pay scales have been sought for various posts in National Seed Research Training Centre, Varanasi. The post of Senior Seed Analyst, which is presently in the pay scale of Rs.6500-10500, may be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 because its feeder post of Junior Seed Analyst will come to be placed in the scale of Rs.6500-10500 on account of the restructuring of pay scales being recommended by the Commission. Other posts may be extended only the corresponding replacement pay band.

STA (Manure/ Chemicals & Fertilizers) in INM in Department of Agriculture and Cooperation

7.1.23 Posts of Senior Technical Assistants (Manure/Chemicals & Fertilizers) in the Integrated Nutrient Management in Department of Agriculture and Cooperation exist in two different pay scales of Rs.5500-9000 and Rs.6500-10500. The posts will come to lie in an identical scale on account of the proposed restructuring and should be merged in the scale of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200. Other posts shall be placed in the corresponding revised pay scales.

Posts in Northern Region Farm Machinery Training and Testing Institute

7.1.24 The post of Instructor and its promotion post of Senior Instructor in Northern Region Farm Machinery Training and Testing Institute are in the pay scales of Rs.5500-9000 and Rs.6500-10500 respectively. The posts shall come to be placed in an identical pay scale on account of the restructuring of pay scales being recommended by the Commission. This is not justified. Accordingly, the promotion post of Senior Instructor may be upgraded and placed in the next higher scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600. Higher pay scales have been demanded for the posts of Welder, Black Smith, Carpenter and

Machine man. The present pay scales attached to these posts are appropriate. **No higher pay scales can, therefore, be given to these posts.** Higher pay scales have also been demanded for the posts of Mate Grade I and Grade II. These posts are Group D posts. The recommendations made in Chapter 3.7 for Group D staff shall apply to these posts. Higher pay scales have also been demanded for various other categories of posts in this institute. The categories of Drivers, Cooks and other common category posts shall be governed by the recommendations made in Chapter 3.8 of the Report.

*Restructuring of
the Ministry*

7.1.25 The Commission would like to draw attention to the recommendations of the Expenditure Reforms Commission (ERC) wherein the need for identifying those activities of Ministry of Agriculture that had become redundant or could be appropriately performed by the States and parastatal organizations was stressed. The ERC had specifically recommended that Boards like National Oil Seeds and Vegetable Oils Development Board, Coconut Board, which had out lived their utility should be wound up. A restructuring of the entire Ministry rationalizing the structures with concomitant reductions in the staff strength was also directed. **These recommendations of ERC regarding restructuring of the Ministry should be implemented in full by the Government at the earliest.**

Ministry of Chemical & Fertilizers

Introduction 7.2.1 Ministry of Chemicals and Fertilizers comprises following two departments:-

Department of Chemicals and Petro-Chemicals
Department of Fertilizers

Organizational structure 7.2.2 Posts existing in various grades in this Ministry are as under:-

Group	Sanctioned Strength	In Position
A	121	103
B	205	167
C	198	154
D	141	132
Total	665	556

Department of Chemicals & Petro-Chemicals 7.2.3 The Department of Chemicals & Petro-Chemicals was placed under Ministry of Chemicals and Fertilizers in 1991. The Department is entrusted with the responsibility of policy, planning, development and regulation of Chemicals, Petrochemicals and Pharmaceuticals Industries.

Department of Fertilizers 7.2.4 The main activities of Department of Fertilizers (DOF) include planning, promotion and development of the Fertilizer Industry; planning and monitoring of production; import and distribution of fertilizers; and management of financial assistance by way of subsidy/concession for indigenous and imported fertilizers. The Department is broadly divided into 4 Divisions dealing with (i) Fertilizers Projects and Planning (ii) Fertilizer Imports, Movement and Distribution (iii) Administration and Vigilance and (iv) Finance and Accounts.

Recommendations 7.2.5 All the existing posts in this organisation, not belonging to common categories, are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts shall be governed by recommendations made in Chapter 3.8.

Ministry of Civil Aviation

Introduction 7.3.1 Ministry of Civil Aviation is responsible for formulation and implementation of national policies and programmes in the civil aviation sector. The Ministry also oversees the development and regulation of civil aviation in the country. Functions relating to Railway Safety, including enquiries into serious railway accidents are also performed by this Ministry.

Offices under the Ministry 7.3.2 Ministry of Civil Aviation has following separate organizations for monitoring and regulating the civil aviation sector:-

- i) Directorate General of Civil Aviation; and
- ii) Bureau of Civil Aviation Security.

7.3.3 Commission of Railway Safety oversees all the functions pertaining to Railway Safety including making enquiries in railway accidents of a serious nature.

Organizational structure 7.3.4 Posts existing in various grades in this Ministry are as under:-

Group	Sanctioned Strength	In Position
A	17	15
B	16	16
C	63	54
D	49	45
Total	145	130

Directorate General of Civil Aviation (DGCA) 7.3.5 Directorate General of Civil Aviation (DGCA) is the principal regulatory body in the field of civil aviation. It is responsible for regulation of air transport services to/from and within India and formulation and enforcement of civil air regulations, air safety and airworthiness standards. It also co-ordinates all regulatory functions with International Civil Aviation Organisation.

7.3.6 The DGCA is headed by the Director General of Civil Aviation. It has its headquarters in New Delhi. Following Directorates exist under DGCA:-

- i) Directorate of Regulations and Information
- ii) Directorate of Air Transport
- iii) Directorate of Airworthiness
- iv) Directorate of Air Safety
- v) Directorate of Training and Licensing
- vi) Directorate of Aerodrome Standards
- vii) Directorate of Flying Training
- viii) Directorate of Flight Inspection
- ix) Directorate of Research & Development
- x) Directorate of Administration

Bureau of Civil Aviation Security (BCAS)

7.3.7 BCAS is an attached office of the Ministry. It is a regulatory body and is responsible for laying down the standards of pre-embarkation security and anti-sabotage measures in respect of civil flights in India. The Bureau keeps a constant vigil and monitors the enforcement of the security measures. BCAS has four Regional Offices in Delhi, Kolkata, Mumbai and Chennai.

Commission of Railway Safety

7.3.8 The Commission of Railway Safety is a statutory organisation under the Indian Railways Act which deals with matters pertaining to safety in rail travel and operations and performs certain statutory functions specified in the Indian Railway Act and the Rules framed thereunder. While the Railway Board is responsible for laying down and enforcing safety standards for the Indian Railways, the main task of the Commission is to direct, advise and caution the Railway executives through its regulations /inspection /audit and investigative /advisory functions and thereby assist them in ensuring that all stipulated measures are taken in regard to the soundness of rail construction and safety in train operation. The Commission is headed by the Chief Commissioner of Railway Safety who is also the Principal Technical Adviser to the Government of India in all matters concerning the Commission. The headquarters of the Commission are at Lucknow. The total strength of the organisation is 162 including 17 technical and 145 non technical and support officials.

Transfer of Commission of Railway Safety to Railways ministry.

7.3.10 Though this organisation is under the Ministry of Civil Aviation, the technical posts of Deputy Commissioner of Railway Safety, Commissioner of Railway Safety etc. are invariably manned by officers on deputation from the Railways, who, after the stint in the Commission, revert to the Railways. A suggestion has been made that the present arrangement of placement of this

organisation under another Ministry, namely Civil Aviation, does not necessarily ensure the organization's functional independence from the Railways and a case exists for bringing the Commission of Railway Safety under the administrative control of Ministry of Railways.

7.3.11 It is seen that the Commission was separated from Railway Board and placed under the administrative control of another Department so as to ensure its independent functioning. The independence of the Commission has to be maintained as it is involved in very important aspects relating to railway safety. **As such it may not be functionally desirable to place the Commission under the administrative control of Ministry of Railways.** This is all the more necessary because this Pay Commission is recommending corporatisation of Railways. In such a scenario, the need for maintaining an independent body for looking into the safety related aspects of Railways would be paramount. Insofar as the issue of Railway Officers joining the Commission of Railway Safety on deputation is concerned, it is observed that before the Fifth CPC, the Chief Commissioner of Railway Safety had suggested appointment of officers in the Commission on permanent absorption basis. This suggestion, if implemented, would ensure complete independence.

*Chief
Commissioner
Railway Safety*

7.3.12 **Higher scale of Rs.24050-26000 has been demanded for Chief Commissioner Railway Safety.** The post is presently in the scale of Rs.22400-26000 and will automatically be placed in the higher scale of Rs.24050-26000 on account of restructuring of pay scales being proposed separately. **No separate recommendation is, therefore, necessary.**

*Deputy
Commissioner*

7.3.13 **Creation of additional grade of Deputy Commissioner in the scale of Rs.12000-16500 /Rs.14300-18300 has been proposed.** This is akin to cadre restructuring and will also add another layer in the hierarchy. The Commission is of the view that creation of additional hierarchical levels frequently proves deleterious to the efficient functioning of an organization. Consequently, additional levels should not be created unless very strong functional justification exists. **The demand cannot, therefore, be accepted.**

*Office
Superintendents*

7.3.14 Upgradation of Office Superintendents has been demanded. The post is presently in the scale of Rs.5500-9000 and will be placed in the scale of Rs.6500-10500 on account of restructuring of pay scales proposed.

*Pay scale &
allowances for*

7.3.15 **Presently, Airworthiness Officers are recruited in the scale of Rs.8000-13500** being the entry level pay scale for Group A

*Airworthiness
Officer in DGCA*

officers. The minimum qualifications prescribed for the post is a science graduate with two years' aviation experience or Graduation in Engineering. It has been stated that due to the boom in Civil Aviation Sector, gross salary of an Aircraft Maintenance Engineer in the Private Airlines is 4 to 5 times the salary drawn by an Airworthiness Officer. A number of Officers are stated to have resigned or taken VRS, mostly to join the Private Airlines. Civil Aviation Sector is growing at a fast pace and the regulatory body to regulate this growth should be very strong. To compensate and retain these officers, higher pay scales and additional allowances like Technical Allowance equal to basic pay, Airworthiness Allowance, payment of Honorarium for conducting examinations and VVIP Duty Allowance have been sought. A demand has also been made that no direct recruitment should be made in higher grades as this adversely affects promotion and morale.

*Analysis &
recommendations*

7.3.16 The demands have been considered. The Commission has recommended a significantly higher entry grade for all Group A services. This will also benefit the cadre of Airworthiness Officers. The Commission is of the view that keeping in view their functions, no additional specific allowances are necessary for these officers. PRIS should be used to compensate the officers for any additional work. **The issue of direct recruitment in the higher grades does affect the promotional prospects of junior officers. Consequently, the same needs to be avoided. In case of functional necessity, such recruitment should be made on contractual basis by lateral entry as per the methodology recommended in the relevant Chapter. This will ensure that the promotional prospects of officers recruited in the lowest Group A pay scales are not affected.**

*Pay scale &
allowances for
administrative
staff*

7.3.17 Higher pay scales have been demanded for the administrative staff viz. Stenographers, Clerks, etc. in DGCA and BCAS on the ground that they have to handle secret confidential and time bound work such as renewal of pilot licenses, assisting in preparation of technical reports, investigation reports on aircraft accidents/incidents, conducting pilot licenses examinations, dealing court cases filed by pilots, etc. It has, therefore, been proposed that the pay scales of Stenographers, Clerks of Audit, Postal Assistants and Central Secretariat Staff which were revised by the Fifth CPC should be made applicable to these categories as well.

Recommendation

7.3.18 **The Commission has recommended parity between various analogous posts in the Secretariat and field offices. This will ensure that pay scales of all these posts come on par with similarly placed posts in the Secretariat including those**

belonging to the various services of Central Secretariat. No special dispensation is, therefore, necessary in their case.

*Special Health
Hazard
Allowance*

7.3.19 **Special Health Hazard allowance has also been demanded on the ground** that as the offices are situated near the airport, the staff is exposed to high decibel levels due to which they suffer deafness and physical and mental strain. They are also exposed to fumes emitted by aircraft. The Commission finds no merit in this demand. In any case, the Commission has recommended withdrawal of all risk related allowances and their replacement by an appropriate Health Insurance cover. **Hence the demand for Special Health Hazard allowance for these employees cannot be conceded.**

*Running scales &
time bound
financial
upgradations*

7.3.20 Yet another demand related to introduction of time bound financial upgradations with running scales. The Commission has recommended introduction of running scales with annual increments as a percentage of the pay band and the grade pay. This will ensure that no employee stagnates at any level. Annual increments as a percentage of the pay band and grade pay will ensure a continuous increase in the actual amount of increment drawn every year. Modified Assured Career Progression Scheme will ensure two financial upgradations along with change in grade pay. No further recommendations are, therefore, necessary.

Ministry of Coal

Introduction

7.4.1 The Ministry of Coal has the overall responsibility of determining policies and strategies in respect of exploration and development of coal and lignite reserves, sanctioning of important projects of high value and for deciding all related issues. The Department is headed by a Secretary who is assisted by one Additional Secretary, three Joint Secretaries (including the Financial Adviser), one Project Advisor and other officers.

Organizational structure

7.4.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	42	37
B	79	74
C	183	139
D	97	94
Total	401	344

Recommendations

7.4.3 All the existing posts not belonging to common categories in this organisation are covered by the pay bands and grade pay discussed by the Commission in Chapter 2.2. Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.

Ministry of Commerce and Industry

Introduction

7.5.1 Ministry of Commerce and Industry comprises two departments namely Department of Commerce and Department of Industrial Policy & Promotion.

Organizational Structure

7.5.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	975	720
B	1469	1252
C	3960	3209
D	1871	1666
Total	8275	6847

Department of Commerce

7.5.3 Department of Commerce is concerned with formulating and implementing the foreign trade policy. The Department is also entrusted with responsibilities relating to multilateral and bilateral commercial relations, state trading, export promotion measures and development and regulation of certain export oriented industries and commodities. It is headed by a Secretary who is assisted by two Special Secretaries, two Additional Secretaries, ten Joint Secretaries & Joint Secretary level officers and a number of other officers.

7.5.4 The Department has two attached offices namely Directorate General of Foreign Trade (DGFT) and Directorate General of Supplies and Disposals (DGS&D). It also has eleven Subordinate Offices including Directorate General of Commercial Intelligence and Statistics (DGCI&S), Office of Development Commissioner of Special Economic Zones (SEZs) and Office of the Custodian of Enemy Property (CEP).

Department of Industrial Policy & Promotion

7.5.5 Department of Industrial Policy & Promotion formulates the overall industrial policy and is responsible for formulation and implementation of promotional and developmental measures for growth of the industrial sector, keeping in view the national

priorities and socio-economic objectives. Department of Industrial Policy and Promotion is also responsible for Intellectual Property Rights relating to Patents, Designs, Trade Marks and Geographical Indicators of Goods and oversees the initiative relating to their promotion and protection.

*Superintendent,
Assistant Civil
Engineer and
Account Officer*

7.5.6 Restructuring of various Group A posts including the posts of Superintendent of Salt, Assistant Civil Engineer and Account Officer in the Office of Salt Commissioner has been proposed. As mentioned in preceding Chapters, the Commission is not considering restructuring of individual cadres or services. No apparent anomaly exists in respect of pay scale of any of these posts. **As such only replacement pay bands and grade pay shall apply in respect of these posts.**

*ERC
recommendations
- Salt
Commissioner*

7.5.7. **Continuance of the office of Salt Commissioner in the present scenario may also need to be looked into by the Government especially as the functions being discharged by it appear redundant. ERC had also noted that the earnings of the Office of Salt Commissioner by way of cess (Rs.2.5 crore) and ground rent fee (approx. Rs.1 crore) total upto Rs.3.5 crore where as the total expenditure on the outfit of Salt Commissioner's office is over Rs.10 crore. ERC had also observed that the subject of use of iodized salt is with Department of Women and Child Welfare and the technical and institutional aspects of salt are looked after by the public health division in the Ministry of Health and Family Welfare. In view of these observations, ERC had recommended closure of this office with the exception of the quality laboratories. Further action in respect of these recommendations of ERC should be taken at the earliest. A similar analysis needs to be done for Directorate General of Supplies and Disposals whose role as a central procurement agency would need to be re-visited in view of the revised General Financial Rules, 2005 and the current emphasis on decentralization.**

*Group C & D
Posts*

7.5.8 A higher pay scale corresponding to the Fifth Central Pay Commission pay scale of Rs.3050-4590 has been demanded for the post of Plain Paper Copier Machine Operator in Directorate General of Commercial Intelligence and Statistics on the ground that its feeder post of Daftary has come to lie in an identical pay scale of Rs.2650-4000. Even if the post had come to lie in an identical scale to its feeder post, the higher scale of Rs.3050-4590 was not justified as the intermediate pay scale of Rs.2750-4400 also exists. In any case, the post of Daftary will automatically be placed in the pay scale of Rs.2750-4400 as the Commission has recommended upgradation of all Group D posts with the present incumbents in these posts being extended the corresponding

revised pay band PB-1 Rs.4860-20200 along with grade pay of Rs.1800 once the stipulated conditions are fulfilled and the revised job description with multi-skilled duties prescribed along with higher qualifications. In view of this, no specific recommendation for this post is necessary. Higher pay scales for the posts of Superintendent, Deputy Superintendent, Senior Investigator, and Investigator have also been demanded. No anomaly exists in the existing pay scales of these posts. **Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.**

Field offices

7.5.9 Assistants in various field offices have demanded parity with Assistants of Central Secretariat Service. This issue has been covered by the Commission in Chapter 3.1. The recommendations contained therein will apply in this case as well.

Demands for upgradation of various posts

7.5.10 Higher pay scales for the posts of Data Programme Librarian, Computer Operator, Data Entry Operator, Senior Executive, Junior Executive, Gestetner Operator, Staff Car Driver, Hindi Officer, Senior/Junior Hindi Translators, Canteen Managers and Halwai-cum-cooks have also been demanded. No anomalies exist in respect of existing pay scales of any of these posts. No other justification for upgrading the extant pay scales of these posts is also there. **Hence, the posts not belonging to common categories will be extended only the normal replacement pay bands and grade pay. Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report. However, the post of Superintendent will automatically be placed in the pay band of Rs.8700-34800 along with grade pay of Rs.4200 on account of merger of pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 that has been recommended separately.**

Librarian Staff

7.5.11 Higher pay scales have been demanded for Library Staff in the Department of Industrial, Policy & Promotion. The Commission has made recommendations for the common categories of Librarians in Chapter 3.8. The recommendations contained therein shall apply in respect of Librarians working in this Department as well.

Technical Officers

7.5.12 **Cadre of Technical Officers in Department of Industrial, Policy & Promotion have proposed restructuring of their cadre with the post of Industrial Adviser being extended pre-revised scale of Rs.18400-22400 which does not exist in the hierarchy. The Commission, as a matter of policy, is not considering restructuring of any individual cadre/service. Accordingly, all the posts shall be extended the corresponding revised pay bands and grade pay.**

Ministry of Communications and Information Technology

Introduction

7.6.1 Ministry of Communications and Information Technology has three departments under its control, namely,

- i) Department of Telecommunications
- ii) Department of Posts
- iii) Department of Information Technology

7.6.2 Each of the three departments is headed by a Secretary. Department of Telecommunication has Telecom Commission headed by Secretary, Telecommunication at its apex. Department of Posts has Postal Services Board comprising Secretary (Post) as its Chairman and three Members in the grade of Rs.24050-26000.

Organizational structure

7.6.3 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	4840	4201
B	10637	8121
C	220652	185281
D	50742	42485
Total	286871	240088

Department of Telecommunication

Telecom Commission

7.6.4 Earlier, Department of Telecommunication was the sole telecom service provider in the country. Subsequently, the Bharat Sanchar Nigam Limited (BSNL) has been hived off from this Department as a separate Public Sector Undertaking. Consequently, the Department has ceased to be a service provider and is presently functioning as a conventional department and its role is limited to Policy Planning, Licensing and Coordination matters relating to telegraphs, telephones, wireless, data, facsimile and telematic services and other like forms of communications. **No need, therefore, exists for retaining a separate Telecom Commission in this Department. The Government should review the necessity of persisting with this Commission.** It is further observed that earlier

Indian Telecom Service (Group A), an organized technical service under Central Government, was performing the role of providing telecom services. These functions have since been corporatised. **Continued necessity of retaining Indian Telecom Service (Group A) does not, therefore, exist. The Government should discontinue this service. All the existing officers of this service should either be absorbed in BSNL/MTNL (Mahanagar Telephone Nigam Limited) or else sent to the surplus pool.**

Junior Wireless Operators

7.6.5 **Junior Wireless Operators have demanded a higher pay scale.** It has been contended that Fifth CPC had recommended three tier pay structure (Rs.5500-9000; Rs.6500-10500 & Rs.7450-11500) which could not be implemented for operational reasons. Accordingly, the **higher scale of Rs.7450-11500** has been demanded for this post. **As the post will automatically be upgraded to Rs.6500-10500, no further upgradation is necessary.**

Common Category Posts

7.6.6 Higher pay scales have been demanded by various common category posts like Draughtsman, Official Language Staff, Group D Staff, Engineers, etc. All these posts will be covered by the recommendations made in Chapter 3.8 relating to common category posts.

Department of Posts

Assistant Superintendent Post Office (ASPOs)

7.6.7 Upgradation for the post of Assistant Superintendent Post Office (ASPOs) on par with Assistant Director (Marketing), who is in the pay scale of Rs.7500-12000, has been demanded. The Commission has addressed this demand in para 7.6.14.

Artisans

7.6.8 **Restructuring of the category of Artisans in Mail Motor Service has been demanded.** It is observed that Technical Supervisors are diploma holders in automobiles and are in the pay scale of Rs.4500-7000. Their entry post of Artisan Grade II is in the pay scale of Rs.4000-6000 which is identical to that of Artisan Grade I even though the latter is a feeder post for promotion to the former. **Technical Supervisors being diploma holders need to be extended the higher scale of Rs.5000-8000. On account of restructuring of pay structure, the post will be placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. Artisans Grade I will then be upgraded to the pay scale of Rs.4500-7000 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800. This revised structure will remove all the present problems in the hierarchical structure. The post of Chargehand that is presently in the pay scale of Rs.4500-7000 shall be merged with that of Artisan Grade I in the same pay scale corresponding to revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800.**

<i>Assistant Director (Recruitment)</i>	7.6.9 Higher pay scale has been demanded for the post of Assistant Director (Recruitment). The post is presently in the pay scale of Rs.6500-10500. The pay scales of Rs.5500-9000 and Rs.6500-10500 are being merged in the restructuring of pay scales being recommended by the Commission. The post shall, accordingly, be placed in the next higher pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 that corresponds to the existing pay scale of Rs.7450-11500.
<i>Medical store keepers and Laboratory Technicians</i>	7.6.10 Higher pay scales have been sought for the categories of Medical Store Keepers and Laboratory Technicians in Postal Dispensaries. The Commission has considered these categories in Chapter 3.8. The recommendations made therein shall be extended to these categories as well.
<i>Statistical Assistant</i>	7.6.11 Higher pay scale of Rs.6500-10500 has been sought for one post of Statistical Assistant. The scales of Rs. 5000-8000, Rs. 5500-9000 and Rs. 6500-10500 are being merged. No further upgradation is functionally justified. The post shall, accordingly, be placed in the corresponding revised pay band and grade pay.
<i>Indian Postal Service Group A</i>	7.6.12 Various demands have been raised by officers belonging to Indian Postal Service Group A and Postal Service Group B. Issues relating to officers of organized Group A service are discussed in Chapter 3.3 of the Report. No separate recommendations are necessary in this Chapter.
<i>Indian Postal Service Group B</i>	7.6.13 Better promotional prospects have been demanded by Postal Officers Group B. An integrated pay structure for the posts in JTS and STS has also been sought. The Commission has recommended running pay bands and percentage increments. This will ensure continued progression as well as an increase in the amount of increment available every year. This, along with the Modified Assured Career Progression being recommended by the Commission, will effectively alleviate all stagnation. In the scheme of running pay bands, one single pay band PB-3 of Rs.15600-39100 has been proposed for the posts from Junior Time Scale to the Senior Administrative Grade which will also include the posts in Senior Time Scale. Postal officers of Accounts Division have demanded higher pay bands on par with Central Secretariat Service. The issues relating to organized accounts cadre are discussed in Chapter 7.56 of the Report concerning Indian Audit and Account Department. Recommendations made therein shall apply to the all organized accounts cadres including the one existing in Department of Posts. No separate recommendations are, therefore, necessary.

Inspector (Posts) 7.6.14 Postal Inspectors in Department of Posts have demanded a higher pay scale of Rs.6500-10500 on par with Inspectors and analogous posts in CBDT/CBEC as well as Assistants of Central Secretariat Service (CSS) on the ground that they are recruited through the same examination. The Commission is recommending the merger of pre-revised pay scales of Rs.5500-9000 and Rs.6500-10500 which will automatically bring Inspector (Posts) on par with Assistants in CSS/Inspectors and analogous posts in CBDT and CBEC. With this upgradation, Inspector (Posts) shall come to lie in an identical pay scale as that of their promotion post of Assistant Superintendent (Posts) [ASPOs]. **ASPOs shall, accordingly, be placed in the next higher pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600. The next higher post in the hierarchy, that of Superintendent (Post), which is also a promotion post for ASPOs, shall be placed in the pay scale of Rs.7500-12000 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4800.** Parity exists between the posts of Inspector (Posts) and Inspectors in Mail Motor Service (MMS). This parity would need to be maintained and **Assistant Manager, Mail Motor Service shall be placed in the higher grade of Rs.7450-11500 whose corresponding replacement pay band and grade pay is PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600. Similarly, Manager, Mail Motor Service shall be placed in PB-2 pay band of Rs.8700-34800 along with a grade pay of Rs.4800 which corresponds to the pre-revised pay scale of Rs.7500-12000.**

Lower Selection Grade, Higher Selection Grade II & I 7.6.15 **Higher pay scales have been sought for LSG (Lower Selection Grade), HSG-II (Higher Selection Grade) and HSG-I officers.** No anomaly exists in the present pay structure of these posts. However, on account of the proposed restructuring of pay bands, a higher grade would need to be extended to HSG-I. The post of HSG-I should, therefore, be placed in the revised pay band **PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. The other posts shall be extended only the corresponding replacement pay band and grade pay.**

Dispensaries in Department of Posts 7.6.16 Department of Posts presently runs departmental Dispensaries in some cities and towns. The employees of postal department posted in these cities are not eligible for CGHS facilities. Demands have been received that these employees should also be given the option for being covered under the CGHS, particularly after they have retired. The issue was discussed with Department of Posts which has stated that a proposal was sent to Ministry of Health and Family Welfare for merging these Dispensaries with CGHS, but no action has been taken so far. There is strong merit in the proposal made by the Department. **The Commission, therefore,**

recommends that all the Dispensaries presently being run in Department of Posts should immediately be merged with CGHS and all postal employees be covered under the CGHS scheme, wherever available. This facility should also be extended to the retired postal employees.

Postman and Mail Guard 7.6.17 Historical parity has existed between the post of Constable in CPOs and the analogous post of Mail Guard in Railway Mail Service and Postman in Department of Posts. The Commission has recommended that all the Constables in CPOs shall be placed in the revised PB-1 of Rs.4860-20200 along with grade pay of Rs.2000. **The Postman in Department of Posts and the analogous post of Mail Guard in Railway Mail Service should also be similarly upgraded and placed in the pay scale of Rs.3200-4900 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2000.**

Translation Officer (French) 7.6.18 Post of Translation Officer (French) exists in the scale of Rs.6500-10500. It is an isolated post. Higher scale of Rs.8000-13500 has been demanded for the post. The minimum qualifications, prescribed for the post includes a Post Graduate degree. **The post is, therefore, similar to that of PGTs, who are proposed to be upgraded to Rs.7500-12000. A similar dispensation may be needed in this case also. It is, therefore, recommended that the post be placed in the scale of Rs.7500-12000 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4800.**

Post Office & Railway Motor Service (PO&RMS) Accountants Cadre 7.6.19 Accountants of this cadre have demanded parity with organised Accounts cadres. No functional justification exists for the same. **The parity with organized Accounts cadres is, therefore, not recommended. The special allowance of Rs.180 presently given to them may be doubled.**

Sports Inspectors 7.6.20 Post of Sports Inspectors exists in the scale of Rs.4500-7000. They have demanded parity with Inspectors of Post Offices and RMS who have been given the scale of Rs.5500-9000. No anomaly exists in their pay scales. Their cadre is not similar to that of Inspectors of Post Office & RMS, either functionally or as per the hierarchical structure. **Only replacement pay band and grade pay may, therefore, be extended in their case. Further, Department of Posts should look into the continued necessity of continuing with these posts.**

System Administrators & Marketing Executives 7.6.21 Postal Assistants assigned the jobs of System Administrators & Marketing Executives have demanded creation of a new cadre with higher pay scales. Creation of a new cadre in their case is not functionally justified. The Commission, in any case, is not looking into demands relating to individual cadre reviews.

Status-quo may, therefore, need to be maintained especially because the existing scenario allows usage of available manpower for need based multifarious functions.

Department of Information Technology

NIC - demands

7.6.22 National Informatics Centre (NIC) functions under the Department of Information Technology. NIC has stated that it has played a vital role in induction of ICT (Information Communication & Technology) in e-governance. It has also been stated that NIC provides the largest pool of ICT professionals to Government of India. NIC has, accordingly, demanded removal of present restrictions on recruitment of ICT professionals in Government; permission to DG, NIC to hire ICT professionals on contract who will be given compensation as per the existing market rates; grant of an annual performance incentive (in form of special pay) on the gross pay to the better performing professionals in NIC; creation of technical posts of ICT professionals in various Ministries/ Departments through surrender of equal number of administrative posts with the cadre of such professionals being managed by NIC which will fill these posts and second it to the respective Ministry/Department.

Analysis & recommendations

7.6.23 The present restrictions on recruitment of Government employees cannot justifiably be allowed to hinder recruitment of ICT professionals who perform a vital role in e-governance. This is a matter for the Government to decide. In any case, recommendations made in chapter 6.3 regarding ADRP are relevant. Insofar as grant of annual performance incentive is concerned, the Commission has recommended introduction of PRIS which is an incentive payable over and above salary on the basis of performance of the concerned employees during the target period. **NIC should introduce PRIS in their organisation which will meet the demand. The Commission has recommended contractual employment for specified terms in the Government. This should be extended to all the professionals in NIC. As regards the proposal for creation of posts of ICT professionals, the same is in the nature of cadre restructuring.** As stated earlier in the Report, the Commission is not considering restructuring of individual cadres. **No recommendation can, therefore, be made on this demand.**

Other demands

7.6.24 Certain other demands have been received relating to LTC, allowances cashing handling allowance etc. These demands are considered in the respective Chapters. The Commission has recommended parity between Headquarters organisations and field offices in Chapter 3.1 of the Report. The recommendations shall cover employees of this Ministry as well.

Ministry of Consumer Affairs, Food and Public Distribution

Introduction 7.7.1 Ministry of Consumer Affairs, Food and Public Distribution comprise two departments namely, Department of Consumer Affairs and Department of Food and Public Distribution.

Department of Consumer Affairs 7.7.2 Department of Consumer Affairs is responsible for the formulation of policies for Consumer Cooperatives, monitoring prices and availability of essential commodities, consumer movement in the country and controlling of statutory bodies like Bureau of Indian Standards (BIS) and Weights and Measures.

Department of Food & Public Distribution 7.7.3 Department of Food & Public Distribution is charged with the prime responsibility of the management of the food economy of the country. The Department formulates policies concerning the food-grains sector and implements the scheme of minimum support price to the producers of wheat, paddy and coarse-grains.

Organizational structure 7.7.4 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	218	150
B	368	266
C	411	362
D	279	250
Total	1276	1028

Different cadres in National Sugar institute and National Test House 7.7.5 Acute stagnation has been reported in different cadres in the National Sugar institute and National Test House. A demand has been made for extension of Flexible Complementing Scheme (FCS) to all the posts in these organizations. The scheme of FCS can only be extended to the Group A posts in Departments/organizations classified as S&T Departments by the Government. **Accordingly, FCS cannot be extended to posts other than those in Group A in National Test House. National Sugar Institute not having been classified as an S&T institute,**

the scheme of FCS shall not apply there. The Commission has separately recommended running Pay Bands and Modified ACPS to alleviate the problem of stagnation. This will cover all the categories of employees in these two Institutes as well. **It is observed that these Institutes conduct research work on sugar technology and training. Industry benefits from their research. It is appropriate that these and other similar institutions are run on Public Private Partnership (PPP) model with the sugar industry/cooperatives bearing 50% of the total expenditure incurred on such research. The Government should seriously consider implementing this model for all institutes of this nature.**

- Various posts in the Storage & Research Division* 7.7.6 Higher pay scales have been sought for various posts in the Storage & Research Division. The existing pay scales of these posts are commensurate with the duties and functions assigned as well as the qualifications prescribed. No anomaly exists in the extant pay scales of these posts. **Accordingly, only the replacement pay band and grade pay may be extended in their case.**
- ACPS for Group A officers* 7.7.7 Demand for covering Group A officers under ACPS has already been addressed in Chapter 6.1 of the Report. No separate recommendation on this account is, therefore, necessary.
- Various posts in National Consumer Dispute Redressal Commission (NCDRC)* 7.7.8 Various posts in National Consumer Dispute Redressal Commission (NCDRC) are sought to be upgraded as the same are filled primarily on deputation basis. Higher pay scales have been demanded for various posts in National Consumer Dispute Redressal Commission on par with that available to similarly placed posts in Delhi High Court and the Supreme Court. The pay scales in Delhi High Court and the Supreme Court cannot have any relativity with the pay scales of different posts under the Central Government as the issue has also been discussed in Chapter 9.1 of the Report. The posts are filled on deputation. In case suitable candidates are not found, the posts should be filled on contractual basis from open market. This will ensure availability of knowledgeable staff for filling up these posts.
- Upgradation of Group D posts in NTH* 7.7.9 Group C status has been sought for various Group D posts in the National Test House. The recommendations for Group D category in Chapter 3.7 shall cover these posts also.
- Development Officer, Laboratory Attendants and Chemist in* 7.7.10 Higher pay scales have been sought for the posts of Laboratory Attendants and Chemist in Directorate of Vanaspati, Vegetable Oils and Fats. **Post of Laboratory Attendant is a Group D post and will be automatically placed in a higher Group C grade on account of recommendations made by the Commission**

*Directorate of
Vanaspati,
Vegetable Oils and
Fats*

in Chapter 3.7 of the Report. The post of Chemist will also be upgraded to the running Pay Band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of the pay scales being recommended. No further upgradation is required for this post. Higher pay scale of Rs.8000-13500 has been demanded for Development Officer on the ground that their minimum qualifications include a Post Graduate degree along with experience. The present pay scale is appropriate for the minimum qualifications prescribed. A higher pay scale is also not justified on functional considerations. **Consequently, the post shall only be extended the corresponding replacement Pay Band and Grade Pay. The Commission also observes that this organization was relevant in the past when production and import of these items was regulated. In the present times, this and other similar organizations have out-lived their utility. The Government should, therefore, review the justification for continuing with these institutions and in case no functional reasons are found, these should be closed and the existing employees re-deployed elsewhere.**

*Metrological
Assistant in
Department of
Consumer Affairs*

7.7.11 Higher pay scale of Rs.8000-13500 has been demanded for the post of Metrological Assistant in Department of Consumer Affairs. The post is presently in the pay scale of Rs.5500-9000 and will automatically be placed in the next higher pay scale corresponding to the pre-revised pay scale of Rs.6500-10500. The minimum qualifications of the post include a post-graduate degree. **The Pay Band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500 is, therefore, appropriate for this post.**

*Assured Career
Progression
Scheme*

7.7.12 Better Assured Career Progression Scheme has been demanded for the isolated post of Technical Officer (Chemical Engineering) in National Sugar Institute, Kanpur. **The post shall be governed by recommendations made by the Commission on Modified ACPS in Chapter 6.1 of the Report.**

*Technical
Assistant*

7.12.13 Post of Technical Assistant exists in Directorate of Sugar in the pay scale of Rs.4500-7000. The next higher post of JTO is in the pay scale of Rs.6500-10500 and is filled 50% by direct recruitment and 50% by promotion of Technical Assistants. The minimum qualifications prescribed for direct recruitment for the post of Junior Technical Assistant is same as that prescribed for the lower post of Technical Assistant. The duties attached to these posts are also similar. **Consequently, the Commission recommends that post of Technical Assistant in the Directorate of Sugar may be merged with that of Junior Technical Officer in the scale of Rs.6500-10500. Simultaneously, all posts of Junior Technical Assistant will be filled by direct recruitment.**

Ministry of Corporate Affairs

Introduction

7.8.1 The Ministry is primarily concerned with administration of the Companies Act, 1956; other allied Acts and rules & regulations framed there-under mainly for regulating the functioning of the corporate sector in accordance with the law. The Ministry is also responsible for administering the Competition Act, 2002 which will eventually replace the Monopolies and Restrictive Trade Practices Act, 1969 under which the Monopolies and Restrictive Trade Practices Commission (MRTPC) is functioning. Besides, it exercises supervision over the three professional bodies, namely, Institute of Chartered Accountants of India (ICAI), Institute of Company Secretaries of India (ICSI) and the Institute of Cost and Works Accountants of India (ICWAI) which are constituted under three separate Acts of Parliament for proper and orderly growth of the professions concerned. The Ministry also has the responsibility of carrying out the functions of the Central Government relating to administration of Partnership Act, 1932; the Companies (Donations to National Funds) Act, 1951; and Societies Registration Act, 1980.

Organizational structure

7.8.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	412	290
B	426	266
C	261	149
D	138	123
Total	1237	828

Official language staff and stenographers

7.8.3 Official language staff and stenographers working in the subordinate offices of this Ministry have desired pay parity with CSOLS and CSSS respectively. The Commission has considered the issue separately in Chapter 3.1. **The recommendations contained therein will apply in this case as well.**

Statistical Assistant

7.8.4 A higher pay scale of Rs.5500-9000 has been demanded for the post of Statistical Assistant on the ground that analogous posts in other Ministries exist in a higher pay scale. It is observed that the entry grade for the common category post of Statistical

Assistant is Rs.5000-8000. **Since the post already exists in this pay scale, only the corresponding revised Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 may apply for this post.**

*Assistants,
Stenographers and
Company
Prosecutors*

7.8.5 Assistants and stenographers working in MRTTP Commission have demanded pay scales on par with those existing for similarly designated posts in CSS and CSSS. The issue has already been covered in Chapter 3.1. Recommendations contained therein will apply in this case as well. A higher pay scale has been demanded for the post of Company Prosecutor Grade-III, which presently exists in the pay scale of Rs.5500-9000 in Registrar of Companies. Commission has recommended merger of the pay scales of Rs.5500-9000 and Rs.6500-10500. Consequently, the post of Company Prosecutor Grade III will automatically be placed in the pay scale of Rs.6500-10500. **The Commission, however, is recommending the scale of Rs.7450-11500 for all posts carrying minimum qualification of degree in Law. This principle will need to be followed here as well. It is, accordingly, recommended that the posts of Company Prosecutor Grade III and Grade II may be merged in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600. Demands have been made seeking benefit of added years of service for Prosecutors. The Commission is unable to concede this demand as no justification exists for it. The Court allowance and Robe allowance on par with that available to the Public Prosecutor in Department of Law & Justice should be given to the Company Prosecutors during the period they actually appear in courts.**

*Senior Technical
Assistants*

7.8.6 Senior Technical Assistants (STAs) in Ministry of Corporate Affairs have demanded a higher pay scale of Rs.7500-12000 on the ground that their pay scale has always been one step above that of Assistants in Central Secretariat Service. The higher pay scale of Rs.7500-12000 on par with the scale of Income Tax Superintendents has, accordingly, been demanded. It is seen that no equivalence can be established between the posts of STAs in Ministry of Corporate Affairs, Assistants in CSS and Superintendents in CBDT and CBEC. Accordingly, no justification exists for upgrading the pay scale of this post. However, the post will need to be placed in the scale of Rs.7450-11500 on account of the restructuring of pay scales being recommended. **Accordingly, the Commission recommends that the post of Senior Technical Assistants (STAs) in Ministry of Corporate Affairs may be placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.**

Junior Technical Assistants

7.8.7 Higher scale of Rs.5500-9000 has been demanded for Junior Technical Assistants on the ground that minimum qualification prescribed includes a post graduate degree. The qualification for this post earlier was a graduate degree. Subsequent to recommendations of Fifth CPC, where many posts were upgraded on the basis of minimum educational qualifications prescribed, the qualifications of this post were also revised to include a post graduate degree. No functional justification as would have necessitated such increased qualifications has been brought out. The next higher post of STA also carries minimum qualification of a post graduate degree. It may not be justified to upgrade the post just on the basis of minimum qualifications prescribed without any reference to the duties attached, relativities and existing hierarchical structure. No anomaly exists in the extant pay scale. Analogous posts in other organisations are also in the scale of Rs.5000-8000. In any case, the Commission is recommending merger of the pre-revised pay scales of Rs. 5000-8000, Rs. 5500-9000 and Rs. 6500-10500. Any further upgradation is not warranted. **Consequently, only the replacement pay band and grade pay is recommended for this post.**

Indian Company Law Service

7.8.8 Indian Company Law Service is a Group A service that exists under the administrative control of Ministry of Corporate Affairs. Complete restructuring of the cadre of this service has been demanded. The proposed cadre restructuring includes demand for creation of a post in the Higher Administrative Grade (HAG). Presently, no post in HAG exists in this service. As a general policy, the Commission is refraining from undertaking restructuring of any individual cadre. While it is true that in the normal exercise of restructuring, creation of an additional grade is not allowed, however, creation of additional posts on functional grounds is always allowed and will continue even after implementation of this Report. Additional posts in HAG can, therefore, be created in case functional justification exists for the same. In consonance with the general recommendations, the additional posts so created would, however, not be encadred in any cadre but be an open post to be filled by the best available talent whether within the cadre or outside it. **No rationale, therefore, exists for this Commission to recommend creation of any post in HAG for this service.**

Other demands

7.8.9 Demands relating to telephone allowance, vehicle allowance, LTC, deputations, etc. have been covered in the relevant chapters and the recommendations made therein shall also apply to the officers of this service. The Commission finds no rationale to extend a separate Corporate allowance and an orderly for officers

of this service. This is also totally against the philosophy of the Commission. **The demand, therefore, has to be rejected outright.**

*Assistant
Directors in
Serious Fraud
Investigation
Organisation*

7.8.10 The post of Assistant Director exists in the scale of Rs.6500-10500. It is filled on deputation. It has been demanded that the post be merged with that of Senior Assistant Director in the scale of Rs.7500-12000. Due to proposed merger of pay scales of Rs.5500-9000 and Rs.6500-10500, the lower post of Assistant in this organisation will come to lie in an identical scale. **It is, therefore, recommended that the post of Assistant Director is merged with that of Senior Assistant Director in the scale of Rs.7500-12000 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4800.**

*Special
Investigation
Allowance*

7.8.11 Personnel working in the Serious Fraud Investigation Organisation are entitled to a Special Investigation Allowance. It has been demanded that this allowance should be paid on par with the allowance paid in Central Bureau of Investigation. The Commission is unable to concede this demand as the two organisations are distinct entities. **However, the existing rates of this allowance should be doubled.**

Ministry of Culture

Introduction

7.9.1 The main function of Ministry of Culture is to preserve, promote and disseminate all forms of art and culture. The Ministry is involved in maintenance and conservation of heritage, historic sites, ancient monuments, administration of libraries, promotion of literary, visual and performing arts, etc.

7.9.2 The Ministry has three attached offices and six subordinate offices as under:-

Attached offices:

- (i) Archaeological Survey of India, New Delhi
- (ii) Central Secretariat Library
- (iii) National Archives of India, New Delhi

Subordinate Offices

- (i) Anthropological Survey of India, Kolkata
- (ii) Central Reference Library, Kolkata
- (iii) National Library, Kolkata
- (iv) National Gallery of Modern Art, New Delhi
- (v) National Museum, New Delhi
- (vi) National Research Laboratory for Conservation of Cultural Property, Lucknow

Organizational structure

7.9.3 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	341	242
B	848	620
C	17812	12522
D	10367	9327
Total	29368	22711

Assistant Archaeologist in Archaeological

7.9.4 **Higher pay scale has been demanded for the post of Assistant Archaeologist in Archaeological Survey of India** on the ground that the post carries minimum qualifications of a post-

*Survey of India
(ASI)*

graduate degree along with two years diploma in relevant field. The Commission has recommended merger of the pre-revised pay scales of Rs.5500-9000 and Rs.6500-10500. **The post is presently in the pay scale of Rs.5500-9000 and shall automatically be upgraded.** No separate recommendation is, therefore, necessary for this post.

*Archaeology
Cadre in ASI*

7.9.5 Restructuring of the Archaeology Cadre in ASI has been demanded. The Commission is not considering reviews of any individual cadres. Therefore, no recommendation is being given on this issue. It is, however, noted that the existing pay scales of these posts are appropriate. However, **the post of Assistant Superintendent (Archaeologist) should be upgraded and placed in the pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 (Rs.7450-11500). A similar dispensation shall be extended to the following posts that are also identically placed:-**

- a) **Assistant Superintendent in the Epigraphy cadre.**
- b) **Assistant Superintendent in Science Cadre, Assistant Archaeological Chemist.**
- c) **Assistant Superintendent, Archaeological Engineer in Conservation Cadre.**
- d) **Assistant Superintendent, Archaeological Engineer, Horticulture Engineer.**

It is clarified that all these posts are being upgraded because these are presently in the pay scale of Rs.6500-10500 and their respective feeder posts will come to lie in an identical pay scale on account of the proposed merger of the pre-revised pay scales of Rs.5500-9000 and Rs.6500-10500 being recommended by this Commission.

*Ministerial cadres
in ASI*

7.9.6 Ministerial cadre in ASI has demanded parity with Central Secretariat personnel. The Commission has already recommended parity between field organisations and secretariat in Chapter 3.1 of the Report. The recommendations will apply in this case as well.

*Parity with
Headquarters -
ASI*

7.9.7 Employees of Archaeological Survey of India have demanded pay scales on par with their counter parts in Central Secretariat. Parity between headquarters organisations and field staff has already been recommended in Chapter 3.1. No specific recommendation is, therefore, necessary. Pay scale of Rs.8000-13500 has been demanded for all posts carrying minimum qualification of post-graduate degree. The Commission is of the view that this is not feasible as pay scales cannot be based only on minimum qualification prescribed but other factors like hierarchy, duties attached, relativities etc. also have to be taken in account.

*Surveyors Cadre
in ASI*

7.9.8 **Higher pay scales have been demanded for the entire Surveyors Cadre in ASI.** Presently, post of Surveyor Grade II is in the pay scale of Rs.4000-6000 and Surveyor Grade I in Rs.5000-8000. Senior Surveyor and Surveyor Officer also exist in the hierarchy. **The posts of Surveyor Grade I and Senior Surveyor will, in any case, be upgraded to the scale of Rs.6500-10500 on account of merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. These posts should be merged in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500.** The post of Senior Surveyor should be placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. **Higher pay scale is not considered justified for the post of Surveyors Grade II which will consequently be placed only in the corresponding revised pay band and grade pay.**

*Technical Restorer
in the National
Museum*

7.9.9 A higher pay scale has been demanded for the post of Technical Restorer in the National Museum on the ground that their established parities with the posts of Chemical Assistants have been disturbed on account of merger of the post of Chemical Assistants with that of Senior Chemical Assistant in the pay scale of Rs.5500-9000. It is seen that the posts are not similar either on the basis of functions attached or the duties performed. The posts also belong to different cadres. As such, no relativity can be stated to exist between these posts. In any case, the Commission is recommending merger of the pre-revised pay scales of Rs. 5000-8000, Rs. 5500-9000 and Rs. 6500-10500. **The post of Technical Restorer shall, therefore, be placed in the corresponding revised pay band and grade pay.**

*Group A posts in
the National
Archives of India*

7.9.10 Higher pay scales have been sought for various Group A posts in the National Archives of India. The existing pay scales are commensurate with the duties attached and the qualifications prescribed. No anomaly also exists in these pay scales. **Accordingly, only the corresponding replacement pay bands and grade pay shall be extended in their case.**

Library Staff

7.9.11 The posts of Library Staff shall be regulated as per the recommendations given in Chapter 3.8 relating to common categories.

*Preservation
Division in
National Archives
of India*

7.9.12 **Cadre restructuring has been sought for the Preservation Division in National Archives of India.** The Commission, as a matter of policy, has not undertaken review of any individual cadre.

<i>Posts in Administrative Division</i>	7.9.13 Pay scales of various posts in Administrative Division shall be as per the recommendations made in Chapter 3.1 of the Report.
<i>Deputy Curator in National Museum</i>	7.9.14 The post of Deputy Curator in National Museum is presently in the pay scale of Rs.6500-10500. Its feeder post of Assistant Curator in the pay scale of Rs.5500-9000 will come to lie in an identical pay scale on account of the proposed merger of the pay scales. It is, accordingly, recommended that the post of Deputy Curator should be upgraded in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.
<i>Draughtsman</i>	7.9.15 Various categories of Draughtsmen in different organisations under this Ministry have demanded higher pay scales. Draughtsman cadre in ASI and other organisations under Department of Culture shall be regulated as per the recommendations made in Chapter 3.8 for 'Common Categories'.
<i>Various posts in National Archives of India</i>	7.9.16 Higher pay scales have been demanded for various posts in National Archives of India. The existing pay scales for all the posts are appropriate. However, the posts in the existing pay scale of Rs.6500-10500 shall be placed in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 in cases where the feeder post was earlier in the scale of Rs.5500-9000 and has come to lie in the scale of Rs.6500-10500 on account of restructuring of pay scales recommended by the Commission. This will ensure that the promotion posts remain in higher scale vis-à-vis their feeder posts in the pay scale of Rs.5500-9000.
<i>Museum Education Officer</i>	7.9.17 Higher pay scale has been demanded for the post of Museum Education Officer in National Museum. The post is presently in the pay scale of Rs.6500-10500. The existing pay scale is appropriate for the duties attached to the post. No anomaly also exists in the existing pay scale. As such, the post shall be placed only in the corresponding revised pay band and grade pay.
<i>Microphotographer</i>	7.9.18 The post of Microphotographer in National Archives of India which is presently in the pay scale of Rs.6500-10500 should be upgraded to the next higher grade in pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 so that it remains in a higher pay scale vis-à-vis the lower post of Assistant Microphotographer grade I that is presently in the pay scale of Rs.5500-9000 and will automatically be placed in the scale of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 on account of the proposed merger of the pay scales.

Ministry of Defence

Introduction

7.10.1 Defence Ministry is responsible for formulating Government policy on all defence and security related matters and implementing these through the Services Headquarters, Inter-Services Organisations, Production Establishments and Research and Development Organisations. The Ministry consists of four Departments. Defence Secretary, who heads the Department of Defence, is additionally responsible for coordinating the activities of these four Departments. The principal functions allocated to the four Departments in this Ministry are as under:-

(i) **Department of Defence**

It deals with the Integrated Defence Staff (IDS), three Services of the Defence Forces and various Inter-Service Organisations. It is also responsible for the Defence Budget, establishment matters, defence policy, matters relating to Parliament, defence co-operation with foreign countries and co-ordination of all activities.

(ii) **Department of Defence Production**

Headed by a Secretary, this Department deals with matters pertaining to defence production, planning and control of departmental production units of the Ordnance Factory Board and Defence Public Sector Undertakings (DPSUs).

(iii) **Department of Defence Research and Development**

It comprises the Defence Research and Development Organization which is engaged in undertaking research, design and development of weapons and other equipments for defence services. It also provides scientific analysis and options in technologies/products relevant to defence and fosters national S&T and industrial development.

DRDO is headed by the Scientific Advisor to Raksha Mantri in the rank of Secretary to GOI. He is assisted by seven Chief Controllers. The DRDO HQs are organized in Technical Directorates (Dte. Of Aeronautics/Armaments/Combat Vehicles and Engineering, Missiles, Life Sciences, etc.) and Corporate Directorates (Dte. Of Personnel/HRD/Management Services, Security and Vigilance etc.). Besides various projects are executed through network of 50 laboratories and establishments that are engaged in R&D activities in various defence related fields.

(iv) **Department of Ex-Servicemen Welfare**

The Department deals with all matters relating to re-settlement, welfare and pension of Ex-Servicemen. An Additional Secretary heads the Department.

7.10.2 Finance Division in Ministry of Defence is headed by Secretary (Defence Finance) who exercises financial control over proposals involving expenditure from the Defence Budget and is responsible for internal audit and accounting of defence expenditure.

Organizational structure

7.10.3 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	13046	13628
B	26450	22780
C	238298	176854
D	200272	152038
Total	478426	366300

Common issues

7.10.4 Many demands have been received relating to restructuring of individual cadres, upgradation etc. of Group D posts, parity between similarly placed posts in the headquarters and field organisations from various departments/organisations/institutions under this Ministry. These demands have not been addressed individually in this Chapter as :-

- Group D posts are covered in Chapter 3.7 of the Report and the recommendations contained therein shall apply to all Group D posts in this Ministry as well.
- Common categories are covered in Chapter 3.8 and recommendations made therein shall apply to posts belonging to these categories in Ministry of Defence as well.

- The Commission is not undertaking reviews of any individual cadres.
- The Commission has considered the issue of parity between headquarters organisations and field offices of the Central Government in Chapter 3.1 of the Report. The recommendations contained therein shall also apply in Ministry of Defence.

Department of Defence

Examiners in Directorate General of Military Intelligence

7.10.5 Examiners in Directorate General of Military Intelligence have demanded the upgraded scale of Rs.6500-10500 on the ground that their educational qualification is graduation with experience. The post is presently in the scale of Rs.5000-8000 and will automatically be placed in the grade pay attached to the scale of Rs.6500-10500 on account of restructuring of pay scales being recommended.

Store-keeping Staff

7.10.6 Restructuring of the cadre of Store-keeping Staff in Ministry of Defence has been sought. A uniform cadre structure for store keeping staff in different establishments of Ministry of Defence like AOC, Air Force, Navy, MES, DGOF, CSD, etc, has also been demanded. The Commission is not carrying out restructuring of individual cadres. As such, the proposal cannot be considered. **Common category of store-keeping staff is considered in Chapter 3.8. The recommendations contained therein prescribe a uniform structure for the store keeping staff which should be followed in the various store keeping staff cadres in Ministry of Defence. It is, however, clarified that all store keeping cadres cannot have the highest post in SAG or JAG etc. The highest post in cadre has to depend on the size of the cadre and the quantity of stores being handled as well as other functions being carried out. Consequently, the highest pay scale in different store keeping cadres can vary in different cadres even under the same Ministry.**

Junior Engineer in MES

7.10.7 Higher pay scales have been sought for Junior Engineers in MES. The existing entry level of Junior Engineers is Rs.5000-8000. **The post belongs to common category of engineering staff and shall be governed accordingly.**

Drivers of Armoured Fighting Vehicles

7.10.8 Higher pay scales have been demanded for the Drivers of Armoured Fighting Vehicles (AFV) on the ground that civilian motor drivers form the feeder grade for drivers of Armoured Fighting Vehicles and, therefore, they have to be placed in a higher pay scale. The Commission is of the view that no justification exists for upgrading the pay scales of the Drivers of Armoured Fighting

Vehicle Drivers. To rectify the present position, it would be appropriate if the civilian drivers are allowed lateral shift to the post of AFV Drivers. **The posts of Supervisor and Head Supervisor in Civilian Motor Drivers cadre that are presently in the pay scale of Rs.5500-9000 shall stand merged with the post of Foreman in the pay sale of Rs.6500-10500.**

- Fire fighting staff* 7.10.9 Restructuring of the cadre of Fire Fighting Staff in Ministry of Defence has been demanded. The Commission is not undertaking cadre review of any individual cadre. No anomaly exists in the existing pay scales of various posts in this cadre. In any case, **the posts belong to common category of fire fighting staff and shall be governed accordingly.**
- Group D staff* 7.10.10 Demand has also been made that the qualifications of Group D staff should be enhanced and that they all be placed in Group C. The Commission has considered this issue and made suitable recommendations in Chapter 3.7. **The recommendations made therein shall apply to Group D posts in Ministry of Defence as well.**
- Design and Drawing staff* 7.10.11 Design and Drawing staff in Navy have demanded restructuring of their cadre. Since the Commission is not looking into restructuring of individual cadres, **the demand cannot be considered.** Various posts of Draughtsmen in the cadre shall be governed by the common category of Draughtsmen in Chapter 3.8 of the Report.
- Accounts staff* 7.10.12 Parity with CSS has been sought between various posts of accounts staff under the office of Controller General of Defence Accounts (CGDA). The Accounts Staff under CGDA forms an organized Accounts cadre. The Commission has made recommendations for the organized Accounts cadre in Chapter 7.56 relating to Indian Audit and Accounts Department. **The recommendations made therein shall extend to all the organized Accounts cadres, including that in CGDA.**
- Junior Engineer in EME* 7.10.13 Upgradation of the post of Junior Engineer in the cadre of Workshop Officer in EME has been demanded. **The post belongs to common category of engineering staff and shall be governed accordingly.**
- Canteen Store* 7.10.14 Officials of the Canteen Store Department have demanded restructuring of their cadre. The Commission is not looking in cadre reviews of individual organisations. **Hence, the proposal cannot be considered.**

LDC, UDC & Assistants

7.10.15 Parity of LDCs and UDCs in the clerical cadre in EME has been demanded with the posts of Havaldar and Subedar respectively. Assistants in the organisation have, however, been sought to be equated with the Assistants of Central Secretariat. No parity can be established between the clerical cadre and the colour service in the Defence Forces. The posts of LDC and UDC are in no way comparable to those of Havaldar and Subedar. **Consequently, such parity cannot be recommended.** Insofar as the post of Assistant is concerned, the Commission has already recommended parity between similarly placed posts in field and secretariat offices. No separate recommendation is, therefore, necessary.

Naval Store Organisation

7.10.16 Officers of Naval Store Organisation have demanded the status of organized Group A service. The Commission, as a matter of policy, is in favour of opening up the various cadres, with the top level posts being filled by the best talent available. **In such a scenario, creating more organized Group A services is not justified. The proposal cannot, therefore, be accepted.** Restructuring of this cadre has also been sought. **In consonance with the policy of not considering reviews of individual cadres, the proposal cannot be considered.**

Machineman/Operator Off-set

7.10.17 The Machine-man/Operator off-set in Printing Presses under the administrative control of Ministry of Defence have demanded the higher pay scale of Rs.5000-8000 on par with similarly designated posts in other Government of India Presses. It is observed that parity had earlier existed between these posts. Ministry of Defence has favoured grant of higher pay scale of Rs.5000-8000 to these posts. It is also observed that the horizontal relativities have been disturbed in this case. **The Commission, therefore, recommends that the posts of Machine-man and Operator off-set in Printing Press under Ministry of Defence may be placed in the revised Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 which corresponds to the pre-revised pay scale of Rs.5000-8000.**

Military Engineering Service

7.10.18 Intense stagnation has been reported in various cadres in Military Engineering Service. Suitable upgradations and posts in higher grades have been sought to alleviate this problem. The Commission's approach in this regard has been that the **proposed system of running pay bands along with increments as a percentage of pay will ensure steady career growth.** This will automatically alleviate stagnation. **Creation of additional posts merely to ease stagnation cannot be allowed. The systemic changes being recommended will also alleviate this problem. No other recommendations are, therefore, necessary.**

Map Curators

7.10.19 The cadre of Map Curators under Director General of Information Systems in Army Headquarters has demanded higher pay scales with the post of Senior Map Curator being equated to that of Assistants in the CSS. Presently Senior Map Curator and Chief Map Curator are in the pay scales of Rs.5000-8000 and Rs.6500-10500 respectively. It is seen that since the time of Fourth CPC, no parity has existed between these posts. Present duties attached to the post also do not justify a higher pay scale. The posts of Senior Map Curator and Chief Map Curator will come to lie in an identical scale on account of the proposed restructuring of existing pay scales. **The posts should, therefore, be merged in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500.**

*Civilian
Workshop officers*

7.10.20 The cadre review of Civilian Workshop officers in Corps of Electronics and Mechanical Engineering has been demanded. The Commission is not undertaking reviews of any individual cadre. **The demand cannot, therefore, be considered.**

*Teachers in
Military Schools*

7.10.21 Higher pay scales for Teachers in Military Schools have been demanded. It is seen that presently the Assistant Masters in these schools are in the same pay scale as the entry grade of Trained Graduate Teachers i.e. TGT-III. The next higher post of Masters Gazetted is in the scale of Rs.7500-12000 that corresponds to the apex scale of Trained Graduate Teacher i.e. TGT-I. The Commission has recommended upgradation of the pay scales of common category of Teachers with TGT-III being placed in the pay scale of Rs.7450-11500 and TGT-I being extended the scale of Rs.8000-13500. To maintain the existing parity between the posts of Masters and Assistant Masters vis-à-vis the various grades of TGTs, a similar dispensation will need to be extended in case of former. **The Commission, accordingly, recommends that the post of Assistant Master in Military Schools may be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600. Master Gazetted shall be placed in scale of Rs.8000-13500 corresponding to the revised pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.5400. Further, as these schools are residential schools, a special allowance at the rate of 10% of the pay band and grade pay shall also be paid to the teachers, librarians and other staff associated with teaching in these schools. This dispensation will also be extended to RIMC, Dehradun. A similar allowance can be considered for analogous posts in Sainik Schools that are also residential schools being run as an autonomous organization under the Ministry of Defence.**

AFHQ Civil Services and AFHQ Stenographers Service

7.10.22 AFHQ Civil Services and AFHQ Stenographers Service have demanded parity with CSSS and CSS. Since the Commission has recommended parity between posts in headquarters and field offices, it is only justified that such parity also exists between similarly placed posts in different headquarter organisations. **The Commission, accordingly, recommends that parity should be maintained between the posts at the level of Assistant and Section Officer in these services.**

Armed Forces Headquarters Civil Service

7.10.23 **The demand for granting Group A status to Armed Forces Headquarters Civil Service is not, however, justified and cannot be accepted.**

Store-keepers

7.10.24 Store-keepers in the Army Ordnance Corps have demanded higher entry pay scale of Rs.5000-8000 on par with Railways. The post is presently in the pay scale of Rs.3050-4590. The minimum qualifications prescribed as well as the duties and functions attached to the post are not commensurate with those existing in Railways. **Accordingly, the higher pay scale of Rs.5000-8000 cannot be extended to the post.**

Coast Guard Organisation

7.10.25 Coast Guard is an Armed Force of the Union. Their main job is ensuring the security of maritime zones of India. Other functions include anti-poaching/smuggling duties and disaster management. It is also the nodal agency for anti piracy. Their Headquarters are at Delhi. There are three regional Headquarters and 11 District Headquarters. Their pay scales are on par with those existing in various Central Para Military Forces (CPMFs). However, the allowances have some relativity with the Indian Navy as both these organisations operate at sea.

7.10.26 Insofar as specific posts in Coast Guard are concerned, it is observed that Pradhan Naviks are presently in the scale of Rs.3200-4900 at par with Uttam Naviks even though they are a promotion post for Uttam Naviks. Proposals have been received to remove this apparent anomaly. It is seen that in the Aviation Wing, the post of Pradhan Navik is in the scale of Rs.4000-6000. The Commission would have considered this separately but the pay scales of all posts in Coast Guards have to be viewed in light of the recommendations made by the Commission proposing higher pay scales for various posts in Executive Branches of CPMFs. While pay scales for various posts in the CPMFs have been prescribed separately, a similar parity would also need to be extended to the posts in Coast Guard Organisation. **The pay scales of various posts of below officers rank in Coast Guard Organisation would, therefore, be revised as follows:-**

General Duty Branch

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Navik	3050-4590	3200-4900	PB-1	2000
Uttam Navik	3200-4900	4000-6000	PB-1	2400
Pradhan Navik	3200-4900 + Special Pay Rs.50	4500-7000	PB-1	2800
Adhikari	5500-9000	6500-10500	PB-2	4200
Uttam Adhikari	6500-10500	7450-11500	PB-2	4600
Pradhan Adhikari	6500-10500 + Special pay of Rs.200	7500-12000	PB-2	4800

Domestic Branch

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Navik	2750-4400	3050-4590	PB-1	1900
Uttam Navik	3050-4590	3200-4900	PB-1	2000
Pradhan Navik	3200-4900	4000-6000	PB-1	2400
Adhikari	5000-8000	6500-10500	PB-2	4200
Uttam Adhikari	5500-9000	6500-10500	PB-2	4200
Pradhan Adhikari	6500-10500	7450-11500	PB-2	4600

Aviation Branch

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Navik	3050-4590	3200-4900	PB-1	2000
Uttam Navik	3200-4900	4000-6000	PB-1	2400
Pradhan Navik	4000-6000	4500-7000	PB-1	2800
Adhikari	5500-9000	6500-10500	PB-2	4200
Uttam Adhikari	6500-10500	7450-11500	PB-2	4600
Pradhan Adhikari	6500-10500 + Special pay of Rs.200	7500-12000	PB-2	4800

Technical Branch

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Yantrik	4000-6000	4000-6000	PB-1	2400
Uttam Yantrik	4500-7000	4500-7000	PB-1	2800
Pradhan Yantrik	5000-8000	6500-10500	PB-2	4200
Sahayak Engineer	5500-9000	6500-10500	PB-2	4200
Uttam Engineer	6500-10500	7450-11500	PB-2	4600
Pradhan Engineer	7450-11500	7500-12000	PB-2	4800

7.10.26 **Scale of Rs.26,000 (fixed) equal to that of DG in other Para Military Forces like CRPF and BSF has been demanded for the post of DG, Coast Guard.** The post is in the scale of Rs.22,400-24,500 and is presently filled by Inspector Generals of Police in the scale of Rs.18400-22400 with 3 years service in the grade. As such placing the post in the scale of Rs.26,000 (fixed) may not be justified. It is also observed that Fifth Central Pay Commission had recommended the scale of Rs.24,050-26,000 for this post. However, that scale has not been extended to the post. In such a scenario, recommending a still higher scale of Rs.26,000 (fixed) will be totally uncalled for. **Accordingly, the Commission is not inclined to recommend this upgradation. The post, consequently, should be placed in the corresponding revised Pay Band. The existing relativity of personnel of Indian Coast Guard with those in Indian Navy in respect of sea going allowances shall be maintained. However, all sea going allowances common to the Indian Navy and Indian Coast Guard need to be paid at identical rates in both these organisations. This is necessary as extra hardships faced by personnel of Indian Navy are being compensated by the Military Service Pay. Further, Boiler Room Allowance, on par with that recommended for Indian Navy, shall be payable to personnel performing duties in the Boiler rooms of Coast Guard ships.** The issues relating to uniform allowance for Coast Guard Organisation have been discussed in Chapter 4.2.

Department of Defence Production

*SSA (G) and
Foreman*

7.10.28 In Directorate General of Aeronautical Quality Assurance (DGAQA), merger of the posts of Senior Scientific Assistant (G) and Foreman has been proposed as the posts are in the scales of Rs.7450-11500 and Rs.7500-12000 respectively and the difference between the scales is stated to be negligible. The difference between the two pay scales is sufficient in the revised scheme of pay bands and grade pay recommended by the Commission. **The posts cannot, therefore, be merged.**

<i>Official Language in the Rajbhasha cadre of Ordnance Factory Board</i>	7.10.29 Parity of various posts of Official Language in the Rajbhasha cadre of Ordnance Factory Board has been sought with analogous posts in Central Secretariat Official Language Service. The Commission has recommended parity between headquarters and the field offices. This will cover the staff belonging to Official Language as well. No separate recommendations are, therefore, necessary.
<i>Pharmacists</i>	7.10.30 Pharmacists cadre in Ordnance Factories has demanded higher pay scales. The Commission has made suitable recommendations for various para medical categories in Chapter 3.6 of the Report. Various posts of para-medics in the Ordnance Factories shall also be covered by these recommendations. No separate recommendations are, therefore, necessary.
<i>Assistant Security Officers</i>	7.10.31 Group A status has been sought for the post of Civilian Assistants Security Officer. The officers are presently in Group B. Parity with Group A cadres like CISF can not be granted as the variety and work content in the two organisations is not comparable. Therefore, only replacement pay bands and grade pay may be extended to these posts.
<i>Teachers</i>	7.10.32 24 schools exist in Ordnance Factories. Posts of Post Graduate Teachers, Trained Graduate Teachers, Primary Teachers and Lab Assistant exist in these schools. The pay scales and allowances of these posts shall be regulated by the recommendations made by Commission for common categories of teachers in Chapter 3.8 of the Report.
<i>Posts in DGQA</i>	7.10.33 The post of Accountant that is presently in the pay scale of Rs.5500-9000 shall automatically be placed in the next higher scale of Rs.6500-10500 on account of the reorganization of the pay scales being recommended by the Commission. The next higher post of Assistant Accounts Officer should, therefore, be upgraded and placed in the running pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. No other upgradation of any posts belonging to this cadre under the office of Directorate General of Quality Assurance (DGQA) is justified. The posts of Junior Technical Officer (JTO) and Junior Scientific Officer (JSO) are in the respective pay scales of Rs.7450-11500 and Rs.7500-12000. The duties attached to these posts are stated to be similar even though the post of JSO is a promotion post for JTO. It is, however, not possible to merge these posts because of the repercussions it will have on similarly placed posts.

Director 7.10.34 **Proposed introduction of a intermediary post in the scale of Rs.16400-20000 between Director in the scale of Rs.14300-18300 and Deputy Director General in the scale of Rs.18400-22400 is also not justified as, in the case of most civilian posts, the promotion is from the scale of Rs.14300-18300 to that of Rs.18400-22400.**

Department of Defence Research and Development

Examiner Grade I 7.10.35 Post of Examiner Grade I in Defence Institute of Psychological Research (DIPR) is presently in the pay scale of Rs.6500-10500 and will come to lie in the same pay scale as that of the lower post of Examiner Grade II, which is presently in the pay scale of Rs.5500-9000 and will automatically be placed in the scale of Rs.6500-10500 on account of the restructuring of pay scales being proposed by the Commission. **It is recommended that the post of Examiner Grade I in DIPR be upgraded to the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600.**

Drivers of Drive Testing Vehicles 7.10.36 Civilian Drivers of DRDO have demanded higher pay scales because they have to drive testing vehicles in addition to staff car. They have also demanded risk allowance for these activities because risk is stated to be involved in test driving vehicles. **A higher pay scale for this post is not warranted because the basic nature of their duties does not change while test driving vehicles. In case an inherent element of risk exists, the Government may consider extending free insurance cover to this category.**

Personal staff in DRDO 7.10.37 Additional personal staff has been demanded for scientists in DRDO. The central theme of the Commission's Report is delayering and multi-skilling. In such a scenario, **increased strength of personal staff for any category of posts cannot be recommended.**

Security staff 7.10.38 Security staff of DRDO has desired parity with CISF. The work profile in these two organisations is different. CISF personnel are liable to work anywhere in India and have to look after the security of many different organisations. The duties are, therefore, higher and as such **no parity can be granted.**

Technical Assistant and Technical Officer 7.10.39 Upgradations of all the posts in the Technical Assistant and Technical Officer cadres have been demanded. It is seen that the entry level pay scale to these cadres is Rs.5000-8000 which is the same as that existing in other organisations. The post carries minimum qualification of 3 years diploma. The scale of Rs.5000-8000 is appropriate even if the criterion of minimum qualification is followed. The duties attached to the post also do not justify a higher pay scale. Similar is the case with other posts in the cadre. In any case, merger of the pre-revised scales of Rs. 5000-8000, Rs. 5500-9000

and Rs. 6500-10500 is being recommended. No further upgradation is justified. However, **the post of Senior Technical Assistant (C) presently in the scale of Rs.6500-10500 would stand upgraded to Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 so as to ensure that it is placed at a higher level vis-à-vis the lower post of Senior Technical Assistant (B) that is presently in the scale of Rs.5500-9000 and will come to be placed in the scale of Rs.6500-10500 on account of restructuring of pay scales being recommended by the Commission.**

Allowances

7.10.40 Demands relating to increased CCA, risk allowance, entertainment allowance, paper allowance, transport allowance, EL encashment, HRA, medical allowance, HBA & LTC have been made. These are common issues and have been considered in different Chapters on common issues in this Report. The recommendations therein would apply in DRDO as well.

Merit Promotion Scheme

7.10.41 It has been demanded that Flexible Complementing Scheme (FCS) for Scientists should include promotions right up to the grade of Scientific Advisor along with appropriate screening till the level of Scientist 'G' and Peer Review thereafter. Fast Track promotions up to the level of Scientist G are sought to be granted without any limits. Thereafter, Fast Track promotions are sought to be limited to two in the entire career. Merit promotion scheme (a type of FSC existing in DRDO) envisages promotions upto the level of Scientist-H (Rs.22400-24500) based on internal assessment and screening by Board. Extending FCS to the highest post in the Organization will limit the availability of wide choice for appointment to the highest post. Further, the post of Scientist-G exists in Super Time Scale of Rs.18400-22400. Promotions to this post without any limits and any reference to the availability of the vacancies are not justified. Limiting Fast Track promotion after Scientist-G to two is without any purpose because even after these two Fast Track promotions, the Scientist will be eligible to be placed in the post of Distinguished Scientist. **As such, the Commission is not able to accept the proposal.**

Professional Update Allowance

7.10.42 A demand has been made to increase the present Professional Update Allowance from Rs.5000 to Rs.25000 to meet the escalating cost of books and journals. The Government has recently, in October, 2007, increased the rate of annual Professional Update Allowance to nuclear and space scientists in DAE and DoS to Rs.10000 to those in pay scale below Rs.14300; Rs.20000 to those in pay scale beginning with Rs.14300 or higher and Rs.30000 for those in scales beginning with Rs.18400 or higher. **A similar dispensation would need to be extended to the scientists in DRDO so as to maintain the existing relativities. It may also be**

appropriate to work out the increase in the allowance with reference to the increase in the cost index. The Commission, accordingly, recommends that this allowance be increased by 25% whenever DA on revised pay band increases by 50%.

Hazard Allowance 7.10.43 Treating DRDO at par with other sensitive organizations, a special Hazard Allowance at the rate of 15% of basic pay has been demanded for Scientists working in DRDO on account of the hazardous nature of duties performed by them. If there is any hazard in jobs so as to involve a constant and persistent danger to physical well being, risk insurance could be extended to the persons employed. **The Commission is, therefore, unable to concede this demand.**

Special compensatory allowance 7.10.44 It has been contended that as Scientists have to perform dual functions i.e. one of Scientific/Research and Development Work and also of Director etc. of Lab /establishment /Programme, therefore, they should be given a special compensatory allowance. Dual charge allowance is payable if a person is holding more than one charge. In this case, the duties are included as part of the job and are compensated by the salary package itself.

Daily allowance(DA) 7.10.45 It is stated that field trials of weapons etc. are conducted in remote areas and that the DA given does not meet the minimum basic requirements. A Field Travel Allowance of Rs.500 per day over and above the admissible DA has, accordingly, been demanded. The Commission has recommended revision of DA rates so as to ensure full reimbursement of the expenditure actually incurred within the prescribed limits. In any case, the expenditure on boarding/lodging in remote places cannot be very high and in most cases the arrangements would need to be made by the organization itself. **The demand cannot, therefore, be conceded.**

Sabbatical Leave 7.10.46 It is suggested that Sabbatical Leave which is generally granted to University Teachers for specific studies and exposure to industries be extended to Scientists with 10 Years of regular service. **In the Commission's view, this can be better achieved by contractual appointments in the Government which will give Scientists the flexibility to alternate between the Government and private sectors.**

Department of Ex-Servicemen Welfare

7.10.47 The posts in this department shall, accordingly, be placed in the corresponding replacement pay bands. Recommendations on the common issues, common categories, etc. in Part I of the Report shall also apply.

Ministry of Development of North Eastern Region

Introduction

7.11.1 The Ministry of Development of North Eastern Regional (DONER) was set up in September 2001 to act as the nodal Department of the Central Government for dealing with matters pertaining to socio-economic development of the eight States of North East i.e. Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Tripura and Sikkim.

Organizational structure

7.11.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	146	62
B	78	54
C	324	178
D	224	125
Total	772	419

Recommendations

7.11.3 All the existing posts in this organisation, not belonging to common categories, are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts shall be governed by recommendations made in Chapter 3.8.

Ministry of Earth Sciences

Introduction

7.12.1 The Ministry of Earth Sciences was created in 2006 by merging Department of Ocean Development with Indian Meteorological Department (IMD); National Centre for Medium Range Weather Forecasting (NCMRWF); Indian Institute of Tropical Meteorology (IITM), Pune and Earthquake Risk Evaluation Centre (EREC). The Ministry's mandate is to look after Atmospheric Sciences, Ocean Science & Technology and Seismology in an integrated manner. Group-wise distribution of posts in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	538	400
B	2612	2325
C	3351	2317
D	2165	1660
Total	8666	6702

Indian Meteorological Department

7.12.2 Indian Meteorological Department was established in 1875. The current area of activities includes Aviation Meteorology, Agriculture Meteorology, Satellite Meteorology, Ocean Meteorology, Hydrology, Seismology, Earthquake Risk Evaluation, Positional Astronomy and related fields.

Demands-Assistants

7.12.3 Parity of Assistants in field organisations with those in Central Secretariat Service has been demanded. The Commission has already considered this issue in Chapter 3.1. **The recommendations contained therein shall apply in this case as well.**

Scientific/Technological posts

7.12.4 Higher pay scales have been demanded for various scientific/technological posts in Indian Meteorological Department. No anomaly exists in the extant pay scales of these posts. **The posts categorized as scientific staff shall, in any case, be governed by the recommendations made in Chapter 3.5.**

<i>Common categories</i>	7.12.5 Higher pay scales have been demanded for various common category posts in the Ministry. The Commission has discussed these categories in Chapter 3.8. The recommendations contained therein shall also apply for the common category posts in this Ministry.
<i>Flexible Complementing Scheme</i>	7.12.6 Certain changes have been demanded in the existing Flexible Complementing Scheme (FCS). It has been proposed that the Flexible Complementing Scheme may be extended upto the level of ADGM on one hand and to the various posts of Technicians on the other. Various issues relating to FCS have been considered by the Commission in Chapter 3.5. The recommendations contained therein shall apply in this Ministry also.
<i>Technical Assistants</i>	7.12.7 Technical Assistants in Centre for Marine Living Resources & Ecology, Kochi are presently in the pay scale of Rs.4500-7000. Minimum qualification for the post includes 3 years diploma in engineering or a degree in science. Keeping in view the functions attached to the post as well as the minimum qualification prescribed, Commission recommends that the post may be placed in the Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. This will place the post on par with Senior Technical Assistants in the Institute who are in the scale of Rs.5500-9000 because the Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. The posts would, therefore, stand merged or treated equivalent.
<i>Group D posts</i>	7.12.8 Higher pay scales have also been sought for many Group D categories. The Commission has addressed all issues relating to Group D staff in Chapter 3.8. The recommendations contained therein shall also apply to the Group D posts in this Ministry.
<i>Senior Observer</i>	7.12.9 Higher pay scale for Senior Observer in various Meteorological Observatories under IMD has been sought on the ground that their established parity with analogous posts in Departments like CPWD, Income Tax, Customs, Telecom, etc. was disturbed. It is seen that no relativity can be established between the post of Senior Observer and the posts in the pay scale of Rs.6500-10500 in organisations like CPWD, Income Tax, Customs, etc. In any case, the post will benefit on account of restructuring of pay bands and grade pay being recommended by the Commission. No other recommendation is necessary.

Ministry of Environment and Forests

Objectives and Mandates

7.13.1 The Ministry of Environment and Forests is primarily concerned with the implementation of policies, programmes and constitutional responsibilities relating to conservation of the country's natural resources including lakes and rivers, its biodiversity, forests and wildlife, ensuring the welfare of animals and prevention and abatement of pollution. The Ministry is engaged in formulation of environmental policies and their implementation in the country. The activities of this Ministry are linked with the conservation of the natural resources.

7.13.2 The Ministry is headed by Secretary, Environment and Forests. There are 3 Additional Secretaries and 1 Additional Secretary and FA. There are 6 posts of Joint Secretaries, 6 posts of Advisers, 1 post of Economic Adviser and 1 post of Chief Engineer in the pay scale of Rs.18400-22400. Group-wise strength in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	154	82
B	97	70
C	644	480
D	305	227
Total	1200	859

Botanical Survey of India

7.13.3 Restructuring of the Scientific Cadre, Ministerial cadre, Personnel staff, Drawing and Photography staff, Caretaker staff, Security staff, Library staff and various Group D posts has been demanded. The Commission is not considering individual cadre reviews. No action can, therefore, be taken on these demands. Posts belonging to Ministerial cadre, personnel staff, other common category posts and Group D posts will, in any case, be governed by the general recommendations made for these categories by the Commission. The common demands relating to LTC, ACPS, GPF, Pension, various allowance and advances/leave related matters have been addressed in the Chapters relating to these topics.

Forest Staff in various UTs

7.13.4 Forest personnel in different UTs have demanded higher pay scales. These demands have been addressed in the Chapter on Union Territories.

Zoological Survey of India

Ministerial & Group D posts

7.13.5 Higher pay scales have been sought for various scientific, technical, ministerial and group D posts in Zoological Survey of India. The proposals are in the nature of cadre review. No anomaly exists in the extant pay scales of any of the posts. Recommendations made in Chapter 3.7 for Group D posts and in Chapter 3.8 for Common Categories would apply. **For remaining posts, only the replacement pay bands and grades pay may apply**

Implementation of Fifth CPC recommendations

7.13.6 It has also been stated that recommendations of Fifth CPC contained in para 51.29 to 51.38 of the Report have not been implemented in ZSI. The recommendations in para 51.29 to 51.38 of the Fifth CPC Report were for common category of Scientific Staff. These recommendations were not to be followed in each and every case but were more in the nature of general guidelines to be adopted for the category of scientific staff. The Fifth CPC had considered all aspects relating to ZSI in paras 64.38 to 64.46 of the Report and had made certain recommendations regarding posts of Assistant Zoologist wherein 32 of the then existing 72 posts were recommended for being upgraded to the scale of Rs.7500-12000. These recommendations were accepted and notified. **No ground, therefore, remains that recommendations of Fifth CPC have not been accepted in the case of scientific staff of ZSI.**

Senior Zoological Assistant

7.13.7 **The post of Senior Zoological Assistant will be upgraded to the scale of Rs.6500-10500 on account of restructuring of the pay scales being recommended.**

Taxidermist Grade I and Grade II

7.13.8 The posts of Taxidermist Grade I and Grade II are presently in the respective pay scales of Rs.6500-10500 and Rs.5500-9000. Functions of these posts are similar. The posts will come to lie in an identical scale on account of restructuring being proposed. **The posts may, therefore, be merged.**

Junior Administrative Officer

7.13.9 Presently, the post of Junior Administrative Officer exists in an identical scale as that of Assistant (Rs.6500-10500). Junior Administrative Officer being higher in the hierarchy needs to be extended a higher scale. **Accordingly, the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 shall be extended to the post of Junior Administrative Officer.**

Posts in National Museum - Demands & Analysis

7.13.10 The post of Education Assistant exists in the National Museum of Natural History, New Delhi in the scale of Rs.4500-7000. The post carries minimum qualification of B.Sc. and B.Ed. or two years' experience. The nature of duties is to provide guidance to the visitors in the museum and to organize educational activities for teachers. Parity has been demanded with the similarly designated post in Pushpa Gujral Science City as well as posts of Museum Lecturer in National Museum, New Delhi. No relativity can be established with the posts in Pushpa Gujral Science City as the Institute is an autonomous Institute. The post of Museum Lecturer in National Museum carries higher qualifications. Therefore, no relativity can be established. **As such, the post of Education Assistant in the National Museum of Natural History, New Delhi may be extended the corresponding replacement pay band and grade pay.**

Other posts in National Museum

7.13.11 **Employees belonging to B, C & D in National Museum of Natural History have demanded extension of Flexible Complementing Scheme. The Scheme of FCS is limited to Group A. The Commission is not inclined to extend it to other categories.** These posts shall be covered by the Modified Assured Career Progression Scheme which will streamline the existing scheme of ACP.

Demands relating to IFS

7.13.12 The Ministry of Environment and Forests is the cadre controlling authority for Indian Forest Service. Relevant recommendations relating to this service have been made in Chapter 3.2 relating to All India Services.

Ministry of External Affairs

Introduction

7.14.1 Ministry of External Affairs is responsible for country's foreign relations. The Central Passport Organisation which issues Passports to the citizens is a subordinate office of this Ministry. The Ministry is headed by the Foreign Secretary. Group-wise distribution of posts in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	1126	1052
B	2223	2089
C	2416	1992
D	1112	1072
Total	6877	6205

Indian Foreign Service

7.14.2 Indian Foreign Service (A) and Indian Foreign Service (B) are two organized services under the administrative control of this Ministry. The two respective services have been discussed in Chapters 3.3 and 7.32 relating to Central Services Group A and Central Services Group B.

Ministerial posts in the Ministry

7.14.3 Ministry of External Affairs does not participate in the Central Secretariat Services Scheme. However, parity has always existed between the officials working in this Ministry and those working in other Ministries that participate in the Central Secretariat Service Scheme. The Government had upgraded the pay scales of Assistants in Central Secretariat Service and also introduced the pay scale of Rs.8000-13500 for Section Officers of that service. The Commission has separately recommended full parity between Secretariat and Field Offices. This will naturally entail parity between various Secretariat offices irrespective of whether they participate in the Central Secretariat Service Scheme or not. **To put the issue beyond any doubt, the Commission recommends that various ministerial posts in Ministry of External Affairs should be treated on par with similarly placed posts in Central Secretariat Service and Central Secretariat Stenographers Service with every benefit being simultaneously extended to the analogous posts in this Ministry as well.**

- Security Guards* 7.14.4 The Fifth CPC had recommended that Security Guards in MEA should be brought on par with CISF. **This equation should be continued and the higher pay scales recommended for analogous posts in CISF be extended in respect of the Security Guards in MEA.**
- Central Passport Organisation* 7.14.5 A demand has been made for upgrading the pay scale of Assistant in Central Passport Office on par with the Assistants in Secretariat. In consonance with the recommendation ensuring parity between Field Offices and Secretariat Offices, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. Consequently, **the post of Assistant in Central Passport Office would automatically be placed in the scale of Rs.6500-10500 corresponding to the revised pay band of Rs.8700-34800 along with grade pay of Rs.4200. Simultaneously, the next higher post of Superintendent would need to be placed in the scale of Rs.7450-11500 corresponding to the revised pay band of Rs.8700-34800 along with a grade pay of Rs.4600.** Higher pay scales for Public Relation Officer, Assistant Passport Officer and Passport Officer have also been demanded. These demands are not justified as no anomaly currently exists in their respective pay scales. **Accordingly, only the corresponding revised pay bands with grade pay shall apply to these posts.**
- Residential accommodation for postings in non-family stations* 7.14.6 MEA officials posted from Delhi to non-family stations like Iraq and Afghanistan are allowed to retain their Government accommodation in Delhi for their family. However, there is no provision for allotment of Government accommodation in Delhi for the family of officials posted directly from missions/posts abroad to a non-family station. This creates difficulty for both the officials and their families as in most cases the official does not have alternate housing facility for his family. It has been suggested that some provision should be made for allotment of Government accommodation in Delhi for MEA officials who are posted directly from a post abroad to a non-family station abroad. This demand is merited. **Accordingly, in all cases of postings directly from Missions/Posts abroad to a non-family station, MEA officials may be provided with Government accommodation in Delhi for their family. In case no official accommodation is available, the officers should be given HRA for the period they are not provided with Government accommodation in Delhi.**
- Miscellaneous* 7.14.7 Cipher Assistants are presently given Keyman Allowance of Rs.200 for additional duties. **As per the general policy, the amount of this allowance should also be doubled. Further, the amount should be raised by 25% every time the DA increases by 50%.** IFS officers are given additional leave of 15 days while posted abroad. A similar facility has been demanded for non-IFS cadres of

MEA during their postings abroad. This demand appears justified. **The Commission, accordingly, recommends additional leave on par with IFS Officers for MEA personnel belonging to non-IFS cadres during their postings outside India.**

Ministry of Finance

Introduction

7.15.1 Ministry of Finance is responsible for all economic and financial matters of the Central Government. It comprises 3 Departments viz., Department of Economic Affairs, Department of Expenditure and Department of Revenue. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	12840	10234
B	54418	47367
C	46389	34603
D	27348	23779
Total	140995	115983

Department of Economic Affairs

Introduction

7.15.2 DEA is headed by the Secretary, Economic Affairs. It is the nodal agency to formulate country's economic policies and programmes having a bearing on internal and external aspects of economic management. It is also responsible for preparation of the Union Budget every year. Other main functions include formulation and monitoring of economic policies at the macro level, raising external resources through Official Development Assistance (multilateral and bilateral)/commercial borrowings abroad and production of bank notes/coins, postal stationery, postal stamps, etc. The Department is the cadre controlling authority for Indian Economic Service (IES).

Assistant (Excluded) and Section Officer (Excluded) in the Budget Division

7.15.3 The posts of Section Officer (Excluded) and Assistant (Excluded) exist in the Budget Division of Department of Economic Affairs. These posts do not belong to the Central Secretariat Service. The post of Assistant (Excluded) is in a lower pay scale of Rs.5500-9000. The post of Section Officer (Excluded) is in the scale of Rs.7450-11500 which is higher than the entry level scale of Section Officers in Central Secretariat (Rs.6500-10500). They have, however, not been given the benefit of the scale of Rs.8000-13500 on completion of 4 years service in the grade as is available to the

Section Officers of Central Secretariat Service. It has been proposed that the post of Assistant (Excluded) should be given the pay scale of Rs.6500-10500 on par with Assistants of Central Secretariat Service. The scale of Rs.8000-13500 has been demanded for the post of Section Officer (Excluded). Insofar as the post of Assistant (Excluded) is concerned, it will automatically be placed in the scale of Rs.6500-10500 corresponding to the revised Pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 on account of restructuring of the pay scales being recommended by the Commission. Insofar as the post of Section Officer (Excluded) is concerned, it is presently in a higher pay scale vis-à-vis the entry level scale of Section Officers. The Commission has, however, recommended that Section Officers of Central Secretariat may also be upgraded to Rs.7450-11500. The post will, therefore, be placed on par with the Section Officers of CSS. It should consequently be treated on par insofar as grant of the higher scale of Rs.8000-13500 in Group 'B' after 4 years of service is concerned. **The Commission, accordingly, recommends that the post of Section Officer (Excluded) should be given the Pay Band PB-2 of Rs.8700-34800 along with grade pay of Rs.5400 on completion of 4 years service as is available to the Section Officers in Central Secretariat Service. Department of Economic Affairs should, henceforth, adopt an open method of selection for making an appointment to these posts so that the services of the best available talent are utilized.**

*Posts in India
Government Mints*

7.15.4 Government Mints have now been corporatised. However, issues relating to pay scales have been addressed in this Report since these recommendations shall apply from 1/1/2006 and will have a bearing on fixation of the pay of concerned employees at the time of corporatization.

7.15.5 The posts of Assistant Class II and Class III in trades as well as non trades category are presently in an identical pay scale of Rs.3050-4590 despite Assistant Class III being a feeder post for promotion as Assistant Class II. The next higher post in the hierarchy is the post of Assistant Class I existing in the pay scale of Rs.4000-6000. To demarcate the feeder and promotion posts clearly, **the Commission recommends that post of Assistant Class II should be placed in Pay Band PB-1 of Rs.4860-20200 along with grade pay of Rs.2000 which corresponds to the pre-revised pay scale of Rs.3200-4900.**

7.15.6 Higher scale of Rs.6500-10500 has been proposed for the posts of Engineers and Melters. The higher scale will automatically accrue to these posts on account of the proposed merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500.

*India Security
Press and
Currency Note
Press*

7.15.7 Higher pay scales have been sought for various posts in the cadres of Supervisor, Inspector and Works Engineer. The posts of Junior Supervisor, Inspector (Control), Deputy Works Engineer and Store Keeper that are presently in the scale of Rs.5500-9000 shall automatically be placed in the Pay Band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised scale of Rs.6500-10500. **Insofar as the next higher posts of Supervisor, Deputy Control Officer and Works Engineer are concerned, it is observed that these posts are presently in the pay scale of Rs.6500-10500 and will come to lie in an identical scale as that of their feeder posts on account of restructuring of pay scales recommended by the Commission. Accordingly, the Commission recommends that these posts be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.** Higher pay scales have been demanded for the posts of Chief Estate Custodian and Assistant Estate Custodian. No anomaly exists in the present pay scales. The duties attached and the qualifications prescribed for these posts do not warrant a higher pay scale. **The posts of Chief Estate Custodian and Assistant Estate Custodian would, therefore, be extended the corresponding revised pay bands and grade pay.** Higher scales have been sought for various categories of para medical staff in these Presses. **The Commission has considered various para medical categories in Chapter 3.6 of the report. The recommendations contained therein shall also apply to these posts.** This will also extend to similarly placed posts of para medical staff in other Mints/Presses under Department of Economic Affairs as well.

*Engineers in
Calcutta Mint*

7.15.7 Higher pay scales have been sought for various posts of Engineers in the Calcutta Mint. The existing pay scales for these posts are appropriate. Some of the posts that are presently in the scale of Rs.5500-9000 will automatically be upgraded to Rs.6500-10500 on account of the merger of pay scales being recommended by the Commission. No other upgradations are considered justified. **Consequently, all posts shall be accorded the corresponding revised pay bands and grade pay.**

7.15.8 **Assistant Class-II in this Mint shall be placed in the pay scale of Rs.4500-7000 corresponding to the revised pay band PB-1 of Rs.5120-2000 along with grade pay of Rs.2800 so as to place them in a higher scale vis-à-vis the feeder post of Assistant Class-III.** Posts of Assistant Class-I and Assistant Mistry are also in the pay scale of Rs.4000-6000. To differentiate between these two posts, a higher pay scale for the post of Assistant Mistry being the promotion post would ordinarily have been recommended. However, the post belongs to the workshop category and the

recommendations made for this common category shall equally apply in Calcutta Mint as well. **No separate recommendations are, therefore, being given. Pay scales attached to the posts of Translators and ministerial staff shall be governed as per the recommendations made by the Commission in Chapter 3.1 of the report.** The employees of this Mint have demanded withdrawal of the New Pension Scheme. The Commission is unable to make any recommendation on this issue as this scheme is outside the Terms of Reference of the Commission.

Security Printing Press

7.15.9 Technical Wing Officers in this Press are presently in the pay scale of Rs.6500-10500. A higher pay scale has been demanded for these posts. The Commission is of the view that a higher pay scale would need to be provided to these on account of the proposed merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Accordingly, the post of Technical Wing Officers shall be placed in the next higher pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.** Higher pay scales on par with those existing in Secretariat have been demanded for ministerial posts in various Security Printing Presses. The Commission has already recommended parity between headquarters organizations and field offices in Chapter 3.1 of the report. The recommendation made therein shall apply in this case as well. Presently, post of Foreman (Printing) is in a higher scale of Rs.5500-9000 vis-à-vis its promotion post of Assistant Technical Officer that exists in the pay scale of Rs.5000-8000. This anomaly has been created as the Hon'ble Central Administrative Tribunal directed upgradation of the pay scale of Foreman (Printing) from the scale of Rs.4500-7000 to that of Rs.5500-9000. The Commission, in any case, has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. This will place the posts of Foreman and Assistant Technical Officer in an identical scale. The post should, therefore, be merged. The next higher post **of Dy. Technical Officer in the scale of Rs.6500-10500 shall consequently be upgraded to Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

Department of Expenditure

Introduction

7.15.10 Department of Expenditure comprises the Establishment Division, Plan Finance Division, Finance Commission Division and the Cost Accounts Branch. Office of Controller General of Accounts and the Staff Inspection Unit also exist under this department. Posts in this Department shall be covered by the recommendations made in Chapters 2.2, 3.7 and 3.8. Issues relating to office of Controller General of Accounts have been addressed in Chapter 7.56.

Department of Revenue

Introduction

7.15.11 Department of Revenue functions under the overall administrative direction and control of the Secretary (Revenue). It exercises control in respect of matters relating to all the direct and indirect taxes through two statutory Boards, namely, the Central Board of Direct Taxes (CBDT) and the Central Board of Customs and Central Excise (CBEC). Each Board is headed by a Chairman who is also ex-officio Special Secretary to the Government of India. Matters relating to the levy and collection of all the Direct Taxes are looked after by CBDT, whereas those relating to levy and collection of customs and central excise duties and service tax fall within the purview of CBEC. The two Boards were constituted under the Central Board of Revenue Act, 1963. CBDT has six Members and CBEC has five Members. The Members are also ex-officio Additional Secretaries to the Government of India.

CBDT & CBEC

7.15.12 Central Board of Direct Taxes and Central Board of Excise & Customs have demanded functional autonomy on the lines of Railway Board. This demand was made before the Fifth Central Pay Commission also. The last Pay Commission had observed that no parity of these two Boards could be established vis-à-vis the Railway Board because the latter was purely a commercial organization whereas the task of levying taxes was the sovereign function of the State and as such had to be kept under the overall control of Department of Revenue. The observations made by the last Pay Commission are justified. **Hence, the demand for autonomy cannot be conceded.**

Non-executive posts in CBDT and CBEC

7.15.13 The posts of Inspector and equivalent exist in CBDT as well as CBEC. The Fifth CPC had recommended the scale of Rs.5500-9000 for these posts. The pay scale of these posts was, however, upgraded to Rs.6500-10500. Demands have been received from other posts existing in the scale of Rs.5500-9000 in these two Boards seeking similar dispensation. The Commission has recommended merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 which will automatically meet this demand. **Hence, no specific recommendation on demands seeking such upgradations is being made.**

7.15.14 Fifth Central Pay Commission had recommended the pay scale of Rs.6500-10500 for the posts of Appraiser/Superintendent (Preventive)/equivalent in CBEC and the post of Income Tax Officer/equivalent in CBDT. The Government, in 2004, upgraded the pay scales of these posts to Rs.7500-12000. Various posts in ministerial cadres that earlier were in the pay scale of Rs.6500-10500 have demanded an identical dispensation in order to maintain their

relativity. The Commission would like to clarify that **posts in ministerial cadres cannot claim any relativity with those in the executive cadre as the functions are different. Mere fact of two posts being in the same pay scale cannot be a ground for establishing relativity.** However, the ministerial posts will get a separate dispensation because the Commission has recommended parity between headquarters organizations and the field offices in chapter 3.1 of the report. **The recommendations made therein shall apply to the ministerial cadre in CBDT and CBEC as well without any relativity being established vis-à-vis the posts belonging to the executive cadre.**

Senior Tax Assistants

7.15.15 An anomaly has been reported in case of Senior Tax Assistants who are presently eligible for promotion as Inspector as well as Deputy Office Superintendent. It is stated that Senior Tax Assistants, if they are promoted as Deputy Office Superintendent, reach the scale of Rs.5500-9000. However, in case of promotion as Inspector, they are placed in the scale of Rs.6500-10500 which is anomalous especially because they function under Deputy Office Superintendent before promotion as Inspector. The Commission has recommended merger of the pre-revised scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 which will place the posts of Inspector and Deputy Office Superintendent in an identical pay scale. **No specific recommendation is, therefore, necessary in this case.**

Retrospective revision for executive posts

7.15.16 A demand has also been made for allowing the scale of Rs.6500-10500 in case of Inspector/equivalent and of Rs.7500-12000 in case of Appraisers/Superintendents/Income Tax Officers/equivalent retrospectively from 1.1.1996. The Commission, as a general rule, is not considering demands seeking retrospective application of some or the other order unless a clear-cut and manifest anomaly that cannot be corrected other than through such retrospective revision is made out. Such is not the case here. The demand cannot, therefore, be considered.

Appraiser/analogous posts

7.15.17 Higher scale of Rs.8000-13500 has been sought for the posts of Appraiser /Superintendents/Income Tax Officer/equivalent in CBEC and CBDT. The higher scale has been demanded on the ground that these posts are comparable with Deputy Superintendents of Police in CBI who are already in the scale of Rs.8000-13500. It is observed that the Fifth Central Pay Commission had specifically noted that no relativity could be established between executive posts in Income Tax and Customs vis-à-vis those existing in CBI. Although the recommendation was made with reference to the post of Inspector, the same cannot but hold true for the next higher posts in the hierarchy of these organizations.

Further, the pay scale of Rs.8000-13500 is the entry pay scale for Group A posts of Assistant Commissioner/equivalent. The post of Assistant Commissioner is a promotion post for Superintendents/Appraisers/ITOs, etc. **Therefore, even otherwise, this scale cannot be granted.**

7.15.18 Historically, parity has existed between the posts of Constable in CPOs and Notice Server. The Commission has recommended that all the Constables in CPOs shall be placed in the pay scale of Rs.3200-4900. **The Notice Server may also be similarly upgraded and placed in the scale corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2000.**

*Customs, Excise
and Service Tax
Appellate Tribunal
(CESTAT)*

7.15.19 The Members of the Tribunal are presently in the pay scale of Rs.22400-26000. They have demanded the higher pay scale of Rs.24050-26000. The Commission has recommended merger of the pay scales of Rs.22400-26000 and Rs.24050-26000 in the revised pay band PB-4 of Rs.39200-67000 along with a grade pay of Rs.13000. **This will automatically meet the demand.**

*Central Bureau of
Narcotics*

7.15.20 Posts of Inspectors and Sub Inspectors exist in Central Bureau of Narcotics. Central Bureau of Narcotics is responsible for controlling various aspects relating to cultivation of opium in the country. Post of Inspector (Narcotics) exists in this bureau in the pay scale of Rs.5000-8000. They have demanded parity with Inspectors of Central Excise. The same demand was considered by the Fifth Central Pay Commission, who, however, did not concede such parity on the ground that 2/3rd of the total posts of Inspector (Narcotics) were filled by promotion of Sub Inspectors who were only Matriculates and Upper Division Clerks/Stenographers. It is seen that 1/3rd of the posts of Inspector (Narcotics) are filled by direct recruitment of graduates through the Staff Selection Commission. Direct recruitment to the post of Inspectors in Central Excise is also made similarly. The duties and responsibilities attached to these posts whether in Central Excise or in the Bureau are similar. The difference is, therefore, limited to the fact that whereas 2/3rd of the total posts of Inspectors (Central Excise) are filled by direct recruitment of graduates through the Staff Selection Commission, only 1/3rd of the total posts of Inspector (Narcotics) are similarly filled. This difference by itself cannot justify different pay scales for these posts. The Commission has recommended parity between the Secretariat and field organizations even though method of recruitment at different levels in the Secretariat and the field organizations is different. **Accordingly, the Commission recommends that post of Inspector (Narcotics) in the Central Bureau of Narcotics should be brought on par with the post of Inspector (Central Excise). This will, in any case, happen on account of restructuring of pay bands being recommended. The**

post of Inspector (Narcotics) in the Central Bureau of Narcotics shall, accordingly, be placed in the scale of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. The method of recruitment to this post should also be made similar as that prescribed for the post of Inspector (Central Excise). **Hence, the method of recruitment for this post should be changed so that 1/3rd of the posts are filled by direct recruit of graduates through the Staff Selection Commission, 1/3rd by Limited Departmental Competitive Examination and the remaining on promotion.**

7.15.21 A higher pay scale has also been sought for the post of Sub Inspector in the Narcotics Control Bureau. The post is presently in the pay scale of Rs.4000-6000 and constitutes feeder cadre for promotion as Inspector (Narcotics). It is observed that posts of Upper Division Clerks and Stenographers also are a feeder cadre for promotion as Inspector (Narcotics). Presently, all these posts are in an identical pay scale of Rs.4000-6000. Placing Sub Inspectors in a higher pay scale will disturb this relativity. **Consequently, higher pay scale cannot be recommended for this post.**

7.15.22 A demand has been made for providing appropriate insurance cover to the officials in this bureau as their duties involve an element of risk. **The Commission recommends that the Government should extend appropriate insurance cover to various categories of employees involved in hazardous duties in the Bureau.** This is also in consonance with the recommendations made by the Commission in Chapter 4.2 regarding providing appropriate insurance cover in place of the existing risk allowance to persons working on jobs of hazardous nature.

*Enforcement
Directorate*

7.15.23 Enforcement Directorate is headed by Director and is concerned with enforcing the provisions of FEMA and PMLA. It is also concerned with offences relating to foreign exchange including adjudication and prosecution of offenders in appropriate cases.

7.15.24 The posts of Assistant Enforcement Officer and Chief Enforcement Officer have traditionally been on par with the posts of Inspectors and ITOs/analogous posts in CBDT and CBEC. Subsequent to upgradation of posts of Inspectors/ITOs/analogous posts in CBDT and CBEC, the Government also upgraded the posts in Enforcement Directorate but with a time lag. **Since the parity between these posts is well established, the Commission recommends that the same should be maintained in future.**

*Directorate of
Revenue
Intelligence*

7.15.25 The corresponding replacement pay bands and grade pay shall apply to the various posts in this organization.

Ministry of Food Processing Industries

Introduction

7.16.1 Ministry of Food Processing Industries was set up in July 1988. It is the main central agency of the Government responsible for developing a strong and vibrant food processing sector with a view to create increased job opportunities in rural areas, enable the farmers to reap benefits from modern technology, create surplus for exports and stimulate the demand for processed food. It comprises following posts :

Group	Sanctioned strength	In Position
A	86	56
B	73	57
C	73	59
D	44	29
Total	276	201

Organisation

7.16.2 The Ministry has a Directorate of Fruit and Vegetables Processing (F&VP) which is responsible for implementation of Fruit Products Order (FPO), 1955 to ensure sale and manufacture of hygienic and good quality products. The Directorate provides guidance to units on better adherence to quality and hygiene in the manufacture of products. The Directorate of F&VP has five regional Offices at Delhi, Kolkata, Mumbai, Chennai and Guwahati & one sub Regional office at Lucknow. An autonomous body called Paddy Processing Research Centre also exists under the administrative control of the Ministry. This Institute was started in 1973 and registered in December 1984 as a society. It is fully funded by the Ministry.

Directorate of Fruit & Vegetable Preservation

7.16.3 The hierarchy of technical/scientific posts in the Directorate of Fruit & Vegetable Preservation (DFVP) is Inspector (Rs.5500-9000), Junior Inspecting Officer (Rs.6500-10500), Senior Inspecting Officer (Rs.8000-13500), Deputy Director (Rs.10000-15200), Joint Director (Rs.12000-16500) and Director (Rs.14300-18300). The direct recruitment is at the levels of Inspector (Rs.5500-9000), Junior Inspecting Officer (Rs.6500-10500) and Senior Inspecting Officer (Rs.8000-13500). The essential qualifications

prescribed for direct recruitment at all the levels are the same except that the number of years of experience required varies. The essential qualifications required include Degree in Chemical Engineering or Technology with Food/Fruit Technology as one of the subjects or equivalent or Degree in Science (with Chemistry as one of the subject) or Degree in Agriculture with Post Graduate diploma in Fruit Technology or equivalent. The officers of the directorate are responsible for enforcement and implementation of the Fruit Products Order, 1955 and thereby ensure the quality of processed foods and safety of consumers. The directorate also regulates the pre-shipment inspection and continuous inspection schemes for quality certification of processed fruit and vegetable products for export. The qualifications required and nature of duties of the officers in DFVP is similar to officers in Directorate of Marketing and Inspection (Ministry of Agriculture) but the pay scales in DFVP are lower. A demand has been made that pay scale of Inspector (F&VP), DFVP may be upgraded from Rs.5500-9000 to Rs.6500-10500 since (i) he is required to perform the statutory duties, (ii) the post of Inspector in other Departments, viz., Revenue etc., has been upgraded to Rs.6500-10500 and (iii) the equivalent post of Marketing Officer in Directorate of Marketing & Inspection (under Ministry of Agriculture) is in the pay scale of Rs.6500-10500.

Upgradation of the post of Inspector

7.16.4 The post of Inspector would automatically be placed in the scale of Rs.6500-10500 on account of the restructuring being proposed in the new pay band structure. This will place post of Inspector on par with Junior Inspecting Officer. The posts of Inspector and Junior Inspecting officer can, therefore, be merged especially as the minimum qualifications for both the posts are identical in terms of educational qualifications prescribed. This will also go a long way in eliminating stagnation which invariably happens when direct recruitment is made at two consecutive levels. **The Commission, accordingly, recommends that the post of Inspector should be merged with that of Junior Inspecting Officer in the scale of Rs.6500-10500. No other modifications in the existing structure are necessary.**

Marketing Officer and Senior Marketing Officer

7.16.5 The post of Senior Marketing Officer (Meat Food Products Order) is a Group A post which can be filled either by direct recruitment or by promotion. The post is concerned with maintaining the quality and safety of the meat food products. The minimum qualification for this post is B.V.Sc. with valid registration with Veterinary Council of India which is equivalent to MBBS. The Senior Marketing Officer (MFPO) is responsible for implementation of Meat Food Product Order, 1973 and ensures the overall quality of the meat food products and thereby the safety of consumers. The pay scale of Senior Marketing Officer (MFPO) is

Rs.10000-15200. The pay scale of Deputy Director (FPO) in the same Ministry is also Rs.10000-15200 even though the minimum qualification for that post is B.Tech/B.Sc (Chemistry/Agriculture) only. It has been demanded that the pay scale of Senior Marketing Officer (MFPO) be upgraded from the present scale of Rs.10000-15200 and the status quo maintained at par with medical professionals. Simultaneously, a higher pay scale has been demanded for the lower post of Marketing Officer (Meat Food Products Order) which is a Group A post filled by direct recruitment. The minimum qualification for this post is B.V.Sc. with valid registration with Veterinary Council of India which is equivalent to MBBS. The Marketing Officer (MFPO) is responsible for implementation of Meat Food Product Order, 1973 and ensures the overall quality of the meat food products and thereby the safety of consumers.

7.16.6 The Fifth CPC had prescribed the minimum scale of Rs.8000-13500 for all posts carrying minimum qualifications of MBBS/equivalent with valid registration with the concerned medical council. The post of Marketing Officer is already in the scale of Rs.8000-13500. No further upgradation is, therefore, necessary. The post of Sr. Marketing Officer being the promotion post for Marketing Officer is already in the scale of Rs.10000-15200. No further upgradation is necessary for this post especially since for MBBS Doctors also, the next promotion grade is in the scale of Rs.10000-15200. **Status quo should, therefore, be maintained in respect of pay scales of the posts of Marketing Officer and Sr. Marketing Officer (Meat Food Products Order).**

Ministry of Health and Family Welfare

Introduction

7.17.1 The Union Ministry of Health & Family Welfare is instrumental and responsible for implementation of various programmes on a national scale in the areas of health & family welfare, prevention and control of major communicable diseases and promotion of traditional and indigenous systems of medicine. Apart from these, the Ministry also assists states in prevention and control of the spread of seasonal outbreaks of diseases and epidemics through technical assistance. The Ministry comprises following two departments:-

- 1) **Department of Health and Family Welfare** - This Department looks after various matters relating to medicine and public health and plans measures for combating various communicable as well as non-communicable diseases. It is also concerned with various family welfare activities and programmes. Secretary (Health) heads this Department. One attached office i.e. Director General of Health Services exists under it. Central Health Service is under its administrative control.
- 2) **Department of Ayurveda, Yoga & Naturopathy, Unani, Siddha and Homoeopathy (Ayush)** - This Department is concerned with alternative systems of medicine. It was originally created as Department of Indian Systems of Medicine and Homeopathy in 1995. It is headed by a Secretary who is assisted by two Joint Secretaries and five Directors/Deputy Secretaries. On the technical side, there are four Advisers (two for Ayurveda and one each for Unani and Homoeopathy) and Deputy Advisers.

Organizational structure

7.17.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	3840	2859
B	2514	1991
C	13820	11003
D	12906	10283
Total	33080	26136

<i>General issues</i>	7.17.3 A large number of demands relating to various common categories, para medical staff and doctors have been dealt with in Chapter 3.8 and 3.6 of the Report. The recommendations contained therein will extend to all the cadres irrespective of the organisations. Consequently, these demands have not been individually discussed in this Chapter.
<i>Stenographers in CRI</i>	7.17.4 Stenographers working in Central Research Institute, Kasauli have demanded parity with stenographers in the Central Secretariat. The Commission has already recommended parity between similarly placed posts in field offices and headquarters. No specific recommendation is, therefore, necessary for this post.
<i>Assistant Administrative Officer in Safdarjung Hospital</i>	7.17.5 Assistant Administrative Officers in Safdarjung Hospital have demanded the higher pay scale of Rs.6500-10500. The post is presently in the pay scale of Rs.5500-9000 and will automatically be placed in the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 on account of restructuring of pay scales being recommended by this Commission. Any specific recommendation is, therefore, not necessary. Patient care allowance and risk allowance has been demanded for various posts in Administrative Officers cadre. No justification exists for extending any kind of risk cover for this category as their duties do not require them to come in close contact with patients.
<i>Restructuring of the administrative posts in Safdarjung Hospital</i>	7.17.6 Restructuring of the administrative posts in Vigilance and Coordination Section of Safdarjung Hospital has been sought. The Commission has recommended a flatter structure for ministerial posts. These recommendations shall apply to this category also. Problem of stagnation shall be alleviated under the scheme of running pay bands and Modified Assured Career Progression being recommended in this Report.
<i>LDCs and UDCs in the Central Drugs Testing Laboratory</i>	7.17.7 Higher pay scale has been proposed for the post of LDCs and UDCs in the Central Drugs Testing Laboratory, Mumbai. LDCs and UDCs are common category posts and a special dispensation cannot be granted to these posts existing in one particular organisation. As such, only replacement pay band and grade pay shall apply in this case.
<i>Assistant Store Superintendent and Store Superintendent in the Government Medical Store Depot</i>	7.17.8 Higher pay scales have been demanded for the posts of Assistant Store Superintendent and Store Superintendent in the Government Medical Store Depot. It has been stated that they supervise the functions of posts in higher pay scales. Consequently, they have to be placed in higher pay scale. The posts are presently in the pay scales of Rs.4500-7000 and Rs.5000-8000. It is also not a case where posts in higher pay scales are either reporting to or are a feeder grade for promotion as Assistant Store Superintendent/Store Superintendent. No anomaly,

therefore, exists in the extant pay scales of these posts. **Only the corresponding pay scales shall apply to these posts.**

Parity with CPWD

7.17.9 Specialized architecture wing exists in the Central Design Bureau in DGHS. The officers working in the Bureau have demanded parity with similarly placed posts in CPWD. The continued justification for maintaining a separate architecture wing in DGHS does not appear to exist. **It is, therefore, recommended that this cadre should be taken out of DGHS and merged in the architecture wing of CPWD.**

Teaching Nurses

7.17.10 Higher pay scales have been demanded for Teaching Nurses in Raj Kumari Amrit Kaur College of Nursing. The Commission has recommended higher pay scales for Nurses in various hospitals. **The Nurses in Hospitals have an established relativity with teaching nurses. This relativity may need to be maintained and the pay scales of various posts of teaching nurses in Raj Kumari Amrit Kaur College of Nursing as well as other nursing schools vis-à-vis posts of Nurses in various hospitals shall continue to be equated.** The post of Principal in Raj Kumari Amrit Kaur College of Nursing already exists in the pay scale of Rs.14300-18300. This scale does not exist in other Nursing cadres. **Accordingly, only the corresponding replacement running pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.7600 shall be extended to this post.**

Para Medical Worker in Leprosy Training and Research Institute, Lalpur

7.17.11 In Leprosy Training and Research Institute, Lalpur the pay scale of Para Medical Worker is same as that of Medical Supervisor/Health Visitor i.e. Rs.4000-6000. The Commission recommends that **the promotional post of Medical Supervisor/Health Visitor should be upgraded and placed in the scale of Rs.4500-7000 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with a grade pay of Rs.2800 which will ensure that the feeder and promotion post do not continue to exist in an identical pay scale.**

Separate streams for medical and non-medical scientists in CRI

7.17.12 Separate streams for medical and non-medical scientists in Central Research Institute, Kasauli have been demanded. It is stated that gross disparity exists in the pay and perks of non-medical scientists vis-à-vis their medical counterparts. It is observed that Medical specialists with post graduate qualification presently enter in the pay scale of Rs.10000-15200. This is in accordance with the pay scale recommended by the last Pay Commission for specialists. Similar entry cannot be recommended for non-medical scientists for whom the minimum qualifications of a post-graduate degree in the relevant field along with 3 years experience have been prescribed and who enter in the Group A entry level pay scale of Rs.8000-13500. **The pay scale of Rs.8000-**

13500 is appropriate for non-medical scientists at their entry level. Facility of NPA is allowed only to the medical doctors. It cannot be extended to other categories. The issue has also been discussed by the Commission in Chapter 4.2 of the Report. Insofar as risk allowance is concerned, the Commission has recommended replacement of risk allowance by free risk insurance in all cases where it is functionally required. **The post of scientists, whether medical or non-medical, may be extended this insurance cover if the same is justified functionally.**

Promotional avenues

7.17.13 Assistant Micro-Biologists in Lady Harding Medical College have demanded further avenues of promotion on the ground that the post existing in the pay scale of Rs.8000-13500 has no further promotional avenues. The Commission has recommended introduction of Modified Assured Career Progression for all categories of posts in Central Government including Group A. This will ensure financial upgradations for this post in a time bound manner. **No separate recommendations are, therefore, necessary.**

Assistant Technical Officers in Central Research Institute, Kasauli

7.17.14 Assistant Technical Officers in Central Research Institute, Kasauli have demanded the pay scale of Rs.6500-10500 on the ground that Fifth CPC had recommended 10 of these posts to be placed in such higher pay scale. The recommendation, however, was not implemented. The post will automatically be placed in the replacement pay band corresponding to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of the pay scales being recommended by the Commission. **No separate recommendation is, therefore, necessary. The posts coming to lie in an identical revised pay band and grade pay on account of the restructuring being proposed by the Commission may be merged. In case merger is not feasible on functional grounds, a proposal for upgrading the posts in the scale of Rs.6500-10500 to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 should be moved by the administrative Ministry.**

Research Officer in Homeopathy Pharmacopoeia Laboratory

7.17.15 Group A status has been sought for the post of Research Officer (Homeopathy) in Homeopathy Pharmacopoeia Laboratory, Ghaziabad. The post is already in the pay scale of Rs.8000-13500. The Fifth CPC had recommended that all posts requiring medical practice and a degree in the ISM&H may be placed in the entry Group A pay scale. The post already exists in the pay scale of Rs.8000-13500 and fulfills the minimum requirements prescribed by Fifth CPC for being classified as a Group A post. **The Commission, accordingly, recommends that the post may be placed in the pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.5400 which would automatically accord it the Group A status.**

AYUSH - Research Assistant and Senior Technical Assistant, Ayurveda 7.17.16 Research Assistant and Senior Technical Assistant, Ayurveda in Department of AYUSH have demanded the pay scale of Rs.8000-13500. It has been stated that the pay scale was earlier extended to these posts but was latter withdrawn and now needs to be restored. It is seen that the Fifth CPC had recommended the pay scale of Rs.8000-13500 only for the posts requiring medical practice as well as degree in ISM&H as the minimum qualification. The posts of Research Assistant and Senior Technical Assistant Ayurveda do not fulfill these conditions. **As such the posts cannot be upgraded and only the replacement pay band and grade pay shall apply in their case.**

Ministry of Heavy Industry & Public Enterprises

Introduction

7.18.1 Ministry of Heavy Industries and Public Enterprises promotes development and growth of capital goods and engineering industry in the country. It frames policy guidelines for Central Public Sector Enterprises (PSEs) and administers 48 PSEs. The Ministry comprises the Department of Heavy Industry and the Department of Public Enterprises.

Organizational structure

7.18.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	59	31
B	102	63
C	100	48
D	79	46
Total	340	188

Department of Heavy Industry

7.18.3 Department of Heavy Industry is concerned with the development of the heavy engineering industry, machine tool industry, heavy electrical industry, industrial machinery and auto-industry and administers 48 Central PSEs. The Department of Heavy Industry is headed by a Secretary to the Government of India who is supported by an Economic Adviser and an Integrated Finance Wing.

Department of Public Enterprises

7.18.4 The Department of Public Enterprises acts as a nodal agency for all Public Sector Enterprises (PSEs) and assists in policy formulation pertaining to the role of PSEs in the economy as also in laying down policy guidelines on performance improvement and evaluation, financial accounting, personnel management and in related areas. It also collects, evaluates and maintains information on several areas in respect of PSEs. DPE also provides an interface between the Administrative Ministries and the PSEs.

Recommendations

7.18.5 **All the existing posts in this organisation, not belonging to common categories, are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts shall be governed by recommendations made in Chapter 3.8.**

Ministry of Home Affairs

Introduction

7.19.1 The Ministry of Home Affairs (MHA) performs multifarious functions including those relating to internal security, Centre-State relations, para-military forces, border management, disaster management, administration of Union territories, etc. The Ministry extends manpower and financial support, guidance and expertise to the State Governments for maintenance of security, peace and harmony.

Organizational structure

7.19.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	14772	11070
B	22012	14376
C	642914	599622
D	55647	51845
Total	735345	676913

Departments under MHA

7.19.3 The Ministry comprises 6 Departments as under:-

- i) Department of Internal Security - This Department deals with matters relating to police, internal security and law & order, insurgency, terrorism, naxalism, Inter Services Intelligence (ISI) activities, rehabilitation, grant of visa and other immigration matters, security clearances, etc.;
- ii) Department of States - This Department deals with matters relating to Centre-State relations, Inter-State relations, administration of Union territories, freedom fighters, pension, human rights, prison reforms, police reforms, etc.;
- iii) Department of Home - This Department deals with matters relating to the notification of assumption of office by the President and Vice-President, notification of appointment/resignation of the Prime Minister, Ministers, Governors, nomination to Rajya Sabha/Lok Sabha, census of population, registration of births and deaths, etc.;

- iv) Department of Jammu and Kashmir (J&K) Affairs - This Department deals with matters relating to the constitutional provisions in respect of the State of Jammu and Kashmir and all other matters relating to the State, excluding those with which the Ministry of External Affairs is concerned;
- v) Department of Border Management - This Department deals with matters relating to management of international borders, including coastal borders, strengthening of border guarding and creation of related infrastructure, border areas development, etc.; and
- vi) Department of Official Language - This Department deals with matters relating to the implementation of the provisions of the Constitution relating to official languages and the provisions of the Official Languages Act, 1963.

7.19.4 There are 3 posts of Secretary in MHA. Department of Internal Security, Department of States, Department of Home, Department of Jammu and Kashmir Affairs and Department of Border Management are interlinked and function under the Union Home Secretary. Department of Border Management has a separate post of Secretary (Border Management). The Department of Official Language also has a separate Secretary and functions independently.

*Attached,
Subordinate offices
and allied
organisations under
MHA*

7.19.5 The Ministry has 25 attached and subordinate offices and 3 allied organizations as under :

Attached and Subordinate Offices

1. Intelligence Bureau
2. Border Security Force
3. Central Reserve Police Force
4. Central Industrial Security Force
5. Indo-Tibetan Border Police
6. National Security Guard
7. Sashashtra Seema Bal
8. Assam Rifles
9. Bureau of Police Research & Development
10. National Institute of Criminology and Forensic Science
11. Central Forensic Science Laboratory
12. National Crime Record Bureau
13. Directorate of Coordination Police Wireless
14. Central Hindi Training Institute

15. Central Translation Bureau
16. Narcotic Control Bureau
17. National Civil Defence College
18. Sardar Vallabhbhai Patel National Police Academy
19. National Fire Service College
20. Inter State Council Secretariat
21. Director General of Civil Defence and Home Guards
22. O/o Registrar General of India
23. Zonal Council Secretariat
24. Committee of Parliament on Official Language
25. Repatriator Co-operative Finance & Development Bank Ltd. (REPCO)

List of Allied Organisations

1. National Disaster Management Authority
2. National Institute of Disaster Management
3. National Foundation for Communal Harmony

Registrar General of India

7.19.6 The Office of Registrar General of India and Census Commissioner (ORGI) is an attached office of the Ministry. The Registrar General and Census Commissioner conducts the decennial population census and tabulates and disseminates the census data under the provisions of the Census Act, 1948, and the Census (Amendment) Act, 1993. He also co-ordinates, at the national level, the work relating to implementation of the Registration of Births and Deaths Act, 1969 and compilation of data of vital statistics on births and deaths; estimation of national and state level fertility and mortality measures under the Sample Registration System (SRS). Since the year 2003, the RGI has been functioning as National Registration Authority and the Registrar General of Citizen Registration under the Citizenship (Amendment) Act, 2003.

7.19.7 Office of RGI comprises following cadres :

Cadre	Strength
Statistical Cadre	2304
EDP Cadre	1404
Map Cadre	227
Administrative Cadre	537
Printing Cadre	41
Language Cadre	20
Social Studies Cadre	17
Others (including Group D)	1173
Total	5723

Statistical Cadre in RGI

7.19.8 In the Statistical Cadre, presently posts of Statistical Investigator exist in the following grades:-

Statistical Investigator Gr. I	Rs.6500-10500
Statistical Investigator Gr. II	Rs.5500-9000
Statistical Investigator Gr. III	Rs.5000-8000

7.19.9 The Commission has restructured the pay scales. This will necessitate certain modifications in the existing cadre structure of the common category posts of Statistical Cadre including the Statistical Cadre of RGI as well. **Accordingly, the Commission recommends the following structure for posts in the cadre of Statistical Investigators in RGI as well as in other organisations:-**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Statistical Investigator Gr. I	6500-10500	7450-11500	PB-2	4600
Statistical Investigator Gr. II/III#	5500-9000/ 5000-8000	6500-10500	PB-2	4200

These two grades shall stand merged.

In organisations where post of Statistical Investigator in the scale of Rs.7450-11500 already exists, the posts of Statistical Investigators in the scales of Rs.6500-10500 and Rs.7450-11500 shall stand merged.

7.19.10 Registrar General of India had sought parity of the various posts in the administrative cadre in the office of RGI with that of CSS/CSSS cadres. **The Commission has separately recommended parity between field and secretariat offices. This will meet the demand for parity in this case as well.** Restructuring of different cadres was also sought. However, the Commission has refrained from looking into restructuring of individual cadres as a well-defined procedure already exists within the Government for the same. No recommendation can, therefore, be made on this account.

Central Para Military Forces (CPMFs)

7.19.11 Presently there are 7 Central Para Military Forces under Ministry of Home Affairs. These include Assam Rifles, Border Security Force, Central Industrial Security Force, Central Reserve

Police Force, Indo-Tibetan Border Police, National Security Guard and Sashashtra Sena Bal.

CPMF - Assam Rifles 7.19.12 Assam Rifles is one of the oldest CPMFs and was raised initially as 'Cachar Levy' in 1835. The Force comprised 63,142 personnel in 2006. It has 2 Inspectorate General Headquarters, 9 Sector Headquarters, 46 Battalions, 1 Training Centre and School, 3 Maintenance Groups, 3 Workshops, 1 Construction and Maintenance Unit and a few ancillary units. The Force has dual role of maintaining internal security and guarding the Indo-Myanmar Border. The Force works under the operational control of the Army. The Force also participated in operations in Jammu and Kashmir and Sri Lanka in conjunction with the Army.

CPMF - Border Security Force 7.19.13 Border Security Force was raised in 1965. It is deployed on the line of actual control and the international border. It is also used as an anti-insurgency force. Presently, it comprises 157 Battalions, 5 major training institutions, 9 subsidiary training centres and minor training institutions, 2 basic training centres and 1 recruit training centre. Each Battalion consists of 7 Companies. The Force has its headquarters in Delhi. Its field formations include 2 Additional Directorates General, i.e. ADG (East) and ADG (West), 10 Frontiers and 39 Sector headquarters, Water Wing and Air Wing.

CPMF - Central Industrial Security Force 7.19.14 Central Industrial Security Force is a Central Para Military Force under Ministry of Home Affairs. It was created in 1969 to provide security to various PSUs and was declared an armed force of the Union in 1983. The CISF Act was further amended in 1999 enabling it to provide consultancy services to the private sector. The present strength of CISF is 1.05 lakh. CISF is presently providing security cover to 269 PSUs and fire protection cover to 77 establishments. The task of airport security was assigned to CISF in the wake of hijacking of Indian Airlines plane to Kandahar. The Force has so far taken over security of 54 airports, which includes international airports of Mumbai, Delhi, Chennai, Kolkata as well as Delhi Metro. Besides, it has taken over security of 49 Government buildings, which includes North Block, part of South Block and CGO Complex at Delhi. CISF provides technical consultancy services relating to security and fire protection to industries in Public and Private sectors.

CPMF - Central Reserve Police Force 7.19.15 Central Reserve Police Force is the oldest CPMF under the Ministry of Home Affairs. It existed even earlier to independence. Earlier it was called "Crown Representative Police" and was renamed CRPF under the CRPF Act, 1949. The first batch of Group A Officers were recruited in the year 1967. The present

strength of Group A Officers in CRPF is 3723. It comprises 201 Bns. (183 Executive Bns., 2 Mahila Bns., 10 RAF Bns., 5 Signal Bns. and 1 Special Duty Group), 37 Group Centres and 13 Training Institutions. The Force is presently handling a wide range of duties covering law and order, counter insurgency, anti-militancy and anti-terrorism operations. The Force plays a key role in assisting States in maintaining public order and countering subversive activities of militant groups.

CPMF - Indo-Tibetan Border Police

7.19.16 ITBP is deployed in the north-western extremity of the Indo-China Border. It also plays an important role in organising the annual Kailash Mansarovar Yatra besides providing assistance in Disaster Management especially in the central and western Himalayan regions.

CPMF - National Security Guard

7.19.17 NSG was set up in 1984. It is a task oriented Force and has two complementary elements in the form of the Special Action Group (SAG) comprising Army personnel and the Special Rangers Group (SRG), comprising personnel drawn from the Central Police/State Police Forces. NSG personnel are trained to take high risks in counter hijacking and counter terrorist operations. The NSG Commandos are also assigned the task of providing security to VIPs. NSG teams are also deployed on important occasions like Republic Day, Parliament sessions etc. The NSG personnel perform duties as Sky Marshals as well.

CPMF - Sashashtra Sena Bal

7.19.18 Special Service Bureau (SSB) was set up in early 1963 in the wake of India-China conflict of 1962 to build morale and inculcate spirit of resistance in the border population against threats of subversion, infiltration and sabotage from across the border. It became a border guarding force in 2001 under the Ministry of Home Affairs and was rechristened Sashashtra Seema Bal with an amended charter. It has been given the border guarding responsibilities along the Indo-Nepal and Indo-Bhutan borders. SSB is now functioning in 7 border States covering a stretch of 1,751 kms. of International Border in 20 districts along Indo-Nepal Border and about 120 kms. along the Indo-Bhutan border. SSB has 3 Frontier and 8 Sector Headquarters.

Demands

7.19.19 Grant of the status of organised Group A service has been demanded for Group A officers in various CPMFs like CRPF on the ground that the respective cadres meet all requirements of an organized service and such a status had been earlier recommended by the Fifth Central Pay Commission as well as by BPR&D and Police Commission. Further, pay scales on par with Group A Officers of All India Services along with time bound promotions to be automatically granted at 4 years, 9 years, 14

years, 15 years, 22 years and 32 years irrespective of the vacancy position have been demanded for gazetted officers of CPMFs. It has also been stated that pay of all categories of the CPMFs personnel should be granted at par with the corresponding ranks of other Central Civil Services.

7.19.20 With regard to the Non-Gazetted categories, a minimum of five promotions in the entire service for all employees in Groups B and C and three promotions for those in Group D have been sought.

7.19.21 On the ground that promotion from Constable to Head Constable after 14 years of service does not give much of a financial gain because the pay scales of the two grades are not very different, reintroduction of ranks of Naik and Lance Naik between Head Constable and Constable has been demanded. Functional justification has also been given by stating that Head Constables have to command a Unit of 10 Constables. Earlier, a Naik acted as second-in-command to the Head Constable and, therefore, gained adequate experience for commanding the unit on his promotion as Head Constable. It is stated that this experience is no longer possible because the post of Naik has been abolished and a Constable is directly promoted as Head Constable.

7.19.22 Ration Money Allowance on par with that available to the Defence Forces has been demanded. Demands have also been made that Ration Money Allowance should be extended to all the categories and should also be paid during the time of leave, sick leave etc.

7.19.23 A substantial increase in the amount of Uniform Allowance and Kit Maintenance Allowance has been sought on the ground that the existing rates are not sufficient to meet the expenditure on this account.

7.19.24 A separate pay scale for the post of Additional Deputy Inspectors General has been demanded on the ground that the post is presently in an identical pay scale as that of the feeder post of Commandant.

7.19.25 Hardship Allowance at the rate of 30% of the Basic Pay in lieu of CCA, Detachment Allowance and other allowances granted for working in difficult areas has also been demanded.

7.19.26 The CRPF has raised a demand that CILQ for Subordinate Officers (SOs) should be allowed for 100% personnel in the grade as against 25% at present.

7.19.27 One month's additional salary in a year has been demanded in lieu of working on gazetted holidays and restricted holidays. It has been stated that such a facility already exists in CISF and Delhi Police and needs to be extended to all the CPMFs.

7.19.28 All the CPMFs have projected that their personnel joining after 31/12/2003 should be brought over to the GPF-cum-Pension Scheme because their duties involve a grave risk to life and a special dispensation is, therefore, needed in their case.

7.19.29 Better promotional prospects for Followers have been sought. It has been stated that these categories presently have no promotional avenues and face intense stagnation that needs to be alleviated.

7.19.30 Other demands relate to general issues like removing the ceiling on gratuity, liberalizing LTC, rates of Travelling Allowance, Daily Allowance, Deputation Allowance, Education Allowance, HBA etc. These demands have been addressed in the respective Chapters dealing with these issues and are not being processed separately in this chapter.

***Recommendations -
Grant of organized
Group A status to
Group A posts in
various CPMFs***

7.19.31 Organized Group A services have specific attributes. At least 50% of the posts in the scale of Rs.8000-13500 should be filled by direct recruitment; the highest post in the cadre should not be below the scale of Rs.18400-22400; all the standard pay scales viz. Rs.10000-15200, Rs.12000-16500 and Rs.14300-18300 should exist; all the posts up to the scale of Rs.18400-22400 should be filled only by promotion. These attributes are not available in CPMFs like CRPF where only 1/3rd of the posts in the scale of Rs.18400-22400 are filled by promotion with the remaining posts being filled by IPS officers on deputation. Similarly, in other lower ranks also, the posts are not filled only by promotion and a specific percentage of the posts are reserved for being filled by IPS officers. Many intermediate grades like those of ADIG, DIG, 2I/C/Commandant also exists in the hierarchy. The attributes prescribed by DOP&T for grant of organized Group A service are, therefore, not fulfilled. **The Commission's philosophy is also against creation of new organized services which becomes a closed cadre where outsiders cannot join even if they are better qualified. The Commission is unable to recommend an organized Group A service Status for Group A Officers in various CPMFs.**

*Recommendations -
Better promotional
prospects*

7.19.32 In so far as the demand of time bound promotions, irrespective of vacancies, is concerned, it has to be mentioned that the posts can only be created on functional considerations. The Commission is not in favour of creation of posts at higher levels simply to provide promotional avenues. However, the Commission has evolved running pay bands which have a long span. These scales coupled with ACPS will ameliorate the general problem of stagnation in the various Government organisations including CPMFs. The specific issue of stagnation in Group A posts in various CPMFs including CRPF would be properly addressed only if a larger number of posts are reserved for being filled by the officers belonging to specific CPMFs cadre.

7.19.33 Apart from the problem of stagnation, the other issue concerning the CPMFs is that the posts of Additional DIG and Commandant exist in an identical pay scale of Rs.14300-18300 despite the former being a promotional post for the latter. Although the posts are distinguished by grant of a Special Allowance of Rs.400 to the post of Additional DIG, this, by itself, cannot be sufficient compensation for feeder and promotion posts existing in an identical pay scale. Elsewhere, the Commission has recommended lateral induction of Short Service Commission officers of the Defence Forces in various Group A grades in CPMFs. For this purpose the Commission has established a one to one relativity between various civilian Group A posts and Commissioned officers of the Defence forces. After establishing such relativity, it is seen that post of Additional DIG has no equivalent grade in the Defence Forces. Thus, the post of Additional DIG not only is anomalous because it is in the same pay scale as that of its feeder post of Commandant but has no analogous rank in the Commissioned officers of the Defence Forces. **The Commission, accordingly, recommends that the post of Additional DIG should be merged with that of DIG in the pre-revised pay scale of Rs.16400-20000. Further, all posts up to the rank of DIG should, henceforth, be filled by promotion from amongst the officers of the respective CPMFs. Fifty percent of the posts in the grade of IG/equivalent and above should be allowed to be filled on deputation with the remaining posts being filled on promotion of the eligible officers.**

*Recommendations -
pay scales of
Inspectors/Subedar
Majors*

7.19.34 Presently, the posts of Inspectors and Subedar Majors are in the same pay scale i.e. Rs.6500-10500 despite the former being a promotion post for the latter. Fifth CPC had recommended distinct pay scales of Rs.5500-9000 and Rs.6500-10500 for the posts of Inspector and Subedar Major. In a subsequent restructuring of CPMFs in 1997, the Government upgraded the pay scale of

Inspectors to Rs.6500-10500 which has created the present situation where promotion and feeder posts exist in an identical pay scale. The issue would need to be viewed in the overall context of the revised running pay bands being recommended by the Commission. The Commission has simplified the pay scales with a view to delayer the organizational structure prevailing in the Government. Maintenance of existing hierarchical levels in CPMFs and other police forces has been stated to be functionally necessary. Recognizing this, the existing structure in CPMFs and other police forces has generally been maintained with minor modifications. **Introduction of new levels (Naik and Lance Naiks) have, however, not been found feasible as not only will it add additional hierarchical levels but will also create relativity problems with other police forces under Central Government as well as Personnel Below Officers Ranks in the Defence Forces.** While doing so, the Commission has also kept in view the necessity of providing a better pay scale for Constables who are the cutting edge of the organisation and whose job is very arduous.

7.19.35 Keeping all the above factors in view, **the Commission recommends the following pay structure for non-gazetted executive cadres in various Central Para Military Forces:-**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Constable	3050-4590	3200-4900	PB-1	2000
Head Constable	3200-4900	4000-6000	PB-1	2400
Assistant Sub Inspector	4000-6000	4500-7000	PB-1	2800
Sub Inspector	5500-9000	6500-10500	PB-2	4200
Inspector	6500-10500	7450-11500	PB-2	4600
Subedar Major	6500-10500 + Rs.200 p.m.	7500-12000	PB-2	4800

Simultaneously the appointment pay of Rs.200 p.m. attached to the post of Subedar Major shall stand withdrawn.

7.19.36 The Commission has also noted that barring the CISF, all other CPMFs have removed the rank of Assistant Sub Inspector from their hierarchy. Since the restructuring of Central Para

Military Forces was done in 1997 to establish one to one parity with Delhi Police, such a removal was not correct. The orders dated 10/10/1997 for restructuring of the CPMFs, included the rank of ASI which also exists in Delhi Police. CPMFs, with the exception of CISF, did not, however, post any person in their respective executive cadres in the grade of ASI. Consequently, a Head Constable in CPMFs (barring CISF) is presently eligible for promotion/financial upgradation under ACPS to the scale of Rs.5500-9000 (being proposed for upgradation by this Commission to Rs.6500-10500). As against this, a Head Constable of Delhi Police on promotion or on financial upgradation under ACPS gets the scale of Rs.4000-6000 (being recommended for upgradation by this Commission to Rs.4500-7000). The rank of ASI in CPMFs also appears to be functionally necessary because the duties of heading independent Unit could be given to ASIs with Head Constables performing the job of Second-in-Command. This would also address the problem presently being faced by various CPMFs regarding inexperienced Head Constables having to lead independent Units. **The Commission, accordingly, recommends that the post of ASI should exist in the executive cadres of all the CPMFs.**

*Recommendations -
Ration Money
Allowance and
Detachment
Allowance*

7.19.37 The issue of granting Ration Money Allowance on par with Defence Forces to the CPMFs personnel was considered in detail by the Fifth Central Pay Commission, which took the view that the present scale of ration based on 2900 calories was sufficient. The Fifth CPC had also recommended that the allowance should be given to all the non-gazetted personnel as well as to the gazetted officers upto the rank of Battalion Commander when they are actually deployed on the border. **While the Commission recommends that ration money allowance should continue to be paid to only those categories of CPMFs personnel which are presently in receipt of this allowance, no rationale exists for granting ration money allowance at lower rates to the CPMFs personnel vis-à-vis the defence forces.** The extra rigors of military life are, in any case, proposed to be compensated by grant of a separate Military Service Pay. The dietary requirements of personnel in CPMFs as well as the military forces are likely to be similar. **The Commission, accordingly, recommends payment of Ration Money Allowance to the CPMF personnel on par with that available to the defence forces.** CPMFs are also entitled to Detachment Allowance. **In consonance with the policy adopted for most of the other allowances, the existing rates of Detachment Allowance should be doubled without any linkage to the revised rates of TA/DA being recommended.**

Recommendations - Uniform Allowance and Kit Maintenance Allowance

7.19.38 The Fifth CPC had recommended rates of Uniform Allowance to be increased to Rs.6500 as the initial grant and Rs.3000 as renewal grant payable after every 7 years. The cost of uniforms has gone up substantially in the last 10 years. Consequently, the rates of Uniform Allowance need to be increased appropriately so as to make them realistic. **The Commission recommends increase in the rates of Uniform Allowance as under:-**

Initial grant	- Rs.13000
Renewal grant	- Rs.6000 (after every 3 years)

7.19.39 The period of renewal grant has been decreased from existing 7 years to 3 years keeping in view the longevity of a set of uniform.

7.19.40 Kit Maintenance Allowance is payable to officers at the rate of Rs.150 p.m. Non-gazetted personnel are given Washing Allowance at the rate of Rs.30 p.m. Keeping in view the general escalation of prices, **the Commission recommends that the existing rates of these allowances should be doubled. The rates of Uniform Allowance as well as Kit Maintenance Allowance should be increased by 25% every time the DA payable on revised pay bands increases by 50%.**

Recommendations - Hardship Allowance & other similar allowances

7.19.41 CPMFs personnel working in difficult areas are already eligible for special compensatory allowances. Any extra work would now be compensated in the form of performance related incentive being separately recommended by the Commission. **Accordingly, the Commission is unable to recommend any additional Hardship Allowance specifically for CPMFs personnel.**

Recommendations - CILQ

7.19.42 Presently, Compensation in lieu of Quarters (CILQ) is allowed to 100% personnel in the Subordinate Officers (SOs) grade in all CPMFs barring CRPF where only 25% of the personnel in the grade are eligible for this allowance. CRPF has demanded that the facility should be extended to all the SOs in their case as well. **The Commission finds merit in this demand. It is recommended that the facility of CILQ should be allowed to 100% personnel in the SOs grade in CRPF as well.** Another demand has been made to extend House Rent Allowance (HRA) to all the CPMFs personnel who have not been allotted rent free accommodation or are eligible for CILQ. CILQ is given to a segment of force personnel as per the authorized strength who have not been provided rent-free family accommodation at the

duty station. CILQ includes the element of HRA and license fee as per prescribed rates. Personnel who are not eligible for either rent free accommodation or CILQ are expected to stay in the non-family barracks as a functional requirement. While staying in non-family barracks on functional considerations is justified, it may not be appropriate to deny any compensation for housing the family of these personnel. HRA at normal rates cannot be paid to these personnel as they are staying in barracks provided by the Government. However, justification exists for providing a separate family accommodation allowance for housing the family members of this category of employees. In consonance with the recommendations made for similarly placed defence personnel, **the Commission recommends that a new Family Accommodation Allowance at the lowest rate of HRA should be paid to all the CPMFs personnel who are not eligible for either rent free accommodation/HRA or CILQ. The rates of this allowance will increase by 25% each time the price index increases by 50%.**

*Recommendations -
one month's
additional salary*

7.19.43 Presently CISF and Delhi Police are getting one month's additional salary as they perform duties throughout the year. Other CPMFs have also demanded this benefit on the analogy of what exists in CISF and Delhi Police. It is seen that CISF and Delhi Police are entitled to 30 days Earned Leave in a year. As against this, other CPMFs personnel are entitled to 60 days Earned Leave in a year. It is, therefore, clear that in CISF and Delhi Police, the compensation for having to work on holidays and weekends is given in form of one month's additional pay whereas in other CPMFs, the compensation is given in form of one month's extra Earned Leave in a year. **Accordingly, the Commission is unable to recommend grant of one month's additional pay to such of those CPMFs personnel as are eligible for 60 days Earned Leave annually.**

*Recommendations -
continuation of GPF-
cum-pension scheme
for post 31/12/2003
inductees*

7.19.44 The issue of continuation of CPMFs personnel under the New Pension Scheme needs to be discussed along with the issue of lateral induction of Defence Forces personnel in CPMFs as the two issues are inexorably linked. Pension scheme exists in Defence Forces. As per the extant rules, the Defence Forces personnel on lateral movement to CPMFs etc. will carry their existing pension entitlements. These personnel will, therefore, be outside the ambit of NPS. **CPMFs personnel directly recruited after 31/12/2003 will, however, continue to be governed by NPS.**

*Recommendations -
promotional
prospects for
Followers*

7.19.45 CPMFs have a category called *Followers* who are Group D employees either in the scale of Rs.2550-3200 or Rs.2610-3540 with the higher grade existing for skilled followers in CRPF and CISF. In BSF, all *Followers* are in the pay scale of Rs.2550-3200. It is

observed that *Followers* are either combatised or non-combatised. The combatised *Followers* are called enrolled *Followers* and have to undergo basic training like other recruits. The minimum educational qualification prescribed for *Followers* is 8th Pass. The Commission is of the view that all the posts in CPMFs should be combatised like the position existing in the Defence Forces. **The Commission, accordingly, recommends abolition of the cadre of *Followers*. Any further recruitment in the grade of *Followers* should cease immediately. The existing *Followers* should initially be placed in the -1S pay band (separately being recommended by the Commission for all Group D categories till the time they are re-trained and re-deployed in the Group C posts). Proper training should be given to make them combatised and on successful completion of such training, they should be absorbed in the grade of combatant Constables against regular vacancies.** This will also address the problem of stagnation and career progression of the existing personnel employed as *Followers*. It is seen that *Followers* are also being used for non-essential jobs as Peons, Farashes for cleaning furniture and equipment, Civilian Sweepers at static locations, Khojies in BSF for identifying foot-prints in areas like deserts etc. and Mid-wives. All these functions can either be outsourced with proper security clearance or given on contract without any operational problems. **The Commission, accordingly, recommends that all non-essential jobs that can be done by outsiders without any operational problems but are presently being done by *Followers*, should henceforth be contracted out or outsourced.**

***Recommendations -
Facility of Suraksha
Sahayaks to the
Officers***

7.19.46 During the course of discussions with CPMFs, it was brought to the notice of the Commission that officers of and upto the rank of Commandant in CPMFs are allowed use of one Constable for attending to telephones and looking after guests at their residence. Officers above the rank of Commandants are allowed two Constables for this purpose. In the present scenario, employment of trained Constables/other combatants just for attending telephones and guests of individual officers is totally unnecessary and also affects the morale of the trained Constabulary adversely besides impinging on their training/readiness. **The Commission recommends that use of Constables/other combatants for attachment with specific officers as Suraksha Sahayaks at their respective residences should be stopped immediately. The posts in CPMFs which need to be provided some help for performing these functions should be identified and sanction obtained from the Ministry of Finance. Posts so sanctioned should be filled up only on contractual basis. No regular Constable/Combatant/other employee of the Government should be used for this purpose and in case any officer is found to be using any Government**

employee for this/any other personal purpose, the salary payable to the Government employee should be recovered from the officer immediately. This will be over and above any other departmental action which the rules may allow.

Secretariat Security Force

7.19.47 Secretariat Security Force (SSF) exists for security of buildings and documents in the Central Secretariat. It has been demanded that the Sub-Inspectors, Inspectors, and Subedar Majors in this service be extended higher pay scales. The posts of Inspector and Subedar Major are presently in the pay scale of Rs.5500-9000. They will automatically be upgraded to the higher pay scale of Rs.6500-10500 on account of restructuring of the pay scales being recommended by the Commission. Insofar as other posts in this organization are concerned, it is seen that the security related duties of most of the offices in Central Secretariat are with CISF. The rationale for continued existence of this Force does not exist. In fact, the force has already been declared a dying cadre. It will be more justified if the Force is merged with CISF at appropriate grades with the CISF taking over the security of all other buildings that are presently being looked after by SSF. This will, however, necessitate one to one equation between various analogous posts in CISF and SSF. **Consequently, parity will need to be maintained for such of those posts in SSF which already had an established parity with the posts in CPMFs. The Commission recommends accordingly.** The force is headed by a Chief Security Officer presently in the pay scale of Rs.12000-16500. Chief Security Officer is also the head of Reception organisation and the officer in-charge of all security related matters in the MHA. **It is, accordingly, recommended that the post of Chief Security Officer in SSF should be equated to that of Commandant in various CPMFs** and placed in an identical pay band and grade pay as recommended for the post of Commandant in various CPMFs.

Delhi Police

7.19.48 Delhi Police follows Police Commissionerate system and is administratively controlled by MHA. The Force is headed by Commissioner of Police. The total strength of Delhi Police presently is 64,645.

Demands - Pay scale of Constables/Head Constables and ASIs

7.19.49 Higher pay scale of Rs.3200-4900 has been demanded for Constables on the ground that the minimum qualifications prescribed were revised from 10th pass to 10+2. Simultaneously, higher pay scales for Head Constables and ASIs have also been sought. A Civil Writ Petition No.4767/2002 was also filed before the Hon'ble High Court of Delhi seeking a higher pay scale for the post of Head Constable in Delhi Police. The Hon'ble Court in the order dated 24/9/2007 had directed the respondents to refer the representation made by the petitioner to the Pay Commission.

The Office of the Police Commissioner of Delhi had, accordingly, referred this matter also to the Commission

7.19.50 The Commission has recommended higher pay scale of Rs.3200-4900 for Constables in CPMFs. A higher scale has also been recommended for the posts of Head Constable and ASI. Complete parity exists at present between CPMFs and Delhi Police. This parity needs to be maintained. **The Commission, accordingly, recommends the following scales for Delhi Police:-**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Constable	3050-4590	3200-4900	PB-1	2000
Head Constable	3200-4900	4000-6000	PB-1	2400
Assistant Sub Inspector	4000-6000	4500-7000	PB-1	2800
Sub Inspector	5500-9000	6500-10500	PB-2	4200
Inspector	6500-10500	7450-11500	PB-2	4600

Demand - Pay scale of ACP

7.19.51 Higher pay scale of Rs.8000-13500 has been demanded as entry grade for Assistant Commissioner in Delhi Police belonging to DANIPS who presently join the service in the scale of Rs.6500-10500. This has been sought on the ground that their duties are higher than that of Inspector and they also form the promotion post to that of Inspector. It is seen that ACPs of DANIPS are already eligible for grant of scale of Rs.8000 13500 on completion of 4 years service in the grade of Rs.6500 10500. The ACPs get this as a Group B pay scale even though the scale of Rs.8000-13500 is presently the entry pay scale for all Central Group A and All India Services. **Keeping all factors in view, the Commission recommends that ACPs of DANIPS should be placed in the scale of Rs.7500-12000 as the entry pay scale and be granted the pay scale of Rs.8000-13500 corresponding to the revised pay band PB2 with grade pay of Rs.5400 on completion of four years service, as at present. This will ensure that the feeder and promotion posts of Inspector and ACP of DANIPS are no longer in the same pay scale at any stage.**

Demand - SDA to personnel posted in Rashtrapati Bhawan

7.19.52 Special Duty Allowance at the rate of 50% of the Basic Pay has been demanded for Delhi Police personnel posted at Rashtrapati Bhawan for performing special duties like escorts, pilot, etc. Special clothing allowance as is available to the SPG personnel has also been demanded for plainclothes men employed in Rashtrapati Bhawan.

7.19.53 The Commission is of the view that duties of Escorts/Pilots do not warrant a special duty allowance as these duties are neither hazardous nor difficult because the area of movement is already sanitized. Special clothing allowance for police personnel doing duty in plainclothes lacks any justification because Uniform Allowance is paid to only such of those posts where wearing of uniform is mandatory. Since police personnel doing duty in plainclothes do not have to don uniforms. Accordingly, Special Clothing Allowance cannot be sanctioned in their case.

Ambulance Staff of Delhi Police

7.19.54 49 posts of Head Constable, ASI and SI exist in the Ambulance Staff cadre of Delhi Police. Pay scales and prescribed qualifications for these posts are on par with those in the executive cadre. However, no further promotional prospects exist for this category. In the past, Police Commissioner had recommended merger of these posts in the Executive Cadre as no rationale remained for maintaining a separate cadre of these personnel. The employees had also filed a case in CAT wherein the Tribunal recommended that Government should look into the issue of creation of promotional avenues in the post of Inspector for this category. This judgment has not been agitated further. Creation of additional posts merely for providing promotional avenues is against the philosophy of the Report. Strong justification exists for merging this cadre with the regular executive cadre of Delhi Police. **The Commission, therefore, recommends that the Ambulance Staff cadre of Delhi Police should be dissolved immediately and various posts in the Ambulance Staff cadre of Delhi Police be merged with analogous and identically designated posts in the executive cadre of Delhi Police.**

Intelligence Bureau

7.19.55 Intelligence Bureau is the premier intelligence organisation of the country. It is responsible for collection, collation, processing and dissemination of intelligence for the Government. Due to the nature of their work, the Bureau has a network of offices in State Capitals and many important cities.

7.19.56 The Bureau is headed by a Director who is in the pay scale of Rs.26000 (fixed). He is assisted by Special Directors, Additional Directors, Joint Directors, Deputy Directors, etc. and non-gazetted staff ranging from Assistant Central Intelligence Officers (ACIOs) to Security Assistants in the executive cadre. The other cadres are Technical, Wireless, Ministerial, Stenographers, Motor Transport, Language, Electronic Data Processing, Draughtsman/Overseer, Government Examiner of Questioned Documents, Medical/Veterinary, Economic/Statistical Research etc.

Demands - Executive Cadre

7.19.57 It has been contended that there was wrong equation of various ranks in the executive Cadre of IB vis-à-vis ranks in other Central Police Organisations by the Fifth CPC. It has been mentioned that the executive cadre is primarily responsible for undertaking and discharging the responsibilities at IB and right until the Fourth Pay Commission, IB Officers up to the rank of ACIO-I were accorded better compensation packages than their counterparts in the CPOs. This edge was taken away by the Fifth Central Pay Commission and a demand has been made to restore the same.

7.19.58 It is seen that posts in the executive cadre of IB up to the level of ACIO-I include the post of Security Assistant, Junior Intelligence Officer Gr.II, Junior Intelligence Officer Gr.I, Assistant Central Intelligence Officer Gr.II and Assistant Central Intelligence Officer Gr.I. Prior to Fifth CPC, the post of ACIO-I was in the scale of Rs.2000-3200. The Fifth CPC had recommended the scale of Rs.1640-2900 corresponding to the revised pay scale of Rs.5500-9000 for this post. The Fifth CPC had given this recommendation because similar recommendations were made in respect of Inspectors in CBI who had also been extended the scale of Rs.2000-3200 and were similarly recommended to be downgraded. The Government, however, did not accept these recommendations and the ACIO-I in IB as well as Inspectors in CBI were extended the revised pay scale of Rs.6500-10500 which corresponded to the pre-revised pay scale of not only Rs.2000-3200 but also of Rs.2000-3500 as the Fifth CPC had merged both these pre-revised pay scales.

7.19.59 Similarly, prior to Fifth CPC, the Security Assistants in IB were placed in the scale of Rs.950-1400. The Fifth CPC had recommended lowering of their pay scale to Rs.825-1200 on par with Constables in CPMFs. The Government did not accept this recommendation also and Security Assistants were given the revised pay scale of Rs.3050-4590 corresponding to the pre-revised scale of Rs.950-1400 as well as Rs.950-1500 (the two scales were merged). The Fifth CPC had not made any changes in the pay scales of the posts of Junior Intelligence Officers Gr.II and Gr.I who were placed in the corresponding revised pay scales of Rs.3200-4900 and Rs.4000-6000.

7.19.60 The post of ACIO-II had existed in the pre-revised scale of Rs.1640-2900 corresponding to the revised scale of Rs.5500-9000. The Fifth CPC had recommended a lower scale of Rs.1600-2660 (revised: Rs.5000-8000) for this post as they had equated this post to that of Sub Inspector in CPMFs. The Government, however,

did not accept this recommendation also and the post of ACIO-II was extended the scale of Rs.5500-9000.

7.19.61 The aforesaid discussion shows that no relativity has been disturbed. In any case, the post shall be placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised scale of Rs.6500-10500 on account of restructuring of pay bands and grade pay being recommended. **No further recommendation is, therefore, necessary.**

Parities with Delhi Police and CPMFs

7.19.62 The posts of Security Assistant, Junior Intelligence Officer Grade II and Junior Intelligence Officer Grade I, however, have established parities with the posts of Constable, Head Constable and Assistant Sub Inspector in Delhi Police and CPMFs. This parity will need to be maintained. On par with recommendations made for analogous posts in Delhi Police and CPMFs, **the Commission recommends higher pay scales for the following posts in the executive cadre of IB.**

(in Rs.)

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Security Assistant	3200-4900	PB-1	2000
Junior Intelligence Officer Grade II	4000-6000	PB-1	2400
Junior Intelligence Officer Grade I	4500-7000	PB-1	2800
ACIO-II	5500-9000	PB-2	4200
ACIO-I	6500-10500	PB-2	4600

Other Police organisations - Directorate of Coordination Police Wireless (DCPW)

7.19.63 DCPW is entrusted with the responsibility for coordinating the Inter-State Police Telecommunication by setting up a separate network through Police Net (POLNET) throughout the country up to the Thana level for providing foolproof communication with cryptographic cover at all times, including national disasters. This organisation also shoulders the responsibility for modernising the police telecommunications, training radio police personnel in the use of the latest equipment and the issues relating to radio frequency distribution, formulating technical specifications for communication equipment, testing/evaluating instruments for induction, etc.

7.19.64 In their demands, DCPW had sought upgradation of various posts in the cadre. The upgradation sought is more in the nature of re-structuring of the entire cadre. The Commission, as a policy, has refrained from undertaking cadre reviews of any specific cadres as specialized mechanism already exists in the Government to undertake such an exercise. **The Commission, accordingly, recommends only the corresponding replacement pay band and grade pay for the various posts in the organisation.**

*National Crime
Record Bureau*

7.19.65 National Crime Record Bureau is responsible for maintaining computerized crime information system. FCS has been demanded for the technical staff working in this organisation. The scheme of FCS is presently available to only scientists working in Departments/organizations specifically designated as scientific. The existing scheme of FCS is not available to technical staff. The Commission is not in favour of extending the scheme to the technical staff. A specific mechanism exists for designating an organisation as a scientific organisation. The Commission, therefore, is not going into the issue of whether a particular organisation/department has to be declared as scientific. **Hence, this demand cannot be accepted.**

*Bureau of Police
Research &
Development*

7.19.66 Bureau of Police Research & Development (BPR&D) is an attached office under MHA. It is chiefly concerned with ways and means to introduce rapid application of new scientific technologies in the methods and techniques adopted by the various police forces. The posts in the ranks of ASI, Head Constable, and Constable exist in this organization in lower scales vis-à-vis those existing for similarly designated posts in CPMFs, Delhi Police, etc. **The Commission would like to clarify that despite similar designations, the posts of ASI, Head Constable, Constable, etc. in BPR&D cannot be held as equivalent to similarly designated posts in CPMFs, Delhi Police, etc. Accordingly, all these posts may be given only the normal replacement pay band and grade pay. The administrative ministry may also consider revising the designations of these posts appropriately so as to remove any confusion in this regard in future.**

*Department of
Official Language*

7.19.67 Department of Official Language was established in 1975 to implement various Constitutional provisions relating to Official Language Rules, 1976 and Official Languages Act, 1963. The Department is headed by a Secretary. Three subordinate offices function under this Department namely, Central Hindi Training Institute (CHTI), Central Translation Bureau (CTB) and Regional Implementation Offices.

*Central Secretariat
Official Language
Service (CSOLS)*

7.19.68 Central Secretariat Official Language Service (CSOLS) was established in 1981 as a service in the secretariat of Department of Official Language. The Fifth CPC had recommended higher pay scales for certain posts in CHTI and CTB. These scales subsequently were extended to analogous posts in CSOLS also and the posts of Junior Hindi Translator, Senior Hindi Translator and Assistant Director (Official Languages) were placed in the higher pay scales of Rs.5500-9000; Rs.6500-10500 and Rs.7500-12000 respectively. In the revised scheme of running pay bands, scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 are being merged. This will place posts of Junior and Senior Hindi Translators in an identical scale even though these are feeder and promotion posts. Further, the scale of Rs.8000-13500 does not exist in their hierarchy at present. **The following structure is, therefore, recommended for CSOLS:-**

(in Rs.)

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Jr. Translator	6500-10500	PB-2	4200
Sr. Translator	7450-11500	PB-2	4600
Asstt. Director (OL)	8000-13500	PB-3	5400
Dy. Director (OL)	10000-13500	PB-3	6100
Jt. Director (OL)	12000-16500	PB-3	6600
Director (OL)	14300-18300	PB-3	7600

A demand seeking identical pay scales has been made by similarly designated posts existing outside the CSOLS cadre in various subordinate offices. This demand will be automatically addressed once parity is given between field and secretariat offices. **No separate recommendation is, therefore, necessary on this account.**

Group B services

7.19.69 U.T. Civil Service (DANICS) and U.T. Police Service (DANIPS) cater to the middle level civil and police administration of Union Territory of Delhi, Andaman & Nicobar islands, Lakshadweep, Daman & Diu and Dadra & Nagar Haveli. Pondicherry Civil Service & Pondicherry Police Service provide middle level Civil and Police administration in the U.T. of Pondicherry. These services function under the administrative control of Ministry of Home Affairs.

7.19.70 The services have demanded higher entry scale of Rs.8000-13500 on the ground that the Fifth CPC had recommended such higher entry pay scale and the Provincial Civil

Service of adjoining States have this scale as an entry level pay scale. It is seen that the Government did not accept the recommendation of the Fifth CPC regarding grant of scale of Rs.8000-13500 to these services. Instead, these services have been granted the pay scale of Rs.8000-13500 on completion of four years service in the scale of Rs.6500-10500. No comparison can really be drawn with the various State Governments because the scale of Rs.8000-13500 is the entry pay scale for the Group A services in the Central Government. DANICS, DANIPS, Pondicherry Civil Service and Pondicherry Police Service being Group B services, cannot be extended this higher pay scale. It is, however, seen that presently the pay scale of feeder post to the entry grade of these four services also exists in an identical pay scale of Rs.6500-10500. This is clearly anomalous. **The Commission, accordingly, recommends that entry grade of DANICS, DANIPS, Pondicherry Civil Service and Pondicherry Police Service should be Rs.7500-12000 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4800. On completion of 4 years of service in this grade, they will continue to move to the next higher grade in the Pay Band PB-2 carrying a grade pay of Rs.5400, as at present. DANICS have also demanded that some posts in the scale of Rs.18400-22400 should be created in their cadre. The Commission is unable to concede this demand, as officers of DANICS are eligible for being inducted in the AGMUT cadre of IAS in the scale of Rs.14300-18300.**

7.19.71 DANICS and DANIPS are sister services and a broad parity has existed between these two services. The Fifth CPC had recommended placement of posts in DANICS and DANIPS in different grades of upto Rs.14300-18300 in a specified proportion. Barring the entry scale, other recommendations of Fifth CPC have been implemented in DANICS. **Since parity exists between DANICS and DANIPS, the Commission recommends that recommendations made by Fifth CPC in respect of the scales of Rs.12000-16500 and Rs.14300-18300 for DANIPS as well should be implemented in full.**

Ministry of Housing and Urban Poverty Alleviation

Introduction

7.20.1 The Ministry of Urban Employment & Poverty Alleviation is the apex authority of Government of India at the national level to formulate policies, sponsor and support programmes, coordinate the activities of various Central Ministries, State Governments, and other nodal authorities, and monitor the programmes concerning all the issues of urban employment, poverty and housing in the country. The Ministry is headed by a Secretary. No post of Additional Secretary presently exists. The Secretary is assisted by three Joint Secretaries and an Economic Adviser.

Recommendations

7.20.2 **All the existing posts in this organisation, not belonging to common categories, are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts shall be governed by recommendations made in Chapter 3.8.**

Ministry of Human Resource Development

Introduction

7.21.1 Ministry of Human Resource Development was created in 1985 to ensure integrated development of the citizens. The Ministry comprises two Departments:-

- 1) Department of School Education and Literacy
- 2) Department of Higher Education

Organizational structure

7.21.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	299	192
B	650	530
C	612	524
D	398	365
Total	1959	1611

Teaching staff and Mess Workers of Navyodaya Vidyalayas

7.21.3 Higher pay scales have been demanded for the teaching staff and Mess Workers of Navyodaya Vidyalayas on the ground that they have to put in higher hours of work every day of the week as compared to the staff working in day schools. They have also demanded introduction of pension scheme. Navyodaya Vidyalayas are autonomous and as such are not covered under the terms of reference of the Commission. While no recommendation can be made in their case, however, their demand appears justified especially as the teachers and staff working in these schools will have to put in greater efforts vis-à-vis similar employees working in day schools. **While the Commission makes no recommendation for residential allowance, because their terms of reference do not include Navyodaya Vidyalayas, the Government should consider grant of a special allowance in these schools on par with that being recommended by the Commission for Military Schools in Ministry of Defence and the Oak Grove School in Ministry of Railways. A similar dispensation can be considered for Sainik schools as well.**

*Assistant
Scientific Officer
(Medicine) in
CSTT*

7.21.4 Merger of the post of Assistant Scientific Officer (Medicine) in Commission of Scientific and Technical Terminology (CSTT) with CGHS cadre has been demanded on the ground that no promotional avenue exists for the present incumbent. Commission has recommended running pay bands and a modified Assured Career Progression Scheme to alleviate the problem of stagnation. No justification exists to recruit a candidate on permanent basis for an isolated post without any promotional avenues. **The Commission, accordingly, recommends that this post should be filled on contractual basis in future. For the present, the administrative Ministry may also consider revising the designation of the post appropriately so as to avoid any confusion vis-à-vis other similarly designated posts which are not only different functionally but also exist in a different pay scale.**

Ministry of Information and Broadcasting

Introduction

7.22.1 Ministry of Information & Broadcasting is the apex body for formulation and administration of the rules and regulations and laws relating to information, broadcasting, the press and films. It also caters to the dissemination of knowledge and entertainment to all sections of society

Organizational structure

7.22.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	501	419
B	1575	1191
C	3803	3374
D	1997	1794
Total	7876	6778

Indian Information Service

7.22.3 Indian Information Service is organized Group A service under the administrative control of this Ministry. The officers of this service have demanded better promotional prospects and pay structure along with other facilities like better housing, medical facilities, TA/DA and transfer allowance, etc. The Commission has considered various issues relating to Group A services in Chapter 3.3 of the Report. Various measures that will ensure a better progression in this service have also been discussed in that Chapter. Issues relating to allowances and facilities like LTC are covered under Chapters 4.2 and 4.3 of the Report. The recommendations in these Chapters will also apply to the officers of Indian Information Service.

Indian Information Service - Group B

7.22.4 IIS Group B personnel join in the scale of Rs.5500-9000. The next higher post is in the scale of Rs.6500-10500. The qualifications prescribed for both these posts are similar with the exception that 3 years experience is additionally prescribed for the higher post. These posts will come to lie in the same pay scale on account of restructuring of pay scales. Functionally, the posts are similar. **It is, therefore, recommended that these posts should be merged. A**

similar dispensation should also be extended to the posts of Layout Assistants (Rs.6500-10500) and Assistant Layout/Background Artists (Rs.5500-9000) in the Films Division.

Projectionists in Films Division

7.22.5 Higher pay scales have been sought for the cadre of Projectionists in Films Division. No apparent anomaly exists in the extant pay scales. **Accordingly, the post shall be placed in the corresponding revised pay band and grade pay.**

Technical Assistants (Advertising) in DAVP

7.22.6 Technical Assistants (Advertising) in DAVP are presently in the pay scale of Rs.5500-9000. These posts will automatically be placed in the higher pay scale of Rs.6500-10500 on account of the restructuring of the pay scales being recommended by the Commission. **Accordingly, the promotional post of Assistant Media Executive which is presently in the pay scale of Rs.6500-10500 shall be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600. Similar dispensation may also be given to the three posts of Assistant Production Manger (Outdoor Publicity) which are presently in the pay scale of Rs.6500-10500.**

Store Officer in DAVP

7.22.7 The post of Store Officer in DAVP is in the pay scale of Rs.6500-10500. It has been stated that no promotional avenues exist for this post. Stagnation in this post will be alleviated in the scheme of running pay bands and the Modified Assured Career Progression Scheme being recommended. **No other recommendation is necessary.**

Assistant Production Managers

7.22.8 Assistant Production Managers in Directorate of Advertising and Visual Publicity are presently in the pay scale of Rs.6500-10500. Their feeder post of Technical Assistant is in the scale of Rs.5500-9000. On account of merger of the pay scales of Rs.5500-9000 and Rs.6500-10500, the feeder and promotion posts will come to lie in an identical pay scale. This will not be justified. **Accordingly, the post of Assistant Production Manager should be upgraded to the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600. A similar dispensation is also recommended for the analogous posts of Assistant Media Executive and Assistant Distribution Officer which, too, are presently in the scale of Rs.6500-10500.**

Studio Boy in Films Division

7.22.9 Higher pay scale has been demanded for the post of Studio Boy in Films Division. It is a Group D post and will be regulated as per the recommendations made in Chapter 3.7. **No specific recommendations are, therefore, necessary for this post.**

*Assistant
Maintenance
Engineer in Films
Division*

7.22.10 Assistant Maintenance Engineer in Films Division have demanded a higher pay scale. The post is presently in the pay scale of Rs.5000-8000 and carries minimum qualification of Diploma in Engineering. **In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 which will automatically place this post in the Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500.**

*Technical cadre
posts in the
Camera Section*

7.22.11 Technical cadre posts in the Camera Section of Films Division include the posts of Assistant Newsreel Officer and Cameraman in the respective pay scales of Rs.5500-9000 and Rs.6500-10500. A higher pay scale has been demanded for the post of Newsreel Officer. **The post is presently in the pay scale of Rs.5500-9000 and will automatically be upgraded to the scale of Rs.6500-10500 on account of merger of the pay scales of Rs.5500-9000 and Rs.6500-10500 being recommended by the Commission. The post shall continue to be the feeder post for promotion to the post of Chief Cameraman that is presently in the pay scale of Rs.7500-12000.**

*Assistant
Business Manager
in the
Publications
Division*

7.22.12 Post of Assistant Business Manager in the Publications Division is in the scale of Rs.6500-10500 and its feeder post of Marketing Executive exists in the scale of Rs.5500-9000. The posts will come to lie in an identical scale due to the restructuring being proposed separately. **Since merger is not functionally justified, it is, therefore, recommended that the post of Assistant Business Manager be upgraded to the next higher grade of Rs.7450-11500 corresponding to the revised pay band PB 2 of Rs.8700-34800 with grade pay of Rs.4600.**

*Lab Assistants in
Films Division*

7.22.13 Higher pay scales have been sought for the post of Lab Assistants in Films Division. The post is presently in the pay scale of Rs.5500-9000 and will be automatically placed in the higher pay scale of Rs.6500-10500 on account of the restructuring of the pay scales being recommended by the Commission. **No further upgradation is necessary.**

*Carpenters in
Films Division*

7.22.14 Carpenters in Films Division are in the pay scale of Rs.3050-4590. They have demanded a higher pay scale of Rs.4000-6000. The next higher post of Head Carpenter who supervises the work of Carpenters also exists in an identical pay scale. **It is recommended that the post of Head Carpenter in the Films Division be upgraded and placed in the scale of Rs.3200-4900 corresponding to the revised pay band PB-1 of Rs.4860-20200 with grade pay of Rs.1000. This will ensure that the supervisory post is in a higher grade vis-à-vis the lower post.**

<i>Recordist, Sound Staff, Technicians and Artists in Films Division</i>	7.22.15 Recordists, Sound Staff, Technicians and Artists in Films Division have demanded higher pay scales. Higher pay scales are not necessary on account of the extant duties attached to the post. No anomaly also exists in their present pay scales. The posts not belonging to common categories shall, therefore, be placed only in the corresponding revised pay bands. Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.
<i>Documentation Assistants in Research Reference and Training Division</i>	7.22.16 Documentation Assistants have demanded the scale of Rs.5500-9000 on the ground that the other feeder post (Librarian) to the common promotion post of Documentation Officer exists in the scale of Rs.5500-9000. Documentation Assistants are presently in the scale of Rs.5000-8000. Mere fact that the other feeder post is in a higher scale cannot constitute an anomaly. This happens in many cases where different cadres have same promotion post. In all such cases, different residential periods are provided as eligibility for promotion. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 which will automatically place all these posts in an identical scale. No other recommendation is, therefore, necessary.
<i>Ministerial staff and Translators in Press Information Bureau</i>	7.22.17 Ministerial staff and Translators in Press Information Bureau have demanded parity with the pay scales of similarly placed posts in Central Secretariat. The Commission has recommended parity between similarly placed posts in the headquarters and field offices in Chapter 3.1 of the Report. These recommendations will cover this case also.
<i>Artists working in Song and Drama Division</i>	7.22.18 Artists working in Song and Drama Division have demanded higher pay scales. Reference has also been made to orders of the Principal Bench of the Central Administrative Tribunal that had directed the Government to consider the recommendations of Fifth CPC for this category. Fifth CPC had recommended that keeping in view the functional aspects, no justification existed for parity between staff artists in the Song and Drama Division vis-à-vis those working in Doordarshan. Keeping in view this recommendation, the parity cannot be granted vis-à-vis the similarly placed posts in AIR which too is comparable to that of Doordarshan. The promotional prospects of these artists will, in any case, be addressed under the structure of running pay bands and modified ACPS being recommended by the Commission. Higher pay scales are, therefore, not necessary for these posts. The posts of Assistant Drama Producer and Drama Producer are in the respective pay scales of Rs.5500-9000 and Rs.6500-10500 and have similar functions. It is, therefore, recommended that these posts may be merged as they will come to lie in an identical scale on account of the restructuring of pay scales being proposed.

*ERC
recommendations*

7.22.19 Expenditure Reforms Commission had observed that no justification exists for a separate Films Division in Ministry of Information and Broadcasting merely to produce and exhibit documentaries. The ERC had also recommended that various activities of DAVP should be decentralized with Ministry of Information and Broadcasting only prescribing the rate of contracts to be followed by various Ministries. Directorate of Field Publicity and Song and Drama Division were recommended for closure by ERC. As regards Publications Division, the ERC had observed that no need existed for an exclusive media unit under the Ministry merely to undertake publication of books. It was mentioned that various journals being taken out by the Publications Division like the Employment News/Rozgar Samachar would instead be left to Ministry of Labour, Directorate of Employment and Training. Complete rationalization of staff in the Ministry was also recommended with the number of posts in the Ministry being proposed to be reduced by 72%. **The Government should ensure that all these recommendations are implemented.**

*Employees of
Prasar Bharati*

7.22.20 The Commission had received many demands from Central Government employees on deemed deputation to Prasar Bharati for restructuring of posts/cadres in Prasar Bharati. The Commission has not made any recommendation on the posts in Prasar Bharati, since it is an autonomous body and therefore, outside the Terms of Reference of the Commission. In any case, Central Government employees on deemed deputation to Prasar Bharati will be governed by the extant rules in this regard.

Ministry of Labour & Employment

Introduction

7.23.1 Ministry of Labour & Employment formulates national labour policy, enforces labour laws and also deals with different aspects of industrial relations, welfare and social security of labour in industries with which the Central Government is concerned. The Ministry has four attached offices and ten subordinate offices as under:-

Attached Offices

1. **Directorate General of Employment & Training (DGE&T)** - It lays down the policies, standards, norms and guidelines in the area of vocational training throughout the country and coordinates employment services.
2. **Office of Chief Labour Commissioner (Central) [CLC(C)]** - This Office deals with matters relating to industrial disputes in the central sphere including enforcement of awards and settlements as well as implementation of labour laws in industries and establishments under the sphere of Central Government.
3. **Directorate General of Factory Advice Service and Labour Institutes (DGFASLI)** - This Directorate is concerned with formulation of policy relating to the safety, health and welfare of workers in factories and docks.
4. **Labour Bureau** - The Bureau is responsible for collection, compilation and publication of statistical and other information regarding employment, wages, earnings, industrial relations, working conditions, etc. It also compiles and publishes the Consumer Price Index Numbers for industrial and agricultural /rural workers.

Subordinate offices

These include the **Directorate General of Mines Safety (DGMS)**, which is concerned with enforcement of provisions of the Mines Act, 1952 and Indian Electricity Act, 1910 and 9 offices of **Welfare Commissioners**, which are responsible for

providing welfare facilities to the workers employed in various industries.

Organizational structure

7.23.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	951	678
B	1238	1081
C	3123	2420
D	1313	1150
Total	6625	5329

Directorate General of Employment & Training (DGE&T)- Junior Investigator and Computers/Comptometer Operators

7.23.3 Separate promotion channels to alleviate stagnation have been demanded for the posts of Junior Investigator and Computers/Comptometer Operators in the Directorate General of Employment and Training. The Commission has recommended running pay bands to ensure that no person stagnates at any stage. The Assured Career Progression Scheme introduced as per the recommendations of Fifth CPC is being retained in a modified manner which will ensure similar progression irrespective of the cadre structure. Thus, the problem of stagnation will automatically be addressed. **Hence, no specific recommendation is necessary in respect of these posts.**

Assistant Employment Officer

7.23.4 Higher pay scale of Rs.6500-10500 has been demanded for the post of Assistant Employment Officer in DGET. The post is presently in the pay scale of Rs.5500-9000 and will automatically be upgraded on account of the merger of the pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 being recommended by the Commission. **It is, accordingly, recommended that the posts of Assistant Employment Officer in DGET should be merged with that of Sub-Regional Employment Officer in the pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200. Simultaneously, the post of Senior Employment Officer, presently in the scale of Rs.6500-10500, should be upgraded and placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.**

Central Engineering Service for Group A Technical Officers

7.23.5 Creation of a Central Engineering Service has been demanded for Technical Officers belonging to Group A in DGET. The Commission, as a matter of policy, has refrained from undertaking restructuring of individual cadres. Even otherwise, **no rationale exists for creation of a separate Group A Engineering Service in DGET. Accordingly, the demand cannot be conceded.**

Intake Assistants

7.23.6 Intake Assistants in Vocational Rehabilitation Centres are in the scale of Rs.4500-7000. They have demanded a higher scale on the ground that the minimum qualifications prescribed for the post

includes a Graduate Degree and Diploma in the relevant field. It has been contended that the Fifth CPC had recommended a higher scale for posts carrying such minimum qualifications. The Fifth CPC had recommended the scale of Rs.4500-7000 as one of the scales into which posts carrying minimum qualification of Graduation, three years Diploma could be inducted. The post is already in the scale of Rs.4500-7000. No other anomaly exists. **As such, only the replacement pay band and grade pay shall apply in this case.**

Senior Draughtsman

7.23.7 Demands have been made for upgrading the pay scale of Senior Draughtsmen in Advanced Training Institute, Ludhiana and Training Directorate under DGET. **The Commission has separately considered the common category of Draughtsmen in Chapter 3.8. The recommendations contained therein shall also be applicable for the post of Senior Draughtsmen in Advanced Training Institute, Ludhiana and the Training Directorate under DGET.**

Vocational Instructors

7.23.8 Vocational Instructors in Directorate of Training and Directorate of Women Occupation Training under DGET have been given the higher pay scale of Rs.5500-9000. However, similarly placed employees in Employment Directorate under DGET have not been extended a similar, higher pay scale. This has created an anomaly between the similarly placed posts in different Directorates under the same organisation. The Commission, accordingly, recommends that **Vocational Instructors in Employment Directorate of DGET should be placed in the pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised scale of Rs.6500-10500 with which the scale of Rs.5500-9000 is proposed to be merged.**

Directorate General (Mines Safety)

7.23.9 Restructuring of various posts, including those in Group A, and their upgradation has been sought. The Commission is not undertaking review of any specific cadre. **Hence, no recommendation can be made on the proposal. Even otherwise, the extant pay scales for various posts are appropriate and no upgradation can be made.**

DGMS - Scientific Assistants

7.23.10 Posts of Scientific Assistants and Technical Assistants in DGMS presently exist in the scale of Rs.4500-7000. The minimum qualification attached to the posts is graduation along with two years experience. The next post in the hierarchy is that of Senior Scientific Assistant in the scale of Rs.5500-9000. Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. In case the next higher scale of Rs.5000-8000 is recommended for the post of Scientific Assistants and Technical Assistants, these will come to lie in an identical scale as that of their promotion post in the revised structure. This is not justified. **The post may, therefore, be extended the corresponding revised pay band and grade pay. Higher pay scales have also been demanded**

for the posts of Senior Scientific Assistant and Junior Scientific Officer which presently exist in respective pay scales of Rs.5500-9000 and Rs.6500-10500. The Commission has recommended merger of these pay scales due to which these posts would come to lie in an identical pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200. The post of Senior Scientific Assistant should, therefore, be merged with Junior Scientific Officer. Consequently, Scientific Assistants/Technical Assistants shall be eligible for promotion to the post of Junior Scientific Officer.

Law Officer Grade II

7.23.11 Presently, posts of Law Officer Grade II and Legal Assistant exist in DGMS in the respective pay scales of Rs.6500-10500 and Rs.5500-9000. Due to the proposed restructuring of pay scales, these two posts would come to lie in an identical pay band and grade pay. The Commission, as a general policy, has recommended the scale of Rs.7450-11500 for posts requiring minimum qualification of degree in law. No rationale also exists for retaining the post of Legal Assistant as a distinct entity in the higher scale of Rs.7450-11500. Accordingly, the posts of Law Officer Grade II and Legal Assistant in DGMS should be merged as Law Officer Grade II in pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 corresponding to the pre-revised scale of Rs.7450-11500.

Deputy Director Mines Safety & Surveyors

7.23.12 Better promotional prospects have been sought for the post of Deputy Director (Mines Safety) under DGMS. It has been stated that presently promotional channels only upto the scale of Rs.12000-16500 exist for this post. The Commission has addressed the issue of stagnation by recommending running pay bands along with a modified ACPS which will also include Group A posts. This will address the issue of stagnation. No specific recommendations are, therefore, necessary in this case. This will also address the issue of stagnation in the post of Surveyors in DGMS.

Labour Bureau - Investigator Grade II

7.23.13 Higher pay scale of Rs.5500-9000 has been demanded for the post of Investigator Grade II in Labour Bureau on the ground that the Fifth CPC had recommended such higher pay scale which was initially extended by the Government but later withdrawn. It is seen that the Fifth CPC had recommended the pay scale of Rs.5000-8000 for the common category of Investigator Grade II. The Government has already extended this pay scale to Investigators Grade II in Labour Bureau. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. This will automatically meet the demand and place the post of Investigator Grade II in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500.

<i>Labour Enforcement Officers</i>	7.23.14 Higher pay scale of Rs.8000-13500 has been demanded for the post of Labour Enforcement Officer in Labour Bureau. The post is presently in the pay scale of Rs.6500-10500. The minimum qualifications prescribed for the post includes a degree along with diploma in the relevant field. While the post cannot be placed in a Group A pay scale, a higher pay scale appears justified for the post. It is, accordingly, recommended that the post may be placed in the next higher pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.
<i>Upa-Vaidyas in Ayurvedic Dispensaries under M/o Labour</i>	7.23.15 A higher pay scale of Rs.8000-13500 has been demanded for the post of Upa-Vaidya in various Ayurvedic Dispensaries under M/o Labour on the ground that Upa-Vaidyas working in CGHS Dispensaries were upgraded and placed in the pay scale of Rs.8000-13500 due to implementation of recommendations of Fifth CPC. It is observed that the higher pay scale of Rs.8000-13500 is given only to such of those posts as require minimum entry qualifications of medical practice in ISM&H along with a degree in ISM&H. This is not the case with Upa-Vaidyas in Ayurvedic Dispensaries under Ministry of Labour who do not have to necessarily possess the qualification of a degree in ISM&H. Accordingly, a higher pay scale can not be extended to their case.
<i>Central Labour Service</i>	7.23.16 Officers of Central Labour Service have demanded better promotional prospects on the ground that they presently suffer from intense stagnation. Issues relating to organised Group A services are covered in Chapter 3.3. The problem of stagnation will, in any case, be addressed under the scheme of running pay bands and modified ACPS. No specific recommendation is, therefore, necessary in this case.
<i>Central Government Industrial Tribunal</i>	7.23.17 Secretaries to the Courts in Industrial Tribunal-cum-Labour Courts have demanded higher pay scales. The post is presently in the pay scale of Rs.5500-9000 and will automatically be placed in the scale of Rs.6500-10500 on account of restructuring being proposed. No further upgradation is necessary.
<i>Common Categories</i>	7.23.18 Common Category posts of Pharmacist, Junior Artist and Laboratory Assistant have demanded higher pay scales. All these posts will be governed by the recommendations made in Chapter 3.8 relating to common categories.
<i>Central Institute for Research & Training in Employment Service</i>	7.23.19 A demand has been made to upgrade the post of Director, Central Institute for Research & Training in Employment Service, to Rs.14300-18300. Simultaneously, a higher scale for the post of Deputy Director has been sought. Redesignation of the posts of Senior Research Officer and Assistant Director as Deputy Director

with the posts of Research Officer and Technical Officer being redesignated as Assistant Director is also suggested. Presently, posts of Director and Deputy Director are in the respective scales of Rs.12000-16500 and Rs.10000-15200. No anomaly is apparent in their existing structure. The proposal is more in the nature of restructuring of the entire cadre of Group A posts in the Institute. The Commission is not considering individual cadre reviews. **As such, status-quo may be retained in this case.**

Ministry of Law and Justice

Introduction

7.24.1 Ministry of Law and Justice is concerned with rendering legal advice on various issues to the Central Government. It also drafts legislations and deals with matters relating to the Judges of the Supreme Court and various High Courts. The Ministry is the cadre controlling authority for Indian Legal Service. Following three Departments exist in this Ministry:-

- 1) Department of Legal Affairs
- 2) Legislative Department
- 3) Department of Justice

Organizational structure

7.24.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	348	267
B	731	536
C	850	750
D	610	590
Total	2539	2143

Superintendent (Printing)

7.24.3 Higher pay scale has been demanded for Superintendent (Printing) in Legislative Department on the ground that Fifth CPC had placed them in a higher pay scale of Rs.7450-11500 vis-à-vis Section Officers who were recommended the pay scale of Rs.6500-10500. It has been contended that pursuant to the grant of scale of Rs.8000-13500 to Section Officers on completion of four years of service, Superintendent (Printing) should also be extended the pay scale of Rs.8000-13500 on completion of four years of service. It is observed that the benefit of the pay scale of Rs.8000-13500 on completion of four years of service was only for the Section Officers of Central Secretariat Service (CSS). This post has no relativity with that of Section Officers in CSS. No functional justification exists for extending the scale of Rs.8000-13500 on completion of four years of service to this post. **The demand cannot, therefore, be accepted.**

Assistant (Printing)

7.24.4 Higher pay scale has been demanded for the post of Assistant (Printing) on the ground that earlier Assistants/PAs of Central Secretariat Service (CSS) and Central Secretariat

Stenographer Service (CSSS) were placed in the pay scale of Rs.5500-9000 whereas Assistants (Printing) were given the pay scale of Rs.6500-10500. It has been contended that with the grant of higher pay scale of Rs.6500-10500 to the Assistants/PAs in CSS/CSSS, the pay scale of Assistant (Printing) needs to be further upgraded to retain the earlier edge. This demand is totally unjustified. **Upgradation of a lower post due to which it comes to lie in an identical pay scale can be no ground for upgradation.** The Commission is also recommending merger of pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 due to which these posts, in any case, would have come to be placed in an identical pay scale. **The post of Assistant (Printing) shall, therefore, be extended the corresponding revised pay band and grade pay.**

*Official
Language
officials*

7.24.5 Higher pay scales have been demanded for the posts of UDCs, Stenographers and Official Language officials. The Commission has made recommendations about these categories in Chapters 3.1 and 3.8. The recommendations contained therein shall also apply to the employees belonging to these categories in this Ministry.

*Senior Printing
Assistants -
Official
Language Wing*

7.24.6 Higher scale of Rs.6500-10500 has been sought for Senior Printing Assistants. The post is presently in the pay scale of Rs.5500-9000 and will automatically be placed in the higher scale of Rs.6500-10500. **No separate recommendation is necessary.**

*Printing
Assistants and
Proof Readers -
Official
Language Wing*

7.24.7 Printing Assistants (Rs.5000-8000) and Proof Readers (Rs.4000-6000) have sought higher pay scales of Rs.5500-9000 and Rs.4500-7000 respectively. No anomaly exists in their extant scales. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. Printing Assistants will therefore come to lie in the same scale in which their promotion post of Senior Printing Assistant exists. **These posts should, therefore, be merged.**

*Personal
Assistants in
Vidhi Sahitya
Prakashan*

7.24.8 Restructuring of the cadre of Personal Assistants in Vidhi Sahitya Prakashan has been demanded. The Commission, as a matter of policy, has not undertaken reviews of any individual cadres. Consequently, this demand cannot be considered.

*Chairman and
Members of
Income Tax
Appellate
Tribunal (ITAT)*

7.24.9 Chairman and Members of Income Tax Appellate Tribunal (ITAT) have demanded conditions of service on par with Members of CAT. The issue was considered by the Fifth CPC which, after considering all the relevant facts, observed that no comparison could be drawn between similarly placed posts in ITAT and CAT. These observations are justified. **The Government should, however, take a view regarding extension of facilities like residential library, stenographic assistance on par with that available to Members of CAT to the Chairman and Members of ITAT.**

- Court Clerks and Registry Officers in ITAT* 7.24.11 Pay scales on par with analogous posts in Central Secretariat have been demanded for Court Clerks and Registry Officers in ITAT. The Commission has already recommended parity of pay scales between similarly placed posts in Secretariat and Field Offices. **These recommendations shall apply in respect of the posts in ITAT as well.**
- Assistant (Legal)* 7.24.12 Assistants (Legal) in Department of Legal Affairs have demanded a higher pay scale of Rs.8000-13500 on the ground that they perform specialized duties. The post is presently in the pay scale of Rs.6500-10500. Post of Assistant (Legal) is a feeder post to that of Superintendent (Legal) that exists in the pay scale of Rs.7500-12000. The pay scale of Rs.10000-15200 has been demanded for the post of Superintendent (Legal). This scale is attached to Grade IV of Indian Legal Service which is a Class-I service. Clearly, this scale cannot be granted without upsetting the existing relativities. Similarly, the scale of Rs.8000-13500, being the entry level pay scale for Group A posts, can not be extended to the post of Assistant (Legal). The duties attached to the posts also do not justify the higher pay scales being demanded. However, the Commission, as a general rule, has recommended pay scale of Rs.7450-11500 for posts requiring minimum qualification of a degree in law. This will need to be extended in case of Assistants (Legal) as well. **The Commission recommends that the post of Assistant (Legal) should be upgraded and placed in the next higher grade of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600. Superintendents (Legal) shall be accorded the normal replacement pay band and grade pay.**
- Personal Assistants (Regional Language)* 7.24.13 Personal Assistants (Regional Language) in Official Language wing of Legislative Department have demanded the pay scale of Rs.6500-10500 on par with Personal Assistants of Central Secretariat Stenographers Service. The Commission has separately recommended merger of the pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. This will automatically ensure placement of Personal Assistants (Regional Language) in PB-2 Pay Band of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. **No specific recommendation on this account is, therefore, required.**
- Stagnation* 7.24.14 Law Officers have demanded better promotional prospects on account of intense stagnation that is stated to exist in their cadre. Running pay bands along with Modified ACPS as well as other measures opening up the hierarchies have been recommended to alleviate the problem of stagnation significantly. **No separate recommendations are, therefore, necessary.**

Ministry of Micro, Small and Medium Enterprises

Introduction

7.25.1 Ministry of Micro, Small and Medium Enterprises was constituted in 2006 by merger of the Ministry of Agro & Rural Industries and Ministry of Small scale Industries. It is concerned with all matters relating to policy, planning and coordination for development of micro, small and medium enterprises, including khadi, cottage, village and coir industries. It also looks after the National Board for Micro, Small and Medium Enterprises and formulates policy for procurement of goods produced and services rendered by micro and small enterprises by ministries or departments, public sector undertakings and aided institutions of the Central Government.

Organizational structure

7.25.2 Number of posts in various grades in the organisation of Small Scale Industry is as under:-

Group	Sanctioned Strength	In Position
A	383	291
B	546	524
C	1388	1203
D	695	581
Total	3012	2599

Attached offices of Small Industries Development Organisation (SIDO) and Development Commissioner (Small Scale Industries) are under the administrative control of this Ministry.

Stagnation in SIDO

7.25.3 Representations were made seeking alleviation of problem of stagnation in various cadres in the office of Small Industries Development Organisation (SIDO). Thirteen technical trades like Chemical, Glass and Ceramics, Leather and Footwear, Food, etc. exist in SIDO. To alleviate the problem of stagnation, it has been demanded that a time scale promotion scheme, irrespective of trade, should be introduced and the scheme of Assured Career Progression be extended to Group A officers in this organisation.

- Recommendations* 7.25.4 **The Commission has recommended running pay bands and a modified Assured Career Progression Scheme which will also be extended to Group A posts in the Central Government. These recommendations will ameliorate the problem of stagnation in SIDO. No separate time scale promotion scheme is, therefore, necessary in SIDO.**
- Small Industry Promotion Officers* 7.25.5 Small Industry Promotion Officers in Group B are eligible for ACPS. They have consequently been given scale of Rs.10000-15200 under ACPS. Senior Group A officers in the hierarchy who joined in the scale of Rs.8000-13500 have, however, not been able to reach the scale of Rs.10000-15200 as no vacancies exist in the scale and they are not eligible for ACPS. Higher scale has, accordingly, been demanded for such Group A officers. The scheme of Modified ACPS shall apply for Group A posts also and the problem will be addressed automatically. **No specific recommendation is, therefore, necessary.**
- Other posts* 7.25.6 **All the existing posts in these organisations not belonging to common categories are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.**

Ministry of Mines

Introduction

7.26.1 Ministry of Mines is responsible for survey and exploration of all minerals (other than natural gas and petroleum); for mining and metallurgy of non-ferrous metals like aluminum, copper, zinc, lead, gold, nickel etc.; and administration of the Mines and Minerals (Development and Regulation) Act, 1957 (MMDR Act) in respect of all mines and minerals other than coal and lignite.

Organizational structure

7.26.2 The Ministry is headed by a Secretary who is assisted by an Additional Secretary, a Financial Adviser and two Joint Secretaries. A technical wing comprising one Industrial Adviser, one Additional Industrial Adviser and two Development Officers also exists. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	3446	1865
B	10255	6602
C	822	734
D	4152	3176
Total	18675	12377

7.26.3 Geological Survey of India (GSI) and Indian Bureau of Mines (IBM) are the two subordinate offices under this Ministry. Geological Survey of India is involved in the task of mineral exploration, geological mapping and various kinds of surveys. Indian Bureau of Mines is primarily concerned with various aspects relating to promotion, conservation and development of mineral resources other than coal, petroleum, natural gas, atomic and minor minerals.

STAs in IBM

7.26.4 Demands have been raised for upgrading the pay scale of the post of Senior Technical Assistant (STA) in various streams in IBM. The present position is that the Senior Technical Assistants (Geology) in IBM are in the pay scale of Rs.6500-10500, but the

STAs in all other streams are in the pay scale of Rs.5500-9000. The Fifth Central Pay Commission had recommended the higher pay scale of Rs.6500-10500 for Senior Technical Assistants in Geological Survey of India. A similar dispensation has now been sought for the post of STAs in various streams in IBM as well. The Commission would have made appropriate recommendations on this issue; however, the same are not necessary because the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 are proposed to be merged. All the posts of STAs in various streams in IBM and GSI will, therefore, automatically be placed in the pay scale of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. This, however, will place the promotion and feeder post in an identical pay scale. The administrative Ministry should consider merging the two grades and in case the merger is not functionally feasible, a proposal may be moved for placing the posts of STAs in GSI as well as IBM in the next higher scale in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. **No other recommendation is, therefore, necessary.**

Assistant Mining Geologist, etc. in IBM

7.26.5 The posts of Assistant Mining Geologist, Assistant Chemist and Mineral Officer presently exist in the pay scale of Rs.6500-10500. All these posts would need to be upgraded so as to ensure that the existing relativities with their respective feeder posts are maintained consequent to the proposed merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Accordingly, the posts of Assistant Mining Geologist, Assistant Chemist and Mineral Officer in IBM may be upgraded and placed in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

Chief Editor

7.26.6 Chief Editors in the pay scale of Rs.12000-16500 have demanded parity with the post of Superintending Mineral Economist (pay scale: Rs.14300-18300) on the ground that such parity had existed earlier. The demand for upgradation of the pay scale of the post of Chief Editor was made before the Fifth Central Pay Commission as well, which, however, did not recommend upgradation of this post. Duties and responsibilities attached to the post of Chief Editor do not justify a higher scale. Upgrading the post would mean that no post exists in the pay scale of Rs.12000-16500 in the cadre as the immediate lower post in the hierarchy is in the pay scale of Rs.10000-15200. In case the post is upgraded, a person, on promotion as Chief Editor, will get a jump of more than one grade. These distortions need to be avoided unless strong functional justification exists for it. Such is not the case here. **Accordingly, the post of Chief Editor may be extended only the corresponding revised pay band and grade pay.**

Posts in GSI

7.26.7 Demands have been made for changing the pattern of recruitment to various Group A posts in GSI. The Commission has made general recommendations regarding appointment and promotion policy in Chapter 6.1. **Insofar as specific posts are concerned, the Commission is of the view that recruitment rules relating to individual posts should be considered by the administrative ministry in consultation with the nodal department(s).**

7.26.8 Upgradations have been sought for various other posts in Geological Lab, Chemical Lab, Survey Branch, Drilling Branch, Drawing Branch, Engineering Stream, Transport Stream, Geosculpture Stream, etc. in GSI. The present pay scales of these posts are appropriate keeping in view their duties as well as the qualifications prescribed. **No anomaly exists in the extant pay scales of these posts. While the post of STA in Geosculpture is in the pay scale of Rs.5500-9000, however, the post will automatically be upgraded to the scale of Rs.6500-10500 on account of restructuring of pay scales being recommended by the Commission.** Consequently, all these posts shall be placed in the corresponding revised pay bands and grade pay. The common category posts and Group D posts shall, however, be governed by the recommendations made in chapters 3.8 and 3.7 respectively.

Scientists in the Marine Wing

7.26.9 Scientists in the Marine Wing of GSI have demanded payment of full TA/DA while on tour at sea. Presently, Daily Allowance at half the rates is payable. The extant rules provide that in all cases where free lodging is provided on tour, the Government employees will be paid Daily Allowance at three fourth the normal rates. These rules, however, may not be of any help in the revised scheme being recommended by the Commission where the proposed Daily Allowance while on tour will only reimburse the actual expenditure subject to specified limits. Keeping this in view, Commission has separately recommended rates of Daily Allowance to be paid to the officials who undertake sea journeys of various durations. **These recommendations have been made in Chapter 4.2 of the Report and will also be extended to the Scientists in Marine Wing of GSI.** Presently, preparatory field establishment allowance is payable to GSI personnel when they are going on field duties for 30 days or more. It has been demanded that this allowance should be paid for field duties for a period of less than 30 days also. The Commission sees no justification in this demand. **The same cannot, therefore, be conceded.**

Contractual appointment in GSI

7.26.10 GSI has been taking employees on contract for various activities. A demand has been made that all such employees should be regularized. The Commission, as a general policy, is

recommending filling up of posts for specified periods on contract. Recommending regularization of employees taken on contract will be contradictory and against the spirit of the Report. **The same cannot, therefore, be recommended.**

7.26.11 The post of Senior Scientific Officer in GSI is presently in the pay scale of Rs.6500-10500. Their feeder post of Junior Scientific Assistant is in the pay scale of Rs.5500-9000. Consequent to the proposed merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, these two posts will come to lie in an identical pay scale. This is not justified. **The Commission recommends that the post of Senior Scientific Officer in the Directorate General of Mines Safety may be upgraded and placed in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

Ministry of Minority Affairs

Introduction

7.27.1 Ministry of Minority Affairs is concerned with formulation of overall policy, planning, coordination, evaluation and review of the regulatory and developmental programmes of the minority communities. It also deals with all matters relating to the minority communities; except those relating to law and order, policy initiatives for protection of minorities and their security; in consultation with other Central Government Ministries and State Governments.

Organizational structure

7.27.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	11	8
B	11	10
C	6	3
D	4	4
Total	32	25

Recommendations

7.27.3 All the existing posts in this organisation, not belonging to common categories, are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts shall be governed by recommendations made in Chapter 3.8.

Ministry of New & Renewable Energy

Introduction 7.28.1 Ministry of New and Renewable Energy was created in 2006. It was earlier known as Ministry of Non-Conventional Energy Sources. Headed by a Secretary, the Ministry is responsible for various aspects relating to the renewable energy sector including framing the policy, planning, implementation, providing fiscal and financial incentives, intellectual property rights related issues, etc. The activities of the Ministries are divided in different groups and divisions. Groups are headed by Advisers / Joint Secretaries and the Divisions are headed by Directors.

Organizational structure 7.28.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	98	94
B	82	71
C	140	125
D	78	75
Total	398	365

Stenographers 7.28.3 Stenographers working in Solar Energy Centre have demanded parity with their counter parts in Central Secretariat Stenographers Service. The Commission has considered the issue of parity between Secretariat and Field Offices in Chapter 3.1. **Recommendations contained therein shall also apply in this case.**

Ministry of Overseas Indian Affairs

Introduction

7.29.1 Ministry of Overseas Indian Affairs deals with all matters relating to Overseas Indians, including Persons of Indian Origin (PIO) and Non-Resident Indians (NRIs), which have not been specifically allotted to other Departments. It is also concerned with promotion of investment by Overseas Indians in India including innovative investments and policy initiatives consistent with the overall Government policies particularly in areas such as exclusive Special Economic Zones (SEZs) for Overseas Indians. The Ministry is headed by a Secretary. Three functional Divisions and three functional Units exist in the Ministry. Two of the three Divisions are headed by Joint Secretaries. These are the Diaspora Services Division and the Financial Services Division. The Protector General of Emigrants (PGoE) heads the Overseas Employment Services Division. The social Services Unit and the Management Services Unit are staffed with officers of the rank of Deputy Secretary. The Information Services Unit is headed by Senior Technical Director (NIC).

Organizational structure

7.29.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	21	19
B	34	23
C	33	4
D	14	3
Total	102	49

Recommendations

7.29.3 All the existing posts in this organisation, not belonging to common categories, are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts shall be governed by recommendations made in Chapter 3.8.

Ministry of Panchayati Raj

Introduction

7.30.1 The Ministry of Panchayat Raj was constituted in 2004. It is responsible with the work of advocacy and monitoring of the implementation of Constitution (73rd Amendment) Act, 1992 and the Provisions of the Panchayats (Extension to the Scheduled Areas) Act, 1996. The Ministry has the job of ensuring that the State Governments/UT Administrations devolve funds and functions on and provide functionaries to the Panchayati Raj Institutions in the spirit of the Constitutional provisions. The Ministry of Panchayati Raj is also responsible for formulation and implementation of an Action Plan for seeing PRIs emerge as "Institutions of Local-Self Government" for securing economic development and social justice in their respective areas.

Organizational structure

4.30.2 The Ministry is headed by a Secretary who is assisted by 2 Additional Secretaries, 3 Joint Secretaries and 1 Joint Secretary and Financial Adviser. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	18	15
B	22	19
C	32	20
D	13	9
Total	85	63

Recommendations

7.30.3 All the existing posts in this organisation not belonging to common categories are covered by the pay bands and grade pay discussed by the Commission in Chapter 2.2 Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.

Ministry of Parliamentary Affairs

Introduction

7.31.1 Ministry of Parliamentary Affairs serves as an important link between the two Houses of Parliament and the Government in respect of Government Business in Parliament. The Ministry keeps a close contact with the Ministries/Departments of the Government in respect of Bills pending in the Parliament, new Bills to be introduced and Bills to replace Ordinances. The Ministry keeps a watch over the progress of Bills from the stage of approval by the Cabinet till the Bill is passed by both Houses of the Parliament. The Ministry also administers the Salaries and Allowances of Officers of Parliament Act, 1953; the Salary, Allowances and Pension of Members of Parliament Act, 1954; and other related Acts.

Organizational structure

7.31.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	12	12
B	41	41
C	50	42
D	26	24
Total	129	119

Recommendations

7.31.3 Ministry of Parliamentary Affairs is not a participating office of Central Secretariat Service. The ministerial employees have demanded parity with similarly designated posts in Central Secretariat Service and Central Secretariat Stenographers Service. **The Commission has separately recommended full parity between all such posts, whether in field offices or in secretariat, or, whether belonging to CSS/CSSS, or, otherwise. This will meet the instant demand of ministerial staff in this Ministry. All other posts in this organisation not belonging to common categories are covered by the pay bands and grade pay discussed by the Commission in Chapter 2.2 Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.**

Ministry of Personnel, Public Grievances and Pension

Introduction

7.32.1 The Ministry of Personnel, Public Grievances and Pensions is the coordinating agency of the Central Government in personnel matters, especially issues concerning recruitment, training, career development, staff welfare as well as the post retirement dispensation. The Ministry is also concerned with the process of evolving a responsive, people-oriented and modern administration. The Ministry is presently under the over all charge of the Prime Minister who is assisted by a Minister of State.

Organizational structure

7.32.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	1162	768
B	1205	964
C	6266	5114
D	1119	1033
Total	9752	7879

7.32.3 The Ministry comprises three Departments:-

I. Department of Personnel and Training

Department of Personnel and Training acts as the formulator of policies regarding recruitment, regulation of service conditions and deputation of personnel as well as other related issues. It advises all organizations of the Central Government on matters of personnel management. The Department is also the cadre controlling authority for the Indian Administrative Service (IAS) and the Central Secretariat Service (CSS) and operates the Central Staffing Scheme under which suitable officers from All India Services and Group A Central Services are selected and placed in posts at the levels of Deputy Secretary/Director and Joint Secretary, on the basis of tenure deputation.

Two major training institutions functioning directly under the administrative control of the Department are the Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie and the Institute of Secretariat Training and Management (ISTM), New Delhi. The former is mainly responsible for providing induction training to recruits to the Indian Administrative Service and other All India Services and Central Services. The Institute of Secretariat Training and Management provides induction as well as in-service training to members of the Central Secretariat Service.

The Department also manages the Joint Consultative Machinery (JCM) for joint consultation between the Central Government and its employees with the view to promote harmonious relations and secure the greatest measure of cooperation between the Central Government and the general body of employees.

Central Vigilance Commission and Central Bureau of Investigation function as part of this Department.

II. Department of Pension and Pensioners' Welfare

The Department of Pensions and Pensioners' Welfare was set up in 1985 as a part of the Ministry of Personnel and Public Grievances. It is the nodal agency of the Government of India for formulation of general policy on pension and others retirement benefits, as also for redressal of grievances relating to retirement benefits.

III. Department of Administrative Reforms & Public Grievances

The Department of Administrative Reforms and Public Grievances is the nodal agency for administrative reforms and redressal of public grievances relating to the States in general and to the Central Government agencies in particular.

*Assistant in
LBSNAA*

7.32.4 Pay scale on par with that of Assistants in Central Secretariat Service has been sought for the post of Assistant in Lal Bahadur Shastri National Academy of Administration (LBSNAA). The post is presently in the pay scale of Rs.5000-8000. The Commission has already recommended parity between similarly placed posts in the field offices and the secretariat in Chapter 3.1. **The recommendations will apply in this case as well.**

*Physical
Training
Instructor in
LBSNAA*

7.32.5 Higher pay scale has been sought for the post of Physical Training Instructor that is presently in the pay scale of Rs.5000-8000. The post has an established relativity with the post of Assistant in LBSNAA that will need to be maintained. In any case, Commission

has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Accordingly, the post shall automatically be placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500.**

*Security Guard
in LBSNAA*

7.32.6 Anomalies in financial upgradation under the current scheme of Assured Career Progression Scheme for the post of Security Guard in LBSNAA have been pointed out. These anomalies will be taken care of in the revised scheme of ACP being recommended by the Commission. **No other recommendation is necessary.**

*Training
allowance in
LBSNAA*

7.32.7 Higher training allowance has been demanded for officers posted to the Academy. The issue has been discussed in Chapter 6.4 relating to training academies and staff colleges. Recommendations contained therein shall apply in this case as well.

*Winter
allowance in
LBSNAA*

7.32.8 Winter allowance at the rate of 25% has been demanded for faculty and staff post in LBSNAA. The employees are already entitled to Hill Compensatory Allowance. Besides, a liberal training allowance has been recommended for faculty in various training academies including LBSNAA. **Accordingly, no separate winter allowance is necessary.**

Drivers

7.32.9 Higher pay scales have been demanded for the post of Drivers. This category has been discussed in Chapter 3.8 of the Report. **Recommendations made there will also apply in this case.**

*Language
Instructors*

7.32.10 Language Instructors have demanded the pay scale of Rs.8000-13500 on the ground that the duties attached to the post are onerous and they lack promotional avenues. Insofar as the problem of stagnation is concerned, the same will be alleviated under the scheme of running Pay Bands and modified Assured Career Progression Scheme being recommended by the Commission. The post is comparable to that of Post Graduate Teachers. The Commission has recommended the higher pay scale of Rs.7500-12000 for Post Graduate Teachers. A similar dispensation will need to be extended in this case as well. **The post shall, therefore, be extended the scale of Rs.7500-12000 corresponding to the revised Pay Band PB 2 of Rs.8700-34800 along with grade pay of Rs.4800.**

*Parity with
Supreme Court,
Delhi High
Court, Lok Sabha
and Rajya Sabha
Secretariat*

7.32.11 Non-gazetted employees in the Central Secretariat have demanded parity with their counter parts in Supreme Court/Delhi High Court as well as in Lok Sabha and Rajya Sabha Secretariat. It has also been demanded that all Group D staff with educational qualification of above matric should be promoted as LDCs. **No**

relativity exists with posts in Supreme Court/Delhi High Court/Lok Sabha or Rajya Sabha Secretariat. As such, the demand cannot be conceded.

7.32.12 The non-gazetted posts in the secretariat will now have parity with the similarly placed post in field offices. Accordingly, only the corresponding revised pay scale shall extend to these posts. **As regards promotion of Group D staff, the Commission has already considered this issue in Chapter 3.7 of the Report. The recommendations contained therein shall apply in this case as well.**

7.32.13 A demand has also been made to remove the existing DOPT instructions which provide that only one of the three vacancies arising in any year will be filled with the remaining two vacancies being abolished. The Commission has addressed this issue in Chapter 6.3 of the Report. **The recommendations made therein will address this demand.**

Central Secretariat Clerical Service (CSCL)

7.32.14 UDCs and LDCs belonging to Central Secretariat Clerical Service (CSCL) have demanded better promotional avenues. The Commission has separately made recommendations regarding holding of Limited Departmental Competitive Examinations for various higher level posts, which shall be open to all the employees. On qualifying in these examinations, the deserving candidates shall be appointed to the higher post. The detailed contours of this scheme are discussed in Chapter 6.1 relating to promotion policy. This will ensure a steady career progression for the deserving and bright officers in the lower cadres who will have an avenue for promotion to the higher post without undue delay once they qualify in the prescribed examination. **No separate recommendation is, therefore, necessary on this demand.**

CAT - Cadre restructuring of Registrars/ higher scales for Assistants and Stenographers

7.32.15 Higher pay scales and cadre restructuring has been demanded for posts of Principal Registrar, Registrar, Joint Registrar, etc. The Commission has refrained from restructuring of any individual cadre. No recommendation can, therefore, be made in this case. Assistants and Stenographers in Central Administrative Tribunal have demanded pay scale on par with Assistants and Stenographers in CSS and CSSS. The Commission has already recommended parity between similarly placed posts in field offices and secretariat. This will address the instant demand. **No separate recommendation is, therefore, necessary in this case.**

Assistant Directors in ISTM

7.32.16 Assistant Directors in Institute of Secretariat Training and Management (ISTM) have demanded the pay scale of Rs.8000-13500 on par with that of Section Officer. The Commission has recommended the pay scale of Rs.7500-12000 for the post of Section Officers in CSS etc. that corresponds to running Pay Band PB-2 of

Rs.8700-34800 along with grade pay of Rs.4800. **A similar pay band and grade pay should be extended to the post of Assistant Director in ISTM.**

**Central Bureau
of Investigation**

7.32.17 Established in 1963, CBI is the chief central police agency for investigation of various crimes including crimes of corruption and fraud by public servants; economic crimes; and other crimes like terrorism, kidnappings, homicides etc.

7.32.18 The force is headed by a Director in the scale of Rs.26000 (fixed). The structure of executive cadre is similar to that in IB. Accordingly, the parity of the posts of Constable, Head Constable and Assistant Sub Inspector will need to be maintained with similarly placed posts in IB. **The posts shall, therefore, be upgraded as under :-**

(in Rs.)

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Constable	3200-4900	PB-1	2000
Head Constable	4000-6000	PB-1	2400
Asst. Sub Inspector	4500-7000	PB-1	2800
Sub Inspector	6500-10500	PB-2	4200
Inspector	7450-11500	PB-2	4600

7.32.19 CBI personnel have demanded additional allowances and better pay package for the nature of duties being performed by them. Ranks of ASI, Head Constable and Constable have been recommended higher pay scales. CBI personnel are already in receipt of a special allowance of 25% (upto and including the post of Superintendent) and 15% (DIG and above). The amount of this allowance will automatically go up once the recommended pay scales are implemented and will be sufficient to attract the best talent to this agency. Any additional allowance is therefore not necessary. **The Commission recommends maintenance of status quo in this regard.**

Ministry of Petroleum and Natural Gas

Introduction 7.33.1 The Ministry of Petroleum is responsible for exploration and production of oil and natural gas, their refining, distribution and marketing, import, export, and conservation of petroleum products and Liquefied Natural Gas.

Organizational structure 7.33.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	44	42
B	116	81
C	77	68
D	67	58
Total	304	249

Recommendations 7.33.3 All the existing posts in this organisation not belonging to common categories are covered by the pay bands and grade pay discussed by the Commission in Chapter 2.2 Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.

Ministry of Planning

Introduction

7.34.1 Ministry of Planning consists of the Planning Commission and the Programme Evaluation Organisation. The Prime Minister is the Chairman of the Planning Commission, which works under the overall guidance of the National Development Council. It formulates the development plans for the country. Programme Evaluation organisation is concerned with evaluating the planned schemes and functions as an integral part of the Planning Commission.

Organizational structure

7.34.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	367	256
B	359	314
C	326	316
D	350	310
Total	1402	1196

Recommendations

7.34.3 **All the existing posts in this organisation not belonging to common categories are covered by the pay bands and grade pay discussed by the Commission in Chapter 2.2 Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.**

Ministry of Power

Introduction

7.35.1 Ministry of Power is primarily responsible for the development of electrical energy in the country. The Ministry is concerned with perspective planning, policy formulation, processing of projects for investment decision, monitoring of the implementation of power projects, training and manpower development and the administration and enactment of legislation in regard to thermal, hydro power generation, transmission and distribution. The Ministry is headed by a Secretary who is assisted by two Additional Secretaries and five Joint Secretaries, including the Financial Advisor.

Organizational structure

7.9.3 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	591	485
B	566	489
C	570	463
D	294	281
Total	2021	1718

Professional/Statistical Assistant

7.35.2 The posts of Professional/Statistical Assistant exist in this Ministry in the pay scale of Rs.4500-7000. The minimum qualification for this post includes a graduate degree. The similarly placed post of Statistical Assistant in other Departments was extended the pay scale of Rs.5000-8000 by the Fifth Central Pay Commission. A similar pay scale needs to be extended to the post in this Ministry as well. Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Hence, the post of Professional/Statistical Assistant shall be placed in the scale of Rs.5000-8000 which stands merged with the scale of Rs.6500-10500 corresponding to the revised Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200.**

Assistant Director

7.35.3 In Central Electricity Authority, posts of Assistant Director Grade II and Grade I exist in the respective pay scales of Rs.7500-

12000 and Rs.8000-13500. A demand has been made for merging these two posts. It is seen that the two grades of Assistant Directors are distinct and belong to two different Groups with the post of Assistant Director Grade I being a Group A post. The level of duties attached to these posts is also not same. **No justification, therefore, exists for merging these two posts. Consequently, only the corresponding replacement pay bands and grade pay may be extended to these posts. To remove any possibility of confusion regarding these posts in future, it is recommended that the designations of these posts may be suitably modified so that the posts carry nomenclature that is totally distinct from each other.**

Draughtsman

7.35.4 Higher pay scales have been demanded for the posts of Head Draughtsmen and Draughtsmen Grade I, II & III. The Commission has separately considered the issue of pay scales of this common category in Chapter 3.8. **Recommendations made therein shall equally apply to the Draughtsmen in this Ministry as well.**

Central Power Engineering Service

7.35.5 Central Power Engineering Service is a Group A service under the administrative control of this Ministry. A demand has been made that the existing cadre structure of this service should be re-structured to bring it in consonance with the model cadre structure recommended by the Fifth Central Pay Commission as per which 3%, 17%, 50% and 30% of the total senior duty posts were to be ideally placed in Higher Administrative Grade, Senior Administrative Grade, Junior Administrative Grade and Senior Time Scale respectively. **The Commission, as a policy, is not considering restructuring of any individual cadre or service. Accordingly, the demand for restructuring of Central Power Engineering Service cannot be conceded.**

Ministry of Railways

Introduction

7.36.1 Indian Railways is the largest civilian employer in the country. It comprises sixteen Zones and six Production Units namely Chittaranjan Locomotive Works, Chittaranjan; Integral Coach Factory, Chennai; Diesel Locomotive Works, Varanasi; Rail Coach Factory, Kapurthala; Diesel Loco Modernization Works, Patiala; and Rail Wheel Factory, Bangalore. There are 9 old Zones with 7 new Zones having been created subsequently. Every Zone has between 3 to 6 Divisions.

Strength

7.36.2 Total number of employees as on 31/3/2005 was about 14 lakhs. The distribution of staff strength in the year 2004-05 is as follows :

Group	In position
A	8285
B	7247
C	873536
D	521578
Total	1410646

Fiscal health of Railways

7.36.3 Indian Railways has become economically viable. For the past few years, the annual Budget presented by the Ministry of Railways reveal that it is generating surplus (net revenue receipts) to the tune of more than Rs.5,000 crore annually. There was a surplus even after paying dividend, payment in lieu of passenger tax and contribution to Railway Safety Fund to the tune of Rs.2,074 crore in 2004-05 and Rs.4,338 crore in 2005-06. Remarkably, this surplus has been achieved by Railways without substantial increase in the passenger fares and freight rates. Total investment in the Indian Railways during 2005-06 was Rs.65,878 crore out of which Rs.12,816 crore was generated internally.

7.36.4 Gross Revenue Receipts of the Indian Railways for the year 2005-06 vis-à-vis working expenses are as follows:-

2005-06
(Rs.in cr.)

Gross Traffic Receipts	54,491
Total Working Expenses	45,574
Net Traffic Receipts	8,918
Net Revenue Receipts	8,006

Railway Board

7.36.5 Railway Board is the apex body in the Ministry of Railways. It is headed by a Chairman, 5 Members and 1 Financial Commissioner. Chairman, Railway Board is an ex-officio Principal Secretary to the Government of India. The Chairman, 5 Members and the Financial Commissioner are in the pay scale of Rs.26000 (Fixed). The Members are assisted by Additional Members in the Higher Administrative Grade (HAG) Rs.22400-24500. Below Additional Members, there are different Directorates headed by Executive Directors in the Senior Administrative Grade (SAG) of Rs.18400-22400. The Executive Directors are assisted by Directors, Joint Directors and Deputy Directors in respective pay scales of Rs.14300-18300; Rs.12000-16500 and Rs.10000-15200. Director General Railway Health Service and Director General RPF report to the Member (Staff). The other 4 posts of Members are Member (Electrical), Member (Engineering), Member (Mechanical) and Member (Traffic). All the Members and Financial Commissioner are ex-officio Secretaries to the Government of India.

Different Categories in Ministry of Railways

7.36.6 The following Departments exist in Ministry of Railways:-

1. Administration
2. Accounts
3. Engineering
4. Signal & Telecom
5. Transportation
6. Commercial
7. Mech. Engineering
8. Stores
9. Electrical
10. Medical
11. RPF
12. Railway Board
13. Other Railway Offices including RPSF
14. Casual Labour

Demands

7.36.7 Demands seeking higher pay scales and allowances for various categories in different Departments were made. The same are discussed in the succeeding paras.

*Status of
Chairman
Railway Board*

7.36.8 Presently, the pay scale of Chairman as well as other Members of Railway Board is Rs.26000 (fixed). Traditionally, the status of Chairman has been that of Principal Secretary to the Government of India. Railway Ministry has proposed that the pay scale of Chairman, Railway Board should be brought on par with that of the Cabinet Secretary viz. Rs.30000 (fixed).

Recommendation

7.36.9 It is observed that a similar demand was made before the Fifth Central Pay Commission who however recommended that the Chairman should be considered as first amongst equals. The Fifth CPC had, accordingly, recommended that pay scale of all Members of the Railway Board including the Chairman should continue to be Rs.26000 (fixed). This recommendation of the Fifth Central pay Commission is justified. **The Commission, accordingly, recommends no change in the status or pay scale attached to the post of Chairman, Railway Board.**

*Unskilled workers
in Railways*

7.36.10 Various associations of Railway Staff have contended that with growing modernization, both in the field and in offices, there is no unskilled job left. It has been stated that even the Helpers working in the workshops, open line, sheds etc. have to possess elementary knowledge of technology. Reference has been made to the enhancement by the Railway Board of the minimum qualifications to Matriculation plus ITI for appointments as Khalasi (now Helper) of Diesel Loco Shed, Electric Loco Shed, EMU Car Shed, Track Maintenance Machines, etc. This was done in 1982. Subsequently, the Fifth CPC, in their report, recommended that staff recruited with prescribed qualification of Matriculation should be allotted the pay scale of Rs.950-1500 corresponding to the revised pay scale of Rs.3050-4590. Immediately after that, the Railway Board issued orders lowering prescribed recruitment qualification for all the Khalasis (now Helpers) including Khalasis in Diesel Loco Shed, Electric Loco Shed, EMU Car Shed and Track Maintenance organisation.

*Demands -
Commercial
Clerks*

7.36.11 The existing hierarchy in the cadre of Commercial Clerks is as follows :

Commercial Clerks	Rs.3200-4900
Senior Commercial Clerks	Rs.4000-6000
Head Commercial Clerks	Rs.5000-8000
Chief Commercial Clerks	Rs.5500-9000
Commercial Superintendent	Rs.6500-10500

7.36.12 Higher pay scales have been demanded for this category with the demand that Senior Commercial clerks should be brought

on par with Senior Clerks. Introduction of the higher scale of Rs.7450-11500 in the hierarchy also has been sought. It has been stated that analogous posts like those of Commercial Inspectors, Commercial Clerks, ECRCs & Ticket Collector etc. should be merged and granted the entry grade of Rs.5000-8000. Cash Risk Allowance and Health Hazard Allowance have also been demanded for this category on the ground that they handle heavy cash and work in goods, parcel, luggage offices & sidings where they are exposed to dust, chemicals, oils etc.

**Recommendations
- Commercial
Clerks**

7.36.13 Insofar as the issue of parity of pay scale of Senior Commercial clerks with that of Senior Clerks is concerned, it is seen that Office Clerks, Commercial Clerks, Ticket Checkers & TNCs popularly known as Non-Technical are recruited in the Railways through a common examination conducted by Railway Recruitment Board. The recruitment grade is Rs.3050-4590 except for commercial clerks whose entry grade was upgraded by the Fifth CPC to Rs.3200-4900 in view of multifarious functions performed by them. Earlier, the next promotion scale for all these categories was Rs.1200-2040 (corresponding to the Fifth CPC revised pay scale of Rs.4000-6000). However, due to 25% DR quota for graduates in the post of Senior Clerks, the Fifth CPC allotted them the higher grade of Rs.4500-7000, while for others, the scale of Rs.4000-6000 was allotted. This has led to the demand from Senior Commercial Clerks/equivalent for the same higher pay scale of Rs.4500-7000 on the ground that their job carries higher responsibilities, risk, strain & public interface, round the clock duties and difficult conditions of work in yards, sidings, coaching & goods terminals etc. There is merit in these arguments. While it is true that there is an element of graduate entry at Senior Clerk level, this alone may perhaps not justify grant of a higher grade vis-à-vis other categories which are recruited along with them and whose nature of duties are perhaps more difficult. In fact it is due to this reason that the entry grade of Commercial Clerk is higher (Rs.3200-4900) vis-à-vis other categories including office clerks (Rs.3050-4590). Thus a lower scale in the next grade for this post is not justified for this category. Even otherwise, the Commission is of the view that posts in the field offices have to be given their due as these posts are at the delivery level and, therefore, are crucial. **The Commission, accordingly, recommends that category of Senior Commercial Clerks may be upgraded and placed in the scale of Rs.4500-7000 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800.**

7.36.14 Similar situation also exists in respect of Transit Clerks where, too, the initial recruitment is in the pay scale of Rs.3200-4900 but the first promotion is in the grade of Rs.4000-6000 as Senior Transit Clerk. The next promotion is that of Head Transit Clerk in

the scale of Rs.4500-7000. The functions of the posts of Senior Transit Clerk and Head Transit Clerk are comparable. As such these posts can be merged. **Accordingly, the Commission recommends merger of the posts of Senior Transit Clerk and Head Transit Clerk. Transit Clerks will then automatically be eligible for first promotion in the scale of Rs.4500-7000 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800.**

7.36.15 Insofar as the demand for grant of the scale of Rs.7450-11500 to the category of Commercial Clerks is concerned, it is observed that this apex grade has been given to categories where there is an element of direct recruitment of Degree holders at the Supervisory level. Ministry of Railways have clarified that an element of direct recruitment to the extent of 25% in the scale of Rs.5500-9000 (Head Commercial Clerk) exists even in the case of this category. In fact, Ministry of Railways had also mooted a proposal for introducing this scale but the same could not be finalized. Keeping in view the relativities concerned, the Commission is of the view that the category of Commercial Clerks also deserves to be granted the apex Group C pay scale of Rs.7450-11500. **The Commission, in a subsequent paragraph, has recommended restructuring of the posts in different grades in the four clerical streams in Railways to bring them on par with the structure being proposed in various field organizations of the Central Government. As per this, the posts of Head Commercial Clerk and Chief Commercial Clerk will be merged in the scale of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. The post of Commercial Superintendent will then be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600. This will automatically meet the demand for introduction of higher scale of Rs.7450-11500 in this cadre. The Commission is, however, unable to recommend Health Hazard Allowance/similar allowances for Commercial Clerks as their work is not of such a nature as would necessitate grant of these allowances. The element of handling cash is part of the duties and any risk on this account has already been factored in the pay scales prescribed for this category. Accordingly, no separate Cash Handling Allowance is necessary.**

*Demands -
Enquiry-cum-
Reservation
Clerks (E&RCs)*

7.36.16 E&RCs have demanded introduction of the higher grade of Rs.7450-11500 for the post of Reservation Superintendent in their cadre.

*Recommendations
- Enquiry-cum-*

7.36.17 An element of direct recruitment to the extent of 25% exists in the cadre of Enquiry-cum-Reservation Clerks who are recruited in

Reservation Clerks (ERCs)

the scale of Rs.4500-7000 and move through the grades of Rs.5000-8000 and Rs.5500-9000 to the apex grade of Rs.6500-10500 carrying the designation of Reservation Superintendent. The grades of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 are being merged. The posts in the existing scales of Rs.5000-8000 and Rs.5500-9000 should be merged. However, the post of Reservation Superintendents has to be granted a higher scale as, apart from being the apex post in the cadre of ERCs, it also constitutes a promotion post for Deputy Reservation Superintendents. **The Commission recommends the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 for Reservation Superintendents. The posts of Enquiry-cum-Reservation Clerks in the scales of Rs.5000-8000 and Rs.5500-9000 will stand merged as a consequence of the restructuring of the pay scales being recommended by the Commission.**

Commercial Inspectors

7.36.18 Commercial Inspectors including Inspectors (Claims/Rates/ Booking/goods/parcel) presently have the following structure: -

Commercial Inspector Gr. IV	Rs.5000-8000
Commercial Inspector Gr. III	Rs.5500-9000
Commercial Inspector Gr. II	Rs.6500-10500
Commercial Inspector Gr. I	Rs.7450-11500

A three grade structure has been demanded for this category. It has been stated that they should be only in the top three grades of pay for effective monitoring and supervision.

Recommendations - Commercial Inspectors

7.36.19 Duties of Commercial Inspectors does not include direct supervision of the commercial clerks, ERCs etc. but are more inspectorial than supervisory. **Therefore, the demand based on the rationale that they, being a Supervisory category, should be placed in the top two scales, is not justified.** It is also seen that the Fifth CPC had upgraded the entry scale of Commercial Inspectors to Rs.5000-8000 and had also placed the apex post of this cadre in the scale of Rs.7450-11500. The cadre of Commercial Inspector, therefore, already has an edge, both in the initial and the apex pay scales, vis-à-vis other clerical cadres like Commercial Clerks and ECRCs whose cadre structure ranges from the scales of Rs.3050-4590 (Rs.4500-7000 in case of ECRCs) to Rs.6500-10500. **As such, no further upgradation is necessary.** However, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. Due to this, Commercial Inspectors Grade II, III & IV shall come to lie in an identical pay band and grade pay. **It is, accordingly, recommended that the posts of Commercial Inspector Grade IV and Grade III should be merged in the Pay Band PB-2 of**

Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. The posts of Commercial Inspector Grade II and Grade I will consequently be also merged in Pay Band PB-2 of Rs .8700-34800 along with a grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.

Demands - Ticket Checking cadre

7.36.20 The present cadre of Ticket Checking staff is as under:-

Ticket Checker	Rs.3050-4590
Senior TC/TTE	Rs.4000-6000
Head TC/Senior TTE	Rs.5000-8000
Traveling Ticket Inspector	Rs.5500-9000
Chief Ticket Inspector	Rs.6500-10500

7.36.21 Introduction of a higher scale of Rs.7450-11500 in the hierarchy has been demanded. Upgradation of pay scale of Senior TC/TTE from Rs.4000-6000 to Rs.4500-7000 has been sought on the ground of higher responsibility, risk, strain, public interface attached with the job. Reclassification of all Ticket Checking Staff as Running staff has also been demanded.

Recommendations - Ticket Checking cadre

7.36.22 The Commission is of the view that, as far as possible, every cadre in Railways having posts in the scale of Rs.6500-10500 at present should have the apex grade of Rs.7450-11500. **Since this grade does not exist in this cadre, the Commission recommends placement of Chief Ticket Inspector in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600. Traveling Ticket Inspectors, Head TC/Senior TTE will automatically be placed in the scale of Rs.6500-10500 on account of the restructuring of pay scales.** Placement of Senior Ticket Checkers/Travelling Ticket Examiners/Trains Clerks in a higher scale so as to maintain established relativities was considered in light of the higher scale separately being recommended for Senior Commercial Clerks. It is, however, observed that Commercial Clerks are being upgraded because their entry grade is higher i.e. Rs.3200-4900 and, therefore, their first promotional grade cannot justifiably be lower than other categories who are recruited in a lower pay scale. This rationale does not hold good for the categories of Senior Ticket Checkers/Traveling Ticket Examiners/Trains Clerks, etc. As such a higher pay scale cannot be recommended for any of these categories.

7.36.23 As regards the issue of classification of this category as running staff, it is observed that the issue was considered by the Fifth CPC who did not agree to the same as the definition of running staff includes only those whose duties are directly

connected with the task of moving trains. **The view taken by the Fifth CPC is justified and no interference therein is called for.**

Recommendations regarding the clerical cadres in the light of delayering proposed for field staff

7.36.24 The Commission has recommended parity between similarly placed posts in the secretariat and field offices. This involves delayering of various grades. The recommendations are discussed in Chapter 3.1 of the Report. A similar delayering would need to be carried out for the office staff in the field offices of Railways. Four cadres of office staff exist in Railways in different pay scales. **In consonance with delayering proposed for field offices in general as well as to bring parity between field offices and the secretariat in Railways, following revised structure is recommended for these cadres:-**

Train Clerks

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Train clerk	3050-4590	3050-4590	PB-1	1900
Senior Train Clerk	4000-6000	4000-6000	PB-1	2400
Head Train Clerk	5000-8000	6500-10500	PB-2	4200*
Chief Train Clerk	5500-9000	6500-10500	PB-2	4200

(*Head Train clerks and Chief Train Clerks shall be merged)

Commercial Clerks

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Commercial Clerks	3200-4900	3200-4900	PB-1	2000
Senior Commercial Clerks	4000-6000	4500-7000	PB-1	2800
Head Commercial Clerks	5000-8000	6500-10500*	PB-2	4200
Chief Commercial Clerks	5500-9000			
Commercial Superintendent	6500-10500	7450-11500	PB-2	4600

(*Head Commercial Clerks and Chief Commercial Clerks shall stand merged)

Office Clerks

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Lower Division Clerks	3050-4590	3050-4590	PB-1	1900
Senior Clerks	4500-7000	4500-7000	PB-1	2800
Head Clerks	5000-8000	6500-10500*	PB-2	4200
Office Superintendent Grade II	5500-9000			
Office Superintendent Grade I	6500-10500	7450-11500**	PB-2	4600
Chief Superintendent	7450-11500			

*Head Commercial Clerks and Chief Commercial Clerks shall stand merged

** Office Superintendent Grade I and Chief Superintendent shall stand merged

Ticket Checking Staff

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Ticket Checker	3050-4590	3050-4590	PB-1	1900
Senior TC/TTE	4000-6000	4000-6000	PB-1	2400
Head TC/Senior TTE	5000-8000	6500-10500*	PB-2	4200
Traveling Ticket Inspector	5500-9000			
Chief Ticket Inspector	6500-10500	7450-11500	PB-2	4600

(*Head TC/Senior TTE and Chief Ticket Inspector shall stand merged)

Demands - Catering Manager/ Inspectors

7.36.24 The cadre of Catering Managers/Inspectors comprises posts in the scales of Rs.3200-4900 (Catering Supervisor Gr. III); Rs.4000-6000 (Catering Supervisor Gr. II); Rs.5000-8000 (Catering Supervisor Gr. I); Rs.5500-9000 (Catering Inspector Gr. II) and Rs.6500-10500 (Catering Inspector Gr. I). The cadre presently does not have any post in the scale of Rs.7450-11500. Introduction of this scale has been demanded.

<i>Recommendations - Catering Manager /Inspectors</i>	7.36.25 In consonance with Commission's approach to allow the apex Group C scale in every cadre of Railways having posts in the scale of Rs.6500-10500 at present, it is recommended that the post of Catering Inspector Grade I may be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.
<i>Demands - Law Assistants</i>	7.36.26 The cadre of Law Assistants comprises posts of Law Assistant and Chief Law Assistant in the scales of Rs.6500-10500 and Rs.7450-11500, respectively. Higher pay scales corresponding to those of Groups B & A have been demanded on the ground of high academic qualifications and specialized nature of work. Parity of Chief Law Assistant of Zonal Railways with Chief Law Assistant [redesignated as Superintendent (Legal)] who exists in the pay scale of Rs.7500-12000 has been demanded. Allowances like Out door monthly allowance, Library allowance and Court Allowance have also been sought.
<i>Recommendations - Law Assistants</i>	7.36.27 Keeping in view the higher qualifications attached to the post of Law Assistant, the Fifth CPC had upgraded the scale of this post by two levels. The present position is that the Law Assistant and Chief Law Assistant are placed in the two apex Group C scales. Placing the entry post of Law Assistant in Group B scale is not administratively desirable as supporting staff in the legal stream are required for attending court, liaison with advocates etc. Creation of a separate cadre is also not desirable as the Executives of the department are ultimately responsible for providing the facts and rules and the analysis and the implications of matters under litigation. Post of Chief Law Assistant of Railway Board in the scale Rs.7500-12000 is actually analogous to the post of Assistant Law Officer in the field offices existing in an identical scale of Rs. 7500-12000. Accordingly, the post of Chief Law Assistant in field offices cannot be upgraded. Instead, the feeder post of Law Assistant may be merged with that of Chief Law Assistant in the scale of Rs.7450-11500 which will also ensure that this category's relativity vis-à-vis the entry grade of Degree Engineers is maintained. Higher scale of Rs.7500-12000 cannot be recommended for Chief Law Assistant as this scale in Railways is a Group B scale and a promotion post (Assistant Law Officer) already exists in this scale. NPA for any category other than Doctors has huge implications. In present days, a large number of employees join the Government with technical qualifications. It is not possible to grant NPA to all such categories. NPA to legal staff is, therefore, not justified. Grant of Outdoor Allowance and Court Allowance is also not justified as attending courts is part of the duty attached to these posts and, therefore, the element is already included in the pay scale. Instead of Library Allowance, it would be appropriate if proper Library facilities are

either created in the organisation or membership of other libraries giving such facility is taken for the use of these officers. **The Commission recommends accordingly.**

Demands - Public Relation Inspectors

7.36.28 The present cadre of Public Relation Inspectors is as under:-

Publicity Inspector	Rs.4500-7000
Senior Publicity Inspector	Rs.5000-8000
Chief Publicity Inspector	Rs.6500-10500

7.36.29 Introduction of a new senior supervisory grade for Publicity Inspector has been sought. A demand has been raised for re designation as Asst. Information Officers- Gr. III, Gr. II & Gr. I. Library Allowance or Institutional Library Membership has also been sought. Monetary benefit or compensatory leave in lieu of working on holidays/nigh shift has been demanded.

Recommendations - Public Relation Inspectors

7.36.30 Insofar as the issue of parity of pay scale of Publicity Inspectors (Rs.4500-8000) with Personnel Inspectors (Rs.5000-8000) is concerned, it is seen that employees with five years Group C service and a graduate degree are eligible for selection to this post. This means that a person having a graduate degree and five years service in the scale of Rs.950-1500 can also be appointed directly as Publicity Inspector in the scale of Rs.4500-7000. A higher jump may not be justified. **The Commission, accordingly, recommends that Publicity Inspectors may be granted only the corresponding replacement pay band PB-1 of Rs.4860-20200 along with a grade pay of Rs.2800.** Direct recruitment of graduates takes place at the level of Senior Publicity Inspectors. Apart from the recruitment qualifications, the duties attached to the post are also onerous. As such, a higher scale on par with Assistants/analogous posts is justified in their case. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Senior Publicity Inspectors will, therefore, automatically be placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. In consonance with the principle adopted that, as far as possible, Group C cadres in Railways should have the apex Group C scale of Rs.7450-11500, the next higher post of Chief Publicity Inspector will stand upgraded to the next higher scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600**

7.36.31 **Re-designation as Asst. Information Officers is not desirable as the designation of Group B/A Officers in Railways are similar and this re-designation will cause confusion.** As far as monetary benefit or compensatory leave in lieu of working on

holidays/night shift is concerned, this would lead to similar demands from other Supervisory categories that fall under the classification of 'excluded' category. Accordingly, the demand cannot be conceded. As regards grant of Library Allowance, etc., it is observed that in the present times, almost all information is available on the internet. **Therefore, Institutional Library Membership or Library Allowance is not warranted for this category.**

***Demands -
Station Masters***

7.36.32 The existing cadre structure of Station Masters is as under:-

Assistant Station Masters	Rs.4500-7000
Assistant Station Master/ Station Masters	Rs.5000-8000
Station Master	Rs.5500-9000
Deputy Station Supdt.	Rs.6500-10500
Station Supdt.	Rs.7450-11500

7.36.33 Starting pay scale of Rs.6500-10500 has been sought by the Station Masters. Demands have been made to stop lateral entry from open market in the scale of Rs.5500-9000 along with redesignation of Station Masters as Station Manager carrying the classification as "Continuous".

7.36.34 Various allowances have also been sought. These allowances include allowances that are common to all categories. The common allowances have been discussed separately in Chapter 4.2. **Grant of any specific allowance exclusively for this category is not considered justified.**

***Recommendations
- Station Masters***

7.36.35 The Commission received thousands of individual memoranda from Station Masters seeking initial grade of Rs.6500-10500. It is observed that the category of Station Masters has inter-linkages with other categories. Fifteen percent of the posts of Station Masters are filled up through Limited Departmental Competitive Examination (LDCE) from Group C & D personnel upto 45 years of age and possessing a graduate degree from the operating department and the commercial department. Twenty five percent of the recruitment is made through general selection from Shunting Jamadars, Shunting Master, Cabinman Gr. I, Switchman, Senior Signalers and Senior TNC in scale of Rs.4000-6000 and Levermen Gr. I, Pointsmen Gr. I, Shuntman Gr. I, Cabinman Gr. II & TNC in scale of Rs.3050-4590. There is also lateral induction in Rs.5500-9000 with 25% of the posts being filled up by Traffic Apprentices including 50% from open market through Railway Recruitment Boards and 10% from serving (Non-Ministerial) graduates through LDCE. Giving a higher pay scale to this category will, therefore, upset the

established relativities. No anomaly is also apparent in the existing pay structure for this category. **The Commission is, therefore, unable to recommend a higher pay scale for this category.** In any case, the posts of Assistant Station Master/Station Master in the scales of Rs.5000-8000 and Rs.5500-9000 will automatically be placed in the scale of Rs.6500-10500 on account of rationalization of pay scales being recommended by the Commission. **The posts of Assistant Station Master and Station Master in the scales of Rs.5000-8000 and Rs.5500-9000 will, therefore, stand merged. Consequently, the post of Deputy Station Superintendent and Station Superintendent shall stand merged in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

7.36.36 Classification of Station Masters as 'continuous' i.e. placing them in an 8 hours roster is a purely administrative matter that should be decided by the Railways. Similar is the case relating to redesignation of the post. Ministry of Railways being the administrative Ministry will be in a better position to take a decision regarding redesignation and reclassification, if necessary, of the post. **The Commission, consequently, makes no recommendation in this regard.**

***Demands - Traffic
Controllers***

7.36.37 The present cadre of Traffic Controllers is as under:-

Section Controller	Rs.5500-9000
Deputy Chief Controller	Rs.6500-10500
Chief Controller	Rs.7450-11500

7.36.38 It has been stated that the job of Traffic Controllers is more intense than that of Air Traffic Controllers and the cadre has to be recognized as a special cadre without being treated on par with clerical cadres especially as the minimum qualification for any post in this cadre is graduation. Higher grades vis-à-vis other categories with the same minimum qualification have been demanded. A special grade for Chief Controller in charge has also been sought. Stress allowance and Mike Allowance at the rate of 30% and 10% of basic pay respectively has been demanded. Break down allowance at actuals has been demanded as they monitor the break down activities.

***Recommendations
- Traffic
Controllers***

7.36.39 The initial entry grade of this category is Rs.5500-9000. **Due to merger of scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, the post will get upgraded automatically. Consequently, the posts of Deputy Chief Controller and Chief Controller shall be merged in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

7.36.40 Demands in regard to stress allowance, mike allowance, break down allowance etc. are not tenable as these are part and parcel of their duties and have already been considered while allotting the pay structure.

***Demands -
Shunting Cabin
and Station Staff***

7.36.41 The present cadre of Group C & D Shunting Cabin and Station Staff is as under:-

(in Rs.)

Porter/Gateman/Station Yard Staff/Commercial Group D	2550-3200/ 2610-3540
Leverman, Pointsmen/Shuntsman Gr.II, Gateman Gr.I	2650-4000
Leverman cum Cabinman Gr II, Pointsmen/Shuntsman Gr. I	3050-4590
Cabinman Gr. I, Switchman, Shunting Jamadar/Shunting Master Gr. II	4000-6000
Shunting Master Gr. I	5000-8000

7.36.42 Upgradation of the posts of Cabinmen Gr. I & Switchmen to Rs.4500-7000/Rs.5000-8000 has been sought on the ground of the sensitive and responsible nature of their duties and hard working conditions. A demand has been made to upgrade Gateman to the pay scale of Rs.3050-4590.

7.36.43 Re-designation of the posts as Traffic Assistant, Points/Lever operators and Cabin Manager has been sought.

7.36.44 Hazard Allowance to Pointsmen and Shuntsmen has been demanded. Shift duty allowance for other categories has also been sought.

***Recommendations -
Shunting Cabin
and Station Staff***

7.36.45 Consequent to the revised pay structure being recommended by the Commission, all future recruitments would be in the minimum scale of Rs.2750-4400 corresponding to pay band PB1 with grade pay of Rs.1800. The existing incumbents will also be placed in the higher pay band provided they have the higher qualifications or are suitably retrained. Insofar as upgradation of Cabinman and Switchman is concerned, it is seen that these posts have a distinct relativity with the post of Senior TNC. Shunting Jamadars, Shunting Master Gr. II, Cabinman, Switchman and TNCs in scale of Rs.4000-6000/Rs.3050-4590 have avenues of promotion to the category of Station Masters/Yard Masters, and Guards etc. in scale of Rs.4500-7000. Thus, all these categories are closely inter-linked. Upgrading any one category

could disturb the entire structure. **Accordingly, a higher pay scale to the post of Cabinman and Switchman is not recommended.** Shunting Master Grade I will, in any case, be placed in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500 on account of the proposed merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **The Commission is not in favour of recommending a separate Hazard/Risk allowance for any category. In case the job entails duties of hazardous nature, the administrative ministry may consider providing adequate insurance cover in consonance with the general recommendations made elsewhere in this report for this category as well.**

Demands - Loco Running Staff

7.36.46 The present cadre of Loco Running Staff is as under:-

	<i>(in Rs.)</i>
Assistant Loco Pilot (Diesel/Electric)	3050-4590
Loco Pilot (Shunting) II/Senior Assistant Loco Pilot (Diesel/Electric)	4000-6000
Loco Pilot (Goods) II/Senior Loco Pilot (Shunting) I	5000-8000
Loco Pilot (Passenger) II /Motorman/Loco Pilot (Goods) I	5500-9000
Loco Pilot Mail Express, Loco Pilot Passenger I, Sr Motorman	6000-9800
Asst Loco foreman/Traction Loco Controller/Driving Inspector/Power Controller/Loco Inspector/Loco Foreman 'B'/Fuel Inspector 'B'	6500-10500
Chief Traction Loco Controller/Chief Power Controller/Chief Loco Inspector/Loco Foreman 'A'/Fuel Inspector 'A'/Driving Inspector	7450-11500

7.36.47 Higher pay scales for Loco pilots have been demanded on the ground of their job profile, responsibilities, physical and mental efforts and hazards related to job. Loco pilots (mail/express, passenger I and senior motormen) are in the scale Rs.6000-9800. The scale of Rs.6500-10500 has been demanded for them. Due to introduction of Rajdhani/Shatabdi and other super fast trains, a special grade of Loco pilot (high speed/super fast) has also been demanded.

7.36.48 Upgradation of two grades above the present grade for Motor men of the Mumbai Suburban Local trains have been sought on the ground that they work in the most overstressed network in the world.

7.36.49 An insurance cover of Rs.15 lakh for all Loco running staff has been demanded. Various allowances like Risk allowance, High tension allowance, Break down allowance, National Holiday Allowance, Night duty allowance, etc. have also been sought.

**Recommendations
- Loco Running**

7.36.50 The demand for placement of the categories of Loco Pilot Mail Express, Loco Pilot Passenger I, Senior Motorman in the scale of Rs.6500-10500 is no longer justified as the scale of Rs.6000-9800 is not a regular pay scale and was specifically created for this category because they were bursting out of the maximum of the earlier pay scale of Rs.5500-9000. In the revised scheme of running pay bands and grade pay, no such bursting is possible. Accordingly, the post should normally have been given only the replacement pay band and grade pay corresponding to the pre-revised pay scale of Rs.5500-9000. However, the Commission is recommending merger of the pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. The post will, therefore, automatically be upgraded. This would also necessitate upgradation of the higher categories so as to ensure that feeder and promotion posts do not come to lie in an identical pay scale. **The Commission, accordingly, recommends the following pay structure for Loco Running Staff:-**

(in Rs.)

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Assistant Loco Pilot (Diesel/Electric)	3050-4590	PB-1	1900
Loco Pilot (Shunting) II/Senior Assistant Loco Pilot (Diesel/Electric)	4000-6000	PB-1	2400
Loco Pilot (Goods) II/Senior Loco Pilot (Shunting) I/ Loco Pilot (Passenger) II /Motorman/Loco Pilot (Goods) I, Loco Pilot Mail Express, Loco Pilot Passenger I, Sr Motorman	6500-10500	PB-2	4200

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Asst Loco foreman/Traction Loco Controller/Driving Inspector/Power Controller/Loco Inspector/Loco Foreman 'B'/Fuel Inspector 'B'/Chief Traction Loco Controller/Chief Power Controller/Chief Loco Inspector/Loco Foreman 'A'/Fuel Inspector 'A'/Driving Inspector	7450-11500	PB-2	4600

On account of more onerous nature of work as well as process of selection involved, Loco Pilots for passenger trains shall be given an additional allowance of Rs.500 p.m. Loco Pilot for mail/express trains will be given this allowance at the rate of Rs.1000 p.m. Dearness allowance shall be payable on this allowance. The existing parity with cadre of Guards, for other allowances like running allowance, may also be retained in respect of this allowance which is being recommended for the first time.

7.36.51 The demand for providing insurance cover appears justified and the Ministry should work out a scheme for providing such insurance cover. The demands for other allowances specifically for this category are not merited. Consequently, these demands cannot be conceded.

Demands - Guards

7.36.52 The present cadre of Guards is as under:-

Assistant Guard	Rs.3050-4590
Senior Assistant Guard	Rs.4000-6000
Goods Guard/Passenger Guard	Rs.4500-7000
Senior Goods Guard	Rs.5000-8000
Senior Passenger Guard/ Mail Express Guard	Rs.5500-9000

7.36.53 It has been stated that the entry pay scale of Rs.5500-9000 should be prescribed for Guards since graduation has been prescribed as the entry qualification for this post. It has also been stated that the duty of guards is arduous and they suffer various health hazards due to improper sleep, food, mental and physical strain and risk apart from being deprived of family life. A new, higher post of Guard Counselor in the scale Rs.6500-10500 has been demanded.

Recommendations - Guards 7.36.54 Entry scale in Railways for other posts carrying minimum qualification of a graduate degree is generally Rs.4500-7000. **Higher scale of Rs.5500-9000 may not, therefore, be granted to Guards on this count.** In the revised pay structure being recommended by the Commission, the post of Mail Express Guard will be placed in the scale of Rs.6500-10500. **Accordingly, there is no need to introduce an apex post of Guard Counselor in the scale of Rs.6500-10500. On account of the proposed merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, the posts of Senior Goods Guard/ Senior Passenger Guard/ Mail Express Guard shall come to lie in an identical pay band and grade pay. These posts should, therefore, be merged.**

Demands - Group D technical Staff 7.36.55 The present cadre of Group D technical staff is as under:-

Entry scale	Rs.2550-3200
Middle scale	Rs.2610-3540
Apex scale	Rs.2650-4000

7.36.56 It has been stated that Group D technical staff undertake risk and work in polluted and unhygienic environment. They perform very hard physical labour and other work which normally other persons may not like to do even if higher payment is offered. It has been stated that Trackmen and even sweepers/saifaiwalas perform jobs of arduous nature. Earlier, Khalasis/Khalasis helpers in the diesel/electric/EMU sheds were recruited with ITI qualification and given the scale of Rs.3050-4590. Later the qualification for this post was brought down to 8th pass and the scale was also reduced. It has been demanded that the qualification of matriculation/ITI diploma should be restored and all Group D Technical staff should be placed in scale Rs.3050-4590. In the alternative, one single grade for all group D employees has been demanded with the provision that they be promoted to Group C after 12 years of service with 40% of initial posts in Group C being reserved to be filled by promotion of Group D staff.

7.36.57 Hazardous duty allowance/risk allowance to the staff working in diesel and electric loco sheds, track maintenance, open lines depots and yards, paint shops, forge and smith shops, electroplating shops in workshops and production units at the rate of Rs.1500 per month has been demanded. Additionally, risk allowance at the rate of 20% of basic pay has been demanded.

Recommendations - Group D technical Staff 7.36.58 Elsewhere in the Report, the Commission has recommended upgradation of all existing Group D posts after suitable retraining and multi-skilling with no further recruitment being made in the

grade. This recommendation, which is in consonance with the observations made in the Ansari Committee Report referred to in Chapter 3.7, shall apply to all Group D posts in Ministry of Railways. **Consequently, all future recruitments in Railways will be made at least in the scale of Rs.2750-4400 carrying minimum qualifications of Matric or ITI.** This will also meet the demands projected before the Commission which invariably stated that all technical jobs even in Group D required a certain degree of skill. **The existing employees, not possessing these minimum qualifications, will initially be placed only in the corresponding revised pay scale and would need to undergo proper training before being extended the higher Group C pay band.**

7.36.59 For categories whose job profile is considered to carry continuous risk inherent in the prescribed duties, the administrative Ministry should grant a proper insurance cover as per the general recommendations made by the Commission on this subject.

*Demands -
Technicians*

7.36.60 The present cadre of Technicians is as under:-

Skilled Artisan Gr III	Rs.3050-4590
Skilled Gr II	Rs.4000-6000
Skilled Gr I	Rs.4500-7000
Master Craftsmen	Rs.5000-8000

ESM (Electrical Signal Maintainers)

ESM Gr III	Rs.3050-4590
ESM Gr II	Rs.4000-6000
ESM Gr I	Rs.4500-7000

MSM (Mechanical Signal Maintainers)

MSM Gr. III	Rs.3050-4590
MSM Gr. II	Rs.4000-6000
MSM Gr. I	Rs.4500-7000

TCM/WM (Telecommunication Maintainer/Wireless Maintainer)

TCM/WM Gr III	Rs.3050-4590
TCM/WM Gr II	Rs.4000-6000
Maintainer Gr I	Rs.4500-7000

7.36.61 It has been stated that technical staff with more rigorous duties are promoted to the scale Rs.4000-6000 whereas clerks are promoted to scale Rs.4500-7000. In the clerical cadre, there is only one scale between scale Rs.3050-4590 and Rs.5000-8000 whereas in

the technician's cadre there are two scales which further slow down their promotions to the scale Rs.5000-8000. It has, accordingly, been demanded that the pay scale of Rs.4000-6000 may be removed from the hierarchical structure of this grade.

7.36.62 A contention has been made that technical staff work for 6 days a week consisting of 44 hours of duty and have only 12 gazetted holidays. They work in the open and are posted to small towns and remote areas with inadequate facilities. Accordingly, 25% higher pay has been demanded in their case.

7.36.63 Technicians have promotional avenues only upto Master Craftsmen (MCM) in the scale of Rs.5000-8000. Only 15% of technicians are able to reach Junior Engineer (JE) grade while ministerial staff have avenue upto the grade of Rs.7450-11500. It has, accordingly, been demanded that cadres of technicians and JEs may be merged.

7.36.64 A new higher grade of Head Technicians/Senior MCM above the scale of Rs.5000-8000 has also been demanded.

7.36.65 Merger of various categories has been demanded with a view to open up the promotional channels and to ensure a better pay scale for some categories.

7.36.66 Hazardous and Risk duty allowance to all artisans staff has been demanded. All technicians who work with tools and with oil and lubricants are sought to be given risk allowance. Hazardous duty allowance/risk allowance to staff working in diesel and electric loco shed, track maintenance, open lines depots and yards, paint shops, forge and smith shops, electroplating shops in workshops and production units at the rate of Rs.1500 per month has been demanded.

7.36.67 It has been stated that Electrical traction staff have to work under high voltage continuously and are exposed to electromagnetic radiation, power lines, overhead equipment which leads to work related diseases. It has been demanded that they should be paid Occupational Risk Allowance with periodical health monitoring and risk insurance scheme. On the ground that train lighting staff is exposed to electrical shock, which leads to health disorders, risk allowance at the rate of 20% of basic pay has been demanded in their case.

7.36.68 Allowances like technical magazine allowance, uniform and washing allowance along with uniform and protective garments have also been demanded for artisan staff.

7.36.69 Demand has been made for introduction of 40 hours week in workshops sheds and open lines and to bring employees working there under the provisions of Factories Act.

Analysis - demands of Technicians

7.36.70 Technicians are aggrieved that although they have the equivalent qualification and initial pay scale as that of clerical staff, they have to work 6 days a week, have longer working hours, unhygienic working conditions and face greater risk. Their next grade is Rs.4000-6000 as against clerical staff whose next grade is Rs.4500-7000 and their avenue of promotion terminates in the scale of Rs.5000-8000 while the clerical category can go up Rs.7450-11500. The Fifth CPC had considered the demand of the Federations for merger of the two highly skilled grades and had recommended a single upgraded scale but later the two scales in highly skilled were restored. The grade of MCM was upgraded to the scale of Rs.5000-8000.

Recommendations - Technicians

7.36.71 The Commission has separately considered the category of artisan staff as one of the common categories. The recommendations made therein shall equally apply to artisan staff in Ministry of Railways. No separate recommendations are, therefore, being made regarding pay structure of these categories in this chapter. Insofar as grant of risk allowance/hazardous allowance etc. is concerned, the administrative Ministry may extend proper insurance cover to the categories whose job profile is considered to carry continuous risk inherent in the prescribed duties. In consonance with the uniform policy, a separate risk allowance can not be extended to any of the categories of Government employees.

Demands - Technical Supervisors

7.36.72 The present cadre of Technical Supervisors is as under:-

JE II (P. Way), (Works), (Bridges), (Track machine), JE II (Mechanical), JE II (Electrical), JE II (Signal), (Tele)	Rs.5000-8000
JE I	Rs.5500-9000
Section Engineers	Rs.6500-10500
Senior Section Engineers	Rs.7450-11500
Draughtsmen -Civil, Mechanical, Electrical and S&T	
JE Gr. II (Dr)	Rs.5000-8000
JE Gr. I (Dr)	Rs.5500-9000
SE (Dr)	Rs.6500-10500
SSE (Dr)	Rs.7450-11500

7.36.73 Demand has been made that Section Engineers and Senior Section Engineers including C&M staff should be classified as Group B gazetted as in MES and CPWD.

7.36.74 Non-practicing allowance at the rate of 10% of pay has been demanded.

7.36.75 It has been stated that a master scale as in State Governments of Punjab and Kerala to avoid stagnation may be introduced. Longer pay scales with lesser over lapping and continuation of the last increment in the grade till next promotion/retirement has been demanded.

7.36.76 Entry grade of Rs.6500-10500 to JEs at par with excise inspectors, loco inspectors, traffic supervisors etc. has been demanded. It is stated that the existing 4 grade structure may be abolished and merged into two grades. Time bound promotions upto JA grade on the pattern of other central Government departments like CPWD, MES and P&T has been proposed.

***Recommendations
- Technical
Supervisors***

7.36.77 The Fifth CPC had recommended an assured career progression scheme (ACPS) for all Government employees which were implemented with some modifications in respect of the employees belonging to Groups B, C & D. This scheme also exists in the Ministry of Railways. The Commission has separately recommended certain modifications in the scheme to improve it further. The modified ACPS will also apply in Ministry of Railways. It is not possible to extend the scheme of time bound promotions and cadre structure similar to that existing in CPWD in the Ministry of Railways as this will disturb the entire functional structure of Railways and will also upset many of the existing relativities. Diploma Holders in Engineering have been given a higher grade at entry (Rs.5000-8000) as compared to Graduates in the Clerical category i.e. Senior Clerk in scale Rs.4500-7000. No further upgradation is, therefore, warranted. Introduction of running pay bands will, in any case, ease existing levels of stagnation. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **This will necessitate some restructuring in the existing cadre along with merger of some posts which are functionally similar. The Commission, accordingly, recommends the following revised structure for the cadre of Technical Supervisors:-**

(in Rs.)

Designation	Recommend- ed pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
JE II (P. Way), (Works), (Bridges), (Track machine), JE II (Mechanical), JE II (Electrical), JE II (Signal), (Tele)	5000-8000#	PB-2	4200
Junior Engineer I	5500-9000#	PB-2	4200
Section Engineers	7450-11500	PB-2	4600
Senior Section Engineers	7450-11500	PB-2	4600

Posts shall be placed in the grade pay attached to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of pay scales

Draughtsmen –Civil, Mechanical, Electrical and S&T

Junior Engineer Gr. II (Dr)	5000-8000#	PB-2	4200
Junior Engineer Gr. I (Dr)	5500-9000#	PB-2	4200
Section Engineer (Dr)	7450-11500	PB-2	4600
Senior Section Engineer (Dr)	7450-11500	PB-2	4600

Posts shall be placed in the grade pay attached to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of pay scales

***Demands –
Trackmen and
other Permanent
Way categories***

7.36.78 The present cadre of Trackmen and other P.Way categories is as under:-

Trackman (Gangman)	Rs.2610-3540
Gateman/Trolleyman	Rs.2610-3540
Senior Trackman/ Gateman/Trolleyman	Rs.2650-4000
Head Trackman/Keyman	Rs.2750-4400
Gangmate (also called P.Waymate)	Rs.3050-4590
Senior P.Way Supervisor	Rs.5000-8000

7.36.79 It has been demanded that Trackmen should be paid at least 30% more than Khalasis because of the higher duties being discharged by them.

7.36.80 Hard duty allowance and risk allowance at the rate of 30% of the pay has been demanded for various posts between Trackmen to Senior Section Engineer and Gate Operators.

7.36.81 A new higher grade of Master Trackmen above that of Head Trackmen (scale: Rs.2750-4400) has been demanded. It has been stated that Trackmen should be placed in the skilled grade of Rs.3050-4590 to the extent of 50% of the total strength and re-designated as Master Trackmen.

7.36.82 Upgradation of pay scale of Gangmates to Rs.4000-6000 has been demanded along with introduction of a new grade of Senior Gangmate in the scale of Rs.4500-7000.

7.36.83 Continuous hazardous allowance for various categories like Trackmen and Keymen has been demanded. Special allowances for Gatemen maintaining level crossing gates, trackmen, blacksmith, fitter and welder of Civil Engineering Department and suburban P.Way staff have been demanded. Demands have been made for allowing voluntary retirement after 20 years service with full benefits for these categories.

*Recommendations
- Trackmen and
other P.Way
categories*

7.36.84 Consequent to the revised pay structure being recommended, the posts of Trackman (Gangman); Gateman/Trolleyman; Senior Trackman/Gateman/ Trolleyman; and Head Trackman/Keyman will come to lie in an identical pay scale of Rs.2750-4400 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.1800. Ministry of Railways should, therefore, merge these posts in one single category with all future recruitments being made in the scale of Rs.2750-4400 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.1800. Insofar as other upgradations are concerned, it is observed that no apparent anomaly exists in the existing structure. The Commission is unable to recommend a higher pay scale for any of these categories.

7.36.85 As regards the issue of Special pay, Hard duty allowance etc., it is seen that Trackmen were given a higher grade at entry in view of their difficult working conditions. Their pay scale will be further increased in the revised pay structure being recommended by the Commission. Consequently, special pay /other similar allowances/benefits for this category are not warranted. This holds equally true in respect of the Gangmen working in suburban sections.

Demands – Track Machine Staff

7.36.86 The present cadre of Track Machine Staff is as under:-

Track Machine Khalasi	(Pay scales same as that of Khalasis of other wings/departments)
Track Machine Maintainers	(Pay scales same as that of Technicians of other wings/departments)

Their promotional avenues are on par with those available to the other cadres of Khalasis/technicians.

7.36.87 Running allowance on par with running staff has been demanded. Additionally, hard duty allowance at the rate of 12.5% of basic pay has been demanded on the ground that their working and living conditions are extremely hard, unhygienic and lack basic amenities. Higher insurance, pollution allowance at the rate of 15% of basic pay and risk allowance at the rate of 25% of basic pay has also been demanded along with family separation allowance at the rate of 50% of basic pay.

Recommendations - Track Machine Staff

7.36.88 **The rationale for grant of running allowance is not applicable to this category as they are not involved in 'moving trains'. Other allowances are also not justified as the element of hard duty, separation from family etc. is already included in the pay scales devised for this category. No further benefit is, therefore, necessary for this category. In case the duties involved include an inherent and persistent element of risk or hazard, Ministry of Railways may extend proper insurance cover for this category in consonance with the general recommendations being made by this Commission elsewhere in the Report.**

Demands – Chemist and Metallurgists

7.36.89 Cadre of Chemists and Metallurgists have demanded that in view of the hazardous nature of work, they should be paid hazardous allowance at the rate of 25% of pay. Change in designation of the post of C&MA Gr.II as JE (C&M), SE (C&M) etc. has also been demanded.

Recommendations - Chemist and Metallurgists

7.36.91 It is observed that Chemists and Metallurgists were given parity with the Subordinate Engineering Cadres. The Commission, however, is of the view that issues relating to change of designations etc. are best decided by the administrative Ministry keeping in view the functional exigencies. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Due to this, the posts of Chemical and**

Metallurgical Assistant (C&MA) Gr. II (JCMA), C&MA Gr. I (CMA) and Lab Superintendent shall automatically be placed in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. Consequently, the post of Lab Superintendent should be upgraded and merged with the next higher post of Superintendent (X-Ray /Spectrograph/ Industrial Engineering). The posts of Chemical and Metallurgical Assistant (C&MA) Gr. II (JCMA and C&MA Gr. I (CMA) will stand merged. Insofar as grant of hazardous allowance is concerned, it is seen that handling chemicals etc. is a part of the job of Chemists and Metallurgists. The element of hazard involved in such duties is already included in the pay scale attached to this category. **As such, a separate allowance on this account is not justified.**

Time Keeping Staff 7.36.92 The existing cadre of Time Keeping Staff includes the posts of Chief Time Keeper in the scale of Rs.5500-9000 and Superintendent (Time Keeping) in the scale of Rs.6500-10500. Chief Time Keeper forms a feeder cadre for promotion to the post of Superintendent (Time Keeping). Consequent to the rationalization of the pay scales, these posts will come to lie in an identical scale. Consequently a higher pay scale would need to be extended to the post of Superintendent (Time Keeping). **The Commission, accordingly, recommends the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 for the post of Superintendent (Time Keeping).**

Teaching Staff in Oak Grove School 7.36.93 Railways runs residential school called Oak Grove School at Jharipani, Mussoorie. The teaching cadre in the school comprises Assistant Mistresses who are on par with Primary School Teachers, TGTs and PGTs. **The Commission has made recommendations for various grades of Teachers in the Chapter on Common Categories. These recommendations will equally apply to the Teachers in Oak Grove School with the Assistant Mistresses being equated to Primary School Teachers. This relativity should be maintained in future as well.** Elsewhere, the Commission has recommended a special allowance of 10% for Military Schools on account of special functions that need to be performed by Teachers/other residential staff working in the residential schools. Teachers and other residential staff in Oak Grove School are also similarly placed. **Accordingly, a special allowance is recommended for Teachers/other residential staff in Oak Grove School. The allowance shall be payable at the rate of 10% of pay band and grade pay as recommended in the case of Military Schools.**

Railway Protection Force (RPF) 7.36.94 Railway Protection Force (RPF) functions under the Ministry of Railways as an armed force of the Union to protect railway property including the various major production units.

Their duties also include escorting of trains, escorting cash, patrolling the tracks and yards, etc. The existing structure of RPF is on par with that existing in other Central Para Military Forces. The Force is headed by a Director General in the scale of Rs.26000 (fixed). Elsewhere in the Report, the Commission has recommended higher pay scales for Constable, Head Constables and Assistant Sub-Inspector in CPMFs. A similar dispensation would need to be extended in RPF as well. **The Commission, accordingly, recommends that pay scales of the posts of Constable, Head Constable and Assistant Sub Inspector in RPF may be placed in the respective pay scales of Rs.3200-4900; Rs.4000-6000 and Rs.4500-7000 corresponding to the revised pay band respectively on par with pay scales being recommended for similar posts in other CPMFs. In Chapter 7.19, the Commission has recommended certain measures for improving the promotional prospects for direct recruits in various CPMFs. A similar dispensation would need to be extended in respect of personnel of RPF. The Commission, accordingly, recommends that all posts up to the rank of DIG in RPF should, henceforth, be filled by promotion from amongst the officers belonging to this cadre. Fifty percent of the posts in the grade of IG/equivalent and above should be allowed to be filled on deputation with the remaining posts being filled on promotion of the eligible officers. The personnel and officers in RPF should also be paid uniform grant and kit maintenance allowance on par with what has been recommended for similar ranks/officers in other CPMFs.**

*Demands -
Common
categories*

7.36.95 Demands relating to pay scales and allowances for various common category posts relating to following cadres in Ministry of Railways have been made:-

- Telephone Operators & Cipher Operators
- Cashiers, Shroffs and Finger Print Examiner of Accounts Department
- EDP Staff
- Ministerial Staff
- Teachers
- Typists and Stenographers
- Rajbhasha Staff
- Canteen Staff
- Para Medical staff

*Recommendations
- Common
categories*

7.36.96 All these common categories have been covered by the Commission elsewhere in the Report. The recommendations made therein shall apply in respect of the common category posts in Ministry of Railways as well. No separate recommendations have, accordingly, been made here for these categories.

*Recommendations
- allowances
presently given
with reference to
the pay attached
with the post*

7.36.97 In Railways, certain allowances like Night Duty Allowance, Running Allowance, etc. are computed on the basis of pay scales attached to various posts. In the revised structure, pay scales for specific posts will cease to have any meaning. A revised formula for computing these allowances would, therefore, need to be evolved. One way to do this is to include this element in PRIS. In case, this is not immediately possible, the Railways may pay these allowances with reference to the minimum of pay in the pay band concerned along with the grade pay attached to the post. In the alternative, Railways may evolve some other suitable formula. This will be all the more appropriate because the Commission is recommending corporatisation of Railways as a Central Public Sector Enterprise.

*Use of
Government
employees as
residential help.*

7.36.98 Presently, officers in Junior Administrative and higher grades in Railways can employ any person of their choice in their residence as a casual laborer/temporary worker whose services are subsequently regularized as a Railway employee. During the course of discussions with Ministry of Railways, it was brought to the notice of the Commission that officers in the Junior Administrative and higher grades in Railways are allowed this facility. Under this facility, the officers can employ any person of their choice in their residence as a casual laborer/temporary worker whose services are subsequently regularized as a Railway employee. The Commission is of the view that in the present scenario, employment of Government employees or paying cash in lieu thereof for working in the residences is totally unjustified and a vestige of our colonial past. Elsewhere in the Report, the Commission has recommended cessation of similar practice in CPMFs/Police Forces. With all future recruitment in the Government being made only in Group C and higher grades with higher qualifications, misuse of such trained and qualified work force in the individual residences in any form would not only be totally unjustified but will also affect the morale of the work force. **The Commission recommends that use of Government employees for attachment with specific officers as residential help, in whatever guise, should be stopped immediately. In case any post in Railways needs to be provided some residential help on account of the specific duties attached to it, such a post should be specifically identified and sanction for using residential help for officers appointed to the post should be obtained from the Ministry of Finance. Posts so sanctioned by Ministry of Finance should be filled only on contractual basis. No regular/temporary employee or casual laborer of the Government should be used for this purpose and, in case, any officer is found to be using any Government employee for this purpose, the salary payable to the Government employee should be recovered from the officer immediately. This will be over and above any other departmental action which the rules may allow.**

Corporatisation of Railways

7.36.99 Indian Railways is not only the largest Ministry in the Central Government but also a commercial department which has been running as a remarkably successful financial enterprise. In the recent years, Indian Railways has continuously shown a surplus which exceeded Rs.8000 crore (net revenue receipts in 2005-06).

7.36.100 Various Railway Federations have demanded a special dispensation for Railway employees keeping in view the profitability of their organisation. The demand is not without substance especially as employees have to be rewarded for efficient performance of the entire organisation that has yielded continuous profits without resorting to any substantial increase in the passenger/freight fares in the recent years. A separate dispensation in terms of pay scales and allowances is not, however, possible, as long as the organisation continues to be a Ministry in the Central Government because it will then need to be governed by the common pay scales and allowances for the entire Central Government. In such a scenario, the optimal solution would be corporatisation of Indian Railways as a Public Sector Enterprise. This would allow the Railways flexibility in determining its own compensation package.

7.36.101 Corporatisation of Indian Railway is not a new concept. Many earlier Reports like the World Bank Report of 1995 suggested Rail reforms through unbundling of disparate service and equipment providers into coherent focused corporate entities whether in the public or in private domain. Recommendations contained in Rakesh Mohan Committee Report are also relevant in this context. The various relevant recommendations contained in the Report stipulate:-

- Indian Railways must eventually be corporatised into the Indian Railways Corporation (IRC).
- Indian Railway Corporation will be responsible for managing Railways assets and resources to best meet the objectives of the owner. It will be an independent corporatised, customer focused and financially viable railway, run along commercial principles and subject to generally accepted corporate accounting principles and reporting.

As per Rakesh Mohan Report, eventual corporatisation of Indian Railways has to be the final goal for converting Indian Railways into an outward looking, business oriented and customer driven institution. The Report also mentions that privatization of Indian Railways is not a viable option.

7.36.102 The recommendations of Rakesh Mohan Committee are justified. **While privatization of Railways cannot be an option as Railways is and will continue to be a public utility service providing crucial infrastructure support for balanced economic growth of the country, corporatisation of Railways as a Central Government PSE is a viable option that will not only allow better use of Railway assets along with higher quality of service and greater emphasis on profitability but also be able to compensate the Railway employees adequately for the increased profits that they are able to bring for the organisation.** In fact, Railways has taken considerable steps and divested many of their manufacturing activities. Railways have already corporatised many of their operations through IRCTC. The Railways had, in the past, introduced Build-Own-Lease-Transfer scheme in order to attract private finance in Railway projects on leasing terms. An Own Your Wagon Scheme was also initiated. Catering in trains has already been outsourced to private contractors. Maintenance of many railway stations and colonies also stands privatized. In the budget speech for 2007-08, the Railway Minister had announced a multi-source approach for financing railway operations based on public-private partnership and market borrowing. In the speech, the Minister had referred to the fact that leasing out, catering and parcel services had reduced their catering and parcel losses by more than Rs.1000 crore. The Railways have awarded licenses to private parties for running container trains and as per the Railway Minister this was likely to attract investments of thousands of crores in wagons and construction of terminals over the next few years. The Railways is already exploring many other public private partnership options with the aim of modernizing Metro and Mini-Metro stations, constructing multi-modal logistic parks, warehouses and budget hotels along with expansion of network and increase in production capacity. All these initiatives of Ministry of Railways will get an impetus once it is converted into a PSE.

7.36.103 The only argument that can be used against corporatisation is that it may lead the Railways to go for profitability as its primary object without catering to the benefit of the general public. Another negative point of such corporatisation usually projected is that in times of national emergency like external aggression etc. the Government may no longer be assured of full cooperation from Railways in case it is corporatised. **There is not much substance in these arguments because even as a public sector undertaking, the railways would still belong to the public domain with the only difference that the Government then would need to provide upfront compensation to Railways for any social project taken up by Railways in advancement of Governmental policies. Corporatisation would raise the productivity of services provided**

by the Railways as it would then be relatively free from governmental control. The Workers, Managers and Executives in Railway organization would then be free to raise the productivity of their organisation and participate in its increased profitability. These also are broadly the views of Rakesh Mohan Committee. **The Commission, accordingly, recommends that corporatisation of Railways as a Central Public Sector Enterprise should be considered in right earnest by the Government.** This will not only benefit the employees in Railways but also the common citizens as increased productivity of Railways will ensure better services to the common citizen.

Ministry of Rural Development

Introduction

7.37.1 Ministry of Rural Development was earlier designated as Ministry of Rural Areas and Employment. It is responsible for development of rural areas in a coordinated manner through a wide spectrum of programmes aimed at poverty alleviation, employment generation, infrastructure development and social security. This Ministry's main objective is to alleviate rural poverty and ensure improved quality of life for the rural population especially those below the poverty line.

Organizational structure

7.37.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	140	115
B	305	242
C	247	177
D	148	145
Total	840	679

7.37.3 The Ministry comprises three Departments viz.:-

1. **Department of Rural Development** - The Department of Rural Development is concerned with implementation of schemes for generation of self employment and wage employment, provision of housing and minor irrigation assets to rural poor, rural roads and social assistance to the destitute. The major programmes of the Department of Rural Development are National Rural Employment Guarantee Scheme, Pradhan Mantri Gram Sadak Yojana, (PMGSY), Rural Housing (RH), Sampoorna Gramin Rozgar Yojana (SGRY), Indira Awas Yojana, and Swaranjayanti Gram Swarozgar Yojana (SGSY).

2. **Department of Land Resources** - Department of Land Resources implements schemes for developing wastelands, desert areas and drought prone areas. Department also provides the

support services and other quality inputs such as land reforms, betterment of revenue system and land records. The major programmes of the Department of Land Resources are Drought Prone Area Programme (DPAP); the Desert Development Programme (DDP); the Integrated Wasteland Development Programme (IWDP); and Land Reforms (LR).

3. **Department of Drinking Water Supply** - This Department is concerned with providing supply of drinking water and sanitation facilities to the rural poor. The major programmes of the Drinking Water Supply Department are the Swajaldhara; the Accelerated Rural Water Supply Programme (ARWSP); and the Total Sanitation Programme (TSP).

Accountants

7.37.3 Higher pay scales have been demanded for the post of Accountants that is presently in the pay scale of Rs.5500-9000. The post will automatically be placed in the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 that corresponds to the pre-revised pay scale of Rs.6500-10500 on account of the restructuring of the pay scales being recommended by the Commission. **No separate recommendation is, therefore, necessary for this post. This also holds good for the post of Data Processing Assistant Group A which too is in the scale of Rs.5500-9000 and shall come to lie in the same running pay band and grade pay.**

Ministry of Science and Technology

Introduction

7.38.1 The Ministry of Science and Technology comprises three departments, namely:-

1. **Department of Science & Technology-** This Department is concerned with activities for promoting high end basic research and development of cutting edge technologies and servicing the technological requirements of the common man through development of appropriate skills and technologies. It is also concerned with formulation of policy statements and guidelines on science and technology; and coordination of activities of various institutions in different areas of science and technology.
2. **Department of Scientific and Industrial Research (DSIR)** - This Department is concerned with activities relating to indigenous technology promotion, development, utilization and transfer.
3. **Department of Biotechnology** - This Department is concerned with promotion and development of biotechnology in the country. The Department is being advised by two apex level committees viz. the Scientific Advisory Committee (SAC-DBT) and Standing Advisory Committee (overseas) SAC-O. These Committees review the ongoing programmes and suggest new and emerging areas that could be supported.

Organizational structure

7.38.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	717	514
B	1139	990
C	7238	4784
D	5892	3991
Total	14986	10279

Various posts in National Atlas and Thematic Mapping Organisation

7.38.3 Officers working in National Atlas and Thematic Mapping Organisation have demanded upgradation of various pay scales. It is observed that no anomaly exists in the extant pay scales attached to these posts. Consequently, **higher pay scales specifically to these posts cannot be recommended.** Proposals have also been received from this organisation for introduction of an integrated pay scale for all the gazetted posts. **The Commission has recommended group-wise running pay bands.** Integrated pay scale is inherent in the revised scheme of pay bands being recommended. Demands have also been made for extending Assured Career Progression Scheme for Group A officers as recommended by the last Pay Commission. **The Commission has recommended a Modified Assured Career Progression which shall also be extended to the Group A officers.**

Ministry of Shipping, Road Transport & Highways

Introduction

7.39.1 Ministry of Shipping, Road Transport & Highways comprises two Departments viz. Department of Shipping and Department of Road Transport & Highways.

Organizational structure

7.39.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	519	397
B	695	560
C	2095	1589
D	1295	1009
Total	4604	3555

Department of Shipping

7.39.3 Department of Shipping has been entrusted with the responsibility of formulating policies and programmes on subjects relating to shipping and their implementation. The Department encompasses all shipping and ports sectors including shipbuilding and ship-repair, major ports, national waterways, and inland water transport. The Department is headed by Secretary (Shipping) who is assisted by Joint Secretary (Shipping), Joint Secretary (Ports), Development Adviser (Ports), Chief Controller of Chartering and other officers at the level of Directors, Deputy Secretaries, Under Secretaries and other Secretariat/Technical Officers. The Finance Wing is headed by a Financial Adviser who assists in formulating and processing all policies and other proposals having financial implications. It has four attached/subordinate offices namely, Directorate General of Shipping, Mumbai; Andaman & Lakshadweep Harbour Works, Port Blair; Directorate General of Lighthouses & Lightships, New Delhi and Minor Ports Survey Organisation, Mumbai.

Department of Road Transport and Highways

7.39.4 Department of Road Transport and Highways looks after the issues relating to construction and maintenance of National Highways (NH), administration of Motor Vehicles Act and Central

Motor Vehicles Rules; formulation of broad policies on road transport; environmental issues; automotive norms; etc. The ministry is headed by a Secretary who is assisted by a Joint Secretary, a Director General and an Advisor. The Financial Adviser for Department of Shipping also looks after the Finance Wing of this Department. Border Roads Organisation (BRO) is an attached office of this Department.

Border Roads Organisation

7.39.5 The Border Roads Organisation (BRO) is a road construction executive force, integral to and in support of the Army. It started operations in 1960. The BRO was brought into being to construct and maintain roads in the border areas, classified as General Staff (GS) roads that are developed and maintained with the funds provided by the Border Roads Development Board (BRDB), through the Department of Road Transport and Highways. Besides GS roads, BRO also executes Agency Works, which are entrusted to it by other Central Government ministries and departments. The funds for border road development are also channelised through the Ministry of Surface Transport to the Border Roads Organisation.

General Reserve Engineer Force (GREF)

7.39.6 General Reserve Engineer Force (GREF) is the force created to execute the various road construction programmes under BRO. The force comprises personnel recruited directly as well as deputationists from the civilian departments and Defence Forces. Members of GREF are governed by CCS Conduct Rules and are also subject to certain provisions of Army Act, 1950 and Army Rules, 1954. The members of GREF are governed by CCS rules but allowances applicable to other Central Government Departments are not automatically extended to them. The force has neither the benefits of pay structure and allowances applicable to civilians nor those applicable to Defence Forces. The disciplinary matters are dealt under two sets of rules- Army Act, 1950 and CCS (CCA) Rules, 1965. It is open to the disciplinary authority to proceed under either set of rules which is confusing and there is a strong possibility of misuse. Further a GREF Chief Engineer can not exercise disciplinary powers over any Army person. This hampers efficient functioning. **For proper administration and to clear any ambiguity over status, framing of the GREF rules is essential. The Commission, therefore, recommends that separate rules to regulate service conditions of GREF personnel may be formulated by the Government at the earliest. The Commission is not recommending Defence Forces status for GREF personnel as it has repercussions on applicability of Article 311 of the Constitution which does not apply to persons in defence service but affords protection against dismissal, removal or reduction in ranks of persons employed in civil capacities under the Government.**

Department of Shipping

- Chief Draughtsman & Assistant Director* 7.39.7 In the Development Wing of Department of Shipping, post of Chief Draughtsman exists in the scale of Rs.6500-10500. **This post is a common category post and the recommendations made by the Commission for this post in the Chapter on Common Categories will squarely apply in its case as well.**
- Island Special Duty Allowance* 7.39.8 Island Special Duty Allowance has been demanded for personnel working in Directorate General of Lighthouses and Lightships, Port Blair. It has been mentioned that the allowance was being given earlier but was stopped in 2000 on the ground that the employees did not have an all India transfer liability. The Commission has considered this issue in Chapter 4.2 of the Report. **Recommendations made therein will also be extended in this case.**
- Technician (General)* 7.39.9 Post of Technician (General) presently exists in the pay scale of Rs.4500-7000. A higher pay scale has been sought for this post on the ground that the minimum qualifications prescribed for the post include diploma in Engineering. It is, however, observed that the extant RRs for the post of Technician (General) do not prescribe this minimum qualification. **The post, therefore, cannot be upgraded and shall be extended only the replacement pay band and grade pay.**
- LDCs in Directorate General of Lighthouses and Lightships* 7.39.10 LDCs in Directorate General of Lighthouses and Lightships have demanded the higher pay scale of Rs.4000-6000 on par with Tax Assistants in Central Board of Direct Taxes. No relativity can be established between these posts. The post of LDC is a common category post and a special dispensation to this post cannot be given only in one department. **Only the corresponding revised pay band and grade pay shall be extended to this post.**
- Technicians in the Directorate General of Lighthouses and Lightships* 7.39.11 Technicians in the Directorate General of Lighthouses and Lightships have demanded sea allowance on par with other staff. This allowance can only be given to the post whose inherent duties include stay at sea. **Job profile of Technician is different. As such sea allowance cannot be extended in their case.**
- Restructuring of the Group A cadre in Directorate General of Lighthouses and Lightships* 7.39.12 Restructuring of the Group A cadre in Directorate General of Lighthouses and Lightships has been proposed. The Commission has not undertaken reviews of individual cadres. **As such, the demand cannot be considered.**
- Junior Engineers in Directorate* 7.39.13 Higher pay scale of Rs.6500-10500 has been demanded as the first promotional scale for Junior Engineers in Directorate

General of Lighthouses and Lightships

General of Lighthouses and Lightships. Junior Engineers are presently in the pay scale of Rs.5000-8000 and they need to possess diploma in engineering and will automatically be placed in the grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500 on account of proposed merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Their next promotional scale will, therefore, be in the grade carrying grade pay of Rs.4600 in pay band PB-2**

Group D posts in Directorate General of Lighthouses and Lightships

7.39.14 Higher pay scales have been sought for various Group D posts in Directorate General of Lighthouses and Lightships. **Recommendations about Group D staff has been made in Chapter 3.7 which shall be extended to these posts as well.**

Various posts of Head Light Keepers and Assistant Light Keeper

7.39.15 Higher pay scales have been sought for the posts of Head Light Keeper and Assistant Light Keeper. The post of Assistant Light Keeper is in the scale of Rs.4500-7000. The next higher pay scale of Rs.5000-8000 is only available for posts carrying minimum direct recruitment qualification of Diploma in Engineering. Extant RRs for this post do not prescribe such minimum qualification. **As such, the post should be extended only the corresponding replacement pay band and grade pay. Head Light Keeper in the pay scale of Rs.5500-9000 will automatically be placed in the next higher scale of Rs.6500-10500 on account of restructuring of pay scales being recommended by the Commission. No further upgradation is, therefore, necessary.** Special allowance has been sought for these posts keeping in view the fact that these post holders have to work in remote and isolated coast lines. Specific allowance that compensates for the harshness and/or remoteness of a region are already available. **Another specific allowance is, therefore, not required.**

Restructuring of the Minor Ports Survey

7.39.16 Restructuring of the Minor Ports Survey organisation has been demanded. As stated earlier, the Commission is not undertaking review or restructuring of any individual organisation/cadre. **The demand cannot, therefore, be considered.** Higher pay scales have been sought for various Group D categories in Minor Ports Survey organisation. **All these posts shall be governed by the recommendations made by the Commission in Chapter 3.7 of the Report.**

Common category posts

7.39.17 Higher pay scales have also been sought for various common category posts. The Commission has considered these posts in Chapter 3.8 of the Report. **The recommendations made therein shall be extended to these posts.**

Hydrographic Survey Allowance

7.39.18 Presently, Hydrographic Surveyors are not getting any Hydrographic Survey allowance although such allowance was

being paid to them prior to Fifth CPC. They have demanded that this allowance should be reintroduced on par with that payable in Defence Forces. **Parity with Defence Forces in this regard is not justified and cannot be conceded.** Further, the allowance has been sought on the ground that these employees have to tour remote and long distance places for long periods for which some extra compensation needs to be paid. TA/DA is payable for all official tours for the first 180 days. These employees will, accordingly, be eligible for TA/DA while on tours. No other benefit may, therefore, be necessary. The proposed TA/DA rules in Chapter 4.2 of the Report already incorporate the following provisions :-

“In case of stay or journey on Government ships, boats etc. or journey to remote places on foot/mules etc. for scientific/data collection purposes in organisations like FSI, Survey of India, GSI etc., daily allowance will be paid at rate equivalent to that provided for reimbursement of food bill. However, in this case the amount will be sanctioned irrespective of the actual expenditure incurred on this account with the approval of the Head of Department/Controlling Officer. For journey on foot, an allowance of Rs.5 per kilometer traveled on foot shall be payable additionally.”

These provisions will equally apply to Hydrographic Surveyors. No further benefit is necessary in their case.

*Technical Officers
in Directorate
General of
Shipping*

7.39.19 Director General of Shipping has stated that a severe shortage of Technical Officers exists in their Directorate due to the huge demand of these officers in the private sector whose salaries cannot be matched in the Government sector. Benefits like special allowance payable as a percentage of pay, permission to work on a private ship periodically for six months after every three years of service, higher retirement age, higher pay scales, etc. have been demanded. **In view of the Commission, the issue can be addressed by grant of Performance Related Incentive Scheme (PRIS) and allowing the existing officers to come on contract along with contractual recruitment of fresh personnel.** The contractual appointment will allow grant of higher, market driven salaries to the eligible personnel which should address the problem of shortage of officers in this grade.

Department of Road Transport & Highways

Technical Assistant

7.39.20 Post of Technical Assistant exists in the pay scale of Rs.6500-10500. This post is a promotion post for Chief Draughtsman. It has been separately proposed that Chief Draughtsman may be placed in the pay band and grade pay corresponding to the pre-revised pay scale of Rs.7450-11500. The post of Technical Assistant would, therefore, need to be upgraded and placed in a still higher pay scale. This, however, may not be possible as Technical Assistants are on par with Assistant Engineers for whom the scale of Rs.7450-11500 has been proposed. The only way to resolve the anomalous situation would be to merge the posts of Chief Draughtsman, Technical Assistants and Assistant Engineers. **The Commission, accordingly, recommends the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 for the posts of Technical Assistant/Assistant Engineer/Chief Draughtsman which may subsequently either be merged or be treated as analogous posts. To maintain the existing relativities, a similar dispensation may also be extended to the post of Assistant Engineer.**

Assistant Director in the Ship Building and Repair Division

7.39.21 Higher promotional avenues have been sought for the post of Assistant Director in the Ship Building and Repair Division. The post belongs to Group A. The Commission has recommended Modified Assured Career Progression scheme which shall extend to Group A posts also. The post of Assistant Director in the Group A pay scale of Rs.8000-13500 will be covered under this scheme. **No specific recommendation is, therefore, necessary.**

Border Roads Organisation

Overseer (Civil)

7.39.22 Higher pay scale has been demanded for the post of Overseer (Civil) in Border Roads Organisation on the ground that the minimum qualification for the post is Diploma in Engineering. The post carries minimum direct recruitment qualification of Diploma in engineering. These minimum qualifications had been prescribed in 1996. Fifth CPC, in their Report submitted in 1997, had recommended the scale of Rs.5000-8000 for all posts carrying minimum direct recruitment qualifications of Diploma in Engineering. This recommendation was accepted. The post should consequently have been extended the scale of Rs.5000-8000 w.e.f. 1.1.1996. This was, however, not done. **The Commission, accordingly, recommends that the post of Overseer may be upgraded and merged with their promotional post of Superintendent BR Grade II (present scale Rs.4500-7000) and the combined cadre extended the scale of Rs.5000-8000. Since the Commission has recommended merger of the scales of Rs.5000-**

8000, Rs.5500-9000 and Rs.6500-10500, the post will be placed in the revised Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200. Commission also advises the Government to implement this retrospectively from 1.1.1996, at least for the purposes of fixation of pay.

*Superintendent
Grade II*

7.39.23 The post of Superintendent Grade II in the Civil Engineering and Electrical & Mechanical Cadre has been extended the pay scale of Rs.4500-7000 even though the minimum qualifications of direct recruitment include diploma in Engineering. Fifth CPC had recommended placement of all posts requiring minimum entry level qualification for direct recruitment of Diploma in Engineering as Rs.5000-8000. Even though the recommendation was accepted by the Government, it has not been extended in respect of this post because only some of the posts are filled through direct recruitment. This is not the correct interpretation of Fifth CPC recommendation as per which all posts carrying minimum qualification of Diploma in Engineering for DRs had to be placed in the scale of Rs.5000-8000. The post of Superintendent Grade II has an element of direct recruitment, minimum qualifications for which is Diploma in Engineering. **The Commission, accordingly, recommends that the post of Superintendent Grade II may be placed in the Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised scale of Rs.5000-8000 that is now being merged with the scales of Rs.5500-9000 and Rs.6500-10500. Other posts similarly placed and carrying minimum qualification of diploma in Engineering should also be extended this pay scale.**

*Parity with
Secretariat*

7.39.24 The administrative cadre has demanded higher pay scales on par with those existing in the secretariat. The Commission has already recommended parity between similarly placed posts in headquarter organisations and field offices in Chapter 3.1 of the Report. **These recommendations will be extended in the extant case as well.**

*Para-medical
cadre*

7.39.25 Higher pay scales have been sought for different posts in para-medical cadre. **Post of Nursing Assistant is in Group D. It will be governed by the recommendations made by the Commission in Chapter 3.7 of the Report. The existing pay scales for other posts are appropriate and they will be extended the corresponding revised pay bands and grade pay.**

*Draughtsman
cadre*

7.39.26 In the Draughtsmen cadre, the post of Senior Draughtsman and Draughtsman (Civil) are presently lying in an identical pay scale of Rs.5000-8000. This is anomalous. Normally the Commission would have recommended upgradation of the post of Senior Draughtsman to the next higher grade. However, Draughtsmen constitute a common category and have to be

necessarily governed by the recommendations made for this category in Chapter 3.8. **The uniform cadre proposed for this common category will be extended here as well.**

*Store Supervisor
Grade I and Grade
II*

7.39.27 Higher pay scales have been sought for the posts of Store Supervisor Grade I and Grade II. The posts are presently in the pay scales of Rs.5000-8000 and Rs.4000-6000 respectively. The next higher post above Store Supervisor is that of Superintendent Stores and is placed in the scale of Rs.5500-9000. Upgrading the pay scales of Store Supervisor Grade II will disturb the existing hierarchical pattern. Insofar as the post of Supervisor Grade I is concerned, it will be placed in a higher scale as Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **The posts of Supervisor Grade I and Superintendent, Stores will, therefore, come to lie in an identical scale. These posts should be merged.**

*Foreman
Superintendent
(Fire)*

7.39.28 Presently, the post of Superintendent (Fire) in the Foreman Cadre of DGBR exists in the same scale as that of the lower post of Assistant Fireman Supervisor. This is not justified. **It is recommended that the post of Foreman Superintendent (Fire) may be upgraded and placed in the pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800 corresponding to the pre-revised pay scale of Rs.4500-7000.** Posts in various categories of Group D exist like Barber, Blacksmith, Masalchi, Mason, Pioneers, Safaiwala, Washer man, etc. Continued existence of these posts may be necessary because the organisation works in very remote and inhospitable conditions where normal facilities for these services are not available. However, still, there is a case for upgrading the skills of these categories of employees and making them multi-skilled so that they are able to perform more than one job resulting in concomitant reduction in numbers. The Commission has outlined the dispensation in respect of Group D posts in Chapter 3.7 of the Report. **The recommendations made therein shall be extended to all these posts as well.**

GRAF Doctors

7.39.29 GRAF Doctors have demanded career progression on the pattern of CGHS. **The Commission has recommended extension of Dynamic Assured Career Progression scheme to all the cadres of Doctors including isolated posts. Doctors working in GRAF will automatically be covered.**

HRA

7.39.30 Demands for increase in the amount of HRA have been received. It is mentioned that 80% of GRAF personnel stay in remote border areas but there is no provision for separated family accommodation in their case. Consequently, they are paid HRA at the rate of 5% of basic pay that is applicable to the place of duty.

The Commission has recommended higher rates of HRA for other places which will automatically benefit these employees.

- Other benefits* 7.39.31 GREF personnel have asked for facilities like transportation for school going children on par with what is available to the Defence Forces personnel. This demand is justified. **The Commission, accordingly, recommends that in areas where Defence Forces personnel have the facility of drop and pick-up to and from school of their school going children, the facility should also be extended at nominal charges to the GREF personnel located there.**
- Treatment in army hospitals* 7.39.32 Presently, GREF personnel are allowed treatment in army hospitals only in case the local civil hospital certifies that accommodation is not available. This provision needs to be changed in all cases where GREF is deployed along with Defence Forces. **In such areas, GREF personnel should be allowed treatment in army hospitals without any pre-conditions and on par with the facilities extended to the similarly placed Defence Forces personnel.**
- Uniform allowance* 7.39.33 Higher rates of uniform allowance have been demanded. GREF is a uniformed force and needs to be treated on par with Central Para Military Forces as regards this allowance. **It is recommended that they shall be paid uniform allowance on par with that available to similarly placed ranks in Central Para Military Forces.**
- Special GREF personnel allowance* 7.39.34 A special GREF personnel allowance has been demanded keeping in view the hardship and difficult postings of GREF personnel. The issue was considered by the earlier two Pay Commission, which, however, did not recommend such an allowance on the ground that GREF personnel are being compensated for their difficult working conditions in the form of free rations, special compensatory allowances etc. These conditions remain valid even today. **As such, a separate GREF allowance cannot be recommended.** However, keeping in view the hazardous nature of duties, the Commission recommends that **GREF personnel may be provided appropriate insurance cover, free of cost, by the Government.**
- Snow clearance allowance* 7.39.35 **Presently snow clearance allowance is paid to the GREF personnel.** The Fifth CPC had recommended that this allowance may be paid at the rate of Rs.300 to Supervisors, Rs.250 for various technical categories in Group C and at the rate of Rs.150 for Nursing Assistants, Wireless Operators and Pioneers. **The existing rates of this allowance should now be doubled. Further, these rates should be increased by 25% whenever dearness allowance on the revised pay bands increased by 50%.**

Recce allowance

7.39.36 Higher rates of Recce allowance have been demanded. It has been suggested that this allowance may be paid on par with daily allowance when the journey involved is more than 8 kms and movement orders are issued. The Fifth CPC had considered this demand wherein the rate was increased from Rs.4 per day to Rs.8 per day. While it may not be feasible to draw any linkage with daily allowance especially as daily allowance is now proposed to be paid on the basis of actual expenditure incurred subject to the specified limits, the existing rates of allowance need to be suitably enhanced to make the allowance viable. **The Commission recommends that the rate of this allowance may be increased to Rs.50 per day. The rate should be increased by 25% whenever dearness allowance payable on revised pay bands goes up by 50%.**

Ministry of Social Justice & Empowerment

Introduction

7.40.1 Ministry of Social Justice & Empowerment is entrusted with the welfare, social justice & empowerment of disadvantaged and marginalized sections of the society.

7.40.2 The Ministry is headed by a Secretary who is assisted by an Additional Secretary. The activities of the Ministry are undertaken through five Bureaus namely Scheduled Castes Development Bureau, Backward Classes Bureau, Disability Bureau, Social Defense (SD) Bureau and Project, Research, Evaluation & Monitoring Bureau.

Organizational structure

7.40.3 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	60	49
B	140	129
C	114	85
D	66	70
Total	380	333

Senior Investigator in National Commission for Scheduled Castes

7.40.4 The posts of Investigator and Senior Investigator in National Commission for Scheduled Castes presently exist in the pay scales of Rs.5500-9000 and Rs.6500-10500 respectively. As the Commission is recommending merger of these two pre-revised pay scales, **the promotion post of Senior Investigator should be upgraded to the next higher scale of Rs.7450-11500 corresponding to the revised pay band PB -2 of Rs.8700-34800 along with a grade pay of Rs.4600.** All other posts may be extended the corresponding revised replacement pay band and grade pay.

Senior Research Investigators in Planning Research Evaluation and Monitoring Division

7.40.5 Higher pay scale of Rs.7500-12000 has been demanded for the post of Senior Research Investigators in Planning Research Evaluation and Monitoring Division. The post carries minimum qualifications of a post-graduate degree with two years experience. The qualifications prescribed and the duties attached to the post do not justify a higher pay scale. **As such the post may be placed**

only in the corresponding revised running pay band and grade pay. A higher pay scale has been sought for Group A officers in the Ministry because various Group B posts have been extended the pay scale of Rs.8000-13500. The Commission has covered this issue in Chapter 3.1 of the Report. No separate recommendations are, therefore, necessary on this account.

Ministry of Statistics and Programme Implementation

Introduction

7.41.1 The Ministry of Statistics and Programme Implementation was created as an independent Ministry on 15.10.1999 with the merger of the Department of Statistics and the Department of Programme Implementation. The Ministry has two wings, one relating to Statistics and the other for Programme Implementation.

- 1) The **Statistics Wing** is the apex body in the official statistical system of the country. It is also the nodal agency for planned development of the statistical system in the country. The Wing consists of the Central Statistical Organisation (CSO), the National Sample Survey Organisation (NSSO) and the Computer Centre.
- 2) The **Programme Implementation Wing** is concerned with monitoring of 20-point programme, monitoring of projects of Rs.20 crores and above and monitoring of the performance of Infrastructure Sectors. It is also concerned with various aspects of Member of Parliament Local Area Development Scheme.

Organizational structure

7.41.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	475	328
B	1581	1439
C	3667	2826
D	780	692
Total	6503	5285

Indian Statistical Service

7.41.3 It has been contended that officers belonging to Indian Statistical Service face acute stagnation. Various measures have been suggested for ameliorating the extant stagnation. The Commission has considered all issues relating to Group A services

in Chapter 3.3 of the Report. These recommendations along with those made in Chapter 6.1 will alleviate the problem of stagnation in this service. No separate recommendations are, therefore, being made for this cadre in this Chapter.

Cadre review of Data Processing Division and Survey Design and Research Division of NSSO

7.41.4 Cadre review of the Ministerial staff in Data Processing Division and Survey Design and Research Division of NSSO has been sought. Various Ministerial posts in this organisation will be covered by the recommendations made by this Commission in Chapters 3.1 and 3.8 of the Report. Insofar as the issue of cadre review is concerned, the Commission has taken a conscious decision not to undertake reviews of individual cadres. **No recommendations relating to cadre review are, therefore, being made.**

Subordinate Statistical Service

7.41.5 A four grade structure exists in the Subordinate Statistical Service. Posts of Statistical Investigator Grade II, Grade III and Grade IV are presently in the respective pay scales of Rs.6500-10500, Rs.5500-9000 and Rs.5000-8000 respectively. These posts shall come to lie in an identical pay scale on account of the restructuring of pay scales being recommended by the Commission. **Accordingly, the post of Statistical Investigator Grade II may be placed in the next higher scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 and merged with the post of Statistical Investigator grade I that already exists in the pay scale of Rs.7450-11500. Posts of Statistical Investigator Grade III and Grade IV shall stand merged in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500.**

Group D staff

7.41.6 Higher pay scales have been sought for various Group D posts in National Sample Survey. The Commission has considered the issue of Group D posts in Chapter 3.7 of the Report. The recommendations made therein shall apply to the Group D posts in this organisation as well. Parity of the posts of Assistant Director, Junior Hindi Translator and Senior Hindi Translator in field offices with those existing in Central Secretariat has been demanded. The Commission has recommended parity between similarly placed posts in the headquarters and field organisations. **No separate recommendation is, therefore, necessary in this case.**

LDCs & UDCs in National Sample Survey organisation

7.41.7 Higher pay scales have been sought for the post of Lower Division Clerks (LDCs) and Upper Division Clerks (UDCs) in National Sample Survey organisation. These posts are common category posts spread across various Ministries and Departments in Central Government. The functions attached to these posts are similar to those being performed by LDCs and UDCs in other

Ministries. **Accordingly, a separate dispensation cannot be recommended for them.** Higher pay scales have been sought for some other common category posts as well. **These shall be regulated as per the recommendations made in Chapter 3.8 of the Report.**

Ministry of Steel

Introduction

7.42.1 The Ministry of Steel is responsible for the planning and development of iron and steel industry, development of essential inputs such as iron ore, limestone, dolomite, manganese ore, chromites, ferro-alloys, sponge iron, etc. and other related functions. There are 10 public sector undertakings and one directly managed Government company under the administrative control of this Ministry.

7.42.2 The Ministry of Steel is headed by a Secretary to the Government of India who is assisted by an Additional Secretary and Financial Adviser to Government of India, three Joint Secretaries, a Chief Controller of Accounts and one Economic Adviser.

Organizational structure

7.42.3 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	42	42
B	104	101
C	73	72
D	31	31
Total	250	246

Technical Officers

7.42.4 Restructuring of the hierarchy of Technical Officers has been demanded. Technical Officers are placed in various pay scales from Rs.8000-13500 (Assistant Industrial Adviser) to Rs.16400-20000 (Industrial Adviser). No apparent anomaly exists in the hierarchy with all successive grades in distinct pay scales. The Commission is not looking into the restructuring of individual cadres/hierarchies. The problem of stagnation will be automatically addressed once running pay bands and modified ACPS are implemented. **As such, all the posts in the hierarchy may be allowed only the corresponding replacement pay band and grade pay.** The Fifth CPC had recommended that in order to

ensure adequate promotional prospects, the cadre of Development Officers in the Ministry of Steel and Technical Officers in DIPP should be merged into a single cadre. ERC had observed that concerns relating to resolution of problems of the PSEs would warrant retention, at least in the near future, of all the Group A officials in the Ministry. **Administrative Ministry may, however, take a view as to whether the continued existence of these posts over an extended period is necessary and if not, the posts in the cadre may not be filled in future.**

7.42.5 All other posts in this Ministry not belonging to common categories are covered by the pay bands and grade pay discussed by the Commission in Chapter 2.2 Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.

Ministry of Textiles

Introduction 7.43.1 Ministry of Textiles looks after various aspects relating to textile sector including policy formulation, planning, development, export promotion and trade regulation.

Organizational structure 7.43.2 The Ministry is headed by a Secretary who is assisted in the discharge of his duties by 4 Joint Secretaries, one Economic Advisor and two Development Commissioners - one each for Handlooms and Handicrafts, one Textile Commissioner and one Jute Commissioner. A post of Financial Adviser also exists in the Ministry. The Ministry has two attached offices - Office of the Development Commissioner for Handlooms and Office of the Development Commissioner for Handicrafts. It also has two subordinate offices viz. Office of the Textile Commissioner and Office of the Jute Commissioner. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	239	173
B	559	437
C	3554	2981
D	1216	1115
Total	5568	4706

Demands - Boiler Attendant 7.43.3 Higher pay scale has been sought for the post of Boiler Attendant in Indian Institute of Handloom Technology (IIHT) under Office of Development Commissioner of Handlooms. The post is presently in the Group D pay scale of Rs.2650-4000 and will automatically be placed in the higher pay band PB-1 of Rs.4860-20200 along with a grade pay of Rs.1800 on account of upgradation of all Group D posts in the lowest Group C pay scale. **No further upgradation is, therefore, necessary for this post.**

Junior Lecturer 7.43.4 Pay scale of Rs.8000-13500 on par with Lecturer has been demanded for the post of Junior Lecturer in Indian Institute of Handloom Technology. It is seen that the post is not comparable to that of Lecturer in colleges who are governed by AICTE norms.

The post of Junior Lecturer in Indian Institute of Handloom Technology should, therefore, be extended only the corresponding revised pay band and grade pay.

Store Keeper-cum-Accounts Clerk

7.43.5 A demand has been made to rectify the disparity on grant of higher pay scale under ACPS to the post of Store Keeper-cum-Accounts Clerk in the Office of Development Commissioner (Handicrafts). Under the revised ACPS being recommended in this Report, all financial upgradations shall only be to the immediate next higher grade in the common structure of running pay bands and grade pay. This will resolve all the existing disparities under the extant ACPS. **No separate recommendation is, therefore, required on this account.**

Demonstrator in Chemistry

7.43.6 **Higher pay scale for the post of Demonstrator in Chemistry in Office of Development Commissioner for Handloom has been demanded. The post is presently in the pay scale of Rs.3050-4590 and carries minimum qualification of a graduate degree along with one year's experience. The duties attached to the post do not justify such high initial recruitment qualifications. In the event, a higher pay scale for the post cannot be recommended. The Ministry may review the minimum qualifications prescribed for the post.**

UDCs

7.43.7 A demand has been made for extending the higher pay scale of Rs.4500-7000 to the UDCs in all Departments in the ministry on the ground that such higher pay scale has already been extended to the UDCs in the organized accounts services. It is seen that the higher scale of Rs.4500-7000 has only been extended to the UDCs in the organized accounts services and other posts similarly placed which have an element of direct recruitment. This is not the case with the UDCs in various departments in this ministry. **A higher pay scale is, therefore, not justified in their case.**

Ministerial and Secretarial posts

7.43.8 Parity between various ministerial and stenographic posts in the field and secretariat offices has been demanded. This issue has already been covered in Chapter 3.1 of the Report and the recommendations contained therein shall apply in this Ministry as well.

Technical Officers

7.43.9 Higher pay scale of Rs.6500-10500 on par with Inspectors in Department of Revenue has been demanded for Technical Officers in various organisations under Ministry of Textiles. The post is presently in the pay scale of Rs.5500-9000. The Commission has separately recommended the merger of pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. The post of Technical Officer will, therefore, be automatically placed in the PB-2 Pay Band of Rs.8700-34800 along with a grade pay of Rs.4200

corresponding to the pre-revised pay scale of Rs.6500-10500. No separate recommendation is, therefore, necessary in their case.

ACPS

7.43.10 Time bound promotions and three financial upgradations under ACPS have been demanded. The Commission has considered the issues relating to ACPS etc. in Chapter 6.1 of the Report and the recommendations contained therein shall apply in respect of the employees in Ministry of Textiles as well.

Assistant Director (Technical) and Assistant Director (Economics)

7.43.11 Higher pay scale of Rs.8000-13500 has been demanded for the posts of Assistant Director (Technical) and Assistant Director (Economics) in the Office of Textile Commissioner. These posts are presently in the scale of Rs.6500-10500. On account of proposed merger of existing pay scales, the feeder post of Technical officer, presently in the scale of Rs.5500-9000, will come to lie in an identical scale. This is not justified as the posts are functionally different. **It is, accordingly, recommended that the posts of Assistant Director (Technical) and Assistant Director (Economics) in the Office of Textile Commissioner should be placed in the PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.**

Librarian

7.43.12 The post of Librarian in Indian Institute of Handloom Technology exists in the pay scale of Rs.5500-9000. A demand has been made that the post should be given the higher pay scale of Rs.8000-13500 on par with Librarians in educational institutions under the AICTE norms. The post will automatically be placed in the higher PB-2 Pay Band of Rs.8700-34800 along with the grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500 in the revised scheme of running pay bands. The higher pay scale of Rs.8000-13500 is not justified on the basis of duties and functions attached to the post. Further, such an upgradation will also disturb many of the existing relativities. **Higher pay scale of Rs.8000-13500 cannot, therefore, be extended to the post of Librarian in IIHT.**

Handicrafts Promotion Officers in the Office of Development Commissioner (Handicrafts)

7.43.13 Handicrafts Promotion Officers in the Office of Development Commissioner (Handicrafts) are presently in the scale of Rs.5500-9000. Their promotional posts of Assistant Director (Handicrafts) are in the scale of Rs.6500-10500. On account of restructuring of pay scales being proposed, these posts will be placed in an identical replacement pay band and grade pay. **The promotional posts of Assistant Director (Handicrafts) may, therefore, be placed in the next higher pay scale of Rs.7450-11500 corresponding to the revised pay band PB 2 along with grade pay of Rs. 4600.**

*Technical
Supervisor
(Ceramics) in the
Office of
Development
Commissioner
(Handicrafts)*

7.43.14 The post of Technical Supervisor (Ceramics) is in the scale of Rs.5500-9000. Higher scale of Rs.6500-10500 has been demanded for the post on the ground that their minimum qualifications are equivalent to that of an Engineering degree. It is observed that the post carries minimum qualification of B.Sc. (Technology). The present pay scale is, therefore, justified for this post. However, **on account of restructuring of pay scales being proposed, the post shall be placed in same pay band and grade pay as that attached to the scale of Rs.6500-10500. No further upgradation is necessary.** Group B classification has also been sought for the post of Technical Supervisor (Ceramics) in Regional Design & Technical Development Centre under office of Development Commissioner (Handicrafts), Kolkata. The post is presently classified as Group C even though it is in the pay scale of Rs.6500-10500. In the revised scheme of running pay bands, the post will be extended the PB-2 Pay Band and, as per the recommendations made in Chapter 2.2, will be classified as a Group B post. **No separate recommendation is, therefore, necessary in this case.**

Ministry of Tourism

Introduction

7.44.1 Ministry of Tourism is responsible for formulating national policies and programmes as well as for coordination of activities of various Central Government agencies, State Governments, Union Territories and the private sector for development and promotion of tourism in the country. The Ministry is headed by Secretary (Tourism) who also acts as the Director General, Tourism. There is one post of Additional Secretary and Financial Adviser, one post of Joint Secretary and two posts of Additional Directors General in the Ministry. India Tourism Development Corporation, which is a public sector undertaking, functions under the administrative control of this Ministry. Indian Institute of Tourism & Travel Management, National Institute of Water Sports, National Council for Hotel Management and Catering Technology and the Institutes of Hotel Management are the autonomous bodies under the charge of this Ministry.

Information Assistants

7.44.2 Ninety two posts of Information Assistants in the pay scale of Rs.5000-8000 exist. Most of these posts are located in Tourism offices in India or abroad. The Fifth CPC had recommended that around 52% of these posts should be placed in the higher scale of Rs.5500-9000 with the remaining posts continuing in the lower pay scale. This recommendation was, however, not implemented. The information Assistants with more than 12 years service had filed a court case that they may be granted financial upgradations under ACPS as per the existing hierarchy with the 1st upgradation being made in the scale of Rs.6500-10500. The Hon'ble Tribunal directed that the benefit of upgradation under ACPS should be in scale of Rs.6500-10500 instead of Rs.5500-9000. The Ministry has proposed that the intermediary scale of Rs.5500-9000 should be removed from the hierarchy. The Commission is separately recommending merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. On account of this restructuring of pay scales, all the posts of Information Assistant shall be placed in same pay band and grade pay as that attached to the scale of Rs.6500-10500. **No specific recommendation is, therefore, necessary in this regard.**

<i>Tourist Information Officer</i>	7.44.3 A higher pay scale has been demanded for the post of Tourist Information Officer. Post is presently in the pay scale of Rs.5500-9000. The Commission is separately recommending merger of the pay scales of Rs.5500-9000 and Rs.6500-10500. No specific recommendation is, therefore, necessary.
<i>Assistant Director/Manager</i>	7.44.4 Higher pay scale has been sought for the post of Assistant Director /Manager which presently exists in the scale of Rs.6500-10500. There are 48 such posts. The Fifth CPC had recommended upgradation of 24 of the then existing 52 posts of Assistant Director to the scale of Rs.8000-13500. This recommendation has not been implemented so far. The Commission observes that the next pay scale in the hierarchy is that of Assistant Director General in the scale of Rs.10000-15200. Upgrading some of the posts as recommended by Fifth CPC will add another layer in the hierarchy and not be in consonance with the policy of delayering that is one of the central themes of this Report with a view to bring about greater efficiency in the Government. Accordingly, the Commission recommends that the post of Assistant Director/Manager may be placed only in the corresponding replacement pay band and grade pay. Higher pay scales for the posts of Assistant Director General and Deputy Director General are also not being recommended as no anomalies exist in their existing pay scales.
<i>Assistant & Sr. Stenographer (Non-Gazetted Group B)</i>	7.44.5 Higher scale of Rs.6500-10500 has been sought for the posts of Assistant (Non-Gazetted Group B) and Sr. Stenographer (Non-Gazetted Group B) which are presently in the scale of Rs.5500-9000. The Commission is separately recommending merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. No specific recommendation is, therefore, necessary in this regard.
<i>Private Secretary (Gazetted Group B)</i>	7.44.6 The non-functional scale of Rs.8000-13500 given to PSs of CSSS has been demanded for Private Secretary (Gazetted Group B). The Commission is separately recommending parity of this category with that of CSSS/CSS. This will address the demand of the administrative Ministry. No specific recommendation is, therefore, necessary.
<i>Accountant</i>	7.44.7 Accountants in the India Tourism Office have demanded scale of Rs.5500-9000 on the ground that pay scale of Accountants has been revised to Rs.5500-9000 in other organizations. The post of Accountants in other unorganized accounts cadres also exists in the scale of Rs.4500-7000. Hence, a higher pay scale cannot be given to this grade.

Hindi Translator 7.44.8 Higher scale of Rs.5500-9000 has been demanded for the post of Hindi Translator in India Tourism Offices. Post presently exists in the scale of Rs.4500-7000. It is stated that as per orders issued by Official Language Department, Ministry of Home Affairs, the scale of the post was revised to Rs.5500-9000 but this has not been implemented in their organisation. The Commission notes that while the post of Hindi Translator in Central Secretariat Official Language Service was granted the higher scale of Rs.5500-9000, the analogous posts in field offices have not been similarly upgraded. The Commission has separately recommended parity between similar posts in the secretariat and field offices. This will ensure that the post of Hindi Translator in field offices comes on par with the similar post in the secretariat. **No specific recommendation is, therefore, necessary in this case.**

Confidential Assistants 7.44.9 A higher scale has been proposed for the post of Confidential Assistant, which presently exists in the scale of Rs.5000-8000. It is observed that the post is filled on deputation basis and earlier existed in the pay scale on par with that of Assistants in CSS. Consequently, it would be appropriate to re-establish the earlier parity provided the post is filled on deputation by officials in a similar pay scale. The Commission is separately recommending merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. On account of this restructuring of pay scales, all the posts of Confidential Assistant shall be placed in same pay band and grade pay as that attached to the scale of Rs.6500-10500. **No specific recommendation is, therefore, necessary in this regard.**

ERC recommendations 7.44.10 The Commission would also like to refer to some of the recommendations made by the Expenditure Reforms Commission (ERC) regarding this Ministry (then called Department of Tourism) and the Directorate General of Tourism. ERC had recommended that the functioning of the 18 foreign offices of Department of Tourism needs to be quickly reviewed and only those offices, which are located in those countries with a large tourism potential should be retained with the remaining offices being closed down. The ERC had also recommended closure of all the 16 field offices under Directorate General of Tourism on the ground that most State Governments have well staffed tourist offices and since the Centre has to work in close collaboration with the States in promoting tourism, the effort should be for the DGT to operate directly through the State Government Tourism Departments. **These recommendations of the ERC are justified and the Government should ensure that the same are implemented.**

Ministry of Tribal Affairs

Introduction

7.45.1 The Ministry of Tribal Affairs is the nodal ministry for planning, promotion, coordination and overseeing implementation of programmes for the development of Scheduled Tribes (ST). It was hived off from the Ministry of Social Justice and Empowerment in 1999. The Ministry supports 14 Tribal Research Institutes located in different States. A National Institute for Research & Training in Tribal Affairs is also being set up. The Ministry also has under it the Tribal Cooperative Marketing Federation of India Limited. At the secretariat level, the Ministry is headed by a Secretary assisted by a Joint Secretary. The Ministry is organized into Divisions, Sections and Units. Each division is headed by a Deputy Secretary/Director.

Organizational structure

7.45.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	33	27
B	49	38
C	29	23
D	15	14
Total	126	102

Junior Artist

7.45.3 Higher pay scale of Rs.5500-9000 for the post of Junior Artist in the Ministry has been demanded. The post of Junior Artist presently exists in the scale of Rs.4500-7000. The higher pay scale has been demanded on the ground that the Fifth CPC had upgraded the post of Senior Artist which was in an identical Fourth Central Pay Commission pay scale Rs.1400-2300 (corresponding Fifth CPC revised pay scale : Rs.4500-7000) to that of Rs.5500-9000 and a similar dispensation needed to be extended in respect of the post of Junior Artist in Ministry of Tribal Affairs. The Fifth CPC had upgraded the feeder post of Artist Grade II in Botanical Survey of India to Rs.5000-8000 due to which the

promotion post of Senior Artist (redesignated as Artist Grade I) had to be upgraded to the next higher scale of Rs.5500-9000. The position is not same in respect of the post of Junior Artist in this Ministry. **Accordingly, a higher pay scale is not justified in this case.**

Ministry of Urban Development

Introduction

7.46.1 Ministry of Urban Development along with Ministry of Urban Employment and Poverty Alleviation are the apex authorities of Government of India at the national level to formulate policies, sponsor and support programme, coordinate the activities of various Central Ministries, State Governments and other nodal authorities and monitor the programmes concerning all the issues of urban development and housing in the country. The Ministry was constituted on 13th May, 1952 when it was called Ministry of Works, Housing & Supply. The name and the structure of this Ministry have been changed many times since its creation. In 2004, the Ministry was bifurcated into two Ministries viz. (i) Ministry of Urban Development and (ii) Ministry of Urban Employment & Poverty Alleviation.

Organizational Structure

7.46.2 Ministry of Urban Development consists of one post of Secretary (UD), one Additional Secretary and four officers in the senior administrative grade. The Ministry has the administrative control of 4 attached and 3 subordinate offices. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	1520	1003
B	4340	3825
C	19807	16427
D	7755	6892
Total	33422	28147

7.46.3 It is observed that matters pertaining to the housing and urban development have been assigned under the Constitution to the State Governments and 74th Amendment of the Constitution has further delegated many of these functions to the urban local bodies. The constitutional and legal authority of the Central Government on these issues is, therefore, limited only to Delhi and other Union Territories and to the subjects on which State Legislatures may authorize the Union Parliament to legislate.

Central Public Works Department	7.46.4 CPWD is the principal agency of the Government of India for construction as well as maintenance of all Central Government buildings and projects excluding those belonging to Railways, Defence, Communication, Atomic Energy, Airports and All India Radio. The Department formally started functioning as CPWD in 1930.
Directorate of Printing	7.46.5 Directorate of Printing was set up in 1863 to cater to the printing needs of the Ministries and Departments of Government of India, Parliament, Election Commission and Delhi Administration. It prints all confidential and secret documents of the Government. The Directorate is headed by Director of Printing. It has under its administrative control 21 Government of India Presses including 3 Text Book Presses spread throughout the country which employ about 10,000 personnel.
Directorate of Estates	7.46.6 Directorate of Estates is an attached office of Ministry of Urban Development and is headed by Director of Estates. It is mainly responsible for administration of Government estates in Delhi and 8 other cities viz. Kolkata, Mumbai, Chennai, Shimla, Chandigarh, Nagpur, Faridabad and Ghaziabad. The total housing stock in Delhi is 64,190 and at 29 other stations it is 32006. The Directorate is also responsible for administration of various related Rules and Acts like the Allotment of Government Residences (General Pool in Delhi) Rules, 1963; Requisition and Acquisition of Immovable Property Act, 1952; and Public Premises (Eviction of Unauthorised Occupants) Act, 1971. It also administers Holiday Homes at Shimla, Kanyakumari, Amarkantak, Mysore; other Government hostels as well as the various markets /shops in Government colonies in Delhi, Faridabad, Ghaziabad, Mumbai, Nagpur; and allotment of accommodation in Vigyan Bhawan.
Land and Development Office	7.46.7 Land and Development Office is responsible for the administration of landed estates of Government of India including lease, sale, mortgage, substitution, mutation, etc.
Town and Country Planning Organisation	7.46.8 The Town and Country Planning Organisation (TCPO) is an apex technical advisory and consultant organisation on matters concerning urban and regional planning strategies, research, appraisal, and monitoring of central Government schemes and development policies. TCPO provides assistance to the State Governments, Public Sector Undertakings and Local Bodies /Development Authorities on matters pertaining to urbanization, town planning, urban transportation, metropolitan planning, human settlement policies, etc. The Organisation also undertakes consultancy works on related issues.

*Government of
India Stationery
Office*

7.46.9 The Government of India Stationery Office is responsible for the procurement and supply of paper and paper made articles and other stationery items as required for day-to-day functioning of all Ministries and Depts. of Government of India including Indian Missions abroad, Union Territories and some quasi Government organisations. Its head office is at Calcutta which is headed by the Controller of Stationery. There are three Regional Stationery Depots at New Delhi, Mumbai and Chennai.

*Department of
Publication*

7.46.10 The Department is responsible for stocking, distribution, advertising, cataloguing and sale of Government publications including periodicals, Gazette of India and Delhi, Gazette of Ministries, attached and subordinate offices of Central Government. The Department also handles Army publications and arranges sale and distribution of such publications as per instructions issued by the Defence Authorities.

*Central Public
Health and
Environmental
Engineering
Organisation(CP
HEEO)*

7.46.11 CPHEEO is the technical wing of Ministry of Urban Development of Government of India. It is headed by the Adviser (PHEE) who is supported by One Joint Adviser (PHEE), One Deputy Adviser (PHE), One Deputy Adviser (Training), Six Assistant Advisers (PHE) and One Scientific Officer along with a Section Officer and supporting staff.

Central Public Works Department (CPWD)

1. Engineering Wing

*Jr. Engineers &
Asst. Engineers*

7.46.12 Higher pay scales of Rs.6500-10500 and Rs.8000-13500 have been demanded for Junior Engineers (JEs) and Assistant Engineers (AEs) in CPWD. No anomaly exists in the existing pay scales of JEs and AEs in CPWD. All diploma holder Engineers are placed in the scale of Rs.5000-8000. **The post of Junior Engineers may, therefore, be placed only in the corresponding replacement pay band and grade pay.** Scale of Rs.8000-13500 is the entry scale for Group A posts. The same cannot be extended to the Group B post of AE. However, the Commission has recommended the scale of Rs.7450-11500 for all posts of Engineers carrying minimum qualifications of a degree in engineering. Post of Assistant Engineer in CPWD carries these minimum qualifications. **The post may, therefore, be placed in the scale of Rs.7450-11500 corresponding to the replacement pay band PB 2 along with grade pay of Rs.4600.**

*Project Allowance
& NPA*

7.46.13 Project allowance at the rate of 20% of basic pay for Engineers in the field, NPA at the rate of 20% of basic pay and

entertainment allowance at the rate of Rs.1000 p.m. has also been sought. No rationale exists for changing the status quo in respect of Project allowance, NPA and entertainment allowance. **The Commission, therefore, is unable to concede these demands.**

Common allowances

7.46.14 Various common allowances have been sought at higher rates. These common allowances have been discussed in the Chapter on Allowances other than DA. The recommendations made therein will also apply in this case.

Risk allowance

7.46.15 Risk allowance has been demanded for Engineers working in risk prone and hazardous areas like J&K, Ladakh etc. As per the consistent policy adopted by the Commission, **Risk allowance may not be granted to the Engineers working in risk prone and hazardous areas. Instead, the Government may extend suitable life and health insurance cover, free of cost, for CPWD employees working in risk prone and hazardous areas.**

2. Horticulture Wing

Section Officers (Horticulture)

7.46.16 Higher pay scale of Rs.8000-13500 has been sought for the post of Section Officer (Horticulture). The post is in the scale of Rs.5000-8000 and the prescribed qualification is graduate degree in Agriculture or Horticulture. **Post of Section Officers (Horticulture) in the scale of Rs.5000-8000 has a distinct relativity with JEs. The qualifications prescribed also do not justify a higher scale. The present pay scale is, therefore, appropriate.** In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. Due to this, the post shall automatically be placed in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. **To clear all confusion about any relativity of this post with the ministerial post of Section Officer in administrative offices, the Commission also recommends that the post of Section Officer (Horticulture) should be suitably re-designated.**

Assistant Director (Horticulture)

7.46.17 Higher pay scale of Rs.8000-13500 has been sought for Assistant Director (Horticulture) who is presently in scale Rs 6500-10500 and is directly recruited through UPSC or by promotion from Section Officer (Horticulture). Qualification prescribed is M.Sc Agriculture with specialization in Horticulture. No anomaly exists in the extant pay scale of Assistant Director Horticulture. However, on account of restructuring of pay scales being recommended, the post shall come to lie in an identical grade as that of the feeder post of Section Officer (Horticulture). A higher pay scale is, therefore, necessary for this post. **The Commission recommends that the post may be placed in Pay Band PB-2 of Rs.8700-34800 along with a**

grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.

Restructuring of the Horticulture Wing

7.46.18 The necessity for continued existence of a separate horticulture wing in CPWD for maintaining gardens etc. has to be reviewed as this work can be contracted out without any adverse repercussions. The Government may carry out this exercise at the earliest. In case, no justification is found to exist, the wing should be closed down and the existing employees relocated to suitable posts in other departments.

3. **Architects**

Architects

7.46.19 Better promotional prospects are sought on the ground that Architects are recruited through UPSC with BE Architecture +2 years experience and consequently begin their career at age of 28 to 30 years. Some Officers are not able to reach SAG level till retirement. Promotional prospects will improve due to the general opening up of the Government machinery being proposed. No special recommendation for Architects cadre in CPWD is, therefore, necessary.

SEs

7.46.20 Higher pay scale of Rs.16400-20000 has been demanded for Superintending Engineers (SEs) with the scale of Rs.14300-18300 being the non functional selection grade for Executive Engineers (EEs) with 13 years of Group A Service. Grant of non-functional scale of Rs.14300-18300 to EEs with SEs being placed in Rs.16400-20000 is not possible as it will disturb the existing relativity vis-à-vis non-technical services as well as other technical services. No anomaly also exists in the existing pay scales of these posts. **No upgradation can, therefore, be recommended in this case.**

Central Public Works Board

7.46.21 Constitution of Central Public Works Board on the pattern of Railways has been proposed for bringing in flexibility and cutting down delays in decision making. An independent Board may not be necessary. Greater delegation at all levels is, in any case, being proposed. **Accordingly, the status quo may prevail in this respect.**

4. **Drawing Staff**

Drawing staff

7.46.21 Higher pay scales on par with JEs have been demanded. Common category of Draughtsman has been dealt with in the presentation on Chapter 3.8. Proposals therein will apply to Draughtsman in CPWD both in terms of pay scales as well as allowances.

Allowances

7.46.22 Allowances like Non-practicing allowance (as they form a technical category), Planning and Design allowance as given to Junior Engineers when they are posted at Planning Units and

Supervisory allowance for handling supervisory duties, have been demanded. No justification exists for these allowances. The same can not, therefore, be recommended.

Architectural Assistants

7.46.23 Architectural Assistants are presently in the scale of Rs.5500-9000 and will automatically be placed in the scale of Rs.6500-10500 on account of restructuring being proposed. The next higher post of **Technical Officers will, therefore, need to be upgraded and placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB 2 with grade pay of Rs.4600.**

5. **Group D, Industrial Workers in other categories**

Group D staff and Industrial workers working in CPWD

7.46.24 Higher pay scales have been demanded for various categories of Group D staff and Industrial workers working in CPWD. All these categories have been discussed in the presentations on Chapter 3.7 (Group D staff) and Chapter 3.8 (Common Categories). The recommendations made therein shall apply in this case as well.

6. **Administrative Staff**

Office Superintendents

7.46.25 Extension of the scale of Rs.6500-10500 has been sought for 47 posts of Office Superintendents as against the present scenario where only 32 posts have been given the higher scale. Due to the proposed merger of scales of Rs.5500-9000 and Rs.6500-10500, all the posts of Office Superintendents will be placed in the scale of Rs.6500-10500. The post is not comparable to that of Section Officer. Hence, parity with Section officers can not be recommended.

Directorate of Estates

ACPS

7.46.26 Equitable progression under ACPS has been demanded. The revised scheme of Modified ACPS being proposed will address the issue of equitable progression under ACPS.

Legal Assistants

7.46.27 Higher scale of Rs.6500-10500 has been demanded for Legal Assistants who have ordinary degree + degree in Law but are placed in scale Rs 5500-9000. Due to the proposed merger, all posts of Legal Assistants will automatically be placed in the scale Rs 6500-10500. The Commission has recommended the scale of Rs.7450-11500 for all posts carrying minimum qualifications of a degree in law. **Consequently, Legal Assistants in this Directorate may also be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB 2 of Rs.8700-34800 along with grade pay of Rs.4600.**

Rajabhasa staff 7.46.28 Rajabhasa staff has demanded parity with CSOLS. Commission is recommending parity between Secretariat and field offices which will automatically address the demand of Rajabhasa staff seeking parity with CSOLS.

Directorate of Printing

Posts of HoD 7.46.29 The three heads of department i.e. Director of Printing, Controller of Stationary and Controller of Publication should be of the same status and pay structure benefits and promotional avenues should be identical. Different heads of department have different functional and operational duties. **Their hierarchical structure is also different and hence the same scale may not be justified for different heads of department.**

Assistant Managers (Admn.) 7.46.30 Assistant Managers (Administration) in scale of Rs 6500-10500 have sought the non functional scale Rs 8000-13500 on par with Section Officers of CSS. **The non-functional scale of Rs.8000-13500 can not be extended to this post because it has no relativity with the post of Section Officer in CSS.**

UDC (Incharge) 7.46.31 UDCs have two channel of promotion, as Deputy Store Keeper in scale of Rs 5000-8000 and as UDC Incharge in scale Rs 4500-7000. Earlier both these posts were in the same scale of Rs 1350-2200. The present situation is creating anomalies since a junior UDC can be promoted as Deputy Store Keeper while a senior may be promoted as UDC Incharge. The anomaly needs to be addressed. **It may be appropriate to merge the posts of UDC (Incharge) and Deputy Store Keeper. The Commission recommends accordingly.**

UDC (Special /Complex) 7.46.32 UDC (Special/Complex) are presently in the scale of Rs 4000-6000 along with special pay of Rs 140. UDCs (In charge) are in the scale of Rs 4500-7000. A demand has been made that these posts should be merged. **The post of UDC (Special/Complex) has different functions and is in a lower scale. The post can not, therefore, be merged with that of UDC (In charge).**

Store Keepers 7.46.33 Higher scale of Rs.5500-9000 has been sought for Store Keepers who are presently in the scale of Rs 5000-8000. Post of Store Keepers and Accountants are Common Category posts and can not be individually upgraded in any one specific department. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **Due to this, the post shall automatically be placed in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500.**

Accountants 7.46.34 Higher scale of Rs 6500-10500 on par with Junior Account Officers has been sought for Accountants on the ground that they

supervise the entire work of establishment section, recruitment, pension, leave, vigilance, court cases, estate matters budget and accounts etc. The post is filled by promotion of Head Clerk, Head Computer, Stenographers, UDC and LDC and is presently in the pay scale of Rs 5500-9000. **It will automatically be placed in the higher scale of Rs.6500-10500 on account of the restructuring of pay scales being recommended by the Commission.**

- Stencil men* 7.46.35 Higher scale of Rs.2750-4400 has been sought for Stencil men. Stencil men belong to Group D and they will automatically be placed in the scale of Rs.2750-4400 on account of restructuring of Group D posts being proposed.
- Printing staff, Counter/Coupon Clerk and Cooks* 7.46.36 Higher pay scales have been sought for all categories of printing staff, Counter/Coupon Clerk and Cooks. These are common category posts and have been discussed in Chapters 3.7 of the report. Recommendations contained therein shall apply in these cases also.
- Nurse and Pharmacist* 7.46.37 Higher scale of Rs.5500-9000 has also been sought for the posts of Nurse and Pharmacist. The posts of Nurses and Pharmacist have been discussed in presentation on Chapter 3.6. The recommendations contained therein shall apply in this case as well.
- Common category & Group D posts* 7.46.38 Common category of printing staff, cooks and Group D posts have been discussed in Chapters 3.7 and 3.8. Recommendations contained therein shall apply in these cases also. The posts of Nurses and Pharmacist have been discussed in Chapter 3.8.
- Recommendations of ERC* 7.46.39 Expenditure Reforms Commission had made detailed recommendations regarding Directorate of Printing in this Ministry. They had observed that printing was not a core function of the Ministry and that various printing presses had to be merged or transferred to other departments like Department of Posts. It was also recommended that most of the printing presses should be sold on *as is where is* basis with the presses at Shimla and Gangtok being closed down. All the vacant posts in this cadre were recommended to be abolished along with all future vacancies arising on account of retirement, etc. The ERC had lamented the outdated costing systems and other work processes being followed in these presses and recommended implementation of a modern computer based accounting system on a time-bound basis at printing presses in Nasik and Coimbatore with the system being replicated in all other presses subsequently. **All these recommendations of ERC are justified and need to be implemented expeditiously in case these have already not been effected.**

Land and Development Office

<i>Parity with CSS/CSSS</i>	7.46.40 Parity with CSS/CSSS has been demanded. The Commission is recommending parity between field offices and secretariat which will address this demand.
<i>Accountants</i>	7.46.41 Higher scale of Rs.5500-9000 has been demanded for Accountants. The post is presently in the scale of Rs.5000-8000. Post of Accountants is a common category post and cannot be upgraded specifically in one department. In any case, Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. Due to this, the post shall automatically be placed in Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500.
<i>Surveyors and Senior Surveyors</i>	7.46.42 It has been contended that the Senior Surveyors/Surveyors in other Central Government Departments like Archaeological Survey of India, Atomic Energy, Survey of India have the same qualification and job responsibilities but have been granted higher pay scale of Rs 5000-8000 and 5500-9000 whereas Surveyors and Senior Surveyors of L&DO are placed at lower pay scale of Rs 4000-6000 and 4500-7000. Parity in pay scales and all other benefits has been demanded. The Commission has considered this demand. It is seen that no anomaly exists in the existing pay scales of the post of Senior Surveyor/Surveyor in L&DO. The cadre structure of Surveyors in L&DO is different from that existing in ASI, Survey of India etc. The posts may, therefore, be placed only in the corresponding replacement pay band and grade pay.
<i>Planning Assistant</i>	7.46.43 Higher pay scale is sought for the post of Planning Assistant which is presently in the scale of Rs.5500-9000. The qualification is intermediate in Architecture or equivalent and about 2 years' experience in Planning or Architectural Office or three years' Diploma in Civil Engineering or Municipal Engineering with knowledge of Town planning Building Bye-laws, Zoning Regulation etc. The post is Group B non-Gazetted. Post of Planning Assistant will automatically be placed in the pay scale of Rs.6500-10500 on account of restructuring being proposed.
<i>ACPS</i>	7.46.44 Better promotional avenues under ACPS and its extension to non-diploma engineers have also been sought. The scheme of Modified ACPS will ensure uniform progression of all the employees. It will also cover all employees uniformly provided they fulfill the prescribed criteria. No specific recommendation is, therefore, necessary on this issue.

Ministry of Water Resources

Introduction

7.47.1 The Ministry of Water Resources is responsible for laying down policy guidelines and programmes for the development and regulation of country's water resources. It is responsible for overall planning, policy formulation, coordination and guidance in the water resources sector.

Organizational structure

7.47.2 Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	1620	1298
B	2202	1816
C	6265	5136
D	3556	2979
Total	13643	11229

Organizations and Bodies under this Ministry include:-

1. Central Water Commission.
2. Central Soil and Materials Research Station.
3. Central Ground Water Board / Central Ground Water Authority
4. Central Water & Power Research Station.
5. Farakka Barrage Project.
6. Ganga Flood Control Commission.
7. Sardar Sarovar Construction Advisory Committee.
8. Brahmaputra Board.
9. Narmada Control Authority.
10. Betwa River Board.
11. National Institute of Hydrology.
12. National Water Development Agency.
13. Bansagar Control Board.
14. Tungabhadra Board.
15. Upper Yamuna River Board.

- Computer cadre* 7.47.3 Higher pay scale for various posts in the Computer cadre in Central Water Commission has been demanded. The higher pay scale is not justified either on functional considerations and the qualifications prescribed. Further the entire hierarchal relativities are likely to be disturbed in case specific upgradations are granted to some of the posts in the cadre., accordingly, all the posts shall be placed in the corresponding revised pay band and grade pay.
- Extra Assistant Director (HM)* 7.47.4 The post of Extra Assistant Director (HM) which is a promotional post for Senior Professional Assistant (HM) may however be placed in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 Rs.8700-34800 along with grade pay of Rs.4600 as its feeder post of Senior Professional Assistant will be placed in the immediate lower grade in Pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200.
- Deputy Director (HM)* 7.47.5 A demand has been made that the grant of non-functional scale of Rs.12000-16500 on completion of 10 years of service given to the Deputy Director in Engineering Cadre should also be extended in respect of Deputy Director (HM). It is noted that the non-functional grade of Rs.12000-16500 is given only to the technical services and the non-functional services have the non-functional selection grade of Rs.14000-18300. **Accordingly, the demand cannot be accepted.**
- CWPRS* 7.47.6 Higher pay scales have been sought for different posts in Central Water and Power Research Station (CWPRS). Further, Flexible Complementing Scheme has been south for Group B and C posts in CWPRS. It is seen the diploma holders cadre in CWPRS comprises the posts of Technicians, Senior Technicians and Superintendent in the pay scales of Rs.5000-8000; Rs.5500-9000 and Rs.6500-10500 respectively. It has been mentioned that in other departments the grade of Rs.5500-9000 does not exist. A similar dispensation has been demanded in CWPRS also. The Commission has recommended merger of erstwhile pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **As a result of this merger, the posts of Technician, Senior Technician and Superintendent would come to lie in an identical running Pay Band PB-2 Rs.8700-34800 along with a grade pay of Rs.4200. The Commission recommends that the posts of Technician and Senior Technician should be merged. The post of Superintendent shall be upgraded and placed in the revised Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.**
- Group D posts* 7.47.7 Higher pay scales have also been sought for different Group D posts in CWPRS. The pay scales of these posts will be regulated in accordance with recommendations given in Chapter

3.7 of the Report. **The common categories including those of Store Keeping Staff, Photographers, Stenographers, Librarians, Nurses, Cooks, Security officers etc. in CWPRS shall be governed by the recommendations made in Chapter 3.8 relating to common categories.**

Assistant Director Grade-II 7.47.8 In Central Water Commission, the post of Assistant Director Grade-II is in the scale of Rs.6500-10500 that is identical to the scale of one of its feeder cadre viz. Design Assistant. **Accordingly, the Commission recommends that the post of Assistant Director Grade-II in CWP may be placed in the pay scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

Laboratory Helpers 7.47.9 Higher pay scales for various Group D posts of Laboratory Helpers in Central Soil and Materials Research Station has been demanded. **The posts are Group D posts and the recommendations made in Chapter 3.7 shall cover these posts.**

Medical officer 7.47.10 Higher promotional avenues for the isolated post of Medical officer in Farakka Barrage Project have been demanded. Doctors working in this project have also demanded that the scheme of Dynamic Assured Career Progression be extended in their case. **The issue of extending the Dynamic ACPS to doctors in isolated posts has been considered in Chapter 3.6 and recommendations made therein shall apply in this case as well.**

Lower Division Clerks 7.47.11 Higher pay scale of Rs.4000-6000 has been demanded for the Lower Division Clerks in CWC on the ground that Postal Clerks in Postal Department has been granted such a scale. It is observed that no functional or other parity can be drawn between these posts. Even otherwise LDC is a common category post and a higher pay scale cannot be given only to the LDCs working in CWC. **The post shall, therefore, be extended the corresponding revised pay band and grade pay.** Parity vis-à-vis the secretariat post has been demanded for other Ministerial posts like Assistants. The Commission has already recommended parity between similarly placed posts in field offices and secretariat. **No specific recommendation is, therefore, necessary on this demand.**

Work Charged Staff 7.47.12 Better pay scales for various Group D posts working as Work Charged Staff in Central Water Commission has been demanded. **The pay scales of these posts shall be regulated as per the recommendations made in Chapter 3.7.**

Observer Grade-I 7.47.13 Higher pay scale has been demanded for the post of Observer Grade-I in Central Water Commission. The post presently exists in the pay scale of Rs.4000-6000. It is seen that the

post of Observer Grade-II is filled, amongst others, on promotion of Khalasis. A higher pay scale is not justified for this post especially when the Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. Upgrading the post to Rs.5000-8000 will, therefore, virtually amount to placing it in the grade pay recommended for the posts in the pre-revised pay scale of Rs.6500-10500. **A higher pay scale cannot, therefore, be extended to this post.**

IBM Operators

7.47.14 A demand has been made that the cadre of IBM Operators in Central Water Commission should be merged with that of Data Entry Operators. This demand has been considered, it is seen that keeping in view the nature of duties/recruitment qualifications as well as the existing hierarchy, it would not be proper to merge this cadre with other cadres. **Consequently, this cadre may be retained as a dying cadre without any further recruitment being made thereto.** The problem of stagnation in the cadre shall be addressed by the scheme of revised Assured Career Progression Scheme and running Pay bands.

Central Water Engineering Services

7.47.15 Restructuring of the Central Water Engineering Services has been demanded. The Commission as a matter of policy has refrained from undertaking restructuring of any individual cadres. No recommendation can, therefore, be made on this issue. It may, however, be noted that the Commission has recommended that any future cadre review should not result in creation of additional posts in the cadre. In case any additional posts are necessary on strict functional considerations, the same should be created as open posts not encadred in any cadre.

Ministry of Women & Child Development

Introduction

7.48.1 A separate Ministry for Women & Child Development was created in 2006. It is the nodal ministry for all matters pertaining to the welfare, development and empowerment of women and children in the country. The Ministry is involved in evolving policies, preparing plans of action, enacting legislations and implementing programmes and schemes for advancement of women and children with the support of State Governments, other Government and voluntary agencies.

Organizational structure

7.48.2 The Ministry of Women and Child Development is headed by a Secretary who is assisted by three Joint Secretaries, one Economic Adviser, one Statistical Adviser and a Financial Adviser. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In Position
A	76	65
B	134	108
C	280	253
D	171	167
Total	661	593

Demands of Food & Nutrition Board

7.48.3 Full parity with secretariat posts has been demanded for various administrative posts in Food & Nutrition Board. The Commission has already recommended parity between secretariat and field offices. The recommendations in Chapter 3.1 will address this specific demand. It is however clarified that the post of Office Assistant-cum-Accountant in the pay scale of Rs.4500-7000 cannot be equated to that of Assistant in other field offices that exist in the pay scale of Rs.5000-8000. Consequently, only the corresponding revised pay scales shall be extended to this post.

Office Superintendent

7.48.4 It has been demanded that post of Office Superintendent in Food & Nutrition Board should be filled 100% by promotion so as to alleviate the problem of stagnation in the feeder cadre of Accountant/Office Assistant cum Accountant. The problem of stagnation will be eased in the scheme of running pay bands and

modified Assured Career Progression Scheme being recommended in Chapters 2.2 and 6.1 of the Report. Filling up the post 50% by promotion and 50% on deputation ensures fresh infusion in the organisation. **As such, the existing rule position needs to be maintained.**

Technical Assistant/Demonstrator

7.48.5 Higher pay scale of Rs.6500-10500 has been demanded for Technical Assistant/Demonstrators in Food & Nutrition Board on the ground that the minimum qualifications include a graduate degree. No anomaly exists in the existing pay scale. However, the Commission has recommended merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. **This will meet the demand automatically. The next higher posts of Demonstration Officer Grade I and Senior Technical Assistant Chemist shall consequently be placed in PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.**

Demands of National Commission for Women

7.48.6 Staff in National Commission of Women has demanded pay scales on par with those existing for analogous posts in different departments of Government of India. This problem will be resolved once parity in pay scales between field and secretariat offices is extended as recommended in Chapter 3.1 of the Report. **No separate recommendation is, therefore, necessary in this case.**

Ministry of Youth Affairs & Sports

Introduction

7.49.1 The Ministry of Youth Affairs & Sports came into being in 2000 when Department of Youth Affairs & Sports was converted into a Ministry. Its main objectives involve developing the personality of youth and involving them in various nation-building activities. As most of the issues concerning young people are the functions of other Ministries /Departments, like Education, Employment & Training, Health and Family Welfare, etc., the role of the Ministry of Youth Affairs & Sports is to act as a facilitator and catalytic agent.

Organizational structure

7.49.2 The Ministry is headed by a Secretary who is assisted by two Joint Secretaries and other officers. Number of posts in various grades in the Ministry is as under:-

Group	Sanctioned Strength	In position
A	42	36
B	122	103
C	201	158
D	85	62
Total	450	359

Recommendations

7.49.3 Higher pay scale of Rs.10000-15200 has been demanded for the post of Youth Officer in National Service Scheme on the ground that minimum qualifications for the post are a post-graduate degree with five years work experience. It has also been mentioned that the work attached to the post is that of a Lecturer and hence the pay scale of the post be brought on par with that of Senior Lecturer. Any comparison with the post of Lecturer is not justified because the duties attached to this post are not as onerous and no teaching of graduate level students is involved. **Consequently, this demand cannot be conceded.**

7.49.4 **All other posts in this Ministry not belonging to common categories are covered by the pay bands and grade pay discussed by the Commission in Chapter 2.2 Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.**

Department of Atomic Energy & Department of Space

Introduction

7.50.1 Department of Atomic Energy is concerned with various aspects relating to atomic energy. It is engaged in achieving energy security and societal development, including power production, developing alternate technologies for power generation, developing high yielding seeds and crops, developing medical hardware for cancer therapy, etc. Various public sector undertakings under this Department are UCIL, IREL, ECIL and NPCIL.

7.50.2 Department of Space was carved out from the Department of Atomic energy once the Space Commission was set up in 1972. The Indian Space Research Organization (ISRO) which had been constituted as an autonomous body under the Department of Atomic Energy in 1969 was transferred to Department of Space in 1975 as a full Government body. The main function of Department of Space is to develop new technologies and space systems to enhance and expand the space services for national development. The Headquarter of Department of Space is at Bangalore and it executes the national space activities through ISRO and its various centres that include :

1. Vikram Sarabhai Space Centre (VSSC), Thiruvananthapuram
2. ISRO Satellite Centre (ISAC), Bangalore
3. Satish Dhawan Space Centre (SDSC), SHAR
4. Space Applications Centre (SAC), Ahmedabad
5. Liquid Propulsion Systems Centre (LPSC), Thiruvananthapuram, Mahendragiri and Bangalore
6. ISRO Inertial Systems Unit (IISU), Thiruvananthapuram
7. ISRO Telemetry, Tracking and Command Network (ISTRAC), Bangalore
8. Development and Educational Communication Unit (DECU), Ahmedabad
9. Master Control Facility (MCF), Hassan

7.50.3 Apart from the aforesaid Centres, Department of Space also has many autonomous bodies like National Remote Sensing Agency, Physical Research Laboratory, National Atmospheric Research Laboratory etc., under their administrative control.

7.50.4 The Department has achieved significant advancements in the four decades of its creation. The Department is providing social services in the field of Tele-medicine, Tele-education, Village Resource Centres and Disaster Management Support. The Department has an ambitious space programme that envisages launch of manned capsules by 2015.

Organizational structure

7.50.5 Following posts exist in Department of Atomic Energy:-

Group	Sanctioned Strength	In Position
A	9311	8755
B	8469	8137
C	12892	11580
D	4847	4383
Total	35519	32855

Number of posts in various grades in Department of Space are as under:-

Group	Sanctioned Strength	In Position
A	8255	7103
B	3570	2808
C	4498	3465
D	1063	682
Total	17386	14058

Special Characteristics

7.50.6 Departments of Atomic Energy and Space have mission oriented R&D institutions for developing indigenous technologies. The institutions are stated to have world class infrastructure and R&D labs which require highly qualified, self-organized and self-steering human resources. It has been pointed out that a large number of scientists/engineers leave these organizations every year and nearly 50 % vacancies arise every year as a result of resignation and VRS. Only 60-70 % of the vacancies in the cadre of scientists/engineers arising every year can be filled up as, inspite of excellent HR practices and merit promotion schemes, these departments are not able to attract talent for high tech R&D work on account of the severe disparity existing between IT industry and the Government organizations both at the entry as well as the senior level.

<i>S & T staff</i>	7.50.7 As regards S&T staff other than the core scientists/engineers, it has been stated that they provide substantial support in realizing high precision design jobs and are essential for committed and integrated team work to enable effective utilization of resources and realization of goals.
<i>Recommendations of FCPC & Subsequent improvements</i>	<p>7.50.8 Fifth Central Pay Commission had considered the various issues resulting to these Departments in detail and had recommended a modified flexible complementing scheme for their R&D professionals with adequate provisions being made for scientists of outstanding merit. Subsequent to implementation of recommendations of the Fifth central Pay Commission the Government, approved a special incentive package for scientists/engineers working in Departments of Atomic Energy and Space. This included:-</p> <ul style="list-style-type: none"> • An incentive equivalent to 2 increments to scientists/engineers up to the scale of Rs.16400-20000 • Special pay for all scientists and engineers up to grade H • Annual professional update allowance of Rs.2000 per month and Rs.5000 p.a.
<i>Subsequent improvements</i>	7.50.9 Subsequent to implementation of recommendations of the Fifth central Pay Commission, the Government, in the recent past, had approved a special incentive package for scientists/engineers working in these Departments. This included grant of an incentive equivalent to 2 increments to scientists/engineers upto the scale of Rs.16400-20000. Additionally, all scientists and engineers were granted special pay (scientists/engineers upto the grade H being eligible for it) and annual professional update allowance of Rs.2000 per month and Rs.5000 p.a. respectively.
<i>Present position and further improvements sought therein</i>	7.50.10 Departments of Atomic Energy and Space are of the view that the aforesaid incentives have not totally addressed the large disparity in the compensation package available in the Government vis-à-vis the private sector which, therefore, needs to be bridged. They have, accordingly, proposed enhanced annual professional update allowance ranging from Rs.5000 to Rs.10000 in case of technicians and Rs.15000 to Rs.50000 in case of scientists/engineers. They have also proposed introduction of a performance linked variable increment system to recognize the individual performance. As regards the administrative staff, an identical dispensation for administrative staff in field organisations on par with administrative staff in the Department's Secretariats has been demanded.

Demands

7.50.11 It has, accordingly, been demanded that a more competitive remuneration package needs to be given at the entry level with higher entry level being provided for posts requiring higher qualifications. It has also been stated that the merit promotion scheme presently existing in the Department needs to be retained as it is conducive for nurturing of the talent.

Suggestions for S&T personnel made by Secretaries, DAE and DoS

7.50.12 In their joint submissions to the Commission, Secretaries, DAE and DoS made the following suggestions in respect of the S&T personnel working in these departments:-

- To attract best talent at entry level and higher levels, introduction of cost to Government based short-term appointments of Scientists and Engineers in DoS and DAE is essential.
- Scientists and Engineers should be recruited at the entry level on contract basis on a cost to the Government basis with variable increments on par with those prevailing in the industry. Average performers will be asked to leave during 2 to 5 years with the best performers being offered permanent employment. At the end of 5 years, the outstanding performers shall be fixed at appropriate level in the JAG of Rs.12000-16500.
- The existing S&T personnel in DoS & DAE should be given revised pay scales which are four times the existing pay scales. In case such pay scales are not given, the difference should be compensated through a special allowance which will be over and above the special allowance of 40% proposed by the Prime Minister for the consideration of the Commission.
- Additionally, a performance linked variable increment system should be introduced for rewarding individual performance and excellence through grant of upto 5 additional increments. Average/below-average performers to receive only the normal annual increment. Multiple increments would ensure a fair growth in salary for outstanding employees in Government especially when in Indian MNCs/IT companies, the average increase in the entry level compensation is 3.4 times in the first five years and 6.8 times in the first 10 years.
- HRA for all DAE and DoS employees should be paid at 30% irrespective of the place of posting.

- For the higher managerial positions, short-term contracts should be awarded at the annual rate of Rs.40 lakhs, Rs.50 lakhs & Rs.60 lakhs for candidates with 20 years, 25 years and 30 years of experience.

Analysis of the proposals - Contractual appointment

7.50.13 The scheme of contractual appointment for Scientists/Engineers at various levels is justified. In fact, the Commission has separately recommended recruitment of appropriate persons on contractual basis. Such contractual appointees will not be bound by the existing salary structure and the department/organization concerned will be free to offer an appropriate package depending on the market conditions. This scheme has to be implemented in these two Departments so that they are able to attract the best possible talent. **The Commission, therefore, recommends introduction of the scheme of contractual appointment for Scientists/Engineers in DoS and DAE. The broad contours of the scheme would be as under:-**

1. **Contractual appointment at entry level should be for an initial period of 3-5 years. This is in accordance with the suggestion made by DoS & DAE.**
2. **Remuneration for such appointments shall be governed by the market forces without being hemmed in by any budgetary constraints.**
3. **The contract should provide for an annual increase of 5% to 20% depending on the performance. A person who has not got a minimum cumulative increase of 20% in any two years of contractual appointment would be liable to have his contract terminated.**
4. **Outstanding performers, at the end of the contract period, should be given the option of a new contract or of permanent absorption at an appropriate stage in the running pay band with a grade pay corresponding to what is payable to a regular employee after putting in that many minimum years of service.**
5. **Existing employees may also be given the option of switching over to contractual appointment scheme provided they resign/take retirement and their normal age of superannuation would, in the ordinary course, have exceeded the prescribed duration of contractual appointment by a minimum of 2 years.**

6. **Contractual appointment may also be resorted to at higher levels without linking the compensation package with the years of experience. The expertise and skill of the suitable candidate as well as the market forces should govern the package.**
7. **As a special case, unlike in other ministries/departments/organizations, the scheme of contractual appointment for scientists/engineers in DoS & DAE should be implemented with additional budgetary support being made available for the same. This will ensure that these departments are able to recruit scientists/engineers for various programmes on contract basis at levels comparable to market driven salaries.**

Analysis of the proposals & Recommendations - Higher emoluments

7.50.14 Higher pay scales specifically for the employees in DAE and DoS are not feasible as all Central Government employees have to be extended the standard pay scales, which, in any case, are based on the level of skill, functions discharged, qualifications prescribed, etc. The Government has recently, in October, 2007, increased the rate of annual Professional Update Allowance in DoS and DAE to Rs.10000 for scientists in pay scale below Rs.14300; Rs.20000 for scientists in pay scale beginning with Rs.14300 or higher and Rs.30000 for those in scales beginning with Rs.18400 or higher. An across the board special allowance is therefore already available for Scientists and Engineers in these departments.

Any other special allowance that is given across board to all the employees, irrespective of their performance, will not lead to better productivity or motivate the employees sufficiently to give their individual best. Such an allowance will therefore be counter-productive to efficiency and stoke demands from other quarters for grant of a similar allowance. It is noted that the proposal sent by Secretaries, DoS & DAE shows that it is possible to segregate the performance of different S&T personnel as otherwise the scheme of multiple increments delineated in their proposal cannot take effect. The proposed scheme of 5 multiple increments while rewarding good performance by individual employees during a specific year however, suffers from the defect that the benefit, once given, will persist for all times and the employee will continue to draw substantially higher emoluments as well as annual increment even in a year when his performance has been average. This, in the long run, will act as a de-motivating factor for consistently high performers.

7.50.15 A better course of action would be to reward individual/group performance in any specific time-period by grant of performance related incentive. Even in MNCs/IT

Companies, a substantial portion of the annual growth in compensation is on account of the performance linked portion of the salary where the compensation can vary every year. On an average, 30% of the salary in these companies is linked to performance which could go up, remain unchanged or decrease depending on the performance of the concerned employee. **The Commission, therefore, recommends immediate introduction of PRIS in DAE and DoS. Higher increase beyond what is available on account of increase in DA and normal increment should come in form of PRIS based on the individual/team based/project based performance during the reference period. PRIS would ensure that only the performance during the reference period is rewarded. Simultaneously, the scheme of variable increments discussed in Chapter 2.2 of the Report would ensure that a good performance during a year ensures some amount of permanent benefit for the succeeding years.** The PRI would be based on the actual performance with out linking it to the savings made as in the case of other departments. This is necessary because S&T projects in DoS and DAE have a long gestation period and it will not be justified to link the amount of PRI payable with the savings already made.

Analysis of the proposals & Recommendations - Higher HRA

7.50.16 HRA is a common allowance paid to all the employees not provided with Government accommodation and who are not eligible for CILQ. Rates of HRA depend on the place of posting. This is justified as rentals in different cities vary. As such, it may not be justified to pay HRA at the maximum rates to the employees in DAE and HRA to all DAE and DoS employees irrespective of the place of posting. **The Commission recommends that DAE and DoS employees should continue to be paid HRA at normal rates.**

Recommendations - Administrative and S&T Staff

7.50.17 **The Commission has considered the issue of administrative staff in the field offices and secretariat separately in the Report. The general recommendations made there will apply equally in Department of Atomic Energy and Department of Space as well.** Insofar as the S&T staff in these Departments is concerned, it is observed that they have already been given a special dispensation in form of a merit promotion scheme vis-à-vis S&T staff in other Ministries/Departments. Something more is, however, needed to attract the brightest technicians to this Department. This is necessary because success or failure of any mission depends as much on the precision of every technician involved in the project as on the scientists who have conceptualized and operationalised the project. **Consequently, the Commission recommends a special Atomic Energy Allowance and Space Technology Allowance for all technicians working in Department of Atomic Energy and Department of Space respectively. The allowance may be paid annually at the rate of**

half the minimum Update Allowance payable to the scientists working in this department. The allowance shall not be paid to the technicians who had performed only administrative or other duties of a routine nature through out the concerned year.

***Recommendations
- Update
allowance***

7.50.18 Insofar as grant of enhanced update allowance is concerned, it is noted that the update allowance was given as a special package in 1996. A need existed for revising the rate of this allowance because scientists and engineers have to continuously update their technological knowledge that can be done by being a member of various professional bodies for which annual membership fees needs to be paid. The Government, however, in October, 2007, increased the rate of annual Professional Update Allowance to Rs.10000 for scientists in pay scale below Rs.14300; Rs.20000 for scientists in pay scale beginning with Rs.14300 or higher and Rs.30000 for those in scales beginning with Rs.18400 or higher. Any further increase in the rates of this allowance is, therefore, not necessary at this stage. **The Commission, however, recommends that this allowance be increased by 25% whenever DA on revised pay band plus grade pay increases by 50%.**

Cabinet Secretariat

Introduction 7.51.1 Cabinet Secretariat is responsible for the administration of the Government of India (Transaction of Business) Rules, 1961 and the Government of India (Allocation of Business) Rules 1961, facilitating smooth transaction of business in Ministries/Departments of the Government by ensuring adherence to these rules. The Cabinet Secretariat is under the direct charge of the Prime Minister. The administrative head of the Secretariat is the Cabinet Secretary who is also the ex-officio Chairman of the Civil Services Board. Cabinet Secretary is also the head of the civil services. Presently he is in the pay scale of Rs.30000 (fixed).

Organizational structure 7.51.2 The Cabinet Secretariat comprises main secretariat, Directorate General of Security, Research and Analysis Wing, Joint Intelligence Committee and Special Protection Group. The Directorate General of Security comprises three wings viz. Secretariat, Special Service Bureau and Aviation Research Wing. Group-wise strength of personnel in Cabinet Secretariat is as under:-

Group	Sanctioned Strength	In Position
A	1670	1499
B	4800	4250
C	10235	9776
D	1409	1344
Total	18114	16869

Recommendations 7.51.3 Posts in Research and Analysis Wing/Directorate General of Security have been covered in a separate Report. All other posts in this organisation not belonging to common categories are covered by the pay bands and grade pay discussed by the Commission in Chapter 2.2 Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report.

Prime Minister's Secretariat

- Introduction* 7.52.1 The Prime Minister's Office (PMO) is headed by the Principal Secretary to Prime Minister who is appointed on contract in the pay scale of Rs.30000. The Prime Minister can also appoint eligible persons of his choice as personal staff whose tenure is co-terminus with that of the Prime Minister. The PMO includes the anti-corruption unit and the public wing dealing with grievances. The Prime Minister's National Relief Fund (PMNRF) and the National Defence Fund (NDF) are operated directly from the PMO.
- Recommendations* 7.52.2 **All the existing posts in this organisation, not belonging to common categories, are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts shall be governed by recommendations made in Chapter 3.8.**

Union Public Service Commission

- Introduction* 7.53.1 Union Public Service Commission was established under Article 315 of the Constitution of India. It is entrusted with recruitment to services & posts under the Union (including All India Services) through conduct of competitive examinations and through interviews; advising on the suitability of officers for appointment on promotion/transfer-on-deputation as well as all matters relating to methods of Recruitment to various services and posts. UPSC is also concerned with disciplinary cases against officials of different civil services.
- Organizational set up* 7.53.2 The Commission consists of a Chairman and ten Members whose terms and conditions of service are governed by the Union Public Service Commission (Members) Regulations, 1969.
- 7.53.3 The Commission is serviced by a Secretariat headed by a Secretary with two Additional Secretaries, a number of Joint Secretaries, Deputy Secretaries and other supporting staff.
- Accounts cadre staff* 7.53.4 Accounts cadre staff in UPSC has demanded parity with organized accounts cadre. A special dispensation has been given to the personnel in organized accounts cadre keeping in view the complexity of functions performed by them. Accounts related posts exist in almost all Government Ministries/Departments outside the organized accounts department and there is a broad relativity between these posts. The Commission has discussed the accounts related posts outside organized accounts cadre in Chapter 3.8 relating to common categories. The recommendations contained therein shall apply to accounts related posts in UPSC as well.
- Vigilance Assistant* 7.53.5 Posts of Vigilance Assistant exist in UPSC in the pay scale Rs.5500-9000. Higher pay scale of Rs.6500-10500 has been sought for these posts on par with Assistants in CSS. The Commission has recommended parity between similarly placed posts in field and secretariat. **Even otherwise, the Commission has recommended the merger of pay scales of Rs.5000-8000, Rs.5500-9000 and**

Rs.6500-10500. The post will, therefore, automatically come to lie in the PB-2 Pay Band of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500. This will also be equally applicable to the posts of Estate Supervisor, Programme Assistant, Program Assistant-cum-Console Operator, Research Assistant and Library Information Assistant, all of which are presently in the pay scale of Rs.5500-9000 and for which higher pay scale of Rs.6500-10500 has been demanded.

Demand of non-functional grade

7.53.6 The pay scale of Rs.8000-13500 on completion of four years of service has been demanded for various posts like Estate Manager & Meeting Officer, Jr. Analyst, Jr. Research Officer, Security Officer, Superintendent (DP), Reception Officer, Assistant Library & Information Officer, Data Processing & Processing Assistant and Superintendent (Typing) on the ground that the dispensation extended to the Section Officers needs to be extended to this category also. It is seen that none of these posts have any relativity either functionally or otherwise with the post of Section Officer in Central Secretariat Service., accordingly, the higher pay scale of Rs.8000-13500 on completion of 4 years of service cannot be extended in their case. **However, consequent to restructuring of existing pay scales being recommended by the Commission, the posts shall be placed in revised pay band PB-2 of Rs.8700-34800 along with higher grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500.**

LDC (Ex-cadre)

7.53.7 Promotional avenues have been demanded for the post of LDC ex-cadre existing in UPSC on the ground that no promotional prospects are available for these posts. Commission has recommended running pay bands and a modified ACPS to alleviate the problem of stagnation. This will address the problem of stagnation in the case of LDC ex-cadre as well. **No justification exists for continued operation of this post. It is, therefore, recommended that no further recruitment should be made for this post and it should be phased out with their present duties being given to regular LDCs.**

Central Vigilance Commission

Introduction 7.54.1 CVC is the apex vigilance institution monitoring all vigilance activity under the Central Government and advising various authorities in Central Government organizations in planning, executing, reviewing and reforming their vigilance work. From 25th August, 1998, Central Vigilance Commission has been given statutory status. The Commission consists of a Central Vigilance Commissioner and not more than two Vigilance Commissioners.

Organizational structure 7.54.2 The Central Vigilance Commission has its own Secretariat, Chief Technical Examiners' Wing (CTE) and a wing of Commissioners for Departmental Inquiries (CDI). The strength of officials in various grades in the Commission is as under:-

Group	Sanctioned Strength	In Position
A	47	44
B	92	78
C	73	58
D	73	62
Total	285	242

The Central Vigilance Commission has its own Secretariat. The Central Vigilance Commissioner in the scale of Rs.30000 (fixed) heads the Commission. The Commissioners of Departmental Inquiry in the scales of Rs.14300-18300/Rs.12000-16500 function as Inquiry Officers to conduct Oral inquiries in departmental proceeding initiated against public servants.

Non-participating office 7.54.3 While the CVC secretariat is a non participating office in the Central Secretariat Service, the posts of and above the level of Deputy Secretary are filled on deputation under the Central Staffing Scheme.

Parity with CSS/CSSS 7.54.4 The Ministerial staff in CVC has demanded parity with similarly placed posts in Central Secretariat Service and Central Secretariat Stenographers Service. The Commission has separately

recommended full parity between all such posts whether in field offices or in secretariat or whether belonging to CSS/CSSS or otherwise. This will meet the instant demand of ministerial staff in CVC.

*Special allowance
and special pay*

7.54.5 A special allowance has also been demanded for the officers posted in CVC in view of the sensitive nature of their work. It has been further contended that a special allowance already having been introduced in CBI, a similar benefit needed to be extended in CVC as it was the controlling office of CBI in certain respects. As mentioned in Chapter 1.2, the Commission is not in favour of extending any special allowance to a specific organisation because the special nature of work should reflect in a commensurate pay scale. Further, the Commission has recommended substantial increase in the actual amount of deputation allowance. All the posts of the level of Deputy Secretary and above in the organisation are filled on deputation. Accordingly, the officers in CVC will gain in any case on this account. **No further pecuniary benefit in form of a special allowance is, therefore, justified for officers in CVC. The special pay already available to Technical Advisers, Assistant Technical Advisers and Junior Technical Advisers may, however, be doubled to Rs.1600, Rs.600 and Rs.400 p.m. respectively. As earlier recommended by the Fifth Central Pay Commission, the special pay should be re-designated as special allowance.**

Election Commission of India

Introduction

7.55.1 Election Commission of India is a permanent Constitutional Body. The Election Commission was established in accordance with the Constitution on 25th January 1950. The Constitution of India has vested in the Election Commission of India the superintendence, direction and control of the entire process for conduct of elections to Parliament and Legislature of every State and to the offices of President and Vice-President of India.

7.55.2 Originally the Commission had only a Chief Election Commissioner. It currently consists of Chief Election Commissioner and two Election Commissioners. The President appoints the Chief Election Commissioner and Election Commissioners. They have tenure of six years, or up to the age of 65 years, whichever is earlier. They enjoy the same status and receive salary and perks as available to Judges of the Supreme Court of India.

7.55.3 The Commission has a separate Secretariat at New Delhi, consisting of about 300 officials. Two or three Deputy Election Commissioners who are the senior most officers in the Secretariat assist the Commission. They are generally appointed on tenure basis from various civil services of the country. Deputy Election Commissioners are supported by Directors, Principal Secretaries, and Secretaries, Under Secretaries and Deputy Directors. There is functional and territorial distribution of work in the Commission. The work is organized in Divisions, Branches and sections with each of the sections being headed by a Section Officer. The territorial work is distributed among separate units responsible for different Zones into which the 35 constituent States and Union Territories of the country are grouped for convenience of management.

7.55.4 **All the existing posts in this organisation, not belonging to common categories, are covered by the pay bands and grade pay discussed by this Commission in Chapter 2.2. Common category posts shall be governed by recommendations made in Chapter 3.8.**

Indian Audit & Accounts Department

Introduction

7.56.1 Indian Audit and Accounts Department assists the Comptroller and Auditor General of India in carrying out the various allotted functions. The Department consists of about fifty thousand employees and is functionally organised into 104 specialized formations throughout the country. Indian Audits and Accounts Service (IA&AS), an organised Group A Central Service functions from this Department.

7.56.2 At the apex of the Indian Audit and Accounts Department is the office of the Comptroller and Auditor General which directs monitors and controls all activities connected with audit, accounts and entitlement functions of the Department. Offices of the Accountants General (Audit) also exist and are responsible for audit of all receipts and expenditure of the Provincial Governments, and audit of Provincial Government companies, corporations and autonomous bodies. Offices of the Principal Directors of Audit are responsible for audit of the activities of the Central Government, including Civil Ministries and Departments, Overseas Establishments, Defence, Indian Railways, etc.

Demands made before the Commission

7.56.3 Parity with various posts in the secretariat has been demanded with posts of Senior Auditors/Accountants being equated to the Assistants; higher scale of Rs.7500-12000 being sought for Section Officers; Assistant Accounts/Audit Officers being placed on par with the non-functional scale of Rs.8000-13500 for Section Officers; Senior Accounts/Audit Officers being equated with the Under Secretaries in Central Secretariat. Parity has also been demanded for the posts in Stenographer, EDP, Official Language cadres. Certain other demands relating to dearness allowance, HRA, TA/DA and other common issues have also been made. The demands relating to common issues are discussed in the concerned Chapters relating to these issues. The same are not being separately considered in this Chapter.

Analysis

7.56.4 The existing hierarchical structure of Accounts/Audit posts in IA&AD is as under:-

Category of post	Existing pay scales
Auditor/ Accountants	Rs.4500-125-7000
Senior Auditor/ Accountants (SA)	Rs.5500-175-9000
Section Officer (SO)	Rs.6500-200-10500
Assistant Accounts/ Audit Officer (AAO)	Rs.7450-225-11500
Accounts/ Audit Officer (AO)	Rs.7500-250-12000
Senior Accounts/ Audit Officer (SAO)	Rs.8000-275-13500

7.56.5 Senior Auditors/Accountants (SA) have always claimed parity with Assistants in Central Secretariat Service (CSS). Numerous court judgments and the Board of Arbitration under the scheme of Joint Consultative Machinery have recommended such parity. Fifth CPC had recommended the lower scale of Rs.5000-8000 for SAs, however their pay scale was subsequently revised to Rs.5500-9000 by the Government in a separate and unrelated development arising out of implementation of recommendations of Fifth CPC. The genesis of this upgradation was that the Fifth CPC had upgraded the pay scales of some Ministerial categories in Railways. This affected the established relativities of these posts vis-à-vis the accounts staff in Railways whose pay scales had traditionally been higher as under:-

- (a) Prior to Fifth CPC the post of Accounts Assistant in Railways was in the scale of Rs.1400-2600 (Revised: Rs.5000-8000) whereas that of Head Clerk in the lower scale of Rs.1400-2300 (Revised: Rs.4500-7000). However, after Fifth CPC the posts of Accounts Assistant and Head Clerk were placed in the identical scale of Rs.5000-8000;
- (b) Prior to Fifth CPC, the post of Section Officer/Inspector of Accounts was in a higher pay scale of Rs.1640-2900 (Revised: Rs.5500-9000) vis-à-vis that of Office Supdt. Gr.II which was in the scale of Rs.1600-2660 (Revised: Rs.5000-8000). Fifth CPC, placed these posts in an identical pay scale of Rs.5500-9000.
- (c) Junior Accounts Assistants and Senior Clerk were in the same Fourth CPC pay scale of Rs.1200-2040 (Revised: Rs.4000-6000). Fifth CPC placed the post of Senior Clerks in the scale of Rs.4500-7000 whereas Junior Accounts Assistants remained in the lower scale of Rs.4000-6000.

7.56.6 Higher pay scales were, therefore, extended to the Accounts staff of Railways notionally w.e.f. 1.1.1996 being the date on which the higher pay scales were extended in respect of the ministerial posts in Railways subsequent to implementation of recommendations of Fifth CPC. Thereafter, vide O.M. dated 28.2.2003, such higher pay scales were extended notionally w.e.f. 1.1.1996 with actual payments being made prospectively to the analogous posts in all the organized Accounts cadres so as to maintain the traditional relativity which had always existed between these cadres. As a result of these orders, the posts of Senior Accountants/Senior Auditors in IA&AD came to be placed in the scale of Rs.5500-9000 identical to the then existing pay scale of Assistants in CSS. This, however, did not mean that the Government had conceded parity between the posts of Assistants in CSS and Senior Auditors/Senior Accountants in organized Accounts departments and the actual fact was that these posts happened to come to the identical scale on account of a totally unrelated development.

7.56.7 The demand for parity between these posts was subsequently considered in arbitration proceedings before the Board of Arbitration who observed that identical pay scales having already been given by the Government, the demand for parity between SAs and Assistants in CSS had to be conceded.

7.56.8 It is, therefore, observed that the Government has never conceded the principle of parity between Assistants of CSS and the Senior Auditors/Accountants in various organized Account Department including IA&AD. The demand for parity has again been raised because the pay scale of Assistants in CSS was subsequently revised to Rs.6500-10500. This has led to a similar dispensation being demanded by SAs in all organized accounts department including IA&AD. The Commission does not consider it necessary to go into the merit of the demand of parity between SAs and Assistants of CSS because it is recommending merger of the pre-revised pay scales of Rs.5500-9000 and Rs.6500-10500 which will automatically place Assistants in CSS and SAs in an identical revised pay band and grade pay.

7.56.9 Insofar as other posts are concerned, it is observed that a clear cut parity of these posts vis-à-vis those existing in the Central Secretariat Service has never been established in past and it is difficult to establish any parity even now. The proposed upgradations for the posts of SAO, AO will, therefore, have to be considered on merits. It is observed that the post of SAO constitutes a feeder cadre for induction into IA&AS. The entry grade for IA&AS is presently Rs.8000-13500 which is identical to the scale of

SAOs. Upgrading their pay scale any further will place them in a higher level than the entry grade of IA&AS which is a promotion post. This will be anomalous. The existing pay scale of SAO will, therefore, need to be maintained. Merger of the Fifth CPC pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will place the posts of Senior Auditor/Accountant and Section Officer in an identical pay band and grade pay even though the former are a feeder grade for promotion to the latter. **The post of Section Officer would, therefore, also need to be upgraded. The post will consequently be placed in the next higher grade carrying grade pay of Rs.4800 in pay band PB-2 of Rs.8700-34800 that corresponds to the pre-revised pay scale of Rs.7500-12000.** This upgradation will place the posts of Section Officer and Assistant Accounts/ Audit Officer in an identical pay scale, thus necessitating the upgradation of the latter category. **The posts of Assistant Accounts/Audit Officer and Accounts/Audit Officer should, therefore, be merged in the pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4800 that corresponds to the pre-revised pay scale of Rs.7500-12000.** The post of Senior Accounts/Audit Officer shall be placed in the corresponding revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.5400. The existing parity between posts in various organized cadres shall be maintained. Accordingly, the aforesaid structure being recommended in IA&AD will be extended in case of other organized accounts cadres like Controller General of Accounts, Controller General of Defence Accounts, Railways Accounts, Postal Accounts, Telecom Accounts.

Other posts in IA&AD

7.56.10 The Commission has separately recommended parity between Secretariat and non-Secretariat organisations in Chapter 3.1 of the Report. Recommendations have also been made for various common categories posts in Chapter 3.8. These recommendations will also extend to the posts in IA&AD. The Group D posts in this department shall be governed by the recommendations made in Chapter 3.7 of the Report. All Central Group A services have been considered in Chapter 3.3 of the Report. The recommendations made therein shall also extend to officers in IA&AS.

Divisional Accountants

7.56.11 Divisional Accountants/Divisional Accounts Officers constitute a separate cadre in 13 States under the administrative control of IAAD. They discharge the role of Financial Advisers to the Executive Engineers and ensure a measure of proficiency in the accounting of public works transactions besides serving the needs of internal audit. The existing structure is as follows:-

Categories of Post	Existing Pay Scale (Rs.)
Divisional Accountant	5500-175-9000
Divisional Accounts Officer Grade-II	6500-200-10500
Divisional Accounts Officer Grade-I (Group B gazetted)	7450-225-11500
Sr. Divisional Accounts Officer	7500-300-12000

Demands

7.56.12 Federations of Divisional Accountants have demanded entry pay scale of Rs.7500-12000 along with provisions of appropriate higher grades. They have also demanded better rate for allowance like traveling allowance and an appropriate Assured Career Progression Scheme on par with that available to the employees in IA&AD.

Analysis

7.56.13 The existing structure of Divisional Accountants cadre has an established parity with that of auditor/accountants in IA&AD with the post of Divisional Accountant being placed in an identical scale as that of Senior Auditor/Accountant. The other posts in the hierarchy of Divisional Accountants also follow an identical pattern as that obtaining in the accountants cadre in IA&AD. This parity will need to be maintained. **The Commission consequently recommends the following revised pay structure for the cadre of Divisional Accountants:-**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Divisional Accountant	5500-9000	6500-10500	PB-2	4200
Divisional Accounts Officer Grade-II	6500-10500	7450-11500	PB-2	4600
Divisional Accounts Officer Grade-I (Group B gazetted)	7450-11500	7500-12000	PB-2	4800
Sr. Divisional Accounts Officer	7500-12000	8000-13500	PB-3	5400

7.56.14 The Commission has recommended Modified Assured Career Progression for all Central Government employees. These recommendations shall also extend to the cadre of Divisional Accountants. Recommendations relating to revision of rates of various allowances shall also apply to the cadre of Divisional Accountants. No separate recommendations are, therefore, necessary in their case.

Union Territories

Introduction

7.57.1 There are seven Union territories, namely:

- i. Andaman and Nicobar Islands
- ii. Chandigarh
- iii. Dadra and Nagar Haveli
- iv. Daman and Diu
- v. Lakshadweep
- vi. National Capital Territory of Delhi
- vii. Puducherry

7.57.2 Out of the above seven Union territories, National Capital Territory of Delhi and Puducherry have legislatures, Council of Ministers and Consolidated Funds. The rest of the Union territories are without legislature.

7.57.3 The total area covered by the seven Union territories is 10,973 sq. km. and their population, as per the 2001 census, is 1,64,53,676.

7.57.4 The Union Territories are specified in Schedule I, Part II of the Constitution. These territories are administered in accordance with the provisions of articles 239 to 241 of the Constitution. Under the Government of India (Allocation of Business) Rules 1961, Ministry of Home Affairs is the nodal Ministry for all matters of Union territories relating to Legislation, Finance and Budget, Services and appointment of Lt. Governors / Administrators. Every Union Territory is administered by an Administrator appointed by the President under Article 239 of the Constitution. In Delhi, Puducherry and Andaman & Nicobar Islands, the Lt. Governors are designated as Administrators. In Chandigarh the Governor of Punjab is appointed as the Administrator. In the other Union territories, senior officers of the AGMUT cadre of IAS are appointed as Administrators.

Common Categories

Secretariat Staff

7.57.5 The Commission has recommended parity between Central Secretariat and field staff in all Central Government organizations. This parity justifiably has to be extended to the Secretariat staff of the UTs whose pay scales are generally on par with those in the field organizations of the Central Government. **The Commission, accordingly, recommends pay scales on par with those existing in the Central Secretariat for the Secretariat staff of various UTs.**

Police

7.57.6 Delhi Police is under the administrative control of Ministry of Home Affairs. All issues relating to Delhi Police are discussed in the Chapter on Ministry of Home Affairs. Presently, pay scales in other UTs vary. The job profile of police personnel in all UTs other than Delhi is similar. **The Commission, therefore, recommends the following pay structure for police personnel in UTs other than Delhi:-**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Constable	3050-4590	3200-4900	PB-1	2000*
Head Constable	3200-4900	4000-6000	PB-1	2400
Assistant Sub Inspector	4000-6000	4500-7000	PB-1	2800
Sub Inspector	5500-9000	6500-10500	PB-2	4200
Inspector	6500-10500	7450-11500	PB-2	4600

* Constables presently in a pay scale lower than Rs.3050-4590 shall be placed in the revised pay band PB-1 of 4860-20200 along with grade pay of Rs.1800.

Forest Staff

7.57.7 The Fifth CPC had established parity between following posts of the Forest Staff and Police :-

Post in Forest Department	Comparable post in Police
Forest Guard/Forest Protection Force	Constable
Head Forest Guard	Head Constable
Forester/analogous posts	Assistant Sub Inspector
Range Officer/Senior Forest Ranger	Sub Inspector

This parity shall need to be maintained. **Keeping in view the upgradations recommended for various posts in Police, the Commission recommends following pay scales for comparable posts in the Forest Departments in various UTs :-**

(in Rs.)

Designation	Recommended pay scale	Corresponding Pay Band & Grade Pay	
		Pay Band	Grade Pay
Forest Guard/Forest Protection Force	3200-4900	PB-1	2000*
Head Forest Guard	4000-6000	PB-1	2400
Forester/analogous posts	4500-7000	PB-1	2800
Range Officer/Senior Forest Ranger	6500-10500*	PB-2	4200

* On account of merger of the pay scales.

Teaching Staff

7.57.8 The Commission has made recommendations for Teaching staff in the Chapter on Common Categories. **The recommendations contained therein shall equally apply to similarly placed Teachers in various UTs.**

Nursing & Para Medical Staff

7.57.9 The Commission has made recommendations for Nursing staff in the Chapter on Common Categories and Para Medical Staff. **The recommendations contained therein shall equally apply to similarly placed Nurses and para medical staff in various UTs.**

Fire staff

7.57.10 The Commission has made specific recommendations about the common category of Fire Staff in Chapter 3.8 on Common Categories wherein the existing parities of the post of Fire Staff vis-à-vis Police have been maintained. **These recommendations shall equally apply to the Fire Staff of different Union Territories. The existing structure in some UTs where Fire Brigade forms a part of the Police Department shall continue.**

Tehsildars, Deputy Tehsildars and allied staff

7.57.11 Tehsildars and Deputy Tehsildars in various UTs have an established relativity with the posts of Inspector and Sub Inspector of Police. Fifth CPC had also recommended identical pay scales for these posts. This parity may need to be maintained. Since Inspectors and Sub Inspectors of Police are being placed in the respective scales of Rs.7450-11500 and Rs.6500-10500, a similar dispensation may need to be extended to Tehsildars and Deputy Tehsildars. **The Commission, accordingly, recommends the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 for Tehsildars and of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along**

with grade pay of Rs.4200 for Deputy Tehsildars. Extension Officers have an established parity with the post of Deputy Tehsildars. Accordingly, these posts will also need to be placed in the scale of Rs.6500-10500 on par with Deputy Tehsildars.

Other Common Categories

7.57.12 The Commission has made recommendations for other common categories in Chapter 3.8. The recommendations contained therein shall also apply for similarly placed other common categories in various UTs.

Chandigarh

7.57.13 In Chandigarh administration, all posts are filled on deputation with the senior posts being manned by the IAS and IPS officers of the AGMUT cadre. No recommendation specific to the posts in Chandigarh administration is, therefore, required.

Union Territory of Delhi

Prison Department

7.57.14 Employees in the Prison Department have demanded parity with various posts in Delhi Police. It has been mentioned that upto Third Pay Commission the posts in the Prison Department and Police Departments had similar pay scales and in some cases the pay scales of posts in Prison Department were higher but since then the parity has been disturbed because of unilateral upgradation of pay scales of various posts in Delhi Police and that the parity needs to be restored. It is seen that the functions of Delhi Police are distinct from those of the Prison staff. The police are basically concerned with maintaining law and order whereas prison staff are involved in reformation and detention of convicts, under trials and other persons sent to judicial custody. Hence, no comparison can be drawn between various posts in these two cadres. **Accordingly, only the corresponding revised running pay bands and grade pay shall be extended to the various posts in the Prison Department.** A specific allowance for dealing with criminals has also been demanded for the Prison staff. **No justification exists for grant of this allowance.**

Archaeological Engineer

7.57.15 A higher pay scale for the post of Archaeological Engineer in Department of Archaeology has been demanded on the ground that the entry level qualification for this post is Bachelor of Engineering and the Engineers in the Archaeological Survey of India are recruited in the pay scale of Rs.8000-13500. It is observed that the pay scale of Rs.8000-13500 is the entry level pay scale for Group A posts. For other posts requiring minimum qualification of Bachelor's Degree in Engineering, the pay scale of Rs.6500-10500 is prescribed generally. The Commission, as a general policy, has recommended the scale of Rs.7450-11500 for all posts requiring entry level qualification of Bachelor of Engineering in groups other than

A. The post shall also be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB 2 of Rs.8700-34800 along with grade pay of Rs.4600.

Horticulture Assistant, Conservation Assistant and Surveyor

7.57.16 Higher pay scales have been sought for the posts of Horticulture Assistant, Conservation Assistant and Surveyor in Department of Archaeology in Government of Delhi that are presently in the pre-revised pay scale of Rs.4500-7000. The minimum qualification prescribed for the post of Conservation Assistant is Diploma in Engineering. **The posts should, therefore, be placed in the Pay Band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200. The post of Horticulture Assistant that has relativity with the posts of Conservation Assistant will also need to be similarly upgraded.**

Departments of Revenue & Development

7.57.17 Presently, posts of Village Level Worker and Senior Village Level Worker exist in the respective pay scales of Rs.3200-4900 and Rs.4000-6000. Their functions are same. It is also mentioned that minimum qualifications prescribed for the post of Village Level Worker/Gramin Level Worker is a diploma in Agriculture for which minimum qualification is a graduate degree. **It may, therefore, be appropriate to merge these posts. The posts shall, therefore, stand merged. This will also be in consonance with the policy of delayering.** The next higher posts of Horticulture Assistant, Technical Assistant, Plant Protection Assistant have an established parity with the post of Extension officer. These posts may, therefore, need to be placed in an identical scale as that of Extension Officer. **The Commission, accordingly, recommends the scale of Rs.6500-10500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 for the posts of Horticulture Assistant, Technical Assistant and Plant Protection Assistant.**

Craft Instructors

7.57.18 Craft Instructors in the Government ITI have demanded the higher pay scale of Rs.5500-9000. They are presently in the pay scale of Rs.5000-8000. The pay scales of Rs.5000-8000 and Rs.5500-9000 are, in any case, being merged. As such no specific recommendation is needed for this demand.

Principal in ITI

7.57.19 A higher pay scale has been sought for the post of Principal in ITI. Delhi Government has clarified that the pay scale of Principals of ITI under Delhi Government and the neighboring States are same at present. No anomaly exists in the existing pay scale of this post. **Accordingly, higher pay scale cannot be recommended for this post.**

Teachers

7.57.20 Demands have been received for increasing pay scales of various grades of Teachers in the Education Department of Government of NCT of Delhi. The Commission has given specific

recommendations for the common category of Teachers in Chapter 3.8 of the Report. **Recommendations contained therein shall apply in respect of Teachers in UT of Delhi.**

Librarians and the Library staff

7.57.21 **Recommendations made in Chapter 3.8 in respect of Librarians and the Library staff shall also be extended to the similarly placed posts in UT of Delhi.**

Operation Wing, Pollution Wing and Enforcement Wing

7.57.22 Higher pay scales have been sought for various posts in the Operation Wing, Pollution Wing and Enforcement Wing of the Transport Department in Government of NCT of Delhi. It is seen that no anomalies exist in the present pay scales attached to these posts. **Therefore, only corresponding running pay bands and grade pay shall apply in respect of these posts.**

Accounts cadre

7.57.23 The organized Accounts cadre in Government of NCT of Delhi has demanded restructuring of their cadre. The Commission, as a matter of policy, is not considering restructuring of any individual cadres/services. Hence, no recommendation can be made in this regard. It is, however, observed that the accounts cadre in Delhi Government has been structured in consonance with the organized Accounts Cadre in Central Government. **The recommendations made in respect of organized Accounts Cadre in the Central Government shall, therefore, apply in case of organized Accounts Cadre in Government of Delhi also.**

Superintendent and Deputy Director (Technical)

7.57.24 An anomaly has been pointed out in the pay scales of Superintendent and Deputy Director (Technical) in Department of Social Welfare in Delhi Government. It is mentioned that the posts of Superintendent and Deputy Director (Technical) were earlier in the Fourth CPC pay scales of Rs.3000-4500 and Rs.3000-5000 respectively but came to be placed in the Fifth CPC revised pay scale of Rs.10000-15200 on account of merger of these two pre-revised pay scales by the Fifth CPC. It is, however, observed that the posts of Superintendent and Deputy Director (Technical) were merged once they came to lie in an identical pay scale. Hence no anomaly exists at present. Insofar as the issue of providing a suitable promotional avenue for the post of Deputy Director (Technical) is concerned, Government of Delhi have informed that a proposal for creation of a post of Joint Director (Programme) in the pay scale of Rs.12000-16500 is already under consideration. **It is clarified that the Commission is not in favor of creating additional grades merely to provide promotional avenues to the employees. Posts in any grade should be created strictly on functional considerations. The scheme of running pay bands and modified Assured Career Progression recommended elsewhere in the Report will ameliorate the problem of stagnation.**

<i>Assistant Project Officer & Project Officer</i>	7.57.25 Higher pay scale on par with Assistants of Central Secretariat Service has been sought for the post of Assistant Project Officer that is presently in the pay scale of Rs.5500-9000. The post will automatically be placed in the higher revised running PB-2 Pay Band of Rs.8700-34800 along with a grade pay of Rs.4200 corresponding to the pre-revised pay scale of Rs.6500-10500 on account of restructuring of the pay scales being recommended by the Commission. No separate recommendation is, therefore, necessary in this case. However, the next higher post of Project Officer shall now be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4600. This will ensure that the promotion and the feeder posts do not come to lie in an identical grade.
<i>Rehabilitation Centres</i>	7.57.26 Higher pay scales have been sought for various posts in Rehabilitation Centres. These demands were considered and it is seen that the present pay scales for these posts are justified. Accordingly, only the corresponding revised running pay band and grade pay shall apply in their case.
<i>Inspectorate of Boilers and Electrical Inspectorate</i>	7.57.27 Different posts in Inspectorate of Boilers and Electrical Inspectorate in Labour Department have demanded higher pay scales on the ground that pay scales of analogous posts in some of the other States are higher. It is seen that the present pay scales are appropriate in view of the minimum qualifications prescribed and the functions attached to these posts. Comparison with other States is not really justified because these posts have established relativities with other posts in Delhi Government itself. As such, only the corresponding replacement pay bands and grade pay shall apply to these posts.
<i>Programmers and Electronic Data Processing staff</i>	7.57.28 Programmers and EDP staff in Department of Information Technology under Government of Delhi have demanded higher pay scales. The recommendations made by this Commission in Chapter 3.8 regarding EDP staff shall apply in their case as well.
<i>District Staff Officer, Store Superintendent, Company Commander, Inspecting Officer and Senior Instructor</i>	7.57.29 In the Home Guards and Civil Defence organisation under Government of Delhi, posts of District Staff Officer, Store Superintendent, Company Commander, Inspecting Officer and Senior Instructor exist in the pay scale of Rs.5500-9000. As a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will carry an identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800. Accordingly, the next higher post of Junior Staff Officer shall be upgraded and placed in the PB-2 Pay Band of Rs.8700-34800 along with a grade pay of

Rs.4600. Higher pay scales have also been sought for Junior Instructors and Instructors in this organisation. **The Commission is of the view that the duties and qualifications attached to the posts do not justify a higher pay scale.** Corresponding replacement pay bands and grade pay shall also apply for other posts, not belonging to common categories, in these organisations. Common category posts, in any case, shall be governed by recommendations made in Chapter 3.8 of the Report. The posts presently in Group D shall be dealt in accordance with the recommendations made by this Commission in Chapter 3.7 of the Report.

Public Prosecutor 7.57.30 Higher pay scales have been demanded for the cadre of Public Prosecutor in Directorate of Prosecution on the ground that minimum qualifications for these posts is a degree in Law and, therefore, these should be treated on par with Doctors. The parity with medical Doctors is not justified. The Commission, as a general policy, has recommended the scale of Rs.7450-11500 for all posts other than in Group A carrying minimum qualification of a degree in law. This will need to be extended here as well. **The post of Public Prosecutor shall, therefore, be placed in the entry scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.**

Delhi Fire Service 7.57.31 Special allowance and a higher risk pay has been demanded for various posts in Delhi Fire Service. A higher uniform and kit maintenance allowance has also been demanded for these personnel. It is observed that presently Delhi Fire Service are given a Special Compensation at various rates ranging from Rs.600 to Rs.1000 per month. The administrative Department has stated that this Special Allowance needs to be linked to the basic pay. Linking this allowance to the basic pay will, however, give different amounts of this allowance to personnel in the same grade. This may not be appropriate. **The Commission recommends that the existing rates of this allowance be doubled. The existing rates of washing allowance should also be doubled. The risk pay presently being given to these employees shall now be substituted and instead these employees will be extended free of cost risk insurance** in consonance with the recommendations made by this Commission in Chapter 4.2 of the Report. These personnel belong to uniformed forces. **They will, accordingly, be paid Uniform Allowance and Kit Maintenance Allowance on par with the rates recommended for analogous posts in CPMFs/Delhi Police**

Veterinary Assistant Surgeons 7.57.32 Time bound promotions on completion of 4, 9 and 13 years have been demanded for Veterinary Assistant Surgeons in Development Department of NCT of Delhi. The Commission has recommended a modified ACPS for all employees in Central Government. The scheme will also encompass the Veterinary

Assistant Surgeons. **No separate recommendation is, therefore, necessary in their case.**

*DANICS and
DANIPS officers*

7.57.33 The demands raised by DANICS and DANIPS officers have been dealt with by the Commission in Chapter 7.19 of the Report. These demands are, therefore, not being discussed in this Chapter.

Lakshadweep

*Electricity
Department*

7.57.34 Posts of Engine Driver, Lineman, Helper for Lineman and Oilman in the Electricity Department of Lakshadweep have demanded higher pay scales. **All these are Group D posts and will be regulated by the recommendations given in Chapter 3.7 of the Report.**

Lab Technician

7.57.35 Higher pay scale has been demanded for the post of Laboratory Technician in Medical and Health Department of Lakshadweep. **The category of Laboratory Technicians has been covered in Chapter 3.8. The recommendations contained therein shall apply in respect of this post as well.**

*Crew in sea going
vessels*

7.57.36 Higher pay scale has been demanded for the posts of General Purpose Crew working in Sea-going vessels on the ground that their work is more onerous and technical than that of LDCs even though their pay scales are similar. It is observed that no relativity can be established between the LDCs and the General Purpose Crew. There is no case to state that duties of one category are more onerous and technical than that of the other because the jobs are totally unrelated. **Only corresponding revised pay bands and grade pay shall, therefore, apply to these posts.**

Teachers

7.57.37 Higher pay scales have been demanded for Post Graduate Teachers (PGTs) in Lakshadweep. The recommendations contained in Chapter 3.8 regarding Common Category of Teachers will apply in this case as well. It is also observed that some Lecturers in junior Colleges which were later reclassified as Senior Secondary Schools have been continuing in the pay scale of Rs.8000-13500 as personal to them. **It is clarified that these Lecturers shall be placed in the PB-3 Pay Band of Rs.15600-39100 along with grade pay of Rs.5400 as personal to them. For other category of teachers, the pay scales recommended in Chapter 3.8 shall apply.**

Para medical staff

7.57.38 Higher pay scales have been demanded for the various categories of para medical staff. As mentioned earlier in this Chapter in respect of para medical staff in UT of Delhi, the pay scales recommended for the Common Category of para medical staff in Chapter 3.6 shall apply here as well.

<i>Dive Instructor</i>	7.57.39 Higher pay scale has been demanded for the post of Dive (<i>the term should correctly be Diving</i>) Instructor in Scuba Diving Centre in Lakshadweep. It is stated that the job involves lot of risk as scuba diving is an adventurous job that is inherently dangerous. Whether any risk is involved in this job is a matter to be assessed by the appropriate authority. In any case, the Commission has recommended grant of appropriate risk insurance in respect of all posts whose duties involve an inherent element of risk. Keeping in view the functions attached to the post, it is further recommended that the post should henceforth be filled only on contractual basis.
<i>House Rent Allowance (HRA) for Kavaratti</i>	7.57.40 Higher HRA has been demanded for Kavaratti Island on the ground that this island is very inaccessible and cut off from other islands in the Union Territory of Lakshadweep. Higher rates of HRA have already been prescribed for cities other than A1. This will benefit employees in Kavaratti as well.
<i>Facility of air travel</i>	7.57.41 Presently, officers drawing a pay of Rs.8550 and above or DANICS/DANIPS officers drawing pay of Rs.6500 and above (being their minimum basic pay) are eligible for air journeys between islands or between island and main land while on tours or transfers. It has been demanded that similar facility of air travel should be provided to other employees and they should be allowed to travel by air between islands and between mainland and island if their basic pay is Rs.6500 and above. There is merit in this demand. The employees do face difficulties during their official tours on account of lack of this facility. The Commission, accordingly, recommends that all employees in the running pay band PB-2 during their posting in Lakshadweep should be allowed to travel by air between islands or between islands and mainland while on tour or transfer.
<i>Special Duty Allowance</i>	7.57.42 Special Duty Allowance at the prescribed rate has been demanded for all categories of officers coming on deputation/transfer to these islands. Presently, the allowance is admissible only to the All India Service officers and other officers who have an all India transfer liability and are posted to these islands on deputation/transfer. The Commission has considered this issue in Chapter 4.2 in respect of Special Allowance payable in North Eastern Region. The recommendations contained therein shall also apply in respect of the Special Duty Allowance payable in these islands as well as in Andaman & Nicobar islands.
<i>Assured Career Progression</i>	7.57.43 In the Andaman Lakshadweep Harbour Works, merger of posts of Junior Engineer and Inspector of Works has been demanded

*Scheme in
Andaman
Lakshadweep
Harbour Works*

on the ground that existence of intermediate grade (that of Junior Engineer) is creating problems in proper career progression under Assured Career Progression Scheme (ACPS). The Commission has separately recommended a modified ACPS which will rectify the extant problem. **In any case, as a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will carry an identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800.**

*Publication
Officer*

7.57.44 Higher pay scale of Rs.6500-10500 has been demanded for the post of Publication Officer. The post is already in the pay scale of Rs.5500-9000 and shall be placed in the revised running PB-2 Pay Band of Rs.8700-34800 along with a grade pay of Rs.4200 on account of restructuring of pay scales being recommended by this Commission. **No special recommendation is, therefore, necessary for this post.**

*DACP for India
System of
Medicine (ISM)
Doctors*

7.57.45 Dynamic Assured Career Progression Scheme has been demanded for ISM Doctors. The recommendations made by the Commission in Chapter 3.6 relating to medical and para medical services shall apply in respect of these cadres also. **No other recommendations are necessary.**

Fireman

7.57.46 Higher pay scales have been demanded for the post of Fireman. The post is presently in the pay scale of Rs.2610-4000. **It will be placed in the scale of Rs.3050-4590 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.1900 in consonance with the recommendations made for the common category of Fireman.**

*Posts in Fisheries
Department*

7.57.47 Higher pay scales have been sought for various posts in Department of Fisheries and Fishermen Welfare. It is seen that the posts of Inspector and Sub-Inspector in this Department are presently in the same pay scale of Rs.5000-8000 even though the post of Sub-Inspector of Fisheries is a feeder post to that of Inspector Fisheries. The duties attached to these posts are not very different. The Commission, in any case, is recommending merger of the scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. This will place the next higher post in the hierarchy, that of Assistant Director of Fisheries, also in the same revised pay band and grade pay. This will necessitate some restructuring of these posts. **The Commission, accordingly, recommends merger of the posts of Sub Inspector of Fisheries and Inspector of Fisheries in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. Simultaneously, the next higher post of Assistant Director of Fisheries shall be merged with that of Deputy Director of Fisheries and the post so merged should be placed in the running Pay Band PB-2 of**

Rs.8700-34800 along with the grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. Risk Allowance has been sought for Technical staff in Department of Fisheries and Fishermen Welfare on the ground that sea faring duties performed by them are inherently risky. **In consonance with the general policy in this regard, no risk allowance shall be payable. Instead eligible categories shall be extended appropriate insurance cover at Government's expense.**

Dadra and Nagar Haveli

Food Inspectors 7.57.48 Higher pay scale has been sought for the post of Food Inspector. The post is presently in the pay scale of Rs.4500-7000. The minimum qualification attached to the post is a graduate degree. The functions attached to the post cannot be stated to be on par with that of Food Inspectors in Directorate of Prevention of Food Adulteration Division in Delhi who are in the higher pay scale of Rs.5000-8000. The duties attached to this post in Delhi are much higher and no equation can be drawn between the two posts. **As such, a higher pay scale is not justified for this post.**

Technical Assistants 7.57.49 Technical Assistants in Dadra & Nagar Haveli have demanded parity with Draughtsman in CPWD. It is seen that functions as well as the hierarchical pattern of these posts is not similar as that existing for Draughtsman in CPWD. No apparent anomaly exists in the existing pay scale. **Accordingly, the post shall be extended the normal revised pay band and grade pay.**

Andaman & Nicobar Islands

Introduction 7.57.50 The Union Territory of Andaman & Nicobar Islands is administered by Lt. Governor appointed by the President of India under Article 239 (i) of the Constitution of India. Administrative set up for the territory consists of Secretariat, headed by Chief Secretary in the grade of Rs.22400-525-24500, 3 Districts, 6 Sub Divisions, 5 CD Blocks and 9 Tehsils. Total number of regular employees in Andaman and Nicobar Administration as on 31.12.06 is 26624 consisting of 650 Group "A" 729 Group "B", 16656 Group "C" and 8589 Group "D" employees. Nine cadre posts of Indian Administrative Service (IAS), Six cadre posts of Indian Police Service (IPS) and Eighteen cadre posts of Indian Forest Service (IFS) have been allocated to this territory. Twenty two posts in the Administration have been notified for Delhi, Andaman and Nicobar Islands Civil Service (DANICS).

<i>Extension of Rent Free Accommodation</i>	7.57.51 Continuation of the benefit of rent-free unfurnished accommodation has been demanded for categories of employees who are presently getting it. Commission recommends continuance of status-quo.
<i>Extension of Annual Free Sea Passage</i>	7.57.52 At present free sea passage concession to such employees of Administration as are domiciles of mainland is allowed once in a calendar year for their journey from Port Blair to Chennai/Kolkata/Vishakapatnam and back. The domiciles of this UT are, however, not given such facility. They are allowed to avail the facility of visiting any place in India once in a period of four years under the Leave Travel Concession. Andaman & Nicobar Administration has favoured extending the facility of Annual Free Sea Passage to all categories of employees irrespective of their domicile. The demand is without justification. However, they may be allowed the facility of travel to their home island within Andaman & Nicobar islands whenever they are posted to an island other than their home island.
<i>Extension of Emergency Passage Concession</i>	7.57.53 Emergency Passage Concession is granted in addition to the normal LTC facility to Home Town. Government employees and families when posted in this Region/UT are entitled to LTC on two additional occasions during their entire service career as "Emergency Passage Concession". This is intended to enable them and their families to travel to their Home Town or station of posting in an emergency. Andaman & Nicobar Administration has recommended that the Emergency Passage Concession may be extended to the Government employees serving in this UT and domiciled in the mainland as they are also similarly situated. 7.57.54 The proposal of Andaman & Nicobar administration is partly justified. Andaman & Nicobar islands residents, while being posted in the main land, can also have an emergency necessitating a visit to their home island and for this the Emergency Passage Concession would equally be needed by them. The Commission, accordingly, recommends extending the Emergency Passage Concession to the Government employees who are domiciles of the islands during their posting in the mainland. This dispensation should also be extended to the Government employees who are domiciles of Lakshadweep during their posting in mainland.
<i>Allowances</i>	7.57.55 Special Compensatory Allowance, Hard Area Allowance, HRA and Remote Locality Allowance at higher rates have been demanded. All these issues are covered in Chapter 4.2 on "Allowances other than DA".

<i>Parity with Central Secretariat</i>	7.57.56 Parity with Central Secretariat has been demanded for various posts in the Andaman & Nicobar administration. The Commission is recommending parity between Secretariat and field offices. This issue will be addressed automatically.
<i>Various posts in Cooperative Department</i>	7.57.57 Higher pay scales have been demanded for various posts in Cooperative Department. No anomaly exists in the existing scales. It is recommended that the posts be extended the replacement pay bands and grade pay.
<i>Veterinary Officer</i>	7.57.58 Higher pay scales have been demanded for the post of Veterinary Officer on the ground that the feeder post of Veterinary Assistant Surgeon is also in an identical scale of Rs.8000-13500. The post of Veterinary Assistant Surgeon was upgraded because Fifth CPC had recommended the scale of Rs.8000-13500 for all posts requiring minimum qualification of B.V.Sc. and Medical Practice. The post of Veterinary Officer in other UTs is also in the scale of Rs.8000-13500. The Commission, accordingly, recommends merger of the posts of Veterinary Assistant Surgeon and Veterinary Officer in the revised pay band PB-3 of Rs.15600-39100 along with grade pay of Rs.5400.
<i>Para-Veterinary staff</i>	7.57.59 Upgradation for various posts of Para-Veterinary staff has been demanded. Most of these posts are Group D posts and will be governed by recommendations for Group D posts in Chapter 3.7. No special dispensation is, therefore, necessary.
<i>Nurses, Laboratory Staff, Radiographers, Pharmacists</i>	7.57.60 Higher pay scales have also been sought for various Common Category posts like Nurses, Laboratory Staff, Radiographers, Pharmacists. These will be governed by the proposals made in Chapter 3.8 on Common Categories.
<i>Patwari</i>	7.57.61 Higher pay scale has been demanded for the post of Patwari who is presently in the scale of Rs.3050-4590. The minimum qualifications for this post are 10+2. The Commission is recommending higher scale for Constables who too presently are in the scale of Rs.3050-4590. A similar dispensation would need to be extended to the post of Patwari to maintain existing parities. Commission, accordingly, recommends that the post of Patwari in different UTs, irrespective of the designation it carries, may be extended the higher scale of Rs.3200-4900 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2000.
<i>Junior Investigator and Senior Investigator</i>	7.57.62 Higher pay scales have been sought for the posts of Junior Investigator and Senior Investigator in Department of Economics and Statistics. The Common Category of Statistical Posts has been covered in Chapter 3.8 relating to Common Categories of the Report.

The recommendations contained therein will apply in this case as well.

Puducherry

- Ministerial Posts* 7.57.63 Higher scale on par with that existing in CSS has been demanded for the post of Assistant. **The Commission is conceding parity between field and secretariat staff which will cover this issue.** Posts of SAO and JAO in the Accounts stream have demanded higher pay scales on par with those in organised accounts cadres. **The Commission is not conceding parity between organised accounts and other accounts cadres. The parity can not, therefore, be conceded in this case.**
- Attender* 7.57.64 Higher scale has been sought for the post of Attender. **This is a Group D post in the scale of Rs.2610-4000 and will automatically be upgraded to Rs.2750-4400 on account of recommendations being given regarding all Group D posts. No specific recommendation is, therefore, be necessary.**
- Law Department* 7.57.65 Higher pay scale has been sought for the post of Translator on the ground that the post has not been upgraded despite a clear recommendation of the Fifth CPC. The Fifth CPC had recommended that all posts of Junior Translators should be accorded the scale of Rs.5000-8000. This was accepted by the Government (OM dated 8/11/2000 issued by Department of Official Languages). However, the post in Puducherry remains in the lower scale of Rs.4500-7000. In accordance with the accepted recommendation of Fifth CPC, **the Commission recommends the scale of Rs.5000-8000 for the post. As a consequence of rationalization of pay scales being recommended by the Commission, this post will be placed in the grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800.**
- Information Department* 7.57.66 Higher scales have been sought for the posts of Public Relation Assistant, Sub Editor and Reporter. **The post of Sub Editor carries minimum qualification of Graduate degree and as such the scale of Rs.4500-7000 is appropriate.** The post of Reporter also carries identical minimum qualifications. The Fifth CPC had recommended the minimum scale of Rs.4500-7000 for posts carrying minimum qualification of a degree. The post, therefore, needs to be upgraded from the present scale of Rs.4000-6000. This however will create an imbalance in the hierarchy as it will then come to lie in an identical scale as that of Sub Editor. **The Commission, accordingly, recommends merger of the post of Reporter with that of Sub Editor in the scale of Rs.4500-7000 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800.**

<i>Planning & Research Department</i>	7.57.67 Higher pay scales have been sought for various posts in this Department. No anomaly exists in the existing pay scales of Deputy Director & Joint Director. The posts of Data Entry Operator and Investigator are common category posts and will be governed by the recommendations given for these common categories.
<i>Local Administration Department</i>	7.57.68 A higher scale has been sought for the post of Overseer Grade I / Draughtsman Grade II (Rs.4500-7000). The posts carry minimum qualifications of Diploma in Engineering. Draughtsman in other departments has been placed in the scale of Rs.5000-8000. The higher scale of Rs.5000-8000 corresponding to the revised pay band PB-2 of Rs.8700-34800 and grade pay of Rs.4200 is, therefore, recommended for the posts of Overseer Grade I/Draughtsman Grade II.
<i>Agriculture Department</i>	7.57.69 Higher pay scales on par with other departments/State of Tamil Nadu have been sought for various posts. No apparent anomaly exists. The posts may, therefore, only be placed in the corresponding replacement pay band. The Group D posts like that of Demonstration Assistant and Lab Attendant will, in any case, be governed by the general recommendations given for this Group.
<i>Industries Department</i>	7.57.70 Higher pay scale has been sought for the post of Assistant Director on the ground that it is a feeder post for PCS and other feeder posts like Tehsildar and Superintendent are in an higher scale of Rs.6500-10500. As a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will carry an identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800. No specific recommendation is necessary in this case. The same dispensation will also apply to the post of Technical Officer.
<i>Legislative Assembly</i>	7.57.71 Higher scale has been demanded for the post of Editor of Debates on the ground that the feeder post of Reporter carries an identical scale of Rs.6500-10500. Feeder and promotion posts should not, as far as possible, be in an identical scale. Justification exists for placing the post of Editor of Debates in the higher scale of Rs.7450-11500. The Commission, accordingly, recommends that the post of Editor of Debates be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600.
<i>Cooperation Department</i>	7.57.72 Higher scale on par with that existing in Tamil Nadu Government has been demanded for the post of Deputy Registrar. The post is presently in the pay scale of Rs.6500-10500. No comparison can be drawn with the posts in the State Government. As such, only the replacement pay band and grade pay may apply in this case.

<i>Agriculture Engineering Workshop</i>	7.57.73 Upgradations have been sought for various posts like Helper, Junior Mechanic, Welder, Turner, Electrician, etc. The posts are those of workshop staff and will need to be governed by the recommendations given for this common category/Group D staff.
<i>Health Department</i>	7.57.74 Higher pay scale has been sought for the post of Technical Assistant on the ground that the post is in the same pay scale as that of its feeder grade of Laboratory Technician. While feeder and promotion posts should not be in an identical scale, in this case not much difference exists in the functions attached to the two posts. The posts of Technical Assistant and Laboratory Technician may, therefore, be merged. Higher pay scale has been sought for various other posts. No anomaly exists in the extant pay scales. Accordingly, only the corresponding replacement pay bands and grade pay will apply.
<i>Social Welfare Department</i>	7.57.75 Higher scale on par with Jail Warden has been sought for the post of Guards. The post is presently in the scale of Rs.2610-3540 and will be upgraded in consonance with the recommendations on various Group D posts. No further recommendation is necessary.
<i>Fisheries Department</i>	7.57.76 Higher pay scales have been sought for various posts on par with those existing in Tamil Nadu Government. Comparison with the posts in Tamil Nadu Government is not appropriate. As such, any upgradation on this ground alone may not be appropriate. However, as a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, will carry the identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800. The post of Chief Supervisor will also, therefore, carry the grade pay of Rs.4200 in the pay band PB-2. The post of Assistant Engineer (Marine) will be placed in the scale of Rs.7450-11500 corresponding to the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 as it carries qualifications of a degree in Engineering. Various Group D posts shall be upgraded as per the common recommendations for all Group D posts.
<i>Public Works Department</i>	7.57.77 Higher pay scales have been sought for the posts of Bio-Chemist, Sewage Analyst, Overseer and Works Assistant which are presently in the scales of Rs.6500-10500, Rs.5500-9000, Rs.4000-6000 and Rs.3050-4590. The post of Overseer carries minimum direct recruitment qualification of Diploma in Civil Engineering. The post should, accordingly, be placed in the higher scale of Rs.5000-8000 as all posts carrying minimum qualification of diploma in engineering have been extended this scale. However, as a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-

9000 and Rs.6500-10500, will carry the identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800. **The posts of Sewage Analyst and Bio-Chemist may, therefore, be merged and placed in the next higher grade carrying grade pay of Rs.4600 in the pay band PB-2 which corresponds to the pre-revised pay scale of Rs.7450-11500. Other posts may be placed in the corresponding replacement pay bands and grade pay.**

*Government
Automobile
Workshop*

7.57.78 Higher pay scales have been sought for various posts of Junior Engineer, Mechanic, Electrician, etc. No apparent anomaly exists in the existing pay scales of any of these posts. The posts belonging to Workshop categories will be governed by the recommendations made for these common categories. **No specific recommendations are, therefore, necessary.**

*Animal
Husbandry
Department*

7.57.79 Higher pay scale has been sought for the posts of Fieldman and Attendant. Fieldman are in the scale of Rs.3200-4900. Fieldman in Department of Agriculture under Puducherry Administration are in the higher scale of Rs.4000-6000. Government of Puducherry has clarified that both these posts have similar minimum qualifications and level of duties. **As such, the post of Fieldman in Animal Husbandry Department may also need to be placed in the higher scale of Rs.4000-6000 corresponding to the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2400 on par with Fieldman in Department of Agriculture. Post of Attendant is a Group D post and will be governed by the recommendations given for the Common Category.**

*Town & Country
Planning
Department*

7.57.80 Higher pay scale has been sought for the post of Assistant Ferro Printer and Helper. **Both are Group D posts and will be governed by general recommendations given for posts belonging to this group.**

*Survey
Department*

7.57.81 Higher scale has been sought for the post of Sub Inspector of Survey. The post presently exists in the pay scale of Rs.5000-8000 and carries minimum qualification of graduate degree. Fifth CPC had upgraded this post from Rs.4500-7000 to Rs.5000-8000 on account of minimum qualifications prescribed. **No rationale exists for further upgrading this post.** However, as a consequence of rationalization of pay scales being recommended by the Commission, pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, will carry the identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800.

Port Department

7.57.82 Higher pay scales have been sought for various Group C and one Group D post (Greaser). **No anomaly exists in the extant pay scales of these posts. The Group D posts will, in any case, be**

governed by the common recommendations for this category. No other upgradations are necessary.

*Department of
Science &
Technology*

7.57.83 Higher pay scales have been sought for Technical Assistants, Junior Lab Assistants, Junior Engineer, Junior Scientific Assistant and Lab Attendants. Posts which are **common category posts shall be governed by recommendations made in Chapter 3.8 of the Report. Further, as a consequence of rationalization of pay scales being recommended by the Commission, posts in the pre-revised pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, will stand merged and carry the identical grade pay of Rs.4200 in the pay band PB-2 of Rs.8700-34800.**

7.57.84 Junior Lab Assistants are in the scale of Rs.3050-4590. They have sought parity with the posts of Field Supervisor etc. in Revenue Department. Puducherry Administration has clarified that these posts are not comparable. Even otherwise, the pay scale of Rs.3050-4590 is appropriate for this post. **No upgradation can, therefore, be recommended. Lab Attendants belong to Group D and will be governed by the general recommendation for this group.**

*Tourism
Department*

7.57.85 Higher pay scales on par with those available to similarly designated posts in Department of Tourism have been sought for Tourism Information Assistants. The posts are presently in the scales of Rs.4000-6000 and Rs.4500-7000. Puducherry Administration has clarified that their job content is similar to the posts existing in Department of Tourism in the Centre. **However, the posts can only be extended the corresponding replacement pay bands and grade pay since the variety of work and areas of operations/responsibilities at the Centre is much higher.**

*Electricity
Department*

7.57.87 Higher pay scales have been sought for the posts of Assistant Executive Engineer, Executive Engineer and Superintending Engineer. The posts are presently in the scales of Rs.8000-13500, Rs.10000-15200 and Rs.12000-16500. Higher scales have been sought on account of dispensation extended to organized Engineering cadres where scale of Rs.12000-16500 was made non-functional for Executive Engineers and Superintending Engineers were placed in the scale of Rs.14300-18300. Engineers in Electricity Department do not, however, belong to an organized service. **As such their existing structure may prevail.**

7.57.88 Higher scale has been sought for the post of Tracer which carries qualification of ITI. The post is presently in the scale of Rs.3200-4900 which is appropriate for the qualifications prescribed. No other anomaly exists. **The post may, therefore, be given the corresponding replacement pay band and grade pay.**

*Department of
Rural
Development*

7.57.90 Higher pay scales have been sought for various posts. No anomaly exists in the extant pay scales of these posts. **Post of Joint Block Development Officer will, in any case, be placed in the pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 on account of rationalization of pay scales being recommended. No other upgradations are recommended.**

*Labour
Department*

7.57.89 Higher pay scales have been sought for the posts of Inspector of Factories, Inspector of Labour and Common Category posts of Compounder and Physical Education Teacher. No apparent anomaly exists in the extant pay scales. Comparison with posts in Tamil Nadu is not tenable. The common category posts will be governed by the general recommendations given for these categories. **No other specific upgradation is warranted.**

*Election
Department*

7.57.90 Higher pay scale of Rs.6500-10500 has been sought for the post of Tehsildar in Election Department on par with Tehsildar in Department of Revenue. The post is presently in the scale of Rs.5500-9000 and will automatically be placed in the pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200 on account of restructuring of pay scales. **No specific recommendation is, therefore, necessary.**