

Headquarters Organisations in Government of India & Office Staff in field offices

Office staff in Headquarters and Field Organisations of Government of India

3.1.1 The various Secretariats of the Ministries and Departments of Government of India together constitute the headquarters organization. The Secretariats are chiefly involved in matters relating to formulation of policy and ensuring that these policies are executed in a coordinated and effective manner. Actual execution of these policies, however, is left to field agencies outside the Secretariat which may be either attached or subordinate offices or quasi-Government/autonomous/public sector undertakings.

Disparity between Secretariat and field offices

3.1.2 The senior administrative posts in the Secretariat are mainly filled by officers of All India Services and Central Group A services on deputation under the Central Staffing Scheme. Some of the posts in the middle level are also held by officers of the Central Secretariat Services, Railway Board Secretariat Service in Ministry of Railways, Defence Forces Headquarters Services in Ministry of Defence and by Indian Foreign services (B) in Ministry of External Affairs. Historically, various services in the Secretariat have been given an edge over analogous posts in the field offices. This was done on the ground that office staff in the Secretariat performs complex duties and are involved in analyzing issues with policy implications whereas their counter parts in field offices perform routine work relating to routine matters concerning personnel and general administration, etc. Another argument that is used to justify the edge for various posts in Secretariat is that in Secretariat, level jumping occurs and personnel in the grade of Assistant etc. submit files directly to decision making levels of Under Secretary, Deputy Secretary, etc.

3.1.3 Higher pay scales in the Secretariat offices may have been justified in the past when formulation of proper policies was of paramount importance. The present position is different. Today, the weakest link in respect of any Government policy is at the delivery stage. This phenomenon is not endemic to India. Internationally also, there is an increasing emphasis on strengthening the delivery lines and decentralization with greater

role being assigned at delivery points which actually determines the benefit that the common citizen is going to derive out of any policy initiative of the Government. The field offices are at the cutting edge of administration and may, in most cases, determine whether a particular policy turns out to be a success or a failure in terms of actual benefit to the consumer. Accordingly, the time has come to grant parity between similarly placed personnel employed in field offices and in the Secretariat. This parity will need to be absolute till the grade of Assistant. Beyond this, it may not be possible or even justified to grant complete parity because the hierarchy and career progression will need to be different taking in view the functional considerations and relativities across the board.

Posts where parity exists and other posts

3.1.4 A parity has long been established between the posts of Lower Division Clerk (LDC) and Upper Division Clerk (UDC) in Secretariat and field offices. The position becomes different for posts above UDC level; with the Assistant in Secretariat offices being placed in higher pay scale vis-à-vis those working in field offices. Earlier, the respective pay scales of Rs.5500-9000 and 5000-8000 existed for Assistants in Secretariat and in Field offices. This disparity was aggravated in 2006 when the Government further upgraded the pay scales of Assistants belonging to Central Secretariat Service to Rs.6500-10500.

Anomaly in pay scales of Assistants and SOs

3.1.5 This upgradation, apart from increasing the existing chasm between similarly designated posts in the Secretariat and Field offices, has also led to a piquant situation where the feeder posts of Assistant and the promotion post of Section Officer have come to lie in an identical pay scale.

Disparity between CSS and other Secretariat Services after 2006

3.1.6 Further, it has also caused a hiatus between similar placed posts in different Secretariats because the higher pay scale has been limited to the Assistants belonging to CSS (Central Secretariat Services) only. Assistants working in other Secretariat organizations like AFHQ, MEA and various other non participating ministries/organisations etc. have been denied this and are stridently demanding similar higher pay scales from the Government.

Analysis

3.1.7 The Government, however, did not concede this parity and have referred the issue to this Commission for taking a final view thereon. The Commission has separately recommended the merger of pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. This will place Assistants in all Secretariat offices in an identical pay scale vis-à-vis the promotion post of Section Officer as the entry pay scale for Section Officers is Rs.6500-10500. Distinction, however, remains in the case of Section Officers as they automatically get placed in the pay scale of Rs.8000-13500 on completion of four years service in the lower scale of Rs.6500-

10500. The scale of Rs.8000-13500 is not regarded as a Group A pay scale in their case. Further, the scale is also not taken into account for the purpose of granting financial upgradation under ACPS.

Recommendation

3.1.8 Elsewhere in the Report, the Commission has recommended that recruitment to all Group A posts (Junior Time Scale) shall be in the running Pay Band PB-3 of Rs.15600-39100 along with grade pay of Rs.5400. **As per the general recommendations made in Chapter 2.2, the Group B posts presently in the pay scale of Rs.8000-13500 will be allowed the same grade pay viz. Rs.5400 as given to Group A posts; however, they will be placed in the running pay band PB-2 of Rs.8700-34800. This dispensation will also apply in case of Section Officers and Private Secretaries presently in the scale of Rs.8000-13500.** This, however, does not address the problem of the pay scale of Assistants and the entry scale of Section Officers existing in one grade. It is also noted that officers of CSS help in decision making process and provide continuity. The entry pay scale of Section Officers in Secretariat Offices will, therefore, need to be upgraded especially when the post is presently in an identical scale as that of the feeder post of Assistants. In this context, it is seen that the pay scale of Assistants in CSS was increased in 2006. From 1.1.2006, the revised scales being recommended by the Commission shall take effect. Thus, the posts of Section Officer and Assistant will come to lie in an identical scale from 1.1.2006 itself on account of restructuring of the scales. In all cases where promotion and feeder posts have come to lie in an identical scale pursuant to rationalization of the scales of Rs.6500-10500 and Rs.5500-9000 and it is not found feasible to merge the posts, the Commission has recommended the next higher grade corresponding to the pre-revised scale of Rs.7450-11500. A similar dispensation would ordinarily have been extended in this case as well. However, in the past, direct recruitment to the post of Section Officers in CSS as well as in DANICS/DANIPS has been made through the same entrance examination wherein the successful candidates were offered the same initial pay scale of Rs.6500-10500 in all these services. Elsewhere in the Report, the entry scale of Rs.7500-12000 has been recommended for DANICS/DANIPS. A similar dispensation needs to be extended in this case as well. Such upgradation would also be required for the post of Private Secretary in CSSS which has an established parity with Section Officers.

Recommendations

3.1.9 Accordingly, **the Commission recommends upgradation of the entry scale of Section Officers in all Secretariat Services (including CSS as well as non participating ministries/departments/organizations) to Rs.7500-12000 corresponding to the revised pay band PB 2 of Rs.8700-34800 along with grade pay of Rs.4800. Further, on par with the dispensation already available in CSS, the Section Officers in other Secretariat**

Offices, which have always had an established parity with CSS/CSSS, shall be extended the scale of Rs.8000-13500 in Group B corresponding to the revised pay band PB 2 of Rs.8700-34800 along with grade pay of Rs.4800 on completion of four years service in the lower grade. This will ensure full parity between all Secretariat Offices. It is clarified that the pay band PB 2 of Rs.8700-34800 along with grade pay of Rs.4800 is being recommended for the post of Section Officer in these services solely to maintain the existing relativities which were disturbed when the scale was extended only to the Section Officers in CSS. **The grade carrying grade pay of Rs.4800 in pay band PB-2 is, otherwise, not to be treated as a regular grade and should not be extended to any other category of employees. These recommendations shall apply *mutatis-mutandis* to post of Private Secretary/equivalent in these services as well. The structure of posts in Secretariat Offices would now be as under:-**

Post	Pre revised pay scale	Corresponding revised pay band and grade pay
LDC	Rs.3050-4590	PB-1 of Rs.4860-20200 along with grade pay of Rs.1900
UDC	Rs.4000-6000	PB-1 of Rs.4860-20200 along with grade pay of Rs.2400
Assistant	Rs.6500-10500	PB-2 of Rs.8700-34800 along with grade pay of Rs.4200
Section Officer	Rs.7500-12000 Rs.8000-13500* (on completion of four years)	PB-2 of Rs.8700-34800 along with grade pay of Rs.4800. PB-2 of Rs.8700-34800 along with grade pay of Rs.5400* (on completion of four years)
Under Secretary	Rs.10000-15200	PB-3 of Rs.15600-39100 along with grade pay of Rs.6100
Deputy Secretary	Rs.12000-16500	PB-3 of Rs.15600-39100 along with grade pay of Rs.6600
Director	Rs.14300-18300	PB-3 of Rs.15600-39100 along with grade pay of Rs.7600

* This scale shall be available only in such of those organizations/services which have had a historical parity with CSS/CSSS. Services like AFHQSS/AFHQSSS/RBSS and Ministerial/Secretarial posts in Ministries/Departments organisations like MEA, Ministry of Parliamentary Affairs, CVC, UPSC, etc. would therefore be covered.

*Amalgamation of
Secretariat and
Stenographers'
Cadres*

3.1.10 Presently, distinct Stenographers' cadres exist in the Secretariat as well as in the field offices. The Secretariat Stenographers cadre is identical to the CSS/analogous cadres in non-participating Ministries/Organizations with the exception that the scale of Rs.14300-18300 does not exist in the hierarchy. Keeping in view the general principle envisaging multi-skilling and de-layering that this Commission is recommending for the entire Government, **no justification exists for maintaining a distinct Stenographers cadre in any Government office. The emphasis should be on recruiting multi-skilled personnel at Assistant level to be designated Executive Assistants who will discharge the functions of present day Assistants besides performing all the Stenographic functions.** This should not be difficult as almost all the Central Government Offices now use Computers for office work. **Keeping this objective in view where the Secretariat and Stenographers cadres would stand merged in future, there is a need for ensuring full parity between these two cadres right from this stage.**

*Recommendations
for Secretariat
Organizations*

3.1.11 The Commission, accordingly, recommends introduction of a new grade in the scale of Rs.14300-18300 in CSSS and all other analogous Stenographers' cadres in non-participating Ministries/Departments/Organizations. Fifteen percent of the posts of PPS/Senior PPS in the Central Secretariat Stenographers Service/analogous services in non participating Ministries/Organizations would henceforth be upgraded and placed in the scale of Rs.14300-18300 corresponding to the revised pay band PB-3 of Rs.15600-39100 along with grade pay of Rs.7600. The new post so created shall be designated as Principal Staff Officer. The designation will continue till the time the cadres of office staff and stenographers in the Secretariat are merged. Once such merger takes place, a uniform designation, in any case, will attach to these posts.

3.1.12 Simultaneously, all future recruitment to CSS/CSSS/analogous Secretariat and Stenographers cadres in non participating Ministries/Organizations in the scale of Rs.6500-10500 will be made as Executive Assistants minimum recruitment qualification for which would include Graduation and one year Diploma in Computers. No recruitment should henceforth be made in the grade of Stenographers carrying the scale of Rs.4000-6000. All the vacancies arising in the scales of Rs.4000-6000/Rs.6500-10500 in CSSS/analogous cadres and in the scale of Rs.6500-10500 in CSS/analogous cadres would henceforth be filled by recruitment of Executive Assistants. These Executive Assistants will discharge the functions presently being carried out by Assistants as well as the Private Secretaries and in their case the cadres of CSS/CSSS and analogous cadres in other non-

participating Ministries/Organizations will be merged for promotional and all other purposes. Insofar as present incumbents to CSS/CSSS and analogous cadres in other non-participating Ministries/Organizations are concerned, they may continue as distinct cadres till the time the Administrative Ministry concerned evolves a procedure for their job enlargement/enrichment, retraining and re-deployment.

Extra allowance for sitting late and attending office on holidays

3.1.13 Extra allowance for sitting late and attending office on holidays has been demanded for various grades in CSSS. The Commission does not find any merit in this demand. **The same, therefore, cannot be accepted.** Similar demands of separate secretariat allowance for various posts belonging to CSS, CSSS, CSCS etc. cannot be accepted.

Recommendations for non - Secretariat Organizations

3.1.14 In accordance with the principle established in the earlier paragraphs, parity between Field and Secretariat Offices is recommended. This will involve merger of few grades. In the Stenographers cadre, the posts of Stenographers Grade II and Grade I in the existing scales of Rs.4500-7000/Rs, 5000-8000 and Rs.5500-9000 will, therefore, stand merged and be placed in the higher pay scale of Rs.6500-10500. In the case of ministerial post in non- Secretariat Offices, the posts of Head Clerks, Assistants, Office Superintendent and Administrative Officers Grade III in the respective pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will stand merged. **The existing and revised structure in Field Organization will, therefore, be as follows:-**

(in Rs.)

Designation	Present pay scale	Recommen-ded pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
LDC	3050-4590	3050-4590	PB-1	1900
UDC	4000-6000	4000-6000	PB-1	2400
Head Clerk/Assistants/ Steno Grade II/equivalent	4500-7000/ 5000-8000	6500-10500	PB-2	4200
Office Superintendent/ Steno Grade I/equivalent	5500-9000			
Superintendent/ Asst. Admn. Officer/ Private Secretary/ equivalent	6500-10500			

Designation	Present pay scale	Recommen-ded pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Administrative Officer Grade II /Sr. Private Secretary/equ.	7500-12000	7500-12000 entry grade for fresh recruits) 8000-13500 (on completion of four years)	PB-2	4800 (5400 after 4 years)
Administrative Officer Grade I	10000-15200	10000-15200	PB-2	6100

Note 1 The posts in the intermediate scale of Rs.7450-11500, wherever existing, will be extended the corresponding replacement pay band and grade pay.

Note 2 The existing Administrative Officer Grade II /Sr. Private Secretary/equivalent in the scale of Rs.7500-12000 will, however, be placed in the corresponding replacement pay band and grade pay till the time they become eligible to be placed in the scale of Rs.8000-13500 corresponding to the revised pay band PB 2 of Rs.8700-34800 along with grade pay of Rs.5400.

3.1.15 Simultaneously, separate recruitment to the ministerial and Stenographer cadres in the field offices shall cease immediately. All future recruitment 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 for every field office shall be made as Executive Assistant whose qualifications as well as method of recruitment shall be as prescribed for Executive Assistants in the Secretariat. Fifty percent of the posts in this grade shall be filled by direct recruitment of candidates possessing minimum qualification of a Graduate degree and one year diploma in Computers. The existing incumbents in the ministerial and stenographers cadres in field offices shall continue as distinct cadres till the time the administrative Ministry concerned evolves a procedure for their job enlargement/enrichment, retraining and re-deployment in one unified cadre.

All India Services

<i>Introduction</i>	3.2.1 Article 312 of the Constitution permits the Parliament to create 'by law' one or more all India Service common to the Union and the States. This Article also provides that the services known at the commencement of the Constitution as the Indian Administrative Service and the Indian Police Service would be deemed as All India Services.
<i>Present position</i>	3.2.2 Presently, three All India Services exist viz. Indian Administrative Service (IAS), Indian Police Service (IPS) and Indian Forest Service (IFS). The recruitment to IAS and IPS is made through the Union Public Service Commission on the basis of the combined Civil Services examination. A separate examination is conducted by UPSC for recruiting candidates to the Indian Forest Service. The officers of the All India Services are recruited by the Centre but their services are put under the various State cadres and they are liable to serve both under the State and the Centre. States may have independent or joint cadres. The States of the Union of India are divided into 24 cadres/joint cadres. There are three Joint cadres, namely, Assam-Meghalaya, Manipur-Tripura and AGMUT cadre comprising Arunachal Pradesh, Goa, Mizoram and all Union Territories. All other States have independent cadres.
<i>AIS Act, 1951</i>	3.2.3 The All India Services Act, 1951 empowers the Government of India to make, after consultation with the State Governments, rules for the regulation of recruitment and conditions of service of the persons appointed to an All India Service.
<i>Need for All India Services</i>	3.2.4 A professionally competent and politically neutral bureaucracy is a <i>sine qua non</i> for the smooth and efficient functioning of a democratic polity. The All India Services play a pivotal role in upholding the rule of law and the principles of democratic governance. They are expected to provide a uniformly high standard of administration and play a critical role in our federal structure. Concerted efforts, therefore, have to be made to improve the morale of the personnel belonging to AIS so that they develop a greater orientation towards upholding the Constitution,

efficiency, efficient & timely delivery and innovations that would improve the quality of administration for benefit of the general masses.

General issues

3.2.5 The Commission has ensured a decent salary package at entry levels for AIS/Group A these services by recommending a higher starting salary that has been pegged at Rs.21000 p.m. including the grade pay of Rs.5400. The Pay Bands have been devised to eliminate stagnation at any stage. The Commission is also recommending contractual fixed tenure appointments to specified senior level posts in the Centre which will allow these officers to function independently and also give them sufficient time to put their ideas and innovation in practice and to gauge the benefits/success thereof. Recommendations regarding Performance Related Incentive Scheme (PRIS) and variable increments should also motivate these officers to achieve greater results that will not only benefit the Government and the general public but will also prove financially remunerative to them. Proposed measures for making the process of deputation and appointments to various posts more transparent and equitable will improve the existing levels of meritocracy in these services. The Commission has also increased the minimum : maximum salary ratio slightly to ensure decent salaries at the highest echelons in the Government.

Edge for IAS – present position

3.2.6 Indian Administrative Service has traditionally enjoyed an edge vis-à-vis other AIS and Central Services. This edge has continued right from the time the First Central Pay Commission with varying amounts. From the Third CPC onwards, the edge for IAS vis-à-vis other services has been as under:-

Grade	Service	Third CPC	Fourth CPC	Fifth CPC
JTS	IAS	700-1300	2200-4000	8000-13500
	IPS	700-1300	2200-4000	8000-13500
	IFS	700-1300	2200-4000	8000-13500
	Group A	700-1300	2200-4000	8000-13500
STS	IAS	1200-2000	3200-4750	10650-15850
	IPS	1200-1700	3000-4500	10000-15200
	IFS	1100-1600	3000-4500	10000-15200
	Group A	1100-1600	3000-4500	10000-15200
JAG	IAS	-	3950-5000	12750-16500
	IPS	-	3700-5000	12000-16500
	IFS	-	3700-5000	12000-16500
	Group A	1500-2000	3700-5000	12000-16500
NFSG	IAS	2000-2250	4800-5700	15100-18300
	IPS	1800-2000	4500-5700	14300-18300
	IFS	1650-1800	4100-5300	14300-18300
	Group A	2000-2250	4500-5700	14300-18300

3.2.7 The edge of IAS in pay scales is limited to Senior Time Scale, Junior Administrative Grade and Non-Functional Selection Grade. Other All India Services and Central Services have been demanding parity with IAS. This demand was projected before the various Central Pay Commissions constituted earlier but the edge has continued. The Fifth CPC recorded that no persuasive reason existed to do away with this edge. The position has not changed since then. The role of IAS is still very important in the overall scheme of governance. They have an important coordinating, multi-functional and integrating role in the administrative framework with wide experience of working across various levels in diverse areas in Government. They hold important field level posts at the district level and at the cutting edge at the start of their careers with critical decision making and crisis management responsibilities. The leadership function, the strategic, coordinating and integrative role at this level requires the best talent available. The existing position would, therefore, need to be maintained. It will ensure that IAS officers near the beginning of their career are given slightly higher remuneration vis-à-vis other services and act as an incentive for the brightest candidates to enter this service. This is essential as the initial postings of IAS officers are generally to small places, they face frequent transfers and the pulls and pressures they have to stand upto early in their career are much more intense. The slight edge in the initial stages of their career would, to an extent, neutralize these problems. **The Commission, accordingly, is of view that the existing edge for IAS in the three grades viz. Senior Time Scale, Junior Administrative Grade and Non-Functional Selection Grade needs to be retained.**

3.2.8 The issue of exact quantum of edge that needs to be extended for these three grades in IAS in the revised structure of running pay bands will now need to be addressed. A perusal of the Fifth CPC pay scales reveals that the edge for IAS in STS, JAG and NFSG pay scales is equal to two additional increments. This edge, in monetary terms, works out to Rs.650 at the level of Under Secretary, Rs.750 at the level of Deputy Secretary and Rs.800 at the level of Director. Dearness allowance and dearness pay is additionally payable on this edge. However, this edge is presently not counted for purposes of annual increment and the rate of annual increment for posts in STS, JAG and NFSG is presently same for IAS as well as Group A / other All India Services. In the revised scheme of running pay bands, the increments will be payable as a percentage of pay in the pay band and grade pay thereon. Therefore, the edge will also count for increments. Consequently, the existing edge enjoyed by IAS in these three grades will need to be adjusted appropriately. Besides, the existing

edge will have to be dovetailed with the new scheme of running pay bands. Keeping these factors in view, the **Commission has recommended slightly higher grade pay of Rs.6500 for Senior Time Scale, Rs.7500 for Junior Administrative Grade and Rs.8300 for Non-Functional Selection Grade of IAS. These grades pay exceed the grades pay for other services by Rs.400 at Senior Time Scale, Rs.900 at Junior Administrative Grade and Rs.700 at Non-Functional Selection Grade.**

Abolition of DIG grade in IPS

3.2.9 Most of the IPS officers and their official memoranda have demanded removal of the Super Time Scale of Rs.16400-20000 that is currently attached to the post of DIG. The IPS (Central) Association has strongly urged abolition of the grade of DIG. It has also been stated that in many States like Maharashtra, Haryana, Karnataka, Kerala, etc., the Ranges are headed by Inspectors General. It is, however, observed that in most of the other States including large States like Madhya Pradesh, U.P., Bihar, etc., the post of DIG is a functional grade and the Ranges in these States are headed by DIGs. Ministry of Personnel, Public Grievances and Pension also has not favored abolition of the grade of DIG from the hierarchy in IPS. Considerable functional justification for persisting with the grade of DIG in IPS would, therefore, appear to exist. In any case, DIGs in various CPMFs have a functional role viz. in CRPF, DIGs head Range; in BSF they head a Sector, in CISF they head a Zone, etc. Hence, the level of DIG is an operational post whose retention in various CPMFs and other CPOs is functionally necessary. Abolition of this grade only in IPS will, therefore, create problems in smooth deputation to the post in this grade in various CPMFs and other Central Police Organizations. It is also observed that the post of DIG in IPS has relativity with the post of Brigadier/equivalent in the Defence Forces. **The Commission, accordingly, recommends that the grade of DIG in IPS cadres of different States may be continued. The Government may, however, review the position in future in case functional justification for continuing with this grade ceases to exist completely.**

Creation of post of Special Director General

3.2.10 Demands have also been made for creation of post of Special Director General in the various State cadres. No functional justification exists for creation of this additional grade. **The Commission is, therefore, unable to recommend its creation.**

Upgradation of the posts of Director General of various CPMFs

3.2.11 Presently, the post of Director General in Border Security Force (BSF) and Central Reserve Police Force (CRPF) is in the scale of Rs.26,000 (fixed). The posts of DG in other CPMFs are, however, in a lower pay scale. It has been demanded that all the posts of DG in various CPMFs should be placed in an identical scale of Rs.26,000 (fixed). There is considerable merit in this demand.

Presently, officers are appointed as DG in CPMFs other than BSF and CRPF frequently have a short tenure and leave the post once they are empanelled in the scale of Rs.26000 (fixed). This affects continuity and long term planning in the concerned CPMFs. Even otherwise, it is difficult to differentiate the duties attached with the post of DG in different CPMFs. **The Commission recommends that all the posts of Director General in the five Central Para Military Forces i.e. BSF, CRPF, ITBP, CISF & SSB should be upgraded to the scale of Rs.26,000 (fixed) corresponding to the revised pay scale of Rs.80,000 (fixed).** This will entail upgradation of the existing posts of DG in ITBP, CISF & SSB to the higher revised scale of Rs.80,000 (fixed).

Indian Forest Service (IFS) – demands & recommendations

3.2.12 The Fifth Central Pay Commission had made several recommendations relating to the Indian Forest Service. These recommendations were duly implemented and have gone a long way in improving the service conditions of this service. The Commission is not in favor of amending any of the relativities established by the earlier Commission in respect of IFS. Before the Commission, IFS association had asked for abolition of the post of Conservator. On functional as well as other considerations, the Commission has been unable to recommend abolition of the grade of DIG in IPS. It may, therefore, be necessary to persist with the post of Conservator as well. Besides, the post has a functional role to play. **The Commission, accordingly, recommends that the post of Conservator of Forest in IFS cadres of different States should continue.** IFS officers had also demanded more deputation posts in the centre. **The revised mechanism for deputation recommended in this Report will address this demand.**

Upgradation of the post of Director, IGNFA

3.2.13 Presently, the post of Director of the Indira Gandhi National Forest Academy (IGNFA) is in the pay scale of Rs.22400-24500. **Keeping in view the increased role of training, especially in the crucial field relating to conservation, the Commission recommends that the post should be upgraded to the scale of Rs.26,000 (fixed) corresponding to the revised pay scale of Rs.80,000 (fixed).**

Central Services Group 'A'

Introduction

3.3.1 Group A civil posts in the Central Government can be broadly categorized into two, viz., those encadred in the Organized Group A Central Services and posts in Group A that are not part of any Organized Group A Service, which are classified as General Civil Service (GCS) Group A. While the Organized Civil Services are governed by their respective Service Rules, each GCS Group A post has its own individual recruitment rules which, *inter alia*, stipulate mode and method of recruitment, etc. Apart from the Organized Services and GCS Group A posts, posts of the level of Deputy Secretary and above in the Central Secretariat are filled up through the Central Staffing Scheme managed by Department of Personnel & Training (DOPT). The posts under Central Staffing Scheme do not have recruitment rules and are filled up in accordance with the provisions of the said Scheme.

3.3.2 While the three All-India Services, namely, the Indian Administrative Service, Indian Police Service and Indian Forest Service are common to the Centre and the States, the manpower for performing the functions of the Central Government at Group A level is mainly provided by Organized Central Services and these Services account for the bulk of the Group A posts under the Central Government. They are broadly classified into (I) Non-Technical Services, (II) Technical Services (which include engineering services), (III) Health Services and (IV) Other Services (which include the scientific services). The non-technical services are meant to administer non-technical areas of administration at the Centre like audit, income-tax, posts and railways. The technical services perform specialized functions on the technical side of the Central Government in departments like the CPWD.

3.3.3 In this chapter, Organized Group A Central Services are being taken up.

Evolution, Growth & Structure

3.3.4 An Organized Group A Central Service represents a group of posts belonging to a distinct functional area arranged in a hierarchical order and pyramidal manner representing different

grades or levels of responsibility. These responsibilities increase with each senior level. At the time of the Second Central Pay Commission (CPC) in 1957, there were 6 Group A non-technical Services (then called Class I Services). By the time of the Fifth CPC, there were 62 Group A Services. Over the years, more of these Services were organized to manage and run a particular Branch of the Government, or a Department, which in many cases was an operative role. As a result, the officers belonging to these Services develop domain expertise in their particular Branch. At the same time, as officers of these Services grow in their cadres, they have to shoulder higher responsibilities relating to both policy formulation and general administration. Consequently, Organized Central Services have a very good talent pool, which has both the experience of general administration/policy formulation and extensive knowledge of their area(s) of specialization.

3.3.5 Consequent to the implementation of the Fifth CPC's recommendations, following standard grades are prevalent in most of the Organized Group A Services:

- Junior Time Scale (JTS): Rs.8000-13500
- Senior Time Scale (STS): Rs.10000-15200
- Junior Administrative Grade (JAG): Rs.12000-16500
- Non-Functional Selection Grade (NFSG): Rs.14300-18300
- Senior Administrative Grade (SAG): Rs.18400-22400
- Higher Administrative Grade (HAG): Rs.22400-24500
- Higher Administrative Grade-I (HAG I): Rs.24050-26000

Most Services have the highest level post equivalent to the Secretary's grade

Developments in last 10 years

3.3.6 Till the time of the Fifth CPC, most Organized Central Services did not have an encadred Secretary level, or equivalent post. However, the Fifth CPC recommended that each Service should have one encadred post in the scale of Rs.26000 (fixed). Barring a few, this recommendation of the Fifth CPC has been implemented in most of the Services. In 2000, the Government implemented the Fifth CPC's Recommendation and increased the percentage of Non-Functional Selection Grade (NFSG) posts from 15% to 30% of Senior Duty Posts. Simultaneously, for the Technical Services, the scale of Rs.14300-18300 was made the functional grade of Superintending Engineer (and equivalent) and the scale of Rs.12000-16500 was made Non-Functional Junior Administrative Grade (JAG). Both these measures have considerably reduced the time taken by officers of both technical and non-technical Organized Services in getting the NFSG. The Ministry of Railways, however, did not implement the

recommendation of the Fifth CPC regarding introduction of Non-Functional JAG for its Group A Technical Services on the ground that it would disturb the relativities between various Railway Services.

3.3.7 Through the mechanism of Cadre Review, most Organized Group A Services have also got more posts created at Senior Administrative Grade (SAG) and Higher Administrative Grade (HAG) levels. In the last ten years, some Organized Group A Services have opted to create additional HAG and SAG level posts through the mechanism of comprehensive 'Cadre Re-structuring'.

Present Scenario

3.3.8 In spite of implementation of the recommendations of the Fifth CPC and the Cadre Reviews and Restructurings undertaken in the last ten years, most of the Services still have a great degree of stagnation at SAG and HAG levels. This is so, because the Services are organized in pyramidal manner and creation of a large number of posts at senior levels beyond a certain threshold is not possible. Apart from this, promotions in the Central Group A Services are based strictly on the availability of vacancies; therefore, career progression of Officers in a particular cadre greatly depends on the manner in which it is managed on a long-term basis. In other words, in a scenario where an officer joins an Organized Service in his mid-20's and looks forward for at least a 35 year long career, his career progression depends on factors like the size of his batch as also the size of the batches immediately preceding his batch, his age at the time of joining and number of posts in various grades. Also, the ability of the Officers to work on deputation away from the parent department is a crucial tool in the management of cadres in Group A Services.

3.3.9 The Commission has recommended an open method of selection to the posts in SAG and above that are not encadred in any service. In order to increase the number of such posts, the Commission also recommends that all **the Organized Group A Services should consider decadring 20% posts in SAG and above so that the Government has the option to select the most suitable personnel for some posts from any source. In case this is done, the individual service would be allowed to operate an equal number of posts in SAG/HAG on non-functional basis in addition to the already sanctioned SAG/HAG posts. These posts shall be filled up by officers having the minimum service prescribed for promotion to such posts. The procedure for such promotions shall be same as is being followed presently for promotions to SAG/HAG, including consultations with the UPSC, wherever required. No other screening shall be required when the officers thus promoted to the SAG are adjusted against regular vacancies based on their seniority. Promotions to the**

HAG on non-functional basis shall be given effect from 1st January of the year in which the officers become due, notwithstanding any delays that might occur on account of procedures/delayed DPC etc. This will not only ensure that the interests of officers of these services are fully protected but will, in fact, increase their chances of promotion to the HAG as the posts in HAG so decadred could also be filled by these officers.

Demands made in the Memoranda and the Oral Submissions

3.3.10 During the course of oral evidence, the Sixth Central Pay Commission heard Associations of most of the Organized Central Group A Services. Besides, Cadre Controlling Authorities of some important Group A Services were also invited for interaction by the Commission. Most Group A Services' Associations demanded faster and better career progression, particularly, at SAG and HAG levels. Some suggested removal of the linkage between vacancy and promotions and demanded introduction of running pay bands. Specific demands relating to individual cadres have been addressed separately in succeeding paragraphs.

3.3.11 Insofar as the general demands are concerned, following demands were made :-

- (i) Full parity with the IAS in terms of pay-scales and career progression. This demand was made by a majority of the service associations.
- (ii) Classification of Central Group A Services into 3 categories, viz., 1) those having sovereign functions of the State; 2) those having regulatory functions; and 3) the ones that are commercial in nature. While category 1 should be paid the best salaries, category 3 should be corporatised.
- (iii) A level playing field for appointments in the Central Government under the Central Staffing Scheme the SAG and HAG levels.
- (iv) Ensuring an even progression for various Group A and All India Services.
- (v) Increasing the entry grade in Group A Services sufficiently so that a nexus with the salaries existing in private sector is made and the Government is able to attract the best talent available.

Analysis of the demands raised and recommendations thereon – parity with IAS

3.3.12 Most Group A Organized Services' Associations have demanded abolition of the edge presently granted to the IAS in terms of pay scales at the level of Senior Time Scale, Junior Administrative Grade and Selection Grade. **This issue has been examined in detail in this Report's Chapter 3.2 on the All India Services.** Insofar as the issue of equal career progression is concerned, the promotion of IAS officers in various State cadres

varies depending on the vacancy position, etc. In any case, promotion in a State cadre has to be taken as distinct from their posting at different grades in the Centre. A case, however, exists for ensuring that the Group A services are given their due. In this context, it is observed that there is a conventional edge of two years between IAS and other AIS/Central Group A services. The Fifth CPC had considered this issue and taken the view that the edge need not be disturbed. In practice, however, the gap of two years for posting to various grades in the Centre in form of empanelment of IAS officers and promotion for other Group A officers, has increased in respect of many organised Group A services. **This is not justified as organised Group A services have to be given their due which justifiably should mean that the disparity, as far as appointment to various grades in Centre are concerned, should not exceed two years between IAS and organised Central Group A services. The Government should, accordingly, consider batch-wise parity while empanelling and/or posting at Centre between respective batches of IAS and other organised Group A services with the gap being restricted to two years. Whenever any IAS officer of a particular batch is posted in the Centre to a particular grade carrying a specific grade pay in pay bands PB-3 or PB-4, grant of higher pay scale on non-functional basis to the officers belonging to batches of organised Group A services that are senior by two years or more should be given by the Government.** The higher non-functional grade so given to the officers of organised Group A services will be personal to them and will not depend on the number of vacancies in that grade. These officers will continue in their existing posts and will get substantial posting in the higher grade that they are holding on non-functional basis only after vacancies arise in that grade. This will not only ensure some sort of modified parity between IAS and other Central Group A services but will also alleviate the present level of disparity existing between promotional avenues available to different organised Group A services. It is also observed that eligibility criteria prescribed for promotion to SAG in different technical and non-technical organised Group A services are different. **In order to bring uniformity, these eligibility criteria should be uniform across various organised Group A services. The Commission recommends accordingly.**

Analysis of the demands raised and Recommendations thereon – classification of

3.3.13 The demand of a few Associations regarding classification of Central Group A Services into 3 categories, viz., those having sovereign functions of the State; those having regulatory functions; and the ones that are commercial in nature have also been examined by the Commission. **While the Commission is not in favour of disturbing the existing relativities in pay scales, the**

<i>Group A services in three categories</i>	need to reward performance cannot be understated. The Commission is recommending the introduction of Performance Related Incentive Scheme (PRIS) in the Government. The introduction of PRIS and the variable rate of increment would not only act as a motivating factor for the performers within the Civil Services, but also meet the demand that those who contribute more should be rewarded financially, apart from other benefits.
<i>Analysis of the demands raised and Recommendations thereon – Deputation Policy</i>	3.3.14 The demand regarding introducing transparency and providing a level playing field for appointment of officers to posts at the level of Joint Secretary and above under the Central Staffing Scheme was made by almost all the Group A Service Associations. Most of the Associations pointed out that at present the procedure for empanelment of officers under the Central Staffing Scheme lacks transparency and at times, there is a substantial time lag between the empanelment of IAS officers and those belonging to the Central Services. It is natural for officers from these services to look for career prospects under the Central Staffing Scheme, where the domain knowledge and expertise earned by them in their service can be utilized in senior capacities. Realizing these legitimate aspirations of the Officers, this Commission recommends that HAG posts and above under the Central Staffing Scheme should be filled up in consultation with the UPSC through an open competitive web-based method. This would bring about transparency and objectivity in these appointments. The entire scheme for deputation has been discussed in detail in Chapter 6.1.
<i>Analysis of the demands raised and Recommendations thereon – uniform career progression</i>	3.3.15 A perusal of the memoranda submitted by various Group A Organized Services' Associations reveals that even amongst these Services, there is wide variation in terms of career progression. While officers of some Services get promoted to the Senior Administrative Grade in 16 years, officers in some other Services take more than 26 years for the same promotion. Absolute parity amongst various Organized Group A Services for the purpose of promotions to SAG and HAG levels is not possible, as each cadre is designed and managed in a manner which is unique to itself. In any case, the recommendation made in para 3.3.12 will address this issue and bring about a degree of uniformity in the promotional avenues, pay and allowances of officers belonging to these Services having same seniority.
<i>Analysis of the demands raised and Recommendations</i>	3.3.16 The demand to have higher pay for the entry grade in the Organized Services has considerable merit. It is a fact that there is a need to have a higher entry grade to attract the best talent available in the country for joining the premier Civil Services. Accordingly,

*thereon – higher
pay scales*

the Commission is recommending a higher starting pay for the Junior Time Scale of Organized Group A Services and the All-India Services. However, the contention that higher pay scales are essential to attract the best talent for these posts is not totally convincing. The Government job provides many other benefits apart from challenges and opportunities which cannot be strictly measured in pure monetary terms. During the course of the oral evidence, the Commission also heard Directors of some important National Training Academies and Staff Colleges where young directly recruited and also promotee officers are trained before they actually assume their responsibilities. All the Heads of Training Academies unanimously stated that the Services were still attracting the best and brightest of the youngsters as direct recruits, albeit the age of entry had increased due to the present recruitment policy of the Government. Further, it was also stated that most of the recruits were having professional qualifications and many had left corporate jobs with high salaries to join the Civil Services. It is also to be noted that both the nature of Government Service and the nature of pay and allowances given to Government Employees are entirely different from the compensation package given in the corporate sector. Besides, some components of the service conditions of Government employees can not be monetized, like the security of job guaranteed by the Constitution. Therefore, **this demand made by many Associations cannot be acceded to.**

*Cadre review of
individual services*

3.3.17 In the preceding paragraphs, the general demands relating to pay scales, career progression, opportunities for deputation and other related issues of organized Group A services made before the Commission have been discussed. The demands made by Group A service associations relating to allowances and other facilities have been dealt with in the related Chapters pertaining to these allowances, facilities, etc. Apart from these demands, many Service Associations also made demands relating specifically to their individual cadres. These demands chiefly pertained to Cadre Reviews, Cadre Restructuring and upgradation of posts. **The Commission, as a general rule, has refrained from conducting cadre reviews of individual services. Accordingly, demands made by individual service associations for cadre reviews have not been taken up.**

*Issues relating to
various organised
Group A Services*

3.3.18 The service related specific demands made by the following individual services in the memoranda submitted to the Commission are examined in succeeding paragraphs :-

- 1) Indian Foreign Service
- 2) Indian Audit & Accounts Service (IA&AS)
- 3) Indian Civil Accounts Service
- 4) Indian Customs & Central Excise Service

- 5) Indian Defence Accounts Service
- 6) Indian Defence Estates Service
- 7) Indian Economic Service
- 8) Indian Information Service
- 9) Indian Ordnance Factory Service
- 10) Indian Postal Service
- 11) Federation of Railway Officers'
- 12) Indian Revenue Service
- 13) Indian Statistical Service
- 14) Indian Trade Service

Issues pertaining to other services are covered separately in the Report at appropriate places.

Indian Foreign Service

3.3.19 Indian Foreign Service is concerned with all issues relating to foreign relations of India. The service has an established parity with IAS. This parity needs to be maintained. **It is recommended that the existing parity between IAS & IFS should be maintained. The Government should also ensure that batch-wise parity between IAS and Indian Foreign Service is maintained at the time of empanelment of officers for placement in various grades in the Centre.**

Indian Audit & Accounts Service (IA&AS)

3.3.20 Indian Audit & Accounts Service (IA&AS) assists the C&AG of India in discharge of his constitutional responsibilities. They have demanded that in view of the similar nature of their job, the posts of Additional Deputy C&AG of India (ADI) and Deputy C&AG of India (DAI) should be merged. This would entail upgradation of the post of ADI from the present pay scale of Rs.24500-26000 to that of DAI in the scale of Rs.26000 (fixed). This merger is more in the nature of restructuring of a cadre. The Commission is not going into restructuring of cadres. **The Government may, however, consider this demand** keeping in view the fact that the suggestion for this merger was also endorsed by the Comptroller and Auditor General of India. Apart from IA&AS, other organised Group A Accounts Services exists like Indian Civil Accounts Service, Indian Defence Accounts Service, Indian Railway Accounts Service, etc. **The Government should look into the feasibility of merging various other organised Central Group A Accounts Services with IA&AS which will facilitate more efficient functioning and use of resources. A Committee to look into this issue may, therefore, be constituted by the Government at the earliest. Insofar as Indian Railway Accounts Service is concerned, the issue of its merger should be looked into taking in account the recommendation for corporatizing the Indian Railways as a Central Public Sector Enterprise.**

*Indian Civil
Accounts Service*

3.3.21 The Indian Civil Accounts Service was constituted in 1977 when auditing and accounting functions in civil Ministries of Government of India were separated. The officers of this service look after internal audit functions in the various Ministries/Departments excepting those which have an in-house accounting set-up. The service is headed by Controller General of Accounts. No specific demands for upgradation of any post have been made. **They have, however, proposed integration of the finance and accounts functions. This involves a systemic change and the matter should correctly be looked into by the Administrative Reforms Commission.**

*Indian Customs &
Central Excise
Service*

3.3.22 This service exists in Department of Revenue. Officers of this service are concerned with collection of central indirect taxes. At its apex is the Central Board of Excise & Customs (CBEC) which is headed by a Chairperson who is also Special Secretary to Government of India. Five posts of Member also exist in the Board. All the Members are ex-officio Additional Secretaries to Government of India. The service has demanded functional and financial autonomy on par with that available in Railway Board for CBEC. Status of Principal Secretary along with pay of Cabinet Secretary has been demanded for the post of Chairperson, CBEC with the status of Secretary to Government of India being demanded for Members, CBEC. Apart from this, 4 additional posts of regional Members in CBEC, one each for North, East, South and West Zones, in the rank of Secretary to Government of India have been demanded. Upgradation of 35 posts in the Higher Administrative Grade to Rs.26000 (fixed) and 50 posts in Senior Administrative Grade to Rs.24050-26000 has also been demanded. Encadrement of all the posts of Chairperson and Members, CBEC in the service has also been sought.

3.3.23 Work entrusted to CBEC is revenue collection which is one of the sovereign functions. The Board cannot, therefore, be equated to the Railway Board which primarily discharges functions of a commercial nature. As such, **complete functional and financial autonomy to CBEC is not justified. Functional justification for upgrading the extant pay scales of various posts and creating additional posts in the higher grades does not exist.** The Commission is also not in favour of encadring any new posts in a particular service as the same restricts the choice of best available person. Elsewhere in the Report, the Commission has suggested placement of all the Members in Central Board of Direct Taxes (CBDT) in the scale of Rs.80000 (fixed) with their status being equated to that of Special Secretary to the Government of India. The post of Chairman is proposed to be continued in this pay band and with a similar status (Special Secretary to the Government). This dispensation may need to be

replicated in CBEC once it is given in CBDT keeping in view the fact that these two Boards are similar.

*Indian Defence
Accounts Services*

3.3.24 The Defence Accounts performs functions relating to accounting and payment, internal audit and financial management in various organizations under Ministry of Defence. Various demands relating to upgradation of posts have been made. These demands are chiefly based on the ground that taking in view the delegation of powers to the Service headquarters, Command headquarters and Field Formations, for efficient working the officers from the finance stream should be of the rank which, at the most, is only one lower than the Executive side. The Commission is not taking up cadre reviews of individual services. **The demand should, however, be considered by the Government also keeping in view the functional considerations.** Creation of certain posts like Additional CGDA (Internal Audit), CDA (Cost Audit)/(Coast Guard)/(Naval Dockyards), etc. has also been demanded. Creation of new posts has to be done only on functional considerations which should correctly be looked into by the concerned Ministry. Other demands relating to common issues have been addressed in the relevant Chapters.

*Indian Defence
Estates Service*

3.3.25 The Indian Defence Estates service exists in Ministry of Defence and their officers perform all duties relating to custody and upkeep of defence lands. It has been demanded that 3 posts in the scale of Rs.24500-26000 should be created in this cadre for manning the posts of Senior Additional Director General in the Directorate General of Defence Estates; Principal Director, Central Command - Lucknow; and Principal Director, Southern Command, Pune. The post of Senior Additional Director General does not exist at present. The Commission, as a general policy, has not favoured creation of additional levels in the hierarchy. **As such, creation of this additional grade cannot be recommended.** Insofar as creation of posts of Principal Directors in the two Commands is concerned, the same should justifiably be considered by the Government keeping in view the functional exigencies. **The Commission, therefore, is unable to recommend creation of these posts.**

*Indian Economic
Service*

3.3.26 The Indian Economic Service was constituted in 1961. IES officers provide economic inputs into policy formulation in Central Ministries and Departments. The Department of Economic Affairs is cadre controlling authority of this service. The IES cadre authority is advised by the Indian Economic Service Board headed by the Cabinet Secretary. Officers of this service presently are facing an acute stagnation with promotion in SAG taking more than 25 years. The association has demanded time-bound

promotions upto HAG. The Commission has adopted a different approach to alleviate the problem of stagnation which would now be addressed in form of running pay bands, variable increments as a percentage of the basic pay as well as the scheme of Modified ACPS which will also cover the Group A posts. These measures should sufficiently address the problem of stagnation in this service.

*Indian
Information
Service*

3.3.27 The officers of this service are concerned with the basic function of disseminating information regarding Government activities, policy and programmes. They are posted in various media organisation and departments of central Governments. The association has demanded constitution of a Board consisting of Senior IIS Officers to manage the promotion, transfer and posting of IIS Officers. Time-bound promotions have also been sought on ground of severe stagnation stated to exist in the IIS. Encadrement of the post of Information Advisor to the Prime Minister in IIS has also been sought. **Constitution of a Board to look after administrative functions relating to a specific service is not justified and cannot be recommended. The Commission is recommending a Modified Assured Career Progression Scheme which will extend to Group A posts as well. As stated earlier, the problem of stagnation would be considerably addressed by the systemic changes being recommended by the Commission. Encadrement of any additional post in a specific cadre is generally not being recommended as it curtails the available choice for the best candidate. The demand cannot, accordingly, be accepted.**

*Indian Ordnance
Factory Service*

3.3.28 Ordnance Factories function as departmental formations under the Department of Defence Production and Supplies. Indian Ordnance Factory Service is concerned with overall management of Ordnance Factories. The service comprises both technical and non-technical posts with the former comprising nearly 90% of the total cadre strength. The technical posts are filled mainly by Combined Engineering Service Examination and through interviews (for Chemical Engineers, Metallurgists, Leather and Clothing Technologists) whereas non-technical posts are filled by the Civil Service Examination. The service has demanded a cadre-restructuring with the post of Chairman and Members (9 posts) being placed in the scale of Rs.26000 (fixed) and all Ordnance Factories being headed by HAG level officers. As stated repeatedly in the Report, the Commission is not looking into individual cadre reviews. The Commission observes that the mode in which sustainable growth of the various Ordnance Factories was to be achieved in the medium and long term was looked into by Nair Committee. This Committee had observed that conversion of

Ordnance Factory Board into Ordnance Factory Corporation Limited, as done at the time of conversion of Department of Telecommunication into Bharat Sanchal Nigam Limited (BSNL), was the most viable option for future growth of these Factories. The Committee had observed that this conversion would enable the OFB to re-focus itself and its areas of cooperation in a flexible manner that would enable it to respond to the market as well as strategic interests in a better manner which would not only be cost-effective but also improve efficiency. The recommendations of Nair Committee have been largely repeated in the recommendation of the Kelkar Committee. The Commission is in full agreement with the observations of these two Committee. **It is, accordingly, recommended that Government should seriously consider corporatisation of all the Ordnance Factories on the lines of BSNL which would give them the necessary flexibility to meet the market forces in a competitive and cost-effective manner.** No other recommendations are, therefore, necessary in respect of this service.

Indian Postal Service

3.3.29 Indian Postal Service is the apex of the Postal Services run by Government. The apex postal body is a Postal Services Board comprising one Chairman and three Members. Secretary (Posts) is also the Chairman of the Board as well as the Director General of Postal Operations. The Fifth CPC had upgraded the pay scale of the Members of the Postal Board to Rs.24050-26000.

3.3.30 Indian Postal Service has demanded uniformity in service conditions for all organizations in the Government. Higher scale in entry grade of Group A and running pay bands have also been sought along with delegation of the process of decision making and empanelment to JS level / higher posts in the Central Secretariat by an independent agency like the UPSC. Specifically for their service, it has been demanded that the posts of Heads of Circles of States having a Metro city should be upgraded to the scale of Rs.22400-26000. Besides, upgradation of the heads of postal circles in the newly created states of Uttarnachal, Jharkhand and Chattishgarh from SAG to HAG has also been demanded. Other demands include creation of a new post of Member (Business Development and Technology) by upgrading the post of Chief General Manager (Business Development) and upgradation of all the posts of Member, Postal Services Board in the rank of Special Secretary.

3.3.31 Indian Postal Service is one of the very few Services to have posts in the pre-revised scales of Rs.22400-26000 as well as Rs.24050-26000. The Commission is recommending merger of these two pay scales as a part of restructuring of the extant pay scales. Consequently, as a result of the proposed merger of the

pre-revised pay scales of Rs.22400-26000 and Rs.24050-26000, the posts of Member in the Postal Board and those of Principal Chief Postmaster Generals in three States would come to be placed in an identical revised pay band PB-4 of Rs.39200-67000 along with grade pay of Rs.13000. These posts constitute promotion and feeder posts and cannot, therefore continue to exist as separate levels in the hierarchy as at present. These posts would need to be merged. **The Commission recommends that Postal Services Board will now comprise six posts of Members in revised pay band PB-4 of Rs.39200-67000 along with grade pay of Rs.13000. This shall be done by placing the erstwhile post of Principal Chief Postmaster General as Member, Postal Service Board.** This will also be functionally justified because the Postal Services Board is expanding their activities relating to business development, parcel and logistics, etc. **Simultaneously the three Circles in the States of Maharashtra, Tamil Nadu and Madhya Pradesh that were earlier headed by Principal Chief Postmaster General will now be headed by Chief Postmaster General in the running pay band PB-4 of Rs.39200-67000 along with grade pay of Rs.11000.** It is also seen that Postal Circles in the three newly created States of Jharkhand, Chattisgarh & Uttarakhand do not have any post of Chief Postmasters General in HAG even though all other States have this post in HAG. **Government may, in the context of the size and amount of postal work in these three new States, examine whether these postal circles require to be headed by Chief Postmasters General in the Higher Administrative Grade.**

*Federation of
Railway Officers*

3.3.32 Federation of Railway Officers represents the following nine organized services in Indian Railways:-

1. Indian Railway Accounts Service (IRAS)
2. Indian Railway Medical Service (IRMS)
3. Indian Railway Personnel Service (IRPS)
4. Indian Railway Service of Engineers (IRSE)
5. Indian Railway Service of Electrical Engineers (IRSEE)
6. Indian Railway Service of Mechanical Engineers (IRSME)
7. Indian Railway Stores Service (IRSS)
8. Indian Railway Service of Signal Engineers (IRSSE)
9. Indian Railway Traffic Service (IRTS)

3.3.33 The Association has demanded introduction of a modern system that would motivate civil servants to be pro-active so as to ensure good-governance in the country. They have also demanded constitution of a permanent, independent body for looking after the pay and cadre structure of the various Services in the Government. Higher rate of allowances along with higher pay scales have also been sought.

3.3.34 The Commission is recommending a revised scheme of pay structure that includes the mechanism of variable increments and performance related incentive which is expected to ensure a greater orientation towards delivery of service for the betterment of common man. It is observed that the Fifth Central Pay Commission had recommended constitution of a permanent body for looking after the pay scale/service related issues. The Commission, however, is not in favour of recommending constitution of a separate body in this regard as specific mechanisms already exist in the Government. The demands relating to higher pay scales and allowances have been addressed elsewhere in the Report.

Indian Revenue Service

3.3.35 Indian Revenue Service is concerned with collection of direct taxes for the Government. Over a period of time, the role of this Service has grown insofar as collection of taxes is concerned. The ratio of direct taxes to GDP has gone up from 2.35% of GDP to around 6% in the last 15 years. The Service is the largest organized Group A service with a cadre strength of more than 4400. It is also seen that Income Tax Department is predominantly an officer driven Department. Despite the large cadre strength, the Service does not have a single Secretary level post encadred in the Service. This is clearly anomalous especially because this Service is performing the important function of revenue collection. The Commission is aware that as a general policy, no recommendation regarding restructuring of individual cadres is being made. However, considering the fact that other Group A services with less than 1/10th the strength of Indian Revenue Service have more Secretary level posts, Government will have to seriously examine the issue and resolve the legitimate aspirations of the service. The Government should consider upgrading the post of Member, CBDT presently in the scale of Rs.24050-26000 to the revised apex pay band of Rs.80000 (fixed). The post of Chairman shall continue to exist in this pay band and the status of Chairman as well as Members, Central Board of Direct Taxes will be that of Special Secretary to the Government of India with the Chairman, CBDT occupying the position of first amongst equals. Since no post in the Board is encadred, the Government should encadre some of the post(s) in the revised apex scale of Rs.80000 in CBDT in IRS which will ensure that this service, that has largest number of officers amongst all the organized Group A services, also has some post(s) in the apex scale.

3.3.36 Other demands made by IRS Association seek change in the extant deputation policy so as to allow better representation to various Group A Services. The Commission has addressed this demand elsewhere in the Report. Other general demands

relating to better facilities and allowances have also been addressed in the respective Chapters.

Indian Statistical Service

3.3.37 Indian Statistical Service is concerned with collection of statistics relating to different specific areas. The Central Statistical Organization in Ministry of Statistics and Programme Implementation is the nodal agency for planned development of the statistical system in the country. Members of this service have lamented intense stagnation in their service. The figures made available reveal that the minimum period for promotion to the posts in JAG, NFSG, SAG and HAG is 10.8 years, 15 years, 23 years and 30.1 years respectively. It has also been stated that the minimum qualifications required for entry to this service is a post-graduate degree as against graduate degree prescribed for other Group A services and hence a better deal needs to be extended in their case. They have, accordingly, desired in-situ promotions at SAG level for officers who have completed more than 20 years of Group A service. They have also demanded strengthening of statistical functions in various ministries by creation of additional posts for this purpose.

3.3.38 The Commission is not in favour of creating additional posts for functions which are already inherent in the existing scheme of things. The Commission is also not considering restructuring of individual cadres. The issue of stagnation will, to a large extent, be ameliorated under the scheme of running pay bands, variable increments as a percentage of salary, etc. The Commission is also opening up a large number of posts in the higher echelons which will now be filled by an open method of selection. No other specific recommendation is, therefore, necessary in respect of this service.

Indian Trade Service

3.3.39 The Indian Trade Service was originally created to provide a specialized cadre of officers to man the import-export trade control organisation. The Service was created in 1997 and direct recruitment through the Civil Services Examination was started in 1986. In their memorandum to the Commission, the Service has demanded restructuring of the entire cadre along with other general demands like introduction of running pay bands, amending the Central Staffing Scheme so as to provide better opportunities for manning SAG level and higher posts, better allowances, etc.

3.3.40 The Commission is not considering cadre reviews of individual Services. Other demands like introduction of running pay bands, making necessary changes in the extant Central Staffing Scheme, etc. have been duly addressed in the relevant Chapters. No other specific recommendations are, therefore, necessary.

Engineering Services

- Introduction* 3.4.1 Organized Engineering cadres exist in a number of Ministries and Departments of the Central Government. Largest cadres exist in Ministries of Railways, Road Transport and Highways, Urban Development, Water Resources, Defence, Mines and Science & Technology.
- Demands* 3.4.2 All Group A Engineering Services have demanded better promotional prospects. It is their constant refrain that acute stagnation exists in Engineering services vis-à-vis similarly placed Group A Civil Services and All India Services. Lamenting the absence of adequate number of post in the higher echelons, certain specific services have demanded creation of additional posts in Higher Administrative Grades. Allowances like NPA and Field Duty Allowances have also been demanded.
- Analysis* 3.4.3 It is observed that some level of stagnation exists in many Group A Engineering cadres. The levels of stagnation, however, are not uniform; engineering cadre in Railways is much better off in this regard. The Commission has suggested running Pay Band PB-3 for Group A posts that encompasses all levels below the Senior Administrative Grade. The Commission has also recommended opening up of appointments to most of the senior level posts. Engineers will also be eligible for appointment to these posts. Recommendations made in para 3.3.12 of the Report will extend to the organized engineering services as well. All these measures will alleviate the existing problem of stagnation being felt in many Group A Engineering cadres in the Government.
- Allowances* 3.4.4 The demand for extension of non-practicing allowance to categories other than Doctors has been discussed by the Commission in Chapter 4.2 of the Report. **In consonance with the recommendations made therein, non-practicing allowance cannot be extended to any of the engineering cadres.** The demand for grant of field duty allowance had been made before the Fifth Central Pay Commission also who, however, did not consider it justified. The view expressed by the Fifth Pay Commission is appropriate. **Consequently, no field duty allowance can be**

allowed in case of engineering cadres. Design and planning allowance is presently available to the engineering officers posted in Planning/Design wings. In consonance with the general policy followed, the existing rates of these allowances shall be doubled.

*Subordinate
Engineering cadres*

3.4.5 Subordinate engineering cadres include holders of diploma in engineering and other posts of engineers carrying minimum direct recruitment qualification of Bachelor of Engineering who have not been recruited to a Group A service or post.

Demands

3.4.6 Junior Engineers have demanded parity with Inspectors in Central Board of Direct Taxes and Central Board of Excise and Customs. Most of the Subordinate Engineering cadres have demanded parity with the Junior Engineers in Central Public Works Department (CPWD) insofar as financial upgradations under ACPS are concerned. Certain individual departments and individual cadres have brought out specific problems where the general pay scale recommended for the category by the Fifth Central Pay Commission was not implemented.

3.4.7 Fifth CPC had recommended that all posts carrying minimum qualifications of diploma in engineering should be placed in the pay scale of Rs.5000-8000. While this recommendation was accepted, however, its implementation has not been uniform because the recommendation was interpreted differently in different departments and organisations. The scale of Rs.5000-8000 will now get merged with the scales of Rs.5500-9000 and Rs.6500-10500 on account of restructuring of pay scales being recommended by the Commission. To ensure that the recommendation made by Fifth CPC and accepted by the Government is uniformly implemented in the revised structure of pay bands, **the Commission recommends that all posts in Subordinate Engineering cadres carrying minimum qualification of diploma in engineering for direct recruits and having an element of direct recruitment should be placed in the running 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. Simultaneously, all posts in Subordinate Engineering cadres carrying minimum qualifications of a degree in engineering and having an element of direct recruitment 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. These posts will form feeder cadre for promotion to the posts in running Pay Band PB-3 of Rs.15600-39100 carrying grade pay of Rs.5400 (pre-revised Rs.8000-13500)**

in which direct recruitment to Group A Engineering cadre posts is made.

3.4.8 Most of the cadres of Junior Engineers/equivalent have demanded the hierarchical structure that presently exists for Junior Engineers in Central Public Works Department (CPWD). This demand is made because the structure in CPWD proves more beneficial for getting financial upgradations under the extant scheme of ACPS. **The Commission has separately recommended a modified ACPS in which the financial upgradations will invariably be to the next grade in the hierarchy of revised pay bands and grade pay and, therefore, the financial upgradation under ACPS will invariably provide similar benefit irrespective of the hierarchy of the posts existing in the organisation.** This will ensure uniform progression under the ACPS. No other specific recommendation is, therefore, required in this case.

3.4.9 In some organisations separate quotas have been prescribed for cadres of diploma engineers and degree engineers for promotion to the post of Assistant Engineer. This frequently leads to problem as even a senior degree holding engineer sometimes gets superseded by a junior diploma holding engineer. The position, therefore, needs to be rectified. **It is, accordingly, recommended that no separate quota for diploma and degree holding engineers should be prescribed for promotion to the Group A posts in PB-3 of Rs.15600-39100 along with a grade pay of Rs.5400 (pre-revised Rs.8000-13500).** However, existing eligibility criteria for diploma and degree holders should continue to be maintained without any change. This will give a slight edge for degree holders while ensuring that no eligible senior gets superseded on account of demarcation of posts available on promotion in different quotas.

Draughtsman

3.4.12 Category of Draughtsman has been considered in Chapter 3.8 of the Report. No separate recommendations are being made for this category in this Chapter.

Scientific Services

Introduction

3.5.1 Separate benefits for scientists in certain ministries/departments are discussed in relevant Chapters. Here, the Commission is primarily discussing the Flexible Complementing Scheme for scientists.

Flexible Complementing Scheme - Historical background

3.5.2 Third CPC had, for the first time, recommended introduction of Flexible Complementing Scheme (FCS) for scientific services. This scheme envisaged promotion from one grade to another after a prescribed period of service for scientists of proven merit and ability irrespective of the availability of any vacancy. The scheme was initially introduced in a few scientific Departments and autonomous bodies engaged in scientific research and development activity before being extended to the major S&T Ministries, Departments and organisations, as also some scientific personnel in other organisations. The Fifth CPC while noting that the FCS suffered from certain structural distortions and lack of uniformity in its application in the identified organisations, recommended a modified Flexible Complementing Scheme for R&D professionals at Group A level to replace the scheme then existing. The modified FCS was to apply to all eligible R&D professionals working in fields of creative research activity throughout their service in all Departments, including Space, Atomic Energy and Defence Research and Development Organisation, without special dispensations for individual departments. Professionals posted to Secretariats of Ministries and Departments, were to be excluded from this scheme. The Fifth CPC had specifically recommended that FCS will not apply to personnel in Groups B, C & D. FCS was to be uniformly applied to scientific Group A posts in all R&D organisations and promotions after stipulated residency periods were to be extended in the following pay scales :-

Pay Scale (Rs.)	Residency Period
8000-13500	3 years
10000-15200	4 years
12000-16500	4 years
14300-18300	5 years
16400-20000	5 years
18400-22400	-

3.5.3 The Fifth CPC had also recommended constitution of assessment boards for assessing the suitability of candidates for promotion under FCS which would comprise minimum 50% of the members from outside the organisation. It was also stipulated that 50% of the members should be subject matter experts in the concerned field of activity. Adequate provisions were also built in so that any R&D professional did not suffer due to delayed assessment. The Commission also defined R&D professionals, R&D activity and R&D organisation to whom FCS would apply.

Existing position

3.5.4 The Government did not accept the recommendation of the Fifth CPC proposing extension of modified FCS to all departments including Department of Space, Atomic Energy and DRDO uniformly. Accordingly, the then existing schemes of merit based promotion system for Groups A, B & C personnel in Departments of Space, Atomic Energy and DRDO were allowed to continue. The Government, however, revised the criteria for identifying institutions/organisations as scientific and technological institutions as well as for defining scientific activities and services. The assessment procedure was also revised and assessment of Annual Confidential Reports on a 10 point scale with 10 marks being given for Outstanding grading; 8 marks for Very Good; 4 marks for Good and Average; and 0 marks for Poor grading was introduced. Officers who satisfied the minimum residency period and acquired a minimum percentage of performance based on the marks in their ACRs alone were eligible for being considered under FCS. The residency periods recommended by the Fifth CPC were adopted without any modification.

Analysis

3.5.5 The Fifth CPC had recommended modified FCS for scientists with a view to make it uniformly applicable across all the identified S&T organisations. The Government, however, chose to continue the existing scheme of merit based promotion in Departments of Atomic Energy, Space and DRDO. This was presumably done keeping in view the pre-eminent status of these departments. Post Fifth CPC, the Government has already issued orders restricting FCS to scientists and technologists holding scientific posts in scientific and technology departments and who

are engaged in scientific activities and services. The assessment norms for promotions under the FCS have also been made more rigorous.

Recommendations

3.5.6 Various time-bound promotion schemes may be necessary for scientific organisations as the morale of scientists has to be kept high in order to keep them motivated and to stop the flight of talent from Government organisations involved in research and scientific activities. **The Commission, therefore, recommends that the existing scheme of FCS with necessary modifications has to be continued for R&D professionals in all S&T organisations. Merit based promotion scheme in the Departments of Atomic Energy, Space and DRDO would also need to be persisted with.** The Commission, however, recommends following features to be incorporated in the existing schemes of FCS and merit based promotion so as to make the same more relevant to the context:-

- i) The criteria for identifying institutions/organisations as scientific and technical institutions and defining scientists and scientific posts should be made more objective and stringent so that only those organisations as are involved in creating new scientific knowledge or innovative engineering, technological or medical techniques or which are involved in professional research and development work predominantly including survey and mapping of geological, geo-physical or metrological nature are covered under FCS.
- ii) The promotions under FCS should be limited to grades carrying grade pay of Rs.9000 or lower.
- iii) In the case of Departments of Space, Atomic Energy and DRDO, the scheme of FCS may also cover posts carrying grade pay of Rs.11000.
- iv) The assessment board for judging the suitability of candidates for promotions under FCS should have a majority of members who are outside the concerned organisation and who possess expertise in the concerned field.
- v) Greater emphasis should be paid on the achievements as evaluated by an independent peer group rather than the seniority.
- vi) Emoluments should not be a bar for recruiting a scientist of merit whose services are considered necessary. Recruitment in such cases should be made on contractual

basis with a significantly higher start. The pay in such cases, can be fixed anywhere within the prescribed pay band with the post carrying the grade pay of the rank in which the recruitment is being made. The contract should be made for a period of 3 or 5 years and should be renewable at the option of the Government and the contractee scientist. Option of joining the Government as a permanent employee in regular scale of pay, allowances and other benefits should also be made available at the time of renewing the contract.

- vii) The Performance Related Incentive Scheme (PRIS) and variable increments should also be made applicable to all Ministries/Departments/organisations in which FCS or merit based promotion scheme is in vogue. This will ensure that achievements of scientists are invariably acknowledged and will motivate them to perform increasingly better. The scheme should be immediately implemented in all scientific departments working on mission mode as the achievements in these departments are easily quantifiable.

Scientific Staff

3.5.7 Large number of scientific and technological staff exists in different Ministries/Departments/Organisations classified as scientific. They assist scientific officers in work related to experiments, field reports, surveys, collection of samples and other scientific work. The Fifth CPC had considered this category in detail and had made certain recommendations. **The Fifth CPC had recommended parity between posts of scientific staff carrying minimum qualifications of engineering degree and a post-graduate degree with the scale of Rs.6500-10500 being recommended for these posts. This relativity, wherever already conceded, may need to be continued** in light of the fact that this Commission has recommended placement of all posts carrying minimum direct recruitment qualifications of a degree in engineering in 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.

Medical and Para Medical Services

Introduction

3.6.1 Doctors in Central Government exist both in organized as well as outside organized services. The three organized health and medical services are Central Health Service, Indian Railway Medical Service and Indian Ordnance Factories Health Service. Defence Forces have an Army Medical Corps and various CPMFs also have a cadre of Medical Officers.

Central Health Service

3.6.2 Central Health Service (CHS) was constituted in 1963. The Service was declared a Group A Central Service in 1973. It was restructured in 1982 and divided into four sub cadres viz. Teaching Specialists, Non Teaching Specialists, Public Health Specialists and General Duty Medical Officer. The present strength of each sub-cadre is as under:-

- General Duty Medical Officer sub-cadre - 3139
- Teaching Specialists sub-cadre - 638
- Non-Teaching Specialists sub-cadre - 780
- Public Health Specialists sub-cadre - 078

In addition there are 13 posts in the Higher Administrative Grade, which are common to all the four sub cadres.

Railway Medical Service

3.6.3 Indian Railway Medical Service (IRMS) officers work in various hospitals and dispensaries of Indian Railways. No sub cadres exist in IRMS. There is a post of Director General in the scale of Rs.26000 (Fixed). Prior to Fifth CPC, the post existed in the pay scale of Rs.7300-7600 corresponding to the revised pay scale of Rs.22400-24500. The Fifth CPC had recommended only the corresponding revised pay scale for this post. However, Government subsequently upgraded the post.

Indian Ordnance Factories Health Service

3.6.4 Indian Ordnance Factories Health Service comprise 214 posts. The Medical Officers of this service are posted in Hospitals, Dispensaries and Clinics of various Ordnance Factories.

<i>Demands</i>	3.6.5 Demands for increasing the rate of Non-Practicing Allowance (NPA) to 50% and for creating better promotional avenues at the level of Senior Administrative Grade and Higher Administrative Grade have been made by various associations of Doctors.
<i>NPA</i>	3.6.6 The Commission has considered this issue in Chapter 4.2. No recommendations on NPA are, therefore, being made in this Chapter.
<i>DACP</i>	3.6.7 The Fifth CPC had recommended scheme of Dynamic Assured Career Progression (DACP) for different streams of doctors upto the scale of Rs.14300-18300. For Group A posts, Assured Career Progression Scheme (ACPS) was recommended by the Fifth CPC. The Government did not extend the ACP Scheme to non isolated Group A posts and in the case of isolated posts, the ACP scheme was implemented with the modification that two promotions shall be provided after 12 and 24 years of service instead of 3 (after 4 years, 9 years, 13 years) recommended by Fifth CPC. However, the scheme of DACP as recommended by Fifth CPC was implemented for doctors in CHS and a few other cadres. The scheme of DACP is different from ACPS in the sense that the designation also changes under the former. The scheme, therefore, cannot be equated to that of ACPS. The scheme also does not suffer from any of the short-comings evident in the extant scheme of Assured Career Progression. Accordingly, DACP would need to be retained in its existing form. Further, the scheme would need to be extended to other categories of Doctors presently not covered under the scheme as similar career advancement has to be ensured for all Doctors whose basic work remains same irrespective of the organisation or service to which they belong. Accordingly, the Commission recommends that the DACP scheme recommended by the Fifth Central Pay Commission for different streams of doctors should be extended to all Doctors including those working in isolated posts. The promotions under DACP for other categories of Doctors will be guided by the same conditions as applied in case of Doctors working in Central Health Scheme.
<i>Conveyance allowance</i>	3.6.8 Doctors are paid conveyance allowance for visit to hospitals and dispensaries outside normal duty hours as well as for making domiciliary visits. Presently, this allowance is payable at following rates:-

Mode of conveyance	Maximum per month		Minimum per month Non-CHS/CHS
	Non-CHS	CHS	
	Rs.	Rs.	Rs.
i) For those who maintain their own motor car	550	1650	80
ii) For those who maintain scooter/motor cycle	180	540	40
iii) For those who do not maintain either car or motor cycle/scooter	150	450	30

3.6.9 Keeping in view the general factor used for revising the rates of other allowances, the **Commission recommends that the rates of conveyance allowance for doctors may be revised as under:-**

Mode of conveyance	Maximum per month		Minimum per month Non-CHS/CHS
	Non-CHS	CHS	
	Rs.	Rs.	Rs.
i) For those who maintain their own motor car	1100	3300	160
ii) For those who maintain scooter/motor cycle	360	1080	80
iii) For those who do not maintain either car or motor cycle/scooter	300	900	60

3.6.10 These rates should be linked to the Consumer Price Index and be revised every year equal to the change in the percentage of DA payable for the year vis-à-vis the immediate preceding year.

Junior and Senior Resident Doctors

3.6.11 Junior and Senior Resident Doctors presently are placed in the pay scales of Rs.9000 fixed; Rs.9000-9550 and Rs.10325-10975. As a part of restructuring, the Commission has recommended merger of these pay scales. Accordingly, **the posts will now be placed in pay scale of Rs.8000-13500 corresponding to the revised pay band PB-3 of Rs.15600-39100 carrying grade pay of Rs.5400 (for Junior Resident Doctors in the scale of Rs.9000 fixed or Rs.9000-9550) and the pay scale of Rs.10000-15200 corresponding to the revised pay band PB-3 of Rs.15600-39100 along with a grade pay of Rs.6100 (for Senior Resident Doctors in the scale of Rs.10325-10975).**

Doctors of other streams

3.6.12 The recommendations made in respect of doctors shall equally apply in respect of the cadre of dental surgeons as well.

Physicians in other streams

3.6.13 Presently, Government Physicians exist in various streams of Indian Medicine like Ayurveda, Yoga, Sidha, Unani and Homoeopathy. The Fifth Central Pay Commission had recommended a general parity with General Duty Medical Officers (GDMOs) for these streams. The Fifth CPC had also recommended creation of an organized service called Central Indigenous & Homoeo Medical Service for these streams. While creation of a separate organized service may not be necessary, however, **the scheme of DACP recommended by the Commission for Allopathy doctors should be extended, mutatis-mutandis, to the doctors of various streams of Indian Medicine like Ayurveda, Yoga, Sidha, Unani and Homoeopathy.** This will ensure that the general parity of these streams is attained vis-à-vis the general medical officers belonging to Allopathy streams in Central Government Hospitals etc.

Para medical staff

3.6.14 Para medical staff categories include nursing staff, dieticians, medical laboratory staff and technicians, operation theatre staff and technicians, para-dental staff, physiotherapists and occupational therapists, pharmacists, radiographers, etc. The pay scales of various categories of para medical staff have been discussed in Chapter 3.8 relating to common categories. No recommendation in respect of pay scales of these categories is, therefore, being made in this Chapter. The issue of disparity between para medical staff in different organisations has been taken up later in this Chapter.

Extension of NPA to para medical staff

3.6.15 Many categories of para medical staff including nursing staff, pharmacists, physiotherapists, dental technicians, dieticians have demanded non-practicing allowance as well as risk allowance on the ground that they can practice their skills outside the office and they also face risk to their health while dealing with contagious diseases, viruses, etc. The Commission has considered this issue in detail in Chapter 4.2. In consonance with the recommendations made in that Chapter, **the Commission does not recommend extension of NPA to any of the categories of para medical staff. A separate risk allowance shall also not be given to any of these categories. However, the Government shall provide appropriate insurance cover to such of those categories of para medical staff as are exposed to risk of infection etc. in their regular course of duties. Assured Career Progression Scheme, as modified by the Commission, shall apply in respect of all the categories of para medical staff.**

Nursing allowance

3.6.16 Nurses are presently given nursing allowance at the rate of Rs.1600 p.m. In consonance with the general factor used for revising the rates of various allowances, the Commission

recommends doubling of the rate of this allowance to Rs.3200 p.m. The rate of this allowance shall be increased by 25% whenever DA payable on revised pay scales crosses 50%. This allowance should be paid to all the nurses whether working in dispensaries or in hospitals. This is necessary because nurses in CHS are already paid nursing allowance irrespective of whether they are deployed in hospitals or dispensaries. A similar dispensation, therefore, needs to be extended to the nursing staff working in other organisations as well.

Uniform & washing allowance

3.6.17 The Commission has already covered issues relating to uniform and washing allowance in Chapter 4.2. No separate recommendations are, therefore, being made on this issue in this Chapter.

*Hospital Patient Care Allowance/
Patient Care Allowance*

3.6.18 Presently, Patient Care Allowance (PCA) is admissible to Group 'C' & 'D' (non-Ministerial) employees excluding nursing personnel at the rate of Rs.690 per month working in the health care delivery institutions/establishments (other than hospitals) with less than 30 beds subject to the condition that no Night Weightage Allowance and Risk Allowance, if sanctioned by the Central Government, will be admissible to these employees. Similarly placed employees working in hospitals are eligible for Hospital Patient Care Allowance (HPCA). This allowance is not admissible to Group C & D (Non-Ministerial) employees working in the Headquarters. The rules provide that only Group C & D, Non-Ministerial employees whose regular duties involve continuous and routine contact with patients infected with communicable diseases or those who have to routinely handle infected materials, instruments and equipments, which can spread infection, as their primary duty can be considered for grant of Hospital Patient Care Allowance. It is further provided that HPCA shall not be allowed to any of those categories of employees whose contact with patients or exposure to infected materials is of an occasional nature. The Commission has separately recommended upgradation of all Group D categories. Consequently, the existing Group D para medical staff will need to be retrained and redeployed in the Group C posts along with a grade pay of Rs.1800. The PCA/HPCA will, therefore, be limited to Group C non-ministerial employees. **The Commission has separately recommended extension of adequate insurance cover to all such categories of employees who face an element of risk in discharge of their official functions. This insurance cover should be extended to all the categories that are presently in receipt of HPCA/PCA. Simultaneously, HPCA/PCA should be withdrawn as no rationale would exist for these allowances once the element of risk is covered by grant of an appropriate insurance cover.** The Commission is aware that this would still result in some pecuniary loss for these employees. The loss, however, would be

more than compensated in respect of existing Group D employees who will be upgraded to Group C. This loss, for Group C employees, should be compensated in form of Performance Related Incentive Scheme (PRIS).

Inter-organizational disparities amongst various categories of Para Medical Staff

3.6.19 Speech Therapists in Safdarjung Hospital are in the higher pay scale of Rs.6500-10500. Speech Therapists in other institute including Lok Nayak Jaya Prakash Hospital (LNJP)Hospital, various Railway Hospitals, etc. are in the lower pay scales of Rs.4500-7000. Qualifications prescribed in both the places are similar. **The Commission recommends that all post of Speech Therapists carrying an identical qualification(s) should be upgraded, including the LNJP Hospital and Railway Hospitals, to the scale of Rs.6500-10500 corresponding to the revised band PB-2 of Rs.8700-34800 along with a grade pay of Rs.4200.**

3.6.20 In Railways, the entry level of Radiographers is Rs.4000-6000 whereas in all other organisations it is Rs.4500-7000/Rs.5000-8000. The qualifications and the job profile in all the organisations is similar. In their official memorandum, Ministry of Railways have recommended parity between Radiographers inside and outside Railways. **This parity is justified and the post of Radiographer in Railways should also be 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.**

3.6.21 Dieticians in Railways have demanded higher pay scales of Rs.8000-13500 and Rs.10000-15200 as is existing for Dieticians in Central Government hospitals. The Fifth CPC had recommended the entry pay scale of Rs.5500-9000 for this post. In Railways, the entry pay scale is Rs.5500-9000. However, in some of the Central Government hospitals like Ram Manohar Lohia Hospital (RMLH) the entry scale is Rs.6500-10500. **The post will automatically be placed in the higher scale of Rs.6500-10500 on account of restructuring of pay scales being recommended by the Commission. No further upgradation is necessary.**

3.6.22 The post of Medical Supervisor/Health Visitor is presently in the same pay scale of Rs.4000-6000 as the feeder post of Para Medical Worker. This is not justified. However, for the Common Category of para medical staff, the scale of Rs.4000-6000 has been prescribed for the post of Lady Health Visitor. An exception cannot be made in this case. It is, accordingly, recommended that the post of Medical Supervisor/Health Visitor and the Para Medical Worker should be merged **in the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2400 which corresponds to the pre-revised pay scale of Rs.4000-6000.**

3.6.23 Dental Hygienists having minimum qualification of 10+2 plus 2 years diploma were recently upgraded from the pay scale of Rs.4500-7000 to that of Rs.5000-8000. Other categories of Para Medical Staff like Pharmacists which also carry 10+2 plus 2 years diploma and Dental Mechanics who also carry identical qualifications are in the lower pay scale of Rs.4500-7000 and Rs.4000-6000 respectively. The categories have demanded parity with Dental Hygienists. It is observed that Dental Hygienist were given higher pay scale on account of onerous duties attached to the post. Ministry of Health & Family Welfare in fact has proposed a still higher pay scale of Rs.5500-9000 for them. As duties performed by various categories are different, no equation can be drawn. **All these posts shall, therefore, be extended only the normal replacement pay band and grade pay.**

*All India Institute
of Physical
Medicine &
Rehabilitation*

3.6.24 Presently, Additional Lecturers in the PT/OT stream in AIIPM&R are in the pay scale of Rs.5500-9000 which is identical to that of the feeder post of Physiotherapist. The next higher post of Lecturer is in the pay scale of Rs.6500-10500. With the proposed merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, all these three hierarchical grades will be placed in one scale. To rectify this anomaly, **the posts of Lecturer and Additional Lecturer should be merged and placed in the 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.** Physiotherapists will continue in their existing pay scale and be extended only the normal replacement pay band and grade pay.

Group D Staff

Introduction

3.7.1 Presently, 4 Group D pay scales exist in Government namely:-

S-1	Rs.2550-55-2660-60-3200
S-2	Rs.2610-60-3150-65-3540
S-2A	Rs.2610-60-2910-65-3300-70-4000
S-3	Rs.2650-65-3300-70-4000

The Fifth CPC had recommended only 3 Group D pay scales. The Fifth CPC had de-merged the erstwhile pre-revised pay scale of Rs.775-12-871-14-955-15-1030-20-1150 into the S-2 and S-3 pay scales. This, however, created certain problems. Consequently, the Government introduced the S-2A pay scale as a corresponding replacement pay scale for the erstwhile scale of Rs.775-12-871-14-955-15-1030-20-1150.

Existing position

3.7.2 Group D posts exist both in workshop and the non-workshop categories. In the workshop staff, the Group D pay scale is available to unskilled (Rs.2550-3200) and semi-skilled (Rs.2650-4000) categories designated as Shramik and Skilled-II respectively by the Fifth CPC. Amongst the non-workshop staff, the Group D posts consist of various posts like Peon, Daftary, Safaiwala, Farash, Record Sorter, Chowkidar, Watchman, Malli, Packer, etc.

3.7.3 Prior to Fifth CPC, minimum educational qualification were not prescribed for posts like Safaiwala, Farash and Chowkidar. For other Group D posts, minimum qualification of 8th pass was prescribed. The Fifth CPC recommended that all Group D posts should be merged in four occupational groups namely, Office Attendants comprising Peons etc., Cosmetic Attendants comprising Safaiwalas, etc., Security Attendants consisting of Watchmen, etc. and Malis. The essential qualifications recommended for appointment as Office Attendant and Security Attendant was 8th standard and elementary education upto 5th standard was proposed for Cosmetic Attendants and Malis. The latter also had to possess two years experience in gardening. Insofar as Group D workshop staff is concerned, the Fifth CPC had recommended minimum

educational qualifications of 8th pass for this category. The Fifth CPC recommended a four tier structure for Group D staff comprising the S-1, S-2, S-3 and S-4 pay scales. The first three pay scales viz. S-1, S-2 & S-3 were in Group D whereas the fourth (S-4) pay scale was the Group C pay scale of Rs.2750-70-3800-75-4400.

Strength of Group D staff

3.7.4 Presently, approximately 9.7 lakh sanctioned Group D posts exist in the Central Government out of which nearly 8.6 lakhs are filled at present. The largest number of Group D posts exists in Ministry of Railways where more than 5.75 lakh Group D posts exist. Thus, more than 59% of the total sanctioned Group D posts are in Ministry of Railways. Other departments having a sizeable number of Group D employees include Ministry of Defence (civilian) which has strength of more than 1.8 lakh (18.5%) employees in this group. Ministry of Home Affairs and Department of Posts have approximately 55000 and 39000 Group D employees respectively.

Group D in Railways & Defence

3.7.5 The large concentration of Group D employees in Ministries of Railways & Defence is on account of the workshop staff categories in these organisations. In Ministry of Railways, Group D staff comprises following different categories:-

Rs.2550-3200	Rs.2610-3540	Rs.2650-4000
Station Porter	Station Porter	-
Token Porter	Token Porter	-
Call Porter	Call Porter	-
Box Boy	Box Boy	-
Waterman	Waterman	-
Helper I/Helper II	Helper I	Helper II
Safaiwala	Safaiwala	Safaiwala
Lab. Khalasi	-	-
Bearer	Senior Bearer	Head Bearer
Hospital Attendant	Hospital Attendant	Hospital Attendant
Cleaner	-	-
Wash boy/Tea/Coffee Maker	-	-
Watchman	-	-
-	Lab Attendant Gr. III	Lab. Attendant/Lab. Attendant Gr. II
Vendor-III	Vendor II	-
-	Trackmen	Senior Trackman
Cook Mate Gr. II	Cook Gr. I	Asst. Cook/ Kitchen Assistant

Rs.2550-3200	Rs.2610-3540	Rs.2650-4000
Cleaner/ Ambulance Cleaner	-	Cleaner
-	Chowkidar	-
-	Salesman II	-
-	-	Leverman II
-	-	X-Ray Attendant
-	-	Pointsman II
-	-	Shunterman II
-	-	Artisan Helper

3.7.6 In Ministry of Defence, the Group D staff categories chiefly comprise Shramiks and Skilled-II workshop staff.

3.7.7 Trends in the past have shown that, increasingly, basic work relating to cleaning, security, maintenance, etc. is being outsourced. This is a welcome trend that needs to be encouraged and supported by bringing about systemic changes in the existing scheme so that the employees in Government are only utilized for activities requiring a certain level of skill. A majority of the staff associations from Ministry of Railways, that has the largest concentration of Group D employees, contended before the Commission that the work done by the various categories of Group D staff was of a skilled nature and consequently the posts needed to be upgraded. A somewhat similar argument was also adopted by the various categories of workshop staff in ordnance factories under Ministry of Defence. Most of the associations pleaded against the retention of the unskilled category of workshop staff on the ground that every trade required application of skills.

Analysis

3.7.8 There is considerable merit in the arguments propounded by various associations. Most of the jobs in the Government are skilled and that skill has to manifest in the pay scales and the minimum qualifications prescribed for these jobs. The few jobs which are not actually of a skilled nature are either infructuous or can be outsourced or can be easily performed by skilled workers in addition to their existing duties. In fact, restricting the employment in Government to skilled workers would go a long way in improving the efficiency of the Government. At the same time, it will not prove to be much of a constraint in joining the Government because rising educational levels have ensured availability of a large work force whose services can be utilized at appropriate levels in the Government. In any case, Commission has suggested an opening for unskilled persons whereby they shall be trained before being absorbed in the Government. The scheme is discussed in Chapter 2.2 of the Report.

3.7.9 Functioning of the Government has become more complex. It, therefore, needs people with greater skills. The Government need not employ fifth or eighth class pass people when the need of the hour is to have multi-skilled employees who can perform a variety of jobs. Maximum number of employees in Group D are employed in Ministry of Railways. In a study conducted by the Ministry of Railways (Ansari Report), it has been pointed out that most of the jobs being done by Group D staff have actually become skilled. The Report, therefore, recommends upgrading these jobs by way of employing lesser number of more skilled workers without any additional financial repercussions. These recommendations are justified and need to be acted upon. The Commission has, in chapter 2.2, recommended that all Group D pay scales in the Government will stand upgraded to Group C along with the incumbents (after suitable retraining, wherever required) with no further recruitment taking place in any of the existing Group D posts. The minimum grade in which all future recruitments takes place will be the PB-1 (Group C) pay band of Rs.4860-20200 with the grade pay of Rs.1800. The recruitment in this grade will be from amongst candidates possessing minimum qualifications of either 10 or ITI or equivalent. **Insofar as the present incumbents in the 4 existing Group D pay scales are concerned, their salaries will be fixed as under:-**

- i) **Initially, all Group D employees shall be placed in the -1S pay scale with appropriate grade pay. The Commission would like to reiterate that -1S pay scale is not a regular pay scale. This pay scale has been devised mainly for the purpose of initial fixation of pay of the Group D employees who had already been recruited on a regular basis as on the date of implementation of this recommendation by the Government.**
- ii) **Thereafter, such of those Group D employees as already possess the revised minimum qualifications prescribed for entry into the Group C pay band along with a grade pay of Rs.1800 would be placed in that grade (i.e. pay band of Rs.4860-20200 along with a grade pay of Rs.1800) with effect from 1.1.2006. No fitment benefit would be given again for this fixation. The Commission has devised a fitment table (Table 3.7.1) for this fixation. All fixations should be done accordingly.**
- iii) **Such of those existing Group D employees who do not possess the minimum qualifications prescribed would need to be retrained. The training package would need to be evolved separately for each of the individual Ministry/Department/Organisation keeping in view their specific needs. Job description of the Group D posts so**

upgraded and placed in Group C shall also be revised and re-defined with emphasis on multi skilling so that a single employee is able to perform various jobs. After re-training with emphasis on multi-skilling, the Group D staff will be placed in the Pay Band PB-1 of Rs.4860-20200 with the grade pay of Rs.1800. Once placed in the PB-1 Pay Band, this category of Group D staff will regain their seniority vis-à-vis the other category of Group D staff that already possessed the minimum prescribed qualifications and were, therefore, placed in the PB-1 Pay Band immediately.

- iv) Inter-se seniority of all the employees in erstwhile Group D will be fully maintained with Group D employee in a higher Fifth CPC pay scale being placed higher vis-à-vis an employee in a lower pay scale. Within the same pre-revised pay scale, the seniority will be fixed on the basis of date on which the person came to be placed in that pay scale.
- v) Appropriate designations can be devised by individual departments for the erstwhile Group D posts placed in the PB-1 Pay Band. Alternatively, a common designation of Skilled Work Assistant can be extended to this category.

Benefits envisaged 3.7.10 The aforesaid will meet the demands raised by various associations seeking higher pay scales for various Group D posts. It will herald multi-skilling in the Government with one employee performing the jobs hitherto performed by many Group D employees. The Government will be able to pay a better package to the employees without placing an unduly heavy burden on itself as the requirement of additional hands will go down. This is also in accordance with the recommendations made in the Ansari Committee constituted by the Ministry of Railways to restructure the Group D posts. The Ansari Committee has recommended upgradation of various Group D posts that require a higher level of skills along with restructuring of the work force so that the work is performed by lesser number of employees which would ensure that no additional expenditure accrued on account of the upgradation of Group D posts. The scheme will also not harm the interests of any of the existing Group D employees as all of them will be placed in the higher PB-1 Pay Band along with a grade pay of Rs.1800. The Group D employees not possessing the requisite qualifications will also not lose out as they will be placed in the PB-1 Pay Band immediately and without any loss of seniority once they are retrained. The Government will benefit by having a skilled workforce that will be more capable of performing multiple tasks thereby increasing efficiency and the output.

Table 3.7.1

Fitment of existing Group D employees on upgradation to Group C

Pre-revised scale (S - 1)

Rs.2550-55-2660-60-3200

Revised Pay Band PB-1 + Grade Pay

Rs.4860-20200 + Rs.1800

Basic Pay in the pre-revised scale	Revised pay in the running pay band	Grade Pay	Total Pay
2550	4,860	1,800	6,660
2605	4,860	1,800	6,660
2660	4,990	1,800	6,790
2720	4,990	1,800	6,790
2780	5,120	1,800	6,920
2840	5,120	1,800	6,920
2900	5,250	1,800	7,050
2960	5,250	1,800	7,050
3020	5,260	1,800	7,060
3080	5,360	1,800	7,160
3140	5,470	1,800	7,270
3200	5,570	1,800	7,370

Pre-revised scale (S - 2)

Rs.2610-60-3150-65-3540

Revised Pay Band PB-1 + Grade Pay

Rs.4860-20200 + Rs.1800

Basic Pay in the pre-revised scale	Revised pay in the running pay band	Grade Pay	Total Pay
2610	4,860	1,800	6,660
2670	4,990	1,800	6,790
2730	4,990	1,800	6,790
2790	5,120	1,800	6,920
2850	5,120	1,800	6,920
2910	5,250	1,800	7,050
2970	5,250	1,800	7,050
3030	5,280	1,800	7,080
3090	5,380	1,800	7,180
3150	5,490	1,800	7,290
3215	5,600	1,800	7,400
3280	5,710	1,800	7,510
3345	5,820	1,800	7,620
3410	5,940	1,800	7,740
3475	6,050	1,800	7,850
3540	6,160	1,800	7,960

Pre-revised scale (S – 2A)

Rs.2610-60-2910-65-3300-70-4000

Revised Pay Band PB-1 + Grade Pay

Rs.4860-20200 + Rs.1800

Basic Pay in the pre-revised scale	Revised pay in the running pay band	Grade Pay	Total Pay
2610	4,860	1,800	6,660
2670	4,990	1,800	6,790
2730	4,990	1,800	6,790
2790	5,120	1,800	6,920
2850	5,120	1,800	6,920
2910	5,250	1,800	7,050
2975	5,250	1,800	7,050
3040	5,290	1,800	7,090
3105	5,410	1,800	7,210
3170	5,520	1,800	7,320
3235	5,630	1,800	7,430
3300	5,750	1,800	7,550
3370	5,870	1,800	7,670
3440	5,990	1,800	7,790
3510	6,110	1,800	7,910
3580	6,230	1,800	8,030
3650	6,360	1,800	8,160
3720	6,480	1,800	8,280
3790	6,600	1,800	8,400
3860	6,720	1,800	8,520
3930	6,840	1,800	8,640
4000	6,960	1,800	8,760

Pre-revised scale (S – 3)

Rs.2650-65-3300-70-4000

Revised Pay Band PB-1 + Grade Pay

Rs.4860-20200 + Rs.1800

Basic Pay in the pre-revised scale	Revised pay in the running pay band	Grade Pay	Total Pay
2650	4,860	1,800	6,660
2715	4,990	1,800	6,790
2780	5,120	1,800	6,920
2845	5,120	1,800	6,920
2910	5,250	1,800	7,050
2975	5,250	1,800	7,050
3040	5,290	1,800	7,090
3105	5,410	1,800	7,210
3170	5,520	1,800	7,320
3235	5,630	1,800	7,430
3300	5,750	1,800	7,550

3370	5,870	1,800	7,670
3440	5,990	1,800	7,790
3510	6,110	1,800	7,910
3580	6,230	1,800	8,030
3650	6,360	1,800	8,160
3720	6,480	1,800	8,280
3790	6,600	1,800	8,400
3860	6,720	1,800	8,520
3930	6,840	1,800	8,640
4000	6,960	1,800	8,760

Common Categories

Introduction

3.8.1 Common categories of staff are those categories that are engaged in similar functions spread across various ministries/departments /organizations of the Central Government. These categories are not limited to any specific ministry or department and, therefore, any decision taken for them impacts more than one ministry /department/organisation.

Categories under consideration

3.8.2 In this chapter, the following common categories are being considered:-

- Accounts Staff belonging to un-organized accounts cadres
- Artists
- Canteen Staff
- Caretaker staff
- Drawing Office Staff
- Drivers
- EDP staff.
- Fire fighting staff
- Library staff
- Laboratory staff
- Para medical staff
- Photographers
- Police personnel
- Printing Staff
- Receptionists
- Store keeping staff
- Teachers
- Veterinarians
- Workshop staff

General Principles

3.8.3 While dealing with these common categories, the Commission has been guided by the following principles :-

- a) In future, all recruitments in the Central Government would only be in the posts belonging to Group 'C' or higher categories carrying minimum qualifications of matriculation or ITI.

- b) The Commission has recommended running pay bands and many of the existing pay scales have been merged with a view to de-layer the Government by cutting down the number of hierarchical levels. This would necessitate merger of posts which hitherto were in different pay scales and which, in a few cases, also constituted feeder and promotion posts.
- c) Existing relativities between posts in various categories have, as far as possible, also been kept in view while evolving the new structure for various common categories. Elsewhere, the Commission has upgraded the pay scales for constables in Delhi Police, CPMFs and other police organisations. This has been done to improve the delivery mechanism. While due care has been taken to ensure that this upgradation does not disturb the existing relativities, however, some of the relativities in terms of pay scales will get disturbed. The Commission wants to make it clear that disturbance of any of the existing relativities on this account is a conscious decision. This is more so because posts in identical pay scales can not, in most cases, be held analogous, especially if their functions are totally diverse.
- d) The Commission has also taken a conscious decision to upgrade the pay scales of teachers, especially the primary school teachers. This, again, is a conscious decision because in the opinion of the Commission, the role of teachers is very important and a higher incentive needs to be extended to this category.
- e) Similarly, higher scales have been recommended for the nursing cadre keeping in view the arduous nature of their duties.
- f) It is emphasized that the focus of the report is to ensure better delivery mechanisms for the citizens of this country. The most frequent inter-face of the common man with the Government is at the level of beat constable and nurses in hospitals and health care. Teachers are critical as they are an investment for the future of the country. To ensure that best available talent enters the Government in these fields and continues to feel motivated to give their best after joining, the Commission has consciously recommended higher entry level pay scales for constables, teachers and nurses. The Commission is fully aware that these upgradations may upset some relativities, real or perceived, but the recommendations for these upgradations have been made as the same were considered necessary to ensure a better delivery system at the focal points of good governance. As

stated earlier, disturbance of any of the existing relativity on this account can not be taken as an anomaly merely on the ground that posts hitherto placed in an identical pay scale have come to lie in different pay scales pursuant to recommendations of this Commission.

- g) As a measure of delayering, the Commission has recommended merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. In a large number of cases, posts in these pay scales have existed as feeder and promotion posts. While the Commission has tried to ensure that the promotion post is normally placed in a higher pay scale, however, in many cases, the same has not been done. Consequently, for a few categories, the erstwhile feeder and promotion posts have been merged. This is a conscious decision of the Commission and has been resorted to in cases where functional justification for maintaining two distinct levels as feeder and promotion post did not exist or where the operational efficiency was not impacted or is likely to actually improve by the merger. In all such cases, the interests of personnel in the erstwhile promotion grade have been protected by ensuring that their seniority as well as higher pay is kept intact in the revised running pay bands being recommended by the Commission.

Specific categories 3.8.4 Keeping in view the above broad principles, the specific common categories of staff referred to in para 3.8.2 are discussed in the succeeding paragraphs.

Accounts Staff 3.8.5 All the posts belonging to the organized accounts cadres are covered in the recommendations contained in Chapter 7.56 relating to Indian Audit & Accounts Department. Apart from the posts in the organized accounts cadres, isolated posts of accounts staff in Group 'B' & 'C' exist across various ministries and departments of Central Government. The Accountants belonging to unorganized cadres have always sought parity with the posts in the organized accounts cadres. Personnel belonging to the organized accounts cadres not only have different duties but their skill requirement is also higher. The personnel belonging to organized accounts cadres have to compulsorily pass departmental examinations like SAS for promotion. Such is not the case for posts relating to accounts work outside the organized accounts cadres. It is, therefore, not possible to draw any comparison between the posts in organized accounts cadres and those outside it. **The Commission is, consequently, unable to concede any parity between various posts in organized and unorganized accounts cadres.** The various posts in unorganized accounts cadres, however, have parity with the ministerial posts and this parity will need to be maintained. **The**

Commission, accordingly, recommends that the existing relativity between the accounts related posts outside organized accounts cadres and ministerial posts shall be maintained.

Artists

3.8.6 Post of Artists exists in Ministries of Defence, Agriculture, Human Resource, etc. The Fifth CPC had given a model structure for this category. The structure given by Fifth CPC is appropriate. However, some modifications will need to be effected keeping in view the restructuring of pay scales being recommended in this Report. **Accordingly, the following structure is recommended for the category of Artists:-**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Senior Artist	6500-10500	7450-11500	PB-2	4600
Artist Gr. I	5500-9000	6500-10500	PB-2	4200
Artist Gr. II*	5000-8000	6500-10500	PB-2	4200
Junior Artist Gr. I	4500-7000	4500-7000	PB-1	2800
Junior Artist Gr. II	4000-6000	4000-6000	PB-1	2400
Junior Artist Gr. III	3050-4590	3050-4590	PB-1	1900

* Subsequent to merger of the pre-revised pay scales of Rs.5000-8000 & Rs.5500-9000, categories of Artist Gr. II and Artist Gr. I shall stand merged.

Canteen Staff

3.8.7 Canteen staff comprises staff of both non-statutory canteens as well as statutory canteens in ministries like Railways and Defence. Employees of both statutory as well as non-statutory canteens are treated as Government employees. The Fifth CPC had recommended a specific structure for the various posts existing in different canteens in Central Government. Many of the posts of the canteen staff are presently in Group 'D' scales of pay. **As a result of the general recommendations made by the Commission for Group 'D' posts, all the posts of canteen staff in Group 'D' shall now be placed in the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.1800 once the staff occupying these posts is suitably retrained and made multi-skilled. Other posts of canteen staff in the pay scales of Rs.3050-4590, Rs.3200-4900, Rs.4000-6000 and Rs.4500-7000 shall be extended the corresponding replacement pay bands and grade pay. The posts of canteen staff in the pre-revised pay scales of Rs.5000-8000 and Rs.5500-9000 shall stand merged in the pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200.**

Caretaker Staff

3.8.8 The Fifth CPC had recommended that the Group 'C' and 'D' staff borne on the regular establishment, on deployment for caretaking duties, would be paid a caretaking allowance of Rs.100 (for Group 'D') and Rs.200 (for Group 'C') per month. It was further recommended that separate posts of caretakers, if any, shall be merged with the general ministerial posts in the corresponding scales of pay. **The recommendations of the Fifth CPC for common category of Caretaker Staff are appropriate and the merger of posts in this cadre with the ministerial posts in corresponding pay scales should be carried out in every organization where it has already not been implemented. However, the amount of caretaking allowance may henceforth be paid at the rate of 10% of the aggregate of pay in the pay band and grade pay thereon.**

Drawing Office Staff

3.8.9 The category of drawing office staff includes Draughtsmen, Design Assistants etc. The Fifth CPC had recommended a specific structure for the cadre of Draughtsman and had also recommended phasing out of the posts of Tracers/Ferro Printers on the ground that these were no longer required functionally. The recommendations of the Fifth CPC for the posts of Tracers/Ferro Printers/other posts similarly placed are all the more justified now. Accordingly, **the Commission recommends that the posts of Tracers/Ferro Printers/other posts similarly placed should be phased out wherever these still exist, with the existing employees being redeployed elsewhere suitably and no further recruitment made to all such posts.** Insofar as the cadre of Draughtsmen is concerned, the recommendations made by the Fifth CPC would need to be revisited in light of the restructuring of pay scales being recommended by the Commission. The relativities of Senior Draughtsman with the post of Junior Engineer (both the posts require a diploma in engineering or equivalent) and that of Chief Draughtsman with direct recruit engineering graduate would also need to be maintained. **Accordingly, the following revised cadre structure is being recommended for the common category of Draughtsmen: -**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Draughtsmen Gr.III	4000-6000	4000-6000	PB-1	2400
Draughtsman Gr.II/ Sr. Draughtsman#	5000-8000	6500-10500	PB-2	4200
Head Draughtsman	5500-9000		PB-2	4200
Chief Draughtsman	6500-10500	7450-11500	PB-2	4600

This grade stands merged with that of Head Draughtsman.

Drivers

3.8.10 Staff Car Drivers in Central Government presently exist in 3 grades of Rs.3050-4590, Rs.4000-6000 and Rs.4500-7000. Additionally, a selection grade of Rs.5000-8000 also exists. The existing structure provides sufficient opportunities of career advancement and will be further improved on account of the proposed merger of the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 due to which a Driver in the pre-revised pay scale of Rs.5000-8000 shall start drawing the grade pay attached to the revised pay band corresponding to the pre-revised pay scale of Rs.6500-10500. **Various posts belonging to the common category of Drivers in Central Government shall, therefore, be extended the corresponding replacement Pay Band and grade pay.** It is observed that Government has placed a ban on purchase of motor vehicles. The existing instructions not only forbid purchase of new cars but also direct that only hired cars should be used in lieu of the existing cars once these are condemned. In such a scenario, **a need exists to make the cadre of Drivers multi-skilled which will not only enable them to utilize the office hours in performing some useful work during the time they are not actually driving the vehicle but will also help their seamless integration in other streams once their services as Driver are no longer required besides enhancing their chances of further career progression.** The Commission recommends accordingly.

Electronic Data Processing (EDP) Staff

3.8.11 The Fifth CPC had recommended standard pay scales and qualifications for various grades of EDP staff. No further changes would, ordinarily, have been necessary in the extant structure of the EDP staff. However, some restructuring has become necessary pursuant to the reorganization of the pay scales being recommended by this Commission. **The following revised pay structure is, therefore, recommended for the various categories of EDP staff:-**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Data Entry Operator Gr.A	4000-6000	4000-6000	PB-1	2400
Data Entry Operator Gr.B	4500-7000	4500-7000	PB-1	2800
Data Entry Operator Gr.C#	5000-8000	6500-10500	PB-2	4200
Data Entry Operator Gr.D#	5500-9000	6500-10500	PB-2	4200
Data Processing Assistant*	6500-10500	7450-11500	PB-2	4600

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
System* Programmer/ equivalent	7450-11500	7450-11500	PB-2	4600
Programmer/ System Analyst	7500-12000	7500-12000	PB-2	4800

Data Entry Operator Grade C shall stand merged with Data Entry Operator Grade D.

* Data Processing Assistant shall stand merged with System Programmer.

All Group 'A' posts of EDP staff shall be accorded the corresponding replacement Pay Band and grade pay.

Fire fighting staff

3.8.12 Fire fighting staff exists in various Union Territories as well as different Government organizations. Their job requirements and duties necessitate that the various posts of fire fighting staff should be afforded pay scales on par with those being recommended for the posts of Constable and Head Constable in CPMFs, Delhi Police, IB and CBI. Accordingly, the pay scales of the fire fighting personnel in various UTs and departments/ministries of Central Government shall be revised as under:-

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Firemen	2610-3540	3050-4590	PB-1	1900
Leading Fireman	3050-4590	3200-4900	PB-1	2000
Station Officer	4000-6000	4500-7000	PB-1	2800
Asst. Divisional Fire Officer	5000-8000	6500-10500	PB-2	4200
Deputy Divisional Fire Officer	6500-10500	7450-11500	PB-2	4200
Divisional Fire Officer	8000-13500	8000-13500	PB-3	5400

Library staff

3.8.13 The Fifth CPC had recommended distinct cadre structure for Librarians. Consequent to upgradation of all Group 'D' posts being recommended by the Commission, the posts of Library Attendant Grade II and I shall stand merged and placed in the

revised pay scale PB-1 of Rs.4860-20200 along with grade pay of Rs.1800 after their skills are suitably enhanced. The posts of Library and Information Assistant (present scale Rs.5500-9000) will come to lie in the revised Pay Band of PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. The next higher post of Assistant Library Information Officer (present scale Rs.6500-10500) will be upgraded and placed in the revised Pay Band of PB-2 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. All other posts belonging to this category shall be extended the corresponding replacement pay band and grade pay.

Laboratory Staff

3.8.14 Laboratory staff exists in Groups 'B', 'C' and 'D' pay scales. All the posts of Laboratory staff presently in Group 'D' (commonly designated as Laboratory Attendants Grade I, II & III) shall now be placed in the revised pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.1800 after their skills are suitably enhanced. The post of Laboratory Assistant exists in different scales of Rs.3050-4590, Rs.4000-6000 and Rs.4500-7000. All these posts shall be extended the corresponding replacement pay band and grade pay. Laboratory Technicians exist in different scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500. The posts of Laboratory Technician Gr. II and III in the existing scales of Rs.5500-9000 and Rs.5000-8000 respectively shall stand merged in the revised pay band PB2 of Rs.8700-34800 along with grade pay of Rs.4200. The post of Laboratory Technician Gr. I in the existing pay scale of Rs.6500-10500 shall be upgraded and placed in running Pay Band PB-2 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of rs.7450-11500.

Para Medical Staff

3.8.15 As mentioned in para 3.8.3, the Commission is recommending higher pay scales for the cadre of Nurses. This will affect some of the existing relativities of nursing cadres vis-à-vis other para medical staff. This, however, is a conscious decision of the Commission for giving a better deal to the Nurses in recognition of the duties being performed by them. Apart from the cadre of Nurses, the Commission has made a conscious effort not to disturb any of the established relativities between the other cadres of para medical staff. In any case, the different categories of para medical staff will benefit from the re-organization of pay scales being recommended by the Commission. **Accordingly, the following pay structure is being recommended for different categories of para medical staff including Nurses: -**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Operation Theater (OT) Asstt./ Asstt. Radiographer III	3050-4590	3050-4590	PB-1	1900
Dental Tech.III/Asstt. Radiographer II /Lady Health Visitor	4000-6000	4000-6000	PB-1	2400
OT Tech./Dental Tech.I/Pharmacist II/ Radiographer III	5000-8000	6500-10500	PB-2	4200
Staff Nurse	5000-8000	7450-11500	PB-2	4600
Dietician Gr.III/ Pharmacist I/ Physiotherapist/ Occupational-therapist/ Radiographer II	5500-9000	6500-10500	PB-2	4200
Nursing Sister	5500-9000	7500-12000	PB-2	4800
Dietician Gr. II/ Lecturer in PT/OT/ Radiographer	6500-10500	7450-11500	PB-2	4600
Asstt. Nursing Superintendent	6500-10500	8000-13500	PB-3	5400
Deputy Nursing Superintendent	7500-12000	8000-13500	PB-3	5400
Nursing Superintendent	8000-13500	10000-15200	PB-3	6100
Chief Nursing Officer	10000-15200	12000-16500	PB-3	6600

Posts of other para-medical technicians/personnel not mentioned above shall be extended the corresponding revised pay bands and grade pay. The posts which were in different pay scales earlier but have come to lie in an identical pay band and grade pay shall stand merged.

Rates of existing allowances for all the categories of para-medical staff, except those specifically considered in the Report (like HPCA/PCA), shall stand doubled.

<i>Photographers</i>	3.8.16 Pursuant to upgradation of all Group 'D' posts, the post of Photography Attendant Gr. II in the scale of Rs.2650-4000 / any other lower scale shall stand upgraded to the revised Pay Band PB-1 with grade pay of Rs.1800. The posts of Cinematographer Gr. II and Gr. I/equivalent in the existing pay scales of Rs.5000-8000 and Rs.5500-9000 respectively shall be merged and placed in the revised Pay Band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. The post of Chief Cinematographer/equivalent in the extant pay scale of Rs.6500-10500 shall be upgraded and placed in the revised Pay Band PB-2 along with grade pay of Rs.4600 corresponding to the pre-revised pay scale of Rs.7450-11500. All other posts belonging to this common category shall be extended the corresponding revised pay bands and grade pay.
<i>Police personnel</i>	3.8.17 Categories of Police personnel are discussed in the Chapters 7.19 & 7.57 relating to Ministry of Home Affairs and Union Territories, respectively. Police personnel belonging to the Railway Protection Force are covered in Chapter 7.36 relating to Ministry of Railways.
<i>Printing Staff</i>	3.8.18 Printing staff had traditionally been considered as a category similar to that of Workshop staff. Fifth CPC had made detailed recommendations about this common category spread across various ministries/departments and establishments. Subsequently, the Government effected changes in the pay scales of some categories of printing staff. Many of the Government printing presses have now been corporatised or are in the process of being corporatised. In such a scenario, recommending any large scale changes in the extant pay structure of this common category may not be justified. However, some restructuring will be necessary on account of the proposed changes in the general structure of running pay bands. It is, accordingly, recommended that posts of printing staff in the pre-revised pay scales of Rs.5000-8000 and Rs.5500-9000 shall be merged and placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4200. The posts of printing staff in the pre-revised pay scale of Rs.6500-10500 shall be upgraded and placed in the revised pay band PB-2 of Rs.8700-34800 along with grade pay of Rs.4600 that corresponds to the pre-revised pay scale of Rs.7450-11500. The posts of printing staff presently in the pay scales of Rs.6500-10500 and Rs.7450-11500 will, therefore, stand merged.
<i>Receptionists</i>	3.8.19 Insofar as the cadre of Receptionists is concerned, it is observed that the Fourth CPC had recommended merger of these posts with the clerical cadres of the respective ministries. These recommendations are appropriate and in consonance with the general philosophy of this Commission which emphasizes on multi-skilling of all categories of the existing employees so that they are

able to perform multiple roles as may be required in discharge of their official duties. **The Commission recommends merger of the various posts of Receptionists with the clerical cadre in the corresponding pay band and grade pay. In case no corresponding grade pay exists in the clerical cadre, the merger should be made in the immediate higher grade pay available in the clerical cadre.**

Storekeeping Staff

3.8.20 Store Keeper Grade I, Senior Store Keeper Grade III and Senior Store Keeper Grade II presently existing in the respective pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 will come to lie in an identical pay scale on account of the restructuring of pay scales being recommended by the Commission. **Consequently, the posts of Store Keeper Grade I and Senior Store Keeper Grade III shall be merged and placed in the Pay Band PB 2 along with grade pay of Rs.4200. The post of Senior Store Keeper Grade II presently in the scale of Rs.6500-10500 shall be upgraded and merged with the post of Senior Store Keeper Grade I 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. This dispensation shall be extended to all the analogous posts of storekeeping staff, irrespective of the designation. All other posts shall be given the corresponding replacement pay bands and grade pay.**

Teachers

3.8.21 Presently, three different grades of Teachers exist i.e. Primary School Teachers (PSTs), Trained Graduate Teachers (TGTs) and Post Graduate Teachers (PGTs). Their existing pay structure is as under:-

(in Rs.)

Designation	Grade III	Grade II	Grade I
PST	4500-7000	5500-9000	6500-10500
TGT	5500-9000	6500-10500	7500-12000
PGT	6500-10500	7500-12000	8000-13500
Vice Principal	-	7500-12000	8000-13500
Principal	-	-	10000-15200

3.8.22 In order to attract better Teachers and to retain them in the Government, the Commission is inclined to recommend a higher start for Primary School Teachers. This, along with the restructuring of pay scales being recommended by the Commission, will necessitate restructuring of the existing pay scales of Teachers. **Accordingly, the following pay bands and grade pay are recommended for the category of Teachers:-**

(in Rs.)

Designation	Grade III	Grade II	Grade I
Primary School Teacher	PB-2 of 8700-34800 along with grade pay of 4200 (Rs.6500-10500)	PB-2 of 8700-34800 along with grade pay of 4600 (Rs.7450-11500)	PB-2 of 8700-34800 along with grade pay of 4800 (7500-12000)
Trained Graduate Teacher	PB-2 of 8700-34800 along with grade pay of 4600 (7450-11500)	PB-2 of 8700-34800 along with grade pay of 4800 (7500-12000)	PB-3 of 15600-39100 along with grade pay of 5400 (8000-13500)
Post-Graduate Teacher	PB-2 of 8700-34800 along with grade pay of 4800 (7500-12000)	PB-3 of 15600-39100 along with grade pay of 5400 (8000-13500)	PB-3 of Rs.15600-39100 along with grade pay of 6100 (10000-15200)
Vice Principal	-	PB-3 of Rs.15600-39100 along with grade pay of 5400 (8000-13500)	PB-3 of 15600-39100 along with grade pay of 6100 (10000-15200)
Principal	-	-	PB-3 of 15600-39100 along with grade pay of 6600 (12000-16500)

(Pay scales in bracket denote the corresponding pre-revised pay scales)

Residency period for promotion from one grade to another grade shall remain unchanged.

3.8.23 The Commission has, elsewhere in the Report, recommended grant of half pay leave to the Teachers. A special allowance for Teachers in residential schools in the Ministry of Railways and Ministry of Defence has also been recommended.

3.8.24 As a consequence of upgradation of the post of Principal, the posts of Education Officer/Assistant Director of Education shall also be upgraded to Pay Band PB-3 of Rs.15600-39100 along with grade pay of Rs.6600 corresponding to the pre-revised scale

of Rs.12000-16500, and be merged with the post of Deputy Director of Education.

Veterinarians

3.8.25 The Fifth CPC had extended parity with General Duty Medical Officers and Dental Doctors to the posts of Veterinary Officers requiring a degree of B.V.Sc. & AH along with registration in the Veterinary Council of India. This parity is justified and may need to be continued. Insofar as the posts of para veterinary staff are concerned, all the Group 'D' posts of Para Veterinary Attendants shall be placed in the revised pay band PB-1 along with the grade pay of Rs.1800 after they are retrained suitably. The posts of Para Veterinary Attendant/Compounder shall be extended the corresponding replacement pay band and grade pay. All the three grades in the category of Animal House Supervisor/ Assistant Veterinarians/ Biological Assistants/ Zoological Assistants shall now be placed in the PB-2 pay band of Rs.8700-34800 along with grade pay of Rs.4200. Posts of Para Veterinary staff in the erstwhile scales of Rs.5000-8000 and Rs.5500-9000 will stand merged. The posts of Para Veterinary staff in the pre-revised scale of Rs.6500-10500 shall be upgraded and placed in the higher 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. These posts shall, therefore, stand merged with posts already existing in the pre-revised scale of Rs.7450-11500, if any.

Workshop Staff

3.8.26 Workshop Staff comprises Artisans and personnel working in Railway Workshop premises such as loco running establishments, etc. and personnel employed in Central Government workshops, production units and departmentally run establishments. Most of the workshop staff is employed under the Ministry of Railways, Ministry of Defence and Printing Presses. Workshop staff is classified as unskilled, semi-skilled, skilled, highly skilled and master craftsman. The Fifth CPC had recommended that the nomenclature of unskilled should be replaced by 'Shramik'. The minimum qualifications and the pay scale attached to the post of unskilled worker were, however, not changed. This Commission is of the view that all Government jobs require some level of skill and has, accordingly, recommended upgradation of all existing Group 'D' posts to Group 'C' with no future recruitment to take place in Group 'D'. Accordingly, the category of unskilled workers would cease to exist in workshop staff with all the existing unskilled workers being upgraded as Group 'C' employees in the pay band PB-1 along with grade pay of Rs.1800 corresponding to the pre-revised pay scale of Rs.2750-4400. The skilled workers are presently in the scale of Rs.3050-4590. The next higher grade of highly skilled workers is in the scale of Rs.4000-6000. **The posts of skilled and highly skilled workers have an established relativity with the**

posts of LDCs and UDCs respectively. The Commission proposes to retain this relativity. The next higher post of Master Craftsman is in the scale of Rs.4500-7000 in all workshops other than those in the Railways. The Railways have upgraded the post of Master Craftsman and placed it in the scale of Rs.5000-8000 even through its promotion post – that of Chargeman 'B' – is also in an identical scale. The post of Master Craftsman is proposed to be kept in the pay band corresponding to the existing pay scale of Rs.4500-7000 in future. This is essential because pursuant to the merger of the pre-revised scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500, the next higher scale in the hierarchy would be that of Chargeman 'A'. In the existing hierarchy, Chargeman 'B', apart from being the feeder cadre for promotion to the post of Chargeman 'A', is also the promotion post for Master Craftsman. As such, it has not been possible to place the post of Master Craftsman in the pay band corresponding to the pre-revised pay scale of Rs.5000-8000. Besides, no functional justification also exists for such upgradation.

3.8.27 Keeping the above discussion in view, the Commission recommends the following structure of pay scales for the workshop staff other than the supervisory categories: -

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Unskilled	2550-3200	2750-4400	PB-1	1800
Semi Skilled	2650-4000	2750-4400	PB-1	1800*
Skilled	3050-4590	3050-4590	PB-1	1900
Highly Skilled	4000-6000	4000-6000	PB-1	2400
Master Craftsman	4500-7000	4500-7000	PB-1	2800#

* The existing grades of unskilled workers and semi skilled workers shall stand merged in the revised pay band PB-1 along with grade pay of Rs.1800.

Master Craftsmen presently in the scale of Rs.5000-8000 shall be merged in the cadre of Chargeman 'B'. In future, the post of Master Craftsman shall be operated only in pay band PB-1 of Rs.4860-20200 along with grade pay of Rs.2800 (4500-7000).

3.8.28 Insofar as supervisory staff of workshop staff is concerned, the following structure exists at present:-

Designation	Pay scale
Chargeman 'B'/Chargeman	Rs.5000-8000

Chargeman 'A'	Rs.5500-9000
Asstt. Shop Superintendent/Dy. Shop Superintendent/ Asstt. Foreman	Rs.6500-10500
Shop Superintendent/Foreman	Rs.7450-11500

3.8.29 Consequent to restructuring of the pay scales recommended by the Commission, the pay scales of Rs.5000-8000, Rs.5500-9000 and Rs.6500-10500 stand merged. Some restructuring will, therefore, need to be effected in the supervisory cadre of the workshop staff. This is necessary even on functional grounds as, in a delayed organization, no justification would exist for retaining more than two levels of technical supervisors. **The Commission, accordingly, recommends following revised pay structure for the cadre of supervisory/technical supervisory staff in the workshops: -**

(in Rs.)

Designation	Present pay scale	Recommended pay scale	Corresponding Pay Band & Grade Pay	
			Pay Band	Grade Pay
Chargeman 'B'/Chargeman 'A'	5000-8000/ 5500-9000	6500-10500	PB-2	4200
Asstt. Shop Superintendent*/ Dy. Shop Superintendent/ Asstt. Foreman	6500-10500	7450-11500	PB-2	4600
Shop Superintendent*/ Foreman	7450-11500	7450-11500	PB-2	4600

* The grades of Asstt. Shop Superintendent/equivalent and Shop Superintendent/equivalent stand merged.