MAHARASHTRA PAY COMMISSION, 1965-66

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INTRODUCTION

In his Budget Speech on 17th February 1965 the Finance Minister announced to t Legislature, the Government decision to appoint a Pay Commission in respect Government servants of the Maharashtra State. This decision was implemented in th Finance Department Resolution, No. APT. 1265/4392/65-XI, dated 3rd June 196 (Appendix I) appointing :—

Mr. Justice G. B. Badkas as Chairman, and

Mr. K. L. Panjabi, as Member.

of the Pay Commission with the following terms of reference :—

A : The Commission will examine the structure of the pay scales at present applicable to the various cadres and posts under Government and suggest such revision as may be necessary to ensure that the pay of any post should be suitably fixed with reference to the responsibility and onerousness of the duties attaching to it, in order that there should be uniformity in the remuneration fixed for posts of which the duties and responsibilities are approximately equal and which call for the possession of approximately equal qualifications and skills. The scope of examination will extend to all gazetted and non-gazetted services, permanent or temporary, other than All-India Services, but will not extend to work-charged, daily-rated employees or casual labour : the Commission will also suggest the most appropriate method or methods to be adopted for the fixation of pay of existing employees in the new scales recommended by it.

B : The Commission will, having due regard to the genesis of the separate existence of Bombay City pay scales, recommend whether these should be done away with altogether or should continue. In the latter case, the Commission will recommend principles by which the extent of the difference between the City Scales and other scales for corresponding posts outside the Bombay City should be determined.

C : The Commission will review special pays sanctioned in various offices and establishments under Government and submit recommendations for their abolition or further continuance at existing, enhanced or reduced rates. The Commission will also suggest principles for regulating the grant of special pays in future.

D : The Commission will examine the basis of the structure of the present scales of Travelling Allowance, House Rent Allowance, Local Allowances and Daily Allowance, but not Dearness Allowance and recommend a suitable structure and scales for the future.

E : The Commission will consider the impact of its recommendations on the emoluments of teachers in aided schools and will recommend a complementary structure of scales and allowances (other than Dearness Allowance) for such employees.

2. In the Press Note issued about the same time, the Government gave an indication that they expected the Commission to report by end of December 1966. Later, in their Government Resolution No. APT-1265/4398/65-V, dated the 17th December 1965, Government asked the Commission to consider the impact of its recommendations on the emoluments of the Staff under the Zilla Parishads and to recommend a complementary structure of scales of pay and allowances (other than dearness allowance) for such employees.

3. The Commission held its first meeting on 21st June 1965 and formulated its plan of work. According to this plan, pro-forma statements were sent to all Heads of Departments, requesting them to complete the details about their staff pattern, the emoluments and allowances drawn by them and their recommendations etc. etc. A detailed Questionnaire (Appendix II) was also drawn up and sent to Members of the Legislatures, Government Officials, Associations of Government Servants, Economists, Institutions and Chambers and leading persons in public life. They were also sent to several newspapers with a request to give due publicity to the Commission's Questionnaire and to their appeal for public co-operation in their work. As a result of this publicity, several associations and individuals asked for and were supplied with copies of the Questionnaire. About 215 copies of the Questionnaire were issued and the Commission received 200 replies. Among them 65 replies were received from different associations of Government employees. In regard to Zilla Parishad staff, separate proforma statement and Questionnaire were similarly issued to all the parties concerned.

4. In the course of their deliberations, the Commission interviewed witnesses at Aurangabad, Nagpur, Amravati, Kolhapur, Poona and Bombay (Appendix III). The Commission held in all 32 meetings, some of which lasted for several days. The Commission had detailed discussion with several senior Government Officials such as Heads of Departments and Secretaries for ascertaining their views on the different terms of reference of the Commission so far as they related to the Departments with which they were concerned. We also consulted through their Secretaries, if any of the Ministers would like to discuss any of the problems relating to pay structure of their departments. The Education Minister gave us the opportunity of knowing his views in respect of scales of pay of teachers in aided secondary schools and primary schools.

5. As regards staff of the High-Court, we had received information regarding scales of pay. We were, however, not supplied with any proposals regarding rationalization and revision of the pay-structure. We were informed by the Registrar that "As regards the recommendations to be made for the revised pay scales of the High Court staff, I am to state that these proposals were not made to the Pay Commission on the ground that the High Court had asked for parity of pay-scales for a number of posts in the High Court with their counterparts in the Sachivalaya and consequent marginal adjustments for other posts in the High Court on account of their hierarchical position in the set up of the office of the High Court, and Government's decisions in the matter were awaited..... The question of finalising the proposals for the revised pay scales of High Court staff will, therefore, be considered as soon as Government's decisions in the matter are known". We, therefore, enquired with the Finance Department about the Government's decision and were informed on 5th November 1966 that "so far as the staff under the High Court (proper) is concerned it will be in order if no recommendation is made by the Pay Commission in respect of this staff". Under the circumstances, we were unable to make recommendations in respect of the pay-scales of the staff in the High Court. It appears odious that an important section of the Government-employees should remain so isolated and should not receive the benefit of general revision of the scales of Government employees. We hope that this unhappy deadlock will be soon resolved to the satisfaction of all concerned.

6. The Commission takes this opportunity of gratefully acknowledging the assistance readily given to them by those who replied to their Questionnaires, by the several witnesses who discussed both the common and the specific problems with which they were concerned, by all the Heads of Offices, and Departments and other Officials of the Government of Maharashtra in supplying them with detailed information about their staff, their emoluments and allowances, by the different associations of Government servants, secondary and primary school teachers, in clarifying their grievances and elucidating their demands, and by the Zilla Parishad Authorities and

their staff. We feel bound to express our appreciation and acknowledge the co-operation and courtesy extended by associations of Government employees both collectively and individually.

We have received sufficient guidance and support for our view from the reports of pay committees and pay commissions appointed by other States and also foreign reports and publications. In particular we have "drawn heavily" on the Report of the Second Central Pay Commission.

7. We would wish to place on record our high appreciation of the services rendered by Shri P. S. Nadkarni (I.A.S. Retd.), Secretary to the Pay Commission. But for his organizing ability, methodical working and knowledge of the structure of services and financial implications of the pay-structure, execution of our job to our satisfaction and within limited time would have been certainly difficult.

Shri S. G. Pai, our Under-Secretary, has been immensely helpful to us in our task of rationalization and revision of pay-structure. We were much influenced by his insight and extensive knowledge about the pay-structure of the services generally and the pay-scales obtained in different departments. We would also mention that the staff, with the Superintendents allocated for the Office of the Pay Commission, have worked in team spirit, with full devotion and sincerity. Their whole-hearted co-operation in great measure helped us in finalising the Report in time.

8. We are happy to submit this Report of the Pay Commission to the Government

G. B. BADKAS,
Chairman.

K. L. PANJABI.
Member.

Bombay, 4th January 1967.

PART I

CHAPTER 1

ORGANISATION OF THE SERVICES*

Executive power of the State is vested in the Governor and it is to be exercised by the Governor either directly or through officers subordinate to him in accordance with the provisions of the Constitution. Any other authority exercising executive power within the State is considered to be subordinate to the Governor. However, as the Governor is to act with the advice of the Council of Ministers the real executive authority vests in the latter. Under the Rules of Business of Government made under Article 166 (2) and (3) of the Constitution, the business of Government is transacted in the Departments of the Secretariat which under the Rules are placed under the control of Ministers concerned. Rules of Business permit allotment of one or more Departments to the charge of a Minister and also allocation of one Department to the charge of more than one Minister or even only some subjects of a Department. At present the allocation of Departments is as given below :—

Chief Minister	...	(i) General Administration Department (except Tourism), (ii) Finance Department (so far as Planning is concerned), (iii) Industries and Labour Department (so far as Industries and Electricity are concerned), (iv) Urban Development, Public Health and Housing Department (so far as Public Health is concerned).
Home Minister	...	Home Department (except Prohibition).
Minister for Rural Development.		Rural Development Department.
Minister for Agriculture and Civil Supplies.		(i) Agriculture and Co-operation Department (so far as Agriculture is concerned). (ii) Food and Civil Supplies Department.
Minister for Finance	...	(i) Finance Department (except Planning and Small Savings). (ii) Law and Judiciary Department.
Minister for Irrigation and Power and Buildings and Communications.		(i) Irrigation and Power Department. (ii) Buildings and Communications Department.
Minister for Revenue	...	Revenue and Forests Department (except Forest).
Minister for Housing, Printing Presses, Fisheries, Small Savings and Tourism.		(i) Urban Development, Public Health and Housing Department (so far as Housing is concerned). (ii) Industries and Labour Department (so far as Printing Presses are concerned). (iii) Agriculture and Co-operation Department (so far as Fisheries are concerned). (iv) Finance Department (so far as Small Savings are concerned). (v) General Administration Department (so far as Tourism is concerned).

*In compiling the information in this Chapter, the publication "Organisation of Government of Maharashtra" has been of much use to us.

Minister for Prohibition	...	Home Department (so far as Prohibition is concerned).
Minister for Social Welfare	...	Education and Social Welfare Department (so far as Social Welfare is concerned).
Minister for Education and Forest.		(i) Education and Social Welfare Department (so far as Education is concerned). (ii) Revenue and Forests Department (so far as Forests are concerned).
Minister for Co-operation.	...	Agriculture and Co-operation Department (so far as co-operation is concerned).
Minister for Labour	...	Industries and Labour Department (so far as Labour is concerned).
Minister for Urban Development and Waqfs.		(i) Urban Development, Public Health and Housing Department (so far as Urban Development is concerned) and (ii) Revenue and Forests Department (so far as Waqfs are concerned).

Deputy Ministers who assist the Ministers get their powers mostly by delegation. Sometimes they are placed in charge of a Department.

2. Though Government is carried on through various Departments, they do not constitute absolutely separate compartments of administration. All services operate as work-force of the Cabinet, which functions on the principle of collective responsibility. There is a unity of action, purpose and the objective. This unity is also reflected in the pattern of organisation of the services and methods of work. The unitary character is also indicated by flexibility of the organisation in the matter of formation, amalgamation and adjustment of departments from time to time according to the needs of administration and common recruitment of staff and its mobility from one Department to the other. At present there are the following 13 Departments in the Secretariat :—

(1) General Administration Department.
(2) Home Department.
(3) Revenue and Forests Department.
(4) Agriculture and Co-operation Department.
(5) Education and Social Welfare Department.
(6) Urban Development, Public Health and Housing Department.
(7) Finance Department.
(8) Buildings and Communications Department.
(9) Irrigation and Power Department.
(10) Law and Judiciary Department.
(11) Industries and Labour Department.
(12) Rural Development Department.
(13) Food and Civil Supplies Department.

The whole Government business is divided in the above 13 Departments. These Departments are located in the Secretariat which is the Headquarters of Government.

Policy matters and formulation of programmes are mainly dealt with at the Secretariat level. The work of execution of the policy and programmes is in charge of the Heads of the Departments and offices of the field officers, and other staff and technical or professional services attached to the Department. Considering the distinction drawn between administrative function and executive function, it may be said that Secretariat deals with general problems of administration.

3. Each Department is under the charge of a Secretary. The Chief Secretary has over-all authority and also functions as Secretary to the Cabinet. The Chief Secretary also acts as a co-ordinating agency between different Departments. Important files connected with a Department or having relations with other Departments are submitted to him. He is in charge of the General Administration Department and the Head of the State Services. The Secretary of a Department is an administrative officer. However, in certain Departments such as Buildings and Communications Department and Irrigation and Power Department, there are technical experts, who are responsible for the executive functions of the Department and are also ex-Officio Joint Secretaries to Government. Some executive functions are also attached, though to a small degree, to some of the Secretariat Departments and some special executive officers have been directly placed under Secretaries to Government such as Chief Officer for Cultural Activities, Director for Small Savings, Special Officer for Reclamation, the Land Reforms Implementation Officers, the Secretary, Khar Lands Development Board etc. Similarly the Industries and Labour Department of the Secretariat has been given some executive functions connected with control over distribution of coal, regulation of supply of gas and its price, granting of certificates under Mineral Concessional Rules etc.

4. The General Administration Department and Finance Department are important Departments in the sense that they deal with matters which concern the whole business of the Government, as distinguished from other Departments dealing with specific subjects. Both these Departments mostly deal with other Departments in the Secretariat and not so much with the Heads of the Departments outside the Secretariat. These departments also have special importance from the view-point of organisation of services. General Administration Department deals with recruitment, promotion, manning of establishments, questions concerning postings, transfers, retirements of senior officers and appointments of Civil servants to posts outside Government Services such as Municipal Corporations, Statutory Corporations, etc. Similarly, control of staff members, disciplinary action against staff for certain offences, grading and classification of services etc. are also the functions of this Department. The Finance Department controls expenditure in relation to schemes and services and no Department can pass orders, unless with its previous consent and approval. It also deals with service matters like emoluments, dearness allowance, travelling allowances and other allowances.

5. Secretariat Departments have to deal with subjects, not only those within the executive authority of the State (i.e. subjects in respect of which State can make laws and enumerated in Lists II and III of the VI schedule of the Constitution), but also, several subjects enumerated in List I and which are within exclusive executive and Legislative power of the Union. This is because very often responsibilities in respect of matters in the Union list are laid by law or executive instructions on authorities under the State Government.

6. The Secretary of a Department is responsible to the Minister or Ministers to whom the subjects allocated to his Department are assigned. Secretaries are usually appointed on a tenure basis, for three years. The period is generally extended. In some Departments there are also Additional Secretaries or Joint Secretaries. The post of a Secretary is a specified post and is reserved for I.C.S. or I.A.S. In every Department, there are two or more Deputy Secretaries. These posts are filled in by members of I.A.S. of the rank of Collectors, or by promotion of a senior officer from the Secretariat staff. A certain number of posts of Deputy Secretaries are reserved for members of the I.A.S. In some Departments such as Department of Irrigation and Power, Joint Secretaries and some Deputy Secretaries are technical officers of senior rank. Below the Deputy Secretaries are Under Secretaries. They are drafted partly from I.A.S. in a junior scale, (in a few cases also from Maharashtra Civil Service) or from the senior persons in the Secretariat Service. Most of them are from the latter category.

7. The Secretary of a Department is specially concerned with the Legislative business concerning his Department. He is responsible for briefing the Minister for Legislative Debates and Bills, and for Questions asked in the Legislatures. Though policy is determined by the Minister, Secretary figures in its general shaping and chalking out details of programme for the efficient execution of the policy. He is thus the link between the Minister and the Officers under his Department.

8. Besides the Secretariat Department, there is a Central Record Office. This is common to all Departments and is under the control of the Director of Archives. All non-confidential old record which is required to be preserved permanently or at least for 30 years, is deposited in this office. There is also a Central Sachivalaya Library which serves all Departments and is under the control of the Director of Publicity.

9. Most of the Secretariat Departments have field organisations, which may be designated as sub-departments or regional and local organizations, or establishments of the main Departments of the Secretariat. The pattern, organisation and location of these sub-departments or establishments vary according to the nature of the subjects allocated to the main Department. These sub-departments or offices are entrusted with the work of executing the policy and programme decided upon by the Secretariat Departments and also the enforcement of laws and regulations relating to their subjects. In some cases, the sub-departments have also their branches located in different regions. The sub-department is usually under the control of the officer who is called the Head of the Department. The sub-department has the general categories of services working therein such as staff from the Maharashtra Services Class I, II and III and Class IV, according to the nature of the work of the Department. The principal Officer who is called Head of the Department is placed in charge and control of the Department or office as the case may be, and is responsible for proper working and discharge of the functions relating to it. It is not possible to describe here all such sub-Departments or branch offices under all the Departments.

10. Following is the list of such Heads of the Departments :—

1. Administrator General and Official Trustee, Bombay.
2. Architect to Government.
3. Aviation Adviser to Government.
4. Charity Commissioner, Bombay.
5. Chief Conservator of Forests.
6. Chief Engineers (Buildings and Communications Department).
7. Chief Engineers, Defence Projects.
8. Chief Engineers, Irrigation and Power Department.
9. Chief Judge of the Court of Small Causes, Bombay.
10. Chief Presidency Magistrate, Bombay.
11. Chief Ports Officer.
12. Collectors.
13. Chief Accounts Officer and Deputy Secretary to Government (Food and Civil Supplies Department).
14. Commandant General, Home Guards, State of Maharashtra, Bombay.
15. Commissioner of Sales Tax, Maharashtra State.
16. Commissioner of Labour.
17. Commissioner of Police, Bombay.
18. Commissioner for Workmen's Compensation.
19. Commissioners of Bombay, Poona, Nagpur and Aurangabad Divisions.

20. Conservators of Forests.
21. Controller of Rationing, Bombay.
22. Director of Accounts and Treasuries.
23. Director of Social Welfare.
24. Director, Bureau of Economics and Statistics.
25. Director of Prohibition and Excise, Bombay.
26. Director of Agriculture.
27. Director of Fisheries.
28. Director of Public Health.
29. Director of Education.
30. Director of Animal Husbandry.
31. Director of Town Planning.
32. Director of Resettlement of Project Affected Person.
33. Director of Arts.
34. Director of Technical Education.
35. Director, Maharashtra Engineering Research Institute, Nasik.
36. Director of Publicity.
37. Director of Archives and Historical Monuments.
38. Director of Languages.
39. Director of Civil Defence.
40. Director of Anti-corruption and Prohibition Intelligence Bureau.
41. Director, Drugs Control Administration.
42. Director, Government Printing and Stationery.
43. Director, Forensic Science Laboratory, Bombay.
44. Director of Employment, Bombay.
45. Director of Ayurved.
46. Director, Haffnine Institute. Bombay.
47. Director of Transport.
48. Director of Geology and Mining, Nagpur.
49. District and Sessions Judges.
50. Dairy Development Commissioner, Bombay.
51. Electrical Engineer to Government.
52. Fire Adviser to Government.
53. Industries Commissioner and Additional Secretary to Government.
54. Inspector General of Police.
55. Inspector General of Prisons.
56. Inspector General of Registration.
57. Principal Judge, Maharashtra State Civil and Sessions Court, Bombay.
58. President, Maharashtra Revenue Tribunal.
59. Prothonotary and Senior Master, High Court, Bombay.
60. Registrar, Industrial Court, Bombay.
61. Registrar of Co-operative Societies.
62. Registrar, High Court (Appellate Side).
63. Secretary, Maharashtra Legislature Secretariat.
64. Secretaries to Government.

65. Settlement Commissioner and Director of Land Records.
66. Special Engineer, Reclamation Unit, Bombay.
67. State Liaison Officer, New Delhi.
68. Superintendent of Stamps, Bombay.
69. Superintending Engineers of Circles.
70. Supply Commissioner.
71. Surgeon General with the Government of Maharashtra.
72. Technical Examiner.
73. Vigilance Commissioner.

11. Under the Head of the Department there are officers who are placed in charge of duties with varying levels of responsiblity. In some departments where the scope of functions extends over the whole of the State, territorial divisions and sub-divisions are formed and each such divison or sub-division is placed in charge of officers according to their status and rank in the hierarchial arrangement which normally corresponds to the level of responsibility. Heads of Department belong to I.A.S. cadre or Maharashtra Service Class I. The Assistants to the Head of the Department may belong to Maharashtra Service Class II and under them are staff from Class III and IV services. Office establishment comprises staff from ministerial services according to the needs of the office.

12. Offices of the Commissioner and the Collector need special mention while describing the organisation of Services. These posts in a way, are the key posts in the administrative set up. For purposes of administration, the State has been divided in four divisions namely, Bombay, Poona, Nagpur and Aurangabad and each Division is placed under the charge and control of a Commissioner. The divisons are divided into districts which are each placed in charge of a Collector. The post of the Commissioner is a specified and super-time scale post and that of the Collector is a specified senior scale post. They are reserved for the Members of the I.C.S. and I.A.S.

13. The Commissioner is the chief controlling revenue authority connected with land revenue and also exercises executive powers delegated to him by other departments. He is assisted by one or more Deputy Commissioners of Collector's grade for performance of duties and responsibilities relating to subjects under his charge. There are also some posts attached to his office such as posts of Assistant Director of Small Savings, Supply Officers, Officers for Recoveries of Government dues etc. He is also empowered to exercise various powers under different statutes.

14. Collector is head of the District in revenue administration and has the additional powers, like the Divisional Commissioner, entrusted to him by other departments and by various rules and regulations, both of the State Government and the Union Government. He is entrusted with duties connected with Five Year Plans. He performs duties connected with Passports, Visas, domicile certificates and licences or certificates under different Acts. He is also ex-officio District Magistrate for the District. He has to look after distribution of foodgrains, supervision of Municipal Administration, Supervision of Treasuries in the district and offices of the Sub-Registrar. He is thus the principal executive head of the district and has as such to look after emergency matters under the Defence of India Act and Rules. There are also other duties too numerous for specific mention. As Commissioner is a link and co-ordinating agency for different departments in his Division, Collector is for his district.

15. *Secretariat of the State Legislature.*--There is one Secretariat for both the Houses of Legislatures. The whole staff is under the control of the Speaker of the Legislative Assembly and Chairman of the Legislative Council. Secretary to

Maharashtra Legislature is Head of the Legislature Secretariat. Work relating to reporting, translations, library section, questions, resolutions, motions, calling attention notices, budget, cut motions, Estimates Committee, Rules Committee, Public Accounts Committee, is divided between different branches. In matters of organization the Legislature Secretariat is treated as independent from the State Secretariat, but in service administration matters it is under the control of the General Administration Department of the Secretariat. By virtue of Rules framed under Article 187 of the Constitution, the staff of the State Legislature Secretariat is brought within the jurisdiction of the State Public Service Commission just like the staff in the main Secretariat.

16. *Staff in the Judiciary.*—Office work of the High Court is under the control of a Registrar and an Additional Registrar on Appellate side and of Prothonotary and Senior Master on the Original side. Office work of the High Court Bench at Nagpur, is in charge of a Special Officer. These are assisted by their staff consisting of gazetted and non-gazetted persons. There is the Sheriff who holds the position in an honorary capacity and is in charge of Execution of Writs, summonses, warrants, processes etc. of the High Court. He has under him, a regular paid staff. There is also the office of Editor, Indian Law Reporter.

At present the appointments of officers and other employees in the High Court are made by the Chief Justice or such other Judge of the High Court or officers as have been empowered by the Chief Justice of the High Court. These posts are not in the purview of the State Public Service Commission.

17. *Other Offices.*—The Organisations of offices of the Heads of Departments, Divisional and District Offices have been separately described and staff particulars given in detail in the chapters dealing with those respective offices.

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CHAPTER 2

STRUCTURE OF SERVICES

In modern times Government can accomplish its objectives and discharge its functions only through a well-planned administration and its public services. Parliamentary democracy demands co-ordination of a politician and an administrator to make a good Government. This is the age of Welfare State wherein Government assumes responsibility for social, cultural and economic progress with particular obligation for the welfare of the under-privileged. Government permeates completely through our living. Changed concept of State with broadening of principles and resulting extension of functions have brought about a staggering expansion in the number of civil servants. There is need for well-trained professional and technically competent administrative personnel and their organisation into a well-knit administrative system. In a rapidly changing and more complex society, what is needed is scientific approach and need for efficiency. Political system and political history in a great measure determines the administrative pattern in a country. In a country with federal characteristics and having two levels of Government, at the Centre and in the States, with separate public services there is also a further need for integration of some of the services for formation of common services.

2. There is close relation between the structure of services and its pay structure. Pay rate is related to the position of the job in the organisational set up and the duties and responsibilities attached to it. Posts are organised by arranging them into groups or classes, on the basis of duties, responsibilities of the posts and the qualifications and experience required from the personnel for such jobs. The principle of "pay according to quality and nature of work" is realised if there is rational structure in the organisation of services. The pattern of service organisation materially determines the recruitment methods and administration. Sound organisational structure of the services requires :—

(*a*) Proper and rational classification of posts and services, according to nature of duties and responsibilities ;

(*b*) A well-planned recruitment system and methods of selection ;

(*c*) A proper plan of fair promotions ;

(*d*) An establishment of career system ; and lastly,

(*e*) A plan for fair and just salaries.

3. Keeping in view the above-mentioned considerations, the system has to be so adjusted that with the help of old employees and the recruitment of new ones, the maximum quality and quantity of work could be produced from the public services.

4. Public services in India either in the Centre or in the States have been a product of history. The pattern and structure broadly imitate the British system. East India Company divided its services into Military Service and Civil Service, and had introduced systematic standards of pay grades according to rank, responsibility and training with arrangements of promotions and pensions. This idea of Public Civil Service as distinguished from Military Service was later adopted in England and on recommendations of what is known as "Trevelyan-Northcote Report", foundation for an organised British Public Service was laid through a permanent Civil Service in England.

5. *Legal basis.*—A unique feature of Indian Civil Service, is the legal basis of its origin. In England the navy, army and air forces are constituted by statutes of Parliament and they are governed by those legislative enactments. The Civil Service, on the contrary, is not born from a parliamentary statute, but owes its origin to the

prerogative powers of the Crown. Its organization is regulated by orders-in-council made under the prerogative powers of the Crown and by the regulations made under those orders. The legal position is graphically summed up in the following passage :—

> "First, the internal organization of the Civil Service is not regulated by Parliament. There is a contrast between the British situation and American situation, since the Congress habitually interferes in the internal organization and administrative services ; Parliament has legal power to do so, but is restrained by tradition and the strength of Cabinet in office. Secondly, the service derives its legal unity from the unity of the Crown ". (*'Central Administration in Britain'* by Mackenzie Grove).

6. Historically, the position of public service in India at the Centre or in Provinces (present States) has also been similar on basic points. It was provided in the Government of India Act, 1935, that appointments to the Civil Services and Civil posts under the Crown shall be made in the case of services of the Centre and posts in connection with affairs of the Centre, by the Governor-General or such person as he may direct and in the case of Services of Provinces and posts in connection with the affairs of the Provinces, by the Governor or such person as he may direct. It also provided that the conditions of service of persons serving His Majesty in India in Civil capacity and in the case of persons serving in connection with affairs of the Province, shall be such as may be prescribed by the Governor General or the Governor respectively (vide Section 241 of the Government of India Act, 1935). Analogous provisions also existed in the Government of India Act, 1919. Executive authorities of the Government at the Centre and in different Provinces made appointments to various public services and posts in their respective spheres and also framed the rules regarding recruitment and conditions of service under the above mentioned provisions.

7. The "Bombay Civil Services Classification and Recruitment Rules" which were issued in 1929 (made under Government of India Act, of 1919) were substituted by new rules in 1939 to regulate the classification of and the methods of recruitment to the services and posts of the Government of Bombay under the provisions of Section 241 and Section 255 of the Government of India Act, 1935. These rules were published in the year 1939. The rules were to apply to Provincial and Subordinate Services under the administrative control of the Government of Bombay. Staff attached to the High Court of Bombay and the subordinate ranks of the Police Forces were excluded from these rules in view of the provisions of Section 242 and 243 of the Government of India Act, 1935. Separate provisions were made for these services under the other provisions of the Act of 1935.

8. A drastic change has however been brought about in the above situation by Article 309 of the Constitution of India, which provides "That subject to the provisions of the Constitution, Acts of appropriate Legislatures may regulate the recruitment and conditions of services of persons appointed to the public services and posts in connection with the affairs of the Union or the State". Proviso to article 309 of the Constitution also empowers the President or the Governor or Raj Pramukh as the case may be, to make rules regulating the recruitment and conditions of the services until provision in that behalf is made by or under the Act of appropriate Legislature. Until such Acts are passed by appropriate Legislatures under Article 309 or new rules are framed under the proviso by the authorities mentioned therein, the existing rules in respect of services and posts at the Centre or States are continued in force by provisions of Article 313 except where they are inconsistent with the provisions of the Constitution.

9. As a result of the provisions contained in Article 309, Parliament has made the All-India Services Act, 1951 empowering the Central Government, in consultation with the State Governments concerned and subject to approval of Parliament to make rules for the regulation of recruitment and conditions of service of persons appointed to All-

India Services i.e. the Indian Administrative Service and the Indian Police Service. Under the above provisions rules have been made relating to the "Indian Administrative Service" and the "Indian Police Service" in the matter of recruitment, cadre, regulation of pay, travelling allowances, medical attendance, compensatory allowance, discipline and appeal. The Union and the States have their own public services. Article 312 of the Constitution provides for creation of All-India Services common to Union and the States and declares that Indian Administrative Service and Indian Police Service should be deemed to be such services for Union and States created by Parliament under the above Article. Indian Administrative Service and the Indian Police Service are thus common services both for the Union and the States.

10. We have no information if other States have made any laws or framed rules relating to their services or posts, under Article 309 of the Constitution, or whether they are still working with the rules and regulations framed under the Government of India Act, 1935 and existing since before the coming into force of the Constitution.

11. So far as the old State of Bombay and the present Maharashtra State is concerned, it appears that no new law in respect of services has been made by the legislature after coming into force of the Constitution. In the sphere of rules, the services and posts are still governed by the Bombay Civil Services Classification and Recruitment Rules framed under the provisions of the Government of India Act, 1935 published in the year 1939.

12. This does not mean that Legislature has no power or control over the services. It appears that our Legislature traditions follow British constitutional conventions relating to public services. The executive authority creates departments, distributes duties among the departments, prescribes procedure and method of recruitment and organization of the public services as a whole. Parliament and State Legislatures have power to legislate about public services under Article 309 of the Constitution and about subjects included in the Legislative lists in the VIIth schedule of the Constitution. The respective Legislatures however exercise control over the executive action either by general debates at the time of giving approval to the estimates or on other occasions provided in the Rules of Business This position is perhaps explained by the fact that our Constitution makes the executive responsible for the administration and that therefore the principle is followed that there should be minimum interference in the matter of creation and organization of the public services. In this, we seem to follow the English constitutional tradition that public services should not be brought as far as possible in political controversy.

13. It would appear from the above discussion that the Bombay Civil Services Classification and Recruitment Rules (1939), is the basic legal instrument on which the structure of the public service in Maharashtra is founded. After 1939, many new departments and services have been created and old ones have been reorganized according to the changing needs of administration by executive decisions. However, the basic anatomy of the structure has not undergone any distinguishable change.

14. Till 1886-87, public services (excluding what were then called inferior services) in charge of the administration of India were divided in two branches, namely, covenanted and uncovenanted service. Covenanted service was regulated under the Acts of British Parliament and the uncovenanted service by regulations. Number of appointments was reserved in accordance with the provisions of Indian Civil Services Act, 1861. The members of the covenanted service which was later designated as I.C.S., were recruited in England. In 1886-87, Public Service Commission under the presidency of Sir Charles Aitchison was appointed by the Government of India for enquiry regarding the conditions under which Indians should be employed in the posts ordinarily reserved for members of the covenanted service and also relating to the admission of Indians to those branches of the uncovenanted service (present provincial and subordinate services) which were directly engaged in the executive and junior

administration of the country. At that time, there was little direct recruitment of Indians to the higher branches of civil administration. Among other recommendations, the Commission recommended :—

(*a*) That the number of appointments reserved in accordance with the provisions of the Indian Civil Service Act 1861, for members of the Indian Civil Service should be reduced and that the appointments so set free should be transferred to a local service to be called the Provincial Civil Service and to be separately recruited for in India

(*b*) That below the Provincial Civil Service a lower service should be formed which should be called the Subordinate Civil Service.

(*c*) That the recruitment to the Provincial and Subordinate Civil Service should be made partly by promotion from Subordinate Civil Service and partly by examination as regards executive service and direct nomination as regards Judicial Service.

(*d*) That the salaries of members of the Provincial Services should be fixed on independent grounds and should have no relation to those attached to appointments in the Indian Civil Service (I.C.S.).

(*e*) That the law should be suitably amended to enable appointments to be made to all specified offices on account of exceptional merit and ability proved in public service and appointments to the Judicial offices to be made on account of special merit and ability proved in actual service as a Barrister, Advocate or Pleader.

15. For special departments, the Commission also recommended the adoption of rules as to preliminary qualifications, recruitment, probation and general conditions of service similar to Provincial Civil Services. The Commission proposed formation where possible in each department of Provincial Civil Service with regular rules of recruitment and periods of probation and advised that control of certain departments should be retained exclusively in the hands of members of the Indian Civil Service, so as to secure that the operations of those departments should be conducted in conformity with principles governing general administration and to avoid inter-departmental fricton. The Government of India and Secretary of State generally approved the recommendations and decided that instead of making law regarding formation of Provincial Services, the object of recommendations of the Commission could be achieved by requiring each Provincial Government to place on a separate list, certain posts to which members of Provincial Civil Services may, subject to certain conditions, be appointed. These recommendations thus led to the formation of Provincial Civil Services to be recruited separately in each Province and affording some representation to various communities of India in the administration of the country. The use of the term 'Provincial' in place of 'uncovenanted services' was thus introduced. The Provincial branches of Services were created with the expectation that they would afford careers sufficiently honourable to attract the best Indian talent.

16. Second Royal Commission on the Public Services in India was appointed in 1912 and is known as "Islington Commission". This enquiry was limited to Higher Services. Among other things, the Commission was directed to examine and report on the methods of recruitment, the conditions of service, salary, leave, pension and the working of the then existing divisions of Services into Imperial and Provincial, and generally, to consider the requirements of the Public Services.

17. Some of their recommendations having historical aspect and a bearing on the terms of reference of our Commission are stated below :—

(1) Where it is necessary to organise public services into higher and lower branches, this should be arranged on the basis of the work which they are required to do and, not on the basis of race, or salaries drawn by the members of such races or any such artificial distinction.

(2) Officers promoted from a lower to a higher service should ordinarily be given the same opportunities as officers who have been directly recruited and should be eligible on the basis of their merit, for appointments to any post in service. Both classes of officers should be shown in the same list and should take seniority among themselves from their date of entry on the list.

(3) The services which lie between the higher and subordinate services should no longer be designated "Provincial" services. Persons serving directly under Central Government and doing work similar to that of the members of Imperial Services should be constituted as one service with two classes. If services are organised provincially, they should ordinarily bear the name of their province, such as "The Madras Civil Service", the "Bombay Police Service" and so on. Accordingly, the Commission proposed that over and above subordinate services there should be two classes to be designated as Class I and Class II services. This is presumably the genesis of the provincial services in various States, with their divisions as Class I and Class II.

(4) Services in Finance and Custom Departments should be ordinarily recruited in India and for other services for which recruitment was then being made wholly in Europe or partly in Europe and partly in India should be divided in three main groups. In the first, should be placed Indian Civil Service and the Police Department in which a prepondering proportion of the officers should be recruited in Europe. In the second, should be services such as Education, Medical, Public Works and so on, in which there should be admission to both Western and Eastern elements, on grounds of policy, and in the third should be placed scientific and technical services such as Agriculture, Veterinary etc and their recruitment may be made in India.

(5) Question of the extent to which the services should be manned by recruitment of untried officers and by promotion of experienced officers from a lower service should be settled separately for each service; but in every case, opportunities should be created for young men and direct recruit should be encouraged wherever possible.

(6) In recruiting specialists, care should be taken to draw upon the widest possible field.

(7) In fixing salary, Government "should pay so much and so much only as is necessary to obtain recruits of the right stamp, and to maintain them in such a degree of comfort and dignity as will shield them from temptation and keep them efficient for the term of their service."

(8) Except where otherwise expressly provided, officers should be remunerated by an incremental scale of salary on compartmental system and the system of paying acting allowances should be revised.

(9) Salary to be paid should be settled for each service, separately and ordinarily in accordance with what is stated in clause (7) above. Different rates should be fixed on merits of each case and no proportion should be laid down generally as between the amounts payable to the two classes of officers. In certain services in which equality of pay has long been an established practice, this should be maintained.

(10) In-efficient officers should be compulsorily retired.

It has to be recognized that the present structure of services and of the pay arrangements both in the Centre and the States is mainly determined by the recommendations of the above two Royal Commissions on public services in India.

18. Personnel of the Public Service of Maharashtra comprises cadres of All-India Administrative Services and All India Police Services and of the Provincial and Subordinate Services cadres recruited under the executive authority of the State.

19. Of these, the All-India Services, being common to the Union and States, are recruited through the Union Public Service Commission. The pay structure of the two All-India Services is also determined under the pay rules (1954) made by the Union Government for both the services. The following are the time scales of pay for these Services:—

I.A.S.—(*a*) Jr. Scale Rs. 400—500—40—700—30—1,000.

(*b*) Sr. Scale Rs. 900—50—1,000—60—1,600—50—1,800.

I.P.S.—(*a*) Jr. Scale Rs. 400—400—450—30—600—35—670—35 —950.

(*b*) Sr. Scale Rs. 740—40—1,100—50/2—1,250—50—1,300.

(Recently, the Government of India have created a third All-India Service, namely, the Indian Forest Service. But the rules and regulations about pay, cadre, etc. have not yet been finalised.)

A member of the Services to whom any other time-scale of pay was admissible under any order in force immediately before the commencement of the pay rules continues to draw pay in that scale. Thus some members of the I.C.S. and I.P.S. who are yet in service are entitled to the benefits of the old pay scales. The pay rules also specify posts carrying pay above the time-scale pay in the I.A.S. and I.P.S. under the State Government and posts carrying pay in the senior time-scale including posts carrying special pays in addition to pay in the time-scale for both the services.

20. The rules also provide that no member of the service shall be appointed to a post other than the specified posts unless the State Government makes a declaration that such a post is equivalent in status and responsibility to a specified post and the pay of the members of service on appointment to a post other than the specified posts has to be the same as he would have been entitled to, had he been appointed to the post to which the said post is declared equivalent under the rules. The State Government is competent to grant special pays to members of these cadres for holding certain posts. Other rules framed by the Union Government also make detailed provisions regarding promotions, appointment by selection and special recruitment, regulation of seniority, compensatory allowances, leave, retirement benefit, discipline and appeal and other residuary matters. These Services are more or less excluded from executive authority of the State Government except in the matter of posting and promotions, and general administrative and disciplinary control.

21. The reason for constitution of the All-India common services, has been explained by Late Dr. B. R. Ambedkar as follows:—

> "In all Federations there is a Federal Civil Service and State Civil Service. The Indian Federation, though a dual polity will have a dual service but with one exception. It is recognized that in every country there are certain posts in its administrative set up which might be called strategic from the point of view of maintaining the standard of administration..... There can be no doubt that the standard of administration depends upon the calibre of the Civil Servants who are appointed to these strategic posts..... Constitution provides that without depriving the States of their right to form their own services, there shall be All-India Services recruited on an All-India basis with common qualifications, with uniform scale of pay, and members of which alone could be appointed to these strategic posts throughout the Union."

The All-India Services thus constitute the senior partner in State Public Service along with the services which are constituted under the executive authority of the State Government.

22. *Maharashtra Public Service.*—The structure of public services under the rule making power of the State of Maharashtra can be broadly described as follows:—

Under the Classification and Recruitment Rules 1939, services have been organized in relation to departments which are created for administration of various subjects and functional activities of the State Government. In the year 1939, when the existing Classification Rules were made, there were only seven departments. At present there are 13 departments. Various services and posts have been allocated to different Departments under the Rules. The Rules classify services as Provincial Services (now termed Maharashtra Services), and Subordinate Services. Provincial Service is defined under the Rules as meaning those services and posts which may from time to time, be declared to be such by Notification in the State Government Gazette. A list is attached as Appendix 'A' to the Rules specifying the services and posts with their department which were then declared to be Provincial Services and posts. Many more services and posts have been gazetted as belonging to Provincial or Subordinate Services after the year 1939. The following are the existing Maharashtra State Services :—

(1) Maharashtra Civil Service Class I and II.

(2) Maharashtra Forest Service Class I and II.

(3) Maharashtra Agricultural Service Class I and II.

(4) Maharashtra Animal Husbandry Service Class I and II.

(5) Maharashtra Judicial Service Class I and II.

(6) Maharashtra Police Service Class II.

(7) Maharashtra Jail Service Class I and II.

(8) Maharashtra Medical Service Class I, Division I (for Civil Surgeon and similar general posts) Class I, Division II (for posts filled by individual recruitment); and Class II.

(9) Maharashtra Public Health Service Class I and II.

(10) Maharashtra Education Service Class I and II. (further divided into Administrative Branch and Collegiate Branch).

(11) Maharashtra Service of Engineers Class I and II.

(12) Maharashtra Finance and Accounts Service Class I and II.

(13) Maharashtra Sales Tax Service Class I and II.

(14) Maharashtra Industries Service Class I and II.

(15) Maharashtra Service for Fisheries Class I and II.

(16) Maharashtra Co-operative Service Class I and II.

(17) Prohibition and Excise Service Class II.

(18) Maharashtra General State Service Class I and II.

23. Posts gazetted as belonging to Maharashtra Service have been grouped into "Maharashtra General State Service" for the obvious reason that such isolated posts could not be organised into cadre of classified service with reference to departments, the number of such posts being small and because these posts could not be amalgamated or adjusted with organized services relating to the Department concerned. These posts also appear to be mostly of a specialist, professional, or technical character intended for serving special needs of the department. Posts of Deputy and Under Secretaries to Government in the Secretariat are included in the category of General State Service Posts. In some services, the Class I and Class II groups are further sub-grouped into

Division I and Division II. Such detailed classification is obviously necessitated because of differences in duties and responsibilities attached to posts in each group and also as a matter of administrative expediency.

24. As All-India Services were being gradually abolished in respect of certain subjects as a result of the provisions for constitution of Provincial Services under the Government of India Acts of 1919 and 1935, the then Provincial Governments created such services for manning important posts. Many of the Class I posts in the State Services, such as Agriculture Service, Forest Service, Engineering Service, Education Service and Medical Service thus came into existence. Some more services were later organised such as those relating to Fisheries, Industries, Sales Tax, etc. Class II Group of Services in the Provincial Services, include posts which are comparatively lower in status and responsibility as compared to Class I service.

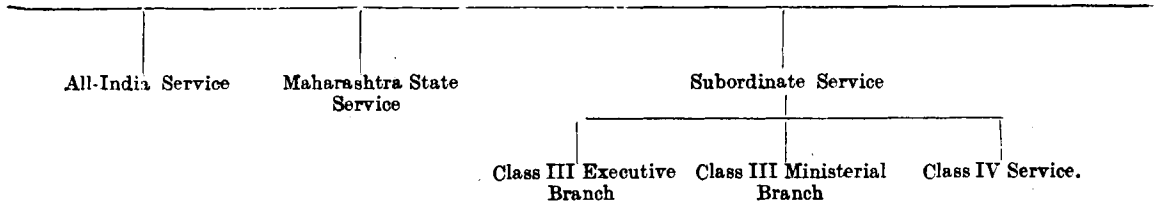
25. After the creation of Zilla Parishads since 1st May 1962, some posts of administrative and executive officers at district level from the cadre of Class I and Class II State Services have been allocated to Zilla Parishads from departments like Education, Public Health, Animal Husbandry, Agriculture and Co-operation. These officers are lent to the Zilla Parishads but remain on the cadres of the State Government. Some such officers are Block Development Officers, and Deputy Chief Executive Officers of the grade of Deputy Collectors, Education Officers of the grade of Educational Inspectors and District Health Officers.

26. *Subordinate Services.*—Under the Classification and Recruitment Rules, 1939, Subordinate Services or Class III and Class IV Services are defined as "The Services and posts specified in Appendix B of the Rules, provided that every pensionable Government servant and every Government servant holding a permanent whole time post, who is not (*a*) a member of an All-India or Provincial (State) Service or (*b*) a person regarding whose conditions of service it is considered unnecessary to make any rules in pursuance of Section 241(2)(*b*) of the Government of India Act, 1935, shall be deemed to be a member of a Subordinate Services." Implication of the Rule is that all permanent employees who are not members of All-India Services or Maharashtra State Services belong to Subordinate Service. Appendix 'B' of the Rules mentioned some such services and posts. After 1939, many more services and posts presently comprised in subordinate service have been created. Subordinate services and posts have also been assigned to various departments and are designated accordingly, for example, Subordinate Education Service, Subordinate Judicial Service, Subordinate Police Service etc. There is also a Subordinate Secretariat Service, which functions in relation to departments and offices in the Secretariat.

27. Subordinate Service is divided in two branches, namely (i) Class III—(*a*) Executive Branch and (*b*) Ministerial Branch and (ii) Class IV Branch which includes all inferior Services. Ministerial Service refers to posts in Class III Service whose duties are mainly clerical. The Rules classify the Government servants in separate classes as belonging to each branch of the Subordinate Service in the department.

28. The diagram given below explains the classification of services obtained in public services in Maharashtra.

Public Service in the State of Maharashtra.



29. Government servants are also classified as gazetted servants and non-gazetted servants. A gazetted servant is one who is a member of an All-India, or a State Service and includes a person whose appointments are gazetted by Government. Members of subordinate Civil Services whose appointments are made by Heads of Departments are not treated as gazetted Government servants (except when gazetted for some statutory purposes).

30. The classification of a post is determined at the time of its creation with due regard to duties, responsibilities and pay-scale attached to it. The present classification and recruitment rules generally take the following pattern:

Class I.—Higher posts generally with starting pay of Rs. 350 to 1,100 and above.

Class II.—The gazetted posts generally in the scale of Rs. 250 to 715 and not included in Class I.

Class III.—Subordinate Services (Ministerial and non-Ministerial).

Class IV.—Mostly of lower grade category such as messengers and peons, as mentioned in Appendix III in Bombay Civil Services Rules Vol. II.

Class I and Class II posts are gazetted and Class III and Class IV are non-gazetted posts. For the gazetted posts, the competent authority in the matter of posting and disciplinary matters is Government and the appointments are made by it in consultation with State Public Service Commission, unless any of them are specifically excluded from the purview of the Commission. In regard to Class III and Class IV posts, however, appointments are made by the respective heads of departments, except in the case of Class III posts in the Secretariat and other offices in Greater Bombay where the candidates are selected, as Assistants or Clerks, through the State Public Service Commission.

Formerly, there was a difference in the matter of pension, leave and T. A. Rules applicable to Class III and Class IV staff. Now these differences have been removed to a great extent.

31. *Industrial and Non-industrial employees.*—In public services, a further distinction can be made between industrial employee and non-industrial employee. It is possible to distinguish industrial worker from two points of view namely (*a*) those who come within the ambit of Industrial and Labour legislation such as Industrial Disputes Settlement Act, 1947, or Industrial Dispute Regulation Act, or (*b*) according to type of employment i.e. those employed in establishments which produce goods for sale or for giving service to public, irrespective of the fact that such establishment is conducted on profit or non-profit basis. Such type of employment comprises skilled, semi-skilled and unskilled workers e.g. (1) Government Distillery at Chitali in Ahmednagar District, (2) Establishment under Aarey and Worli Milk Scheme, etc. Such workers are more like workers in nationalised industries as distinguished from employees in general administration. But often, there can be overlapping while making such distinctions between industrial and non-industrial workers. Many non-industrial civil servants possess skills and perform duties which can be comparable to jobs in industry, while many Civil servants employed in industrial establishment of above type perform administrative and executive duties and also hold posts of responsibility as Managers, Supervisors, and Specialists. Such functions can be classified as administrative or executive functions. These establishments function as part of some other departments which are responsible for policy and programme and business activities concerning them. The department looks after the industrial production also. There are sections in the department which deal with employment of workers. For determination of salary questions of workers under establishments of industrial character, distinction according to nature of job, skill or qualifications required for the same has to be made while framing a general pay plan for the whole public service of the State.

32. *Permanent and temporary employees.*—Distinction is also made between permanent and temporary employees. The distinction is on the basis of the type of post held by an employee. Main distinciton relates to posts. Permanent post means a post carrying definite rate of pay sanctioned without limit of time. Temporary post means a post which is created for a limited period. There are also posts which are filled in on part-time basis. Part-time jobs are provided only as a matter of expediency. Temporary posts are created because of sudden expansion of departments or if the scheme or department for which the posts are created is of a limited duration. However, the practice generally appears to be to make appointments on a temporary basis in the first instance with prospects of making them permanent. In the event of reduction in establishments and consequent retrenchment, the axe falls first on temporary employees on the rough and ready principle of "last is first out".

33. *Grouping of services as General Class and non-General Class (Specialist Class).*—For further understanding of the structure of services, it is necessary to know the meaning and implications of various terms and designations used above for classification of services and posts. In particular, following terms need discussion namely—

(1) Administrative branch of services.

(2) Executive branch of services.

(3) Ministerial or clerical services.

(4) Specialists or scientiffic or technical services or skilled or semi-skilled services.

(5) Professional Services.

These distinctions are made according to the nature of duties attached to the post in various services and the qualifications required for manning such posts. The above classes of services can be broadly grouped in two classes viz. (1) A group of general services and (2) A group of non-general services i.e. a specialised class. General services not needing special qualifications are those, which are recruited on the basis of general education and personal qualities, while the other group is recruited on the basis of special qualifications required for the post.

34. *General Class (Administrative Class).*—The distinction between general class and specialist class is to a great extent flexible. Even in general classes, certain groups become specialised by long experience in the special technique of the work of particular department and can take the role of a specialist class. They receive training in the service itself and acquire experience which gives them special internal qualifications for the particular job in the department, e.g. officers and higher staff in Controller of Accounts and Audit Offices, in the Income-tax Department, Sales Tax Department, Excise Department etc. etc. The distinction between general class and specialist class made above only emphasises the difference between officers at the stage of their entry in service on the basis of qualifications of general education, and those with specialised education and training. In recent times above distinction has assumed importance because of shortage in supply of personnel possessing specialised qualifications, the method of recruitment and the claim made by such personnel for higher rate of pay because of such shortage. Some groups from such specialist classes have their counterparts in the recognized professions outside the service e.g. Engineers, Medical Practitioners, Accountants, Economists, Statisticians, Architects, etc. Some Specialist groups have not many counterparts outside the service, such as Forest Service, Agricultural Service, Animal Husbandry Service, etc.

35. *Administrative Class.*—Personnel belonging to administrative branches of the service control the key posts wherein they are concerned with the formulation of policy and formation of programmes, its execution, co-ordination, improvement of executive machinery and the general administrative control of their departments. An Administrative Officer though not qualified as a specialist in any particular branch of

knowledge, is expected to become expert by his experience with length of service, and competent to deal with subjects of special nature e.g. general economic finance, planning and other specialised functions. He is considered "Generalist" with broad cultural background and keen intellectual attainments. His training is through service. In some departments at times he is aided by technical experts who function as his colleagues in offices, such as of Joint Secretary or Deputy Director, etc. Such an Administrator is generally a person from the I.A.S. cadre. He enters service, in case of direct recruitment at an age between 21 to 24, by proving his merit in competition tests held by U. P. S. C. and also by the method of selection or promotion from certain State Services. This class of officers deals with substantive problems of administration arising from time to time in departments under their control. Administrative aptitude and adaptability are essential requisites of this class.

36. *Executive Branch of Offices.*—The executive staff and field staff is entrusted with duties that lie between those of the Administrative class and Ministerial or clerical classes. These are broadly formed both from the point of view of responsibility and nature of work. The distinction is also marked by a system of recruitment and somewhat liberal rule regarding age limits for entrance in the service. The demarcating line between work distinguished as of administrative class or of executive staff is often very thin and confusing. It is not possible to say that those assigned to executive class have no administrative function and *vice-versa*. Of course, there is some difference in level of responsibility. The essential distinction, if at all to be stated, is in the fact that administrative class is placed in charge of top administrative posts at the headquarters of the Government and the officer concerned deals directly and at top level with matters connected with particular Ministry. Executive class at upper level is in charge of matters of internal organization and control of the Department or establishment and setting of broad questions relating to business and functional activities of the Department. At the lower levels of the executive branch are handled duties relating to initial investigation into matters of Government policy and implementation of activities of lesser responsibility. Efficiency of Government administration very much depends upon the ability and integrity of this executive class. It is they who mostly come into contact with the public and have to meet their requirements.

37. The structure of classes in executive branch in specialist groups differs according to the department of their service. Because of specialisation, scope for transfer from one department to the other is often difficult. Some of the departments are quite small affording proportionately less scope for promotions. They have not much scope or opportunities for promotion into higher administrative class as is possible to members of the State Civil Service Executive branch belonging to general class. Some topmost officers of executive branch belonging to specialised class, however, have opportunities of becoming Joint or Additional Secretaries along with the Secretary who belongs to the administrative class.

38. *Ministerial Groups.*—Ministerial services represent the biggest category in the State Public Service. There are different grades or divisions in the clerical services. The work of the clerical classes is of varied nature though of routine character and differs with the type of job and the department, such as Tax Collection Offices, personnel on Registry work, Accounts Sections, Noting and Correspondence Sections, Record Offices, Library Sections, or as Personal Assistants to different officials. They deal with cases in accordance with well defined regulations, instructions or general practice. The work is such as can be performed without much element of special knowledge, and as can be learned with experience. They have to deal mostly with papers and figures such as preparing material for returns, accounts, statistics in prescribed forms and collecting material and putting up notes on the basis of which higher decision can be taken. The characteristic feature of the present times is the rise in employment of women clerks in services.

Generally speaking, the minimum qualification for clerical posts is passing of S. S. C. Examination, with age limit between 19 to 25 years. For Upper Division Clerks, when directly recruited, the minimum qualification is a Graduate Degree.

39. There is a structure of grades and salaries and opportunities of promotions in the above mentioned clerical services. Though clerical service forms a general class, transfers from one department to another are somewhat rare as departments do not want to lose their staff who have gained experience. In clerical class are also included typist-clerks and shorthand-typists. Many shorthand-typing-clerks act as Personal Assistants to important officials and are entrusted with duties such as correspondence, receiving visitors, finding relevant papers, keeping track of business. Their grades vary according to speed in shorthand. Shorthand-typists often get promotion as Stenographers or Personal Assistants which class is presently on the increase, corresponding to increase in the number of officials requiring such assistance. There is also a special class of Stenographers with non-clerical duties.

40. *Class IV Services.*—Services at lower levels, now designated as Class IV Services, also form another big category of employees in the public service. They work as Messengers, Orderlies, Attendants, Peons, and also perform other routine types of odd jobs. These services also include Mukadams, Watchmen, Hamals, Malis, Chopdars, Liftmen, Daftaries, Naiks, Laskars, Havildars, Khalasis, Tandels, Laboratory Assistants, Watermen, Jamadars, etc. In Subordinate Printing Service there are numerous jobs connected with the work of printing which are also classed as Class IV Services.

41. *Specialist Class.*—Besides the general class of services and posts there are the services and posts which can be broadly termed as of specialised class. The distinction is mainly based between general education and special education or training, particularly in the method of recruitment and the service entry requirements. Many of the special classes are constituted into self-contained classified service such as Forest Service, Agricultural Service, Animal Husbandry Service, Service of Engineers, Accounts Services, Fisheries Service, etc. These are posts which require special knowledge, training and experience or skill. They are filled by persons with requisite knowledge and skill and are attached to departments according to requirements. Personnel of the high officer-grades in specialised classes is recruited on the basis of higher University qualifications in technical subjects and on the basis of experience by method of selection based on interview. In Judicial Service, they are selected from legal profession on the basis of experience and marked ability.

42. *Recruitment.*—"A well conceived and imaginative recruitment plan and technique and a sound system of selection assuring appointment of most qualified candidates purely on merit basis" is a requisite for sound structure of public services. This is intended to be achieved by Constitutional provisions relating to the appointment of Public Service Commissions, namely, the Union Public Service Commission for the All-India and Central Services, and State Public Service Commissions for public services in the States. There are also detailed recruitment rules and regulations. The underlying idea in providing these is that recruitment to public services should be only by merit, qualifications and experience, and not through favouritism. Selection has to be based solely on sound judgement of ability and efficiency and without any political considerations or discrimination based on race, religion, creed, caste or sex. The reservation of posts for backward class candidates with relaxed conditions about age at entry and about qualifications, is of course a short-term necessity.

Recruitment to public services is based on the system of career service. Recruitment to these services is articulated with our educational system and with average age levels for entry in the services. State controls the educational system as well as the recruitment to public services. Necessarily, the public services take a shape and

character according to the prevailing educational system. Levels of classes of services are thus in a great measure determined according to levels and types of educational qualifications.

43. Age-limits in the services are also related to levels of minimum educational qualifications required for entrance in the service. These requirements of educational qualifications are in turn determined by the prevailing educational system, particularly for services in administrative and executive branches. For basic clerical grades, age-limits are in narrow limits. Requisite training or knowledge that is necessary is provided during the service and provision is also made for departmental examinations. Recruitment takes place ordinarily at the conclusion of general educational level such as Matriculation or S. S. C. Examination or Graduate or Post-Graduate Examination. Higher grades are mostly intended to be promotional grades. Prescribing of age-limit for entrance in service is considered as progressive from the view point of " system of career service ". For services requiring specialised training besides formal education or outside experience, a higher age-limit is prescribed and even this limit is relaxed.

44. Preference for a candidate on the result of competitive examination according to merits has to be distinguished from selection made by the method of interview. Practical considerations decide what particular system of recruitment should be adopted in the case of a particular class of jobs, and what type of post should be altogether exempted from any type of examination test. In the last category would come posts which are highly technical and for which persons of requisite qualifications are few or for which personality and experience of high order is demanded, or posts which because of their special character can attract few entrants by the method of competition. The system of competitive test examination is intended to achieve best selection with expectation that those chosen will be efficient in the post to which they will be assigned and that they possess capacity for growth and development. Scholarly attainment is not the objective. Written examination is often combined with personality test or what can be termed as aptitude test. Successful recruitment of efficient personnel depends upon supply conditions of qualified men and women and attitude of qualified persons towards Government service, comparative ideas of status and prestige attached to public or private service, expectations of salaries, and other emoluments and restrictions placed for entrance in the service by the rules regarding age, domicile, etc.

45. *Public Service Commission.*—Articles 315 and 320 of the Constitution provide among other matters, for a Public Service Commission in each State. Article 320 deals with functions of the Public Service Commission and provides that it shall be the duty of the Public Service Commission to conduct examinations for appointments to the services and that it shall be consulted on all matters relating to methods of recruitment to civil service and for civil posts, on principles to be followed in making appointments, promotions and transfers from one service to another, on the suitability of candidates for such appointments, or transfers and on disciplinary matters affecting a person serving in civil capacity including memorials and petitions relating to such matters. It is also provided that the Governor, in respect of the services and posts in connection with the affairs of the State, may make regulations specifying the matters in which either generally or in any particular class of case or in any particular circumstances it shall not be necessary for a Public Service Commission to be consulted. These regulations have, however, to be placed before the Legislatures for their information.

So far as Maharashtra State is concerned, the Classification Rules (1939) prescribe qualifications of candidate for and the method of recruitment to different Services. Rules provide that the age limit prescribed under the rules may be relaxed by the appointing authority in the case of candidates for admission to Government service from the educationally backward classes provided their ages do not exceed the prescribed ages by more than five years and further provide that for special reasons to be recorded in writing, Government may appoint candidates whose ages exceed the prescribed ages irrespective of classes to which they belong or the number of

years by which their ages exceed the prescribed age limits. Obviously the discretionary power for relaxation of age limit is intended for facilitating recruitment to posts which require outside experience and training or for which qualified personnel is not readily available.

Method and manner of appointment in all these services and posts are governed by various recruitment rules prescribed by Government from time to time. Recruitment to subordinate services is made by Heads of Departments and those heads of offices to whom powers have been delegated, subject to general control of the Government. The State Public Service Commission holds written competitive examination for some of the services and posts.

There is also a large number of posts in State Services (including posts in the General Service) in various departments which are filled in by the method of interview and selection.

46. *Probation.*—Competitive examination or selection processes are not however considered absolutely sure tests of the competence of the candidate for a post. Test through trial in the job is a further requisite and to that end, is provided a probationary period after entrance in the service. This is intended as practical test, and a period for training necessary for qualifying the candidate for the job. Such a probationary period is considered essential for final selection and confirmation of the selected person in the Service. The trial period serves as a check and corrective for error in formal selection.

47. *Promotion.*—Entry to a job by promotion and transfer from one job to the other is another method of recruitment to a post. Promotional recruitment is based on the principle of self-advancement of the member of services by efficient performance of duties and proved capacity and merit. The pay structure of services is normally so arranged as to give due facility for advancement to higher grades so that the employee may have necessary incentive, and also to maintain a proper balance between outside and departmental recruitment. Because of our system of recruitment at early age based primarily on broad abilities and potential capacities and without requirement of prior outside experience (except in some technical or specialised jobs), system of promotion in services assumes great importance from the view point of career opportunities. Generally, service does not become attractive unless promotional opportunities are made available in the Service structure.

48. Promotion has to be based on comprehensive *personal record* of the employee. Performance reports, special abilities displayed in particular cases, extent of experience, educational qualifications and aptitude for undertaking higher responsibilities are guiding factors for promotion. Seniority-*cum*-merit is recognized formally for promotions. It is complained that in practice, however, seniority is often the sole deciding factor. Long routine service cannot be the proof of competence for entrusting higher responsibilities and as such should be considered as subordinate ground for promotion, merit being the prominent consideration. Outstanding ability should be marked out and suitably rewarded by earlier or out of turn promotions. Departmental examination test for promotions can also be a method for avoiding charge of discrimination or favouritism and awarding merit and knowledge.

In December 1950, the then Government of Bombay in consultation with the Bombay Public Service Commission declared its promotion policy in the following terms:—

(*a*) No Officer should be so promoted unless his record shows that he possesses the necessary positive qualifications for the higher grade, service or post such as personality, professional qualifications, initiative, strength of character, and readiness to assume individual responsibility and that no officer who has positive qualifications as mentioned above should be passed over by an officer junior to him unless the latter has in addition really exceptional ability or qualifications.

(b) In assessing merit of an officer on comparative basis, the ability, energy, initiative, integrity etc. of the officer concerned should be taken into consideration over a series of years wherever possible and the judgment should be formed after considering reports of at least three different superior officers.

In April 1955, Government again issued a Circular stating:—

"It is noticed that despite these orders (orders issued in 1950), undue importance is still being attached to seniority. Government is therefore pleased to direct that Heads of Departments should take particular care to see that these orders are fully implemented and that persons with outstanding ability are given accelerated promotion.

Cases in which such accelerated promotion is given should be reported to Government in the administrative department concerned."

We expect the Heads of Departments and Officers to follow these principles.

Opportunities for promotion vary from one department to another according to pattern and numerical strength of the Department. Departments which are stable in number or are in a contracting condition, often suffer from lack of promotional opportunities, while expanding departments or new departments provide opportunities for rapid promotions.

49. *Concept of career service.*—Concept of career service is a special feature of the British pattern of public service, which has been introduced in public administration in India. It is this character of public service which attracts young men of talent and ability. The public service is divided into ladders, and the young candidates selected according to educational qualfication and tests of merits have to start either at the bottom or sometimes a little higher rung of the careerladder. Careers differ according to nature of service and opportunities are provided for promotion at varying degrees and speed. Career service is employment for life-time of work, with entrance for the majority at the lowest position within each type of service and providing opportunity and scope for growing knowledge and skill with experience within the service itself. The employee is guaranteed security of tenure and pay-scale on incremental basis according to his merit and competence with opportunities of promotion for special ability. However, unlike private employment, the guarantee is to the whole service of which an individual employee is a member. Conditions of service and pay structure are determined for service or branch of a service as a whole, and not with regard to a particular individual employee.

CHAPTER 3

ECONOMIC BACKGROUND AND RESOURCES

I—Economic Background

The Maharashtra State is the third largest State in India, both from the point of view of population and of area. It accounts for 9 % of the total population and 10 % of the area of the country. The State is divided into 26 administrative districts which are grouped into four Divisions ; the Bombay Division having seven districts, the Poona Division-six districts, the Nagpur Division-eight districts and the Aurangabad Division-five districts.

2. *Population.*—The State has a population of 396 lakhs. Its density of 334 persons per square mile is lower than the all India average of 358. Regionwise, the density of population is as shown below :—

Region	Density per square Mile
Greater Bombay	24,568
Konkan	404
Rest of Western Maharashtra	348
Vidarbha	245
Marathawada	252
Average for the State	334

3. *Economic Progress.*—According to the 1961 Census, there were 189 lakh workers in the State i.e. about 48 % of its population. The proportion, however, varies from region to region as will be seen from the following table :—

Region :—	
Greater Bombay	40·6
Konkan	46·1
Rest of Western Maharashtra	46·2
Vidarbha	51·7
Marathwada	52·7
Average for the State	47·9

As many as 70 % of these workers are absorbed in agricultural occupations. The working population engaged in industry, and in trade and commerce is 6·9 % and 4·5 % respectively as compared to 4·2 % and 4·1 % respectively for the whole of India. Within the State, there are however wide variations :—

	Region	Percentage of workers engaged in			
		Agriculture	Household Industries	Manufacturing and other Industries	Trade and Commerce
		1	2	3	4
1.	Greater Bombay	0·4	1·4	39·5	18·0
2.	Konkan	74·1	2·4	5·0	3·5
3.	Rest of Western Maharashtra	75·3	4·0	4·0	3·3
4.	Vidarbha	76·3	6·0	3·1	3·3
5.	Marathwada	81·9	3·8	1·2	2·5

It will be noticed that there is too much concentration of industrial and commercial activity in Greater Bombay and its neighbouring areas, while other regions particularly, the Marathwada districts, are still backward.

4. As a result of considerable and concentrated industrial activity in certain urban areas the State has the highest urban population namely 28 % against the all-India 18 %. There are 12 cities with population of over a lakh :—

Greater Bombay	41·52 lakhs.
Nagpur	6·44 „
Poona	5·98 „
Sholapur	3·38 „
Kolhapur	1·87 „
Amravati	1·38 „
Nasik	1·31 „
Malegaon	1·21 „
Ahmednagar	1·19 „
Akola	1·16 „
Ulhasnagar	1·08 „
Thana	1·01 „

Besides these, there are about 15 towns which have a population between fifty thousand and a lakh.

5. Industrially, the State is the most advanced among all the States in India. Nearly 23 % of the total productive capital, 27 % of the value added by manufacture and 24 % of the value of output of the country is accounted by the Maharashtra State. According to the latest figures available, about Rs. 692 crores have been invested in organised manufacturing industries, and the value of factory output is Rs. 1166 crores. The important industries in the State are textiles, basic chemicals and chemical products, and general and electrical engineering products. A general picture of the industrial structure of the State is obtained from the table below :—

	Industries	Productive Capital	Output
1.	Textiles	1,21,05	3,27,69
2.	Food Industries (Other than Sugar and Beverages)	23,60	1,32,81
3.	General and Electrical Engineering	70,02	98,93
4.	Petroleum	57,23	41,37
5.	Transport and Transport Equipment	58,11	74,88
6.	Sugar and Refineries	33,99	39,61
7.	Rubber Products	17,04	30,92
8.	Basic Industrial Chemicals, Paints Varnishes and other chemical products.	1,01,05	1,51,13
9.	Others	2,09,62	2,68,39
	Total ..	6,91,72	11,65,78

Though Maharashtra State is thus highly industrialised, the activity is confined to a few areas only. There is heavy concentration of industries in the Greater Bombay area. It alone accounts for 68 % of the productive capital invested in industries and 73 % of the total output for the State. Out of the total factory workers of 8·59 lakhs in the State, Greater Bombay alone has about 5·53 lakhs. Other industrial towns are Sholapur, Nagpur and Poona, each providing employment to more than 20 thousand factory workers. Nasik, Kalyan, Dhulia, Nanded, Bhiwandi, Kolhapur and Thana are other towns which employ more than 5 thousand factory workers.

6. *Literacy.*—In literacy also, Maharashtra State has made good progress. It ranks fourth in the country. The percentage of literates in the State is 29·8 against 23·7 for the whole of India. Divisionwise, the literacy percentages are as follows :—

Bombay Division	37·61 (Greater Bombay 58·47)
Poona Division	29·19
Nagpur Division	14·08
Aurangabad Division	16·13

Great progress has been made in the development of educational institutions and in starting new courses. The number of educational institutions and the number of scholars attending them are shown in the following table on the basis of latest available report :—

Type of Institution	Number of Institutions		Total	Number of Scholars		Total
	For Boys	For Girls		Boys	Girls	
1	2			3		
Universities	5	1	6	783	647	3,430
Research Institutions	15	....	15	243	97	340
Arts and Science Colleges	109	10	119	72,185	23,823	96,008
Professional and Special Colleges ..	105	6	111	34,819	5,047	39,866
Secondary Schools	2,889	290	3,179	7,98,486	3,02,163	1,100,649
Primary Schools	35,444	1,501	36,945	29,64,621	16,66,798	4,631,419
Social Education Class	1,24,798	1,03,074	2,27,872	5,06,129	5,94,624	1,200,753
Other Schools	1,188	283	1,473	77,416	40,680	118,096
Recognised ..	1,64,553	1,05,135	2,69,718	45,56,682	26,33,879	7,190,561
Un-recognised	38	2	40	1,251	892	2,143
Total ..	1,64,591	1,06,167	2,69,758	45,57,933	26,34,771	7,192,704

(SOURCE :—Education in Maharashtra, 1962-63).

7. *Employment.*—Of the 189·5 lakhs workers in the State, 59·4 lakhs are literate and educated. Their distribution is shown below :—

	Category of workers.	No. of Total workers.	No. of literate and educated workers.	Percentage of literate and educated workers to total workers.	Percentage of literate educated workers to total literate workers.
I	Agriculture	87·4	21·6	24·67	36·29
II.	Agricultural Labour	45·1	5·3	11·68	8·87
III.	Mining, Quarry, Live stock, Forestry, Hunting, Plantation.	4·1	0·9	20·88	1·44
IV.	Household Industry	8·3	3·1	37·26	5·22
V.	Manufacturing other than Household Industries ..	13·0	8·5	65·06	14·29
VI.	Construction	2·4	0·9	40·02	1·59
VII.	Trade and Commerce	8·6	6·3	73·26	10·56
VIII.	Transport, Storage and Communication ..	4·5	2·9	64·60	4·86
IX.	Other services	16·27	10·0	62·00	16·88
	Total ..	189·5	59·4	31·35	100

The 1961 Census, gives special tables about the position of employment among the technically qualified persons. A summary of the Census Table given below highlights the present problems relating to Maharashtra State.

Type of Education.		Employment.			Nature and Sector of Employment.		
		Employed	Unemployed	Retired	Public	Private	Self-employed
1. Post Graduates (including Doctorates in Science).	M	2,662	132	42	1,570	1,004	88
	F	196	68	2	101	92	3
2. Graduates (B.A. B.Sc., and Science subjects).	M	10,842	959	180	5,758	4,139	945
	F	622	502	6	298	306	20
3. Engineering and Technical Degree Courses.	M	6,211	229	139	2,978	2,785	448
	F	73	27	1	34	34	5
4. Engineering and Technical Diploma Courses.	M	7,538	369	232	4,599	2,503	436
	F	46	7	1	27	15	4
5. Engineering and Technical Certificate Courses.	M	283	43	7	155	103	25
	F	10	3	....	....	7	3
6. Medicines (Modern System) Degree Courses.	M	2,747	149	138	1,304	336	1,107
	F	503	78	19	217	76	210
7. Medicine (Modern System) Diploma Courses.	M	1,050	100	174	459	418	473
	F	205	29	13	74	50	81
8. Medicine (Other system) ..	M	883	114	17	31	167	449
	F	137	24	1	7	25	81
9. Animal Husbandry, Livestock, Veterinary.	M	222	2	5	206	8	8
	F	2	....	....	1	1	....
10. Unclassified ..	M	345	30	17	16	111	48
	F	39	12	14	9	15	8
M:—Male, F:—Female Total ..		34,616	2,947	991	18,279	11,895	4,442

(SOURCE:—Census of India, Vol. X-Maharashtra, Part II-C (Pages 298-305).

8. *Employment in Public Sector.*—On account of multifarious developmental activities, the total employment in public sector is growing from year to year. This growth is evident not only in Central and State Government employment but also in Local Authorities and Public Undertakings. The following table gives the figures from 1960 onwards :—

Employment in Public Sector

	30-6-1960	30-6-1961	30-6-1962	30-6-1963	30-6-1964	30-6-1965	31-3-1966
Central Government ..	2,320,18	313,846	335,438	359,605	375,993	388·8	393·9
State Government ..	253,533	284,997	229,897	238,736	271,832	276·7	321·0
Quasi Central ..	46,950	59,757	103,314	108,290	121,867	134·1	146·6
Quasi State ..	25,973	26,409					
	72,923	85,166					
Municipalities ..	79,086	70,263	240,733	289,777	305,254	323·1	330·3
Local Bodies ..	81,834	89,416					
	160,920	159,679					

The rapid growth in employment has created difficulties in recruitment of certain categories of staff. The Director of Employment maintains statistics of posts where there are shortages of persons. An analysis of these statistics shows that the difficulties are experienced more in technical posts. The percentages of vacancies remaining unfilled in different categories of posts are indicated below :—

	Vacancies unfilled (percentage).				
	31-3-1962	31-3-1963	31-3-1964	31-3-1965	31-3-1966
1. Professional, Technical and related workers ..	27·1	41·3	34·1	54·4	45·9
2. Administrative, Executive, Managerial workers	5·1	3·9	1·7	0·8	1·0
3. Clerical, Sales and related workers	8·9	12·9	11·3	9·0	9·7
4. Farmers, Fishermen, Mines, Quarrimen and related workers.	1·8	2·3	2·6	1·3	2·5
5. Workers in Transport and Communication Occupations.	10·1	3·0	11·4	3·3	5·0
6. Craftsmen and Productive Process workers ..	33·6	27·2	31·9	26·8	34·2
7 Services, Sports and Relative workers ..	11.5	25·7	4·8	3·2	1·6
8. Unskilled workers	1·9	1·0	1·6	1·2	0·1

It is noticed that the scarcity is felt mostly in ' Professional, Technical and related workers ' and also in ' Craftsman and Productive Process Workers '. The Manpower Wing, Planning Division of the Finance Department has carried out a survey through Study Groups of the manpower requirements and availability for the Fourth and Fifth Plan. The findings of these study Groups about Medicine and Public Health, and Engineering professions are indicated below :—

Medical and Public Health

	Third Plan Number.	Fourth Plan Number.	Fifth Plan Number.
I. *Doctors :—*			
Requirements	11,000	14,400	18,900
Additional during the plan	1,200	3,300	4,500
Availability	1,644	2,800	4,500
Backlog of previous plan	—644	—200	—700
Actual shortage/surplus	—200	—700	—700
II. *Dentists :—*			
Requirements	3,200	3,300	5,700
Additional during the plan	220	1,100	2,400
Availability	400	550	850
Backlog	—1,080	—900	—1,450
Actual shortage/surplus	—900	—1,450	—3000
III. *Nurse-Midwives :—*			
Requirements	5,600	10,000	14,200
Additional during the Plan	1,645	4,400	4,200
Availability	2,329	3,900	3,600
Backlog	—884	—200	—700
Actual shortage/surplus	- 200	—700	—1,300
IV. *Pharmacists :—*			
Requirements	3,700	4,800	6,300
Additional during the plan	400	1,100	1,500
Availability	225	1,248	1,440
Backlog	....	—145	+3
Actual shortage/surplus	—145	+3	—57

Engineering

	Third Plan Number	Fourth Plan Number	Fifth Plan Number
I. *Degree :—*			
(*a*) *Civil :—*			
Requirements	2,221	3,603	5,848
Availability	1,271	1,688	2,448
Shortage/Surplus	—950	—1,915	3,400
(*b*) *Mechanical :—*			
Requirements	1,541	2,500	4,057
Availability	1,036	1,549	2,428
Shortage/Surplus	—505	—951	1,629
(*c*) *Electrical :—*			
Requirements	771	1,249	2,029
Availability	982	1,549	2,492
Shortage/Surplus	+211	+300	+463
(*d*) *Others :—*			
Requirements	393	637	1,033
Availability	548	922	1,044
Shortage/Surplus	+155	+285	+11
II. *Diploma :—*			
(*a*) *Civil :—*			
Requirements	3,332	5,405	8,772
Availability	2,308	4,588	6,182
Shortage/Surplus	—1,024	—817	2,590
(*b*) *Mechanical :—*			
Requirements	1,541	3,750	6,085
Availability	1,925	3,580	5,957
Shortage/Surplus	—516	—170	128
(*c*) *Electrical :—*			
Requirements	1,155	1,875	3,043
Availability	968	2,898	5,086
Shortage/Surplus	—187	+1,023	+2,043
(*d*) *Others :—*			
Requirements	50	81	133
Availability	49	211	245
Shortage/Surplus	—1	+130	112

It is clear therefore that the scarcity of technical persons is likely to continue for some years to come.

9. *Finances of the State.*—The latest Budget of the Maharashtra State shows the revenue receipts at Rs. 263·60 crores and the revenue expenditure at Rs. 263.07 crores leaving a small surplus. The following Table gives comparative figures of receipts and expenditure since 1960-61 :—

Revenue Receipts

	1960-61	1961-62	1962-63	1963-64	1964-65	1966-67 Revised	1966-67 Budget	Percentages of 1966-67 figures to Total.
Tax-Revenue								
(1) Share in Centrally collected taxes.	15·69	14·47	25·41	28·78	29·35	30·57	42·03	15·94
(2) Tax collected by staff ..	64·37	66·84	78·28	100·58	112·75	120·45	146·76	55·68
Non-Tax Revenue ..	37·40	37·44	45·91	57·89	60·51	70·43	74·81	28·38
Total ..	117·46	118·75	149·60	187·25	202·61	221·44	263·60	100·00

Revenue Expenditure

Tax collection charges ..	3·39	3·15	3·13	3·50	3·88	4·62	5·01	1·90
Debt Services ..	13·71	13·66	17·74	19·92	23·55	26·81	44·89	17·06
Administrative Services ..	8·20	8·87	9·30	9·62	11·47	13·11	14·91	5·67
Security Services ..	14·36	14·35	15·39	17·77	20·33	21·88	21·56	8·20
Social and Development Services.	54·76	55·76	56·53	71·33	87·28	109·44	107.98	41·04
Irrigation and Electric ..	0·57	0·50	4·57	5·37	7·09	10·31	9·15	3·48
Schemes of Public Works and Schemes of Public Improvement.	6·34	6·58	5·78	5·11	9·18	13·91	9·07	3·45
Miscellaneous ..	11·38	14·57	25·00	25·16	27·99	29·67	30·99	11·78
Transfers to Funds ..	6·56	8·83	8·92	10·90	12·78	13·70	19·51	7·42
Total ..	119·27	126·27	146·38	168·58	203·52	243·45	263·07	100·00

10. *Items of Revenue.*—The main items of revenue are (1) Share in Central Taxes and (2) State Taxes. Details of these are given below :—

	1960-61	1961-62	1962-63	1963-64	1964-65	1965-66	1966-67
Share in Central Taxes :—							
Income-Tax	6·45	6·89	12·78	15·62	16·57	16·52	18·63
Union Excise	7·43	7·24	12·28	12·77	12·15	13·42	22·75
Others	1·81	·34	·35	·39	·63	·63	·65
Total ..	15·69	14·47	25·41	28·78	29·35	30·57	42·03
State Taxes :—							
Land Revenue	8·77	6·18	7·29	8·13	7·27	6·01	7·30
Stamps and Registration	5·81	6·05	7·17	8·43	8·68	8·74	8·96
General Sales Tax	29·36	32·01	36·46	50·03	57·12	64·40	78·04
Sales Tax on motor spirit ..	2·79	3·02	4·10	4·87	5·28	5·40	6·53
Motor Vehicles Taxes	7·14	5·86	6·02	6·47	7·38	7·79	9·23
Entertainment Tax	2·68	2·83	4·04	4·89	4·98	5·70	6·55
Electricity Duties	3·50	3·91	5·17	7·20	7·84	8·45	11·83
Others	4·32	6·98	8·03	10·56	14·20	13·96	18·32
Total ..	64·37	66·84	78·28	100·58	112·75	120·45	146·76

It will be noticed that about 16 % of the State Revenue is derived from Share in Central Taxes, 56 % from State Taxes and the balance of 28 % from Non-tax sources like Administrative receipt and contribution from Public enterprises (like forests, irrigation, electricity scheme, etc.). Among the State Taxes, Sales Tax is the most important source of revenue and is responsible for more than half the total receipts from all State Taxes.

11. *Plan Expenditure.*—Of the three Five-Year Plans, the Third Five-Year Plan can really be said to be the First Five-Year Plan of the Maharashtra State as it is at present constituted. In the First Five-Year Plan, the areas that now constitute the State were parts of three different States. In Second Five-Year Plan these areas came together but formed part of a bigger State. The Third Five-Year Plan was completed by the end of 1965-66. Originally, this Plan was estimated to be of the order of Rs. 390 crores. It was later revised to Rs. 418 crores, while the actual outlay on the basis of the expenditure already incurred to the end of 1965-66 has been of Rs. 436 crores as shown below. The Fourth Five Year Plan is yet to be finalised. The Plan as presented to the Legislatures envisages an outlay of Rs. 1,186 crores. It is understood that discussions are still being held with the Planning Commission to determine the final size of the State Plan. For the current year (1966-67) however, an outlay of Rs. 120 crores has already been approved. The break-up of this provision is shown in the following table :—

(Rupees in lakhs).

Serial No.	Head of Development.	Original Outlay in the Plan.	1961-62 to 1963-64	1964-65	1965-66	Total (4 to 6)	Fourth-Five Year Plan. Approved Outlay for 1966-67
1	2	3	4	5	6	7	8
I.	Agricultural Programme ..	2,33·59	30,96·62	21,35·63	30,48·57	82,80·88	33,04·56
II.	Co-operation and Community Development.	36,96·12	23,98·65	10,78·99	10,42·45	45,20·09	7,08·25
III.	Irrigation and Flood Control ..	68,36·35	29,81·81	14,90·65	20,50·00	64,41·46	16,36·20
IV.	Power	82,94·00	50,12·95	18,53·82	29,43·03	98,09·80	29,42·00
V.	Industry and Mining ..	16,22·85	4,65·43	3,09·84	6,75·81	14,51·08	3,95·00
VI.	Transport and Communications ..	36,07·99	16,89·77	8,23·79	12,38·16	37,51·72	13,14·83
VII.	Social Services	86,68·60	37,30·22	23,43·24	32,03·09	92,76·55	17,24·99
VIII.	Miscellaneous	60·50	12·04	10·45	23·10	45·59	8·50
	Grand Total ..	390,20·00	193,87·55*	99,36·41	142,24·21	45,77·17	120,34·33

*Finally adjusted actuals for first three years.

12. *State and Per Capita Income.*—The State income is estimated at Rs. 1,986 crores in 1963-64 and the *per capita* income at Rs. 476. On the basis of 1955-56 prices, the State Income comes to Rs. 1,530 crores and the *per capita* income to Rs. 359. Details are given in the table below :—

I. State Income at Current Prices

(Rupees in Crores).

Sector	1955-56	1958-59	1959-60	1960-61	1961-62	1962-63	1963-64
1	2	3	4	5	6	7	8
1. Agriculture and Allied Activities ..	331·6	546·0	521·9	626·8	569·6	641·3	782·7
	(33·1)	(40·3)	(38·8)	(40·9)	(36·6)	(36·7)	(39·4)
2. Mining, Manufacturing, small enterprises and construction.	245·4	322·0	313·7	356·8	390·7	454·0	511·5
	(24·4)	(23·7)	(23·3)	(23·3)	(25·1)	(26·0)	(25.8)
3. Others	427·2	488·1	511·0	549·2	595·9	652·9	691·7
	(42·5)	(36·0)	(37·9)	(35·8)	(38·3)	(37·3)	(34·8)
Total ..	1,004·2	1,356·1	1,346·6	1,532·8	1,556·2	1,748·2	1,985·9
	(100·0)	(100·0)	(100·0)	(100·0)	(100·0)	(100·0)	(100·0)
4. *Per Capita* State Income (Rs.) ..	292	369	351	392	389	428	476
5. *Per Capita* National Income (Rs.) ..	255	303	305	325	333	339	371

II. State Income at Constant Prices (1955-56)

(Rupees in Crores).

Sector	1955-56	1958-59	1959-60	1960-61	1961-62	1962-63	1963-64	1964-65
1	2	3	4	5	6	7	8	9
1. Agriculture and Allied Activities.	331·6	413·2	376·6	471·6	417·5	418·1	440·6	443·9
	(100·0)	(124·6)	(113·6)	(142·2)	(125·9)	(126·1)	(132·9)	(133·9)
2. Mining and Manufacturing Small enterprises and construction.	245·4	290·4	303·3	345·6	370·0	384·9	407·3	448·7
	(100·0)	(118·3)	(123·6)	(140·8)	(150·8)	(156·8)	(166·0)	(182·8)
3. Others	427·2	484·7	509·8	553·5	565·1	580·4	601·6	637·5
	(100·0)	(113·5)	(119·3)	(129·6)	(132·3)	(135·9)	(140·8)	(149·2)
4. Total Income ..	1,004·2	1,188·3	1,189·7	1,370·7	1,352·6	1,383·4	1,449·5	1,530·1
	(100·0)	(118·3)	(118·5)	(136·5)	(134·7)	(137·8)	(144·3)	(1·52)
5. *Per Capita* Income (Rs.) ..	292	323	310	350	338	339	348	359
	(100·0)	(110·6)	(106·2)	(119·9)	(115·8)	(116·1)	(119·2)	(122·9)

Note :—Figures in brackets indicate percentages to the total income.

II—Resources

13. In the preamble to the Government Resolution appointing this Commission, Government have stated :—

" Government now considers that the time is opportune for an authoritative review of the whole of its pay structure with a view to its revision and rationalisation to the extent possible, having due regard to Government's other financial commitments and to its resources including expectations of additional monetary assistance from the Government of India ".

The Commission had also included a question in its Questionnaire as to whether the revision of pay scales should depend upon and be related to the financial capacity of the Government concerned. Several of the Government Employees' Associations have pointed out that :—

(*i*) financial capacity should not restrict the payment of adequate wages to the employees and that Government should some how find the resources necessary as the payment of adequate wages was the paramount duty of a Government ;

(*ii*) the development Expenditure should either be curtailed to provide the funds necessary to pay the employees fair wages or such expenditure should also be treated as Developmental Expenditure since no development schemes can properly function without the staff in charge of execution thereof being paid adequate wages ;

(*iii*) the State has adequate resources to meet any extra expenditure that may be incurred on payment of fair wages to their employees.

14. In dealing with these arguments, it is necessary to find out the financial position of the State Government and the resources available to them for meeting the extra burden of expenditure on revision of pay scales. The following table gives the receipts and expenditure on revenue account since 1960-61 when the present Maharashtra State came into existence :—

(Rupees in crores).

	Receipts on Revenue Account.	Expenditure on Revenue Account.	Surplus (+) Deficit (—)
1960-61	117·46	119·27	—1·81
1961-62	118·75	126·27	—7·52
1962-63	149·60	146·38	+3·22
1963-64	187·25	168·58	+18·67
1964-65	202·62	203·52	—0·90
1965-66 (Revised)	221·44	243·45	—22·01
1966-67 (Budget)	263·60	263·07	0·63

Note :—The amounts for the years 1960-61 and 1961-62 are not quite comparable with the amounts for the year 1962-63 onwards on account of changes in accounting classification. The net revenue results are however comparable.

It is clear that in spite of growing revenues, the finances of the State have been under the strain of growing expenditure. The abnormal deficit in the year 1965-66 has been due to, according to the Financial Statement of the State Government for 1966-67 " increased plan outlay, particularly outlay on agricultural programmes : full year's cost of the increase in the rates of dearness allowances of Government servants sanctioned in the middle of 1964-65, larger debt charges, increased provision for repairs for communications, larger expenditure on famine relief measures due to scarcity conditions. Despite similar increases in 1966-67, the position has improved considerably. Thanks to the larger devolution of Central taxes as a result of the recommendations of the Fourth Finance Commission, the measures of additional taxation and the full year's effect on the various economy measures introduced recently ".

15. The Confederation of the Maharashtra State Employees has stated in its Memorandum to this Commission that " Maharashtra Government has a strong tendency to grossly under-estimate its revenue and over-estimate its expenditure " and gives figures in support of their above conclusion and has remarked :—

" We have, therefore, every reason to believe that this conservative tendency to under-estimate the resources and over-estimate the expenditure will continue in future also and the State will have in fact, a huge surplus as has been rightly estimated by the Fourth Finance Commission ".

It would be interesting to examine this conclusion reached by the Conferderation. In the following table, the budget and revised estimates of revenue receipts and revenue expenditure for each year since 1960-61, are compared with the actual figures for that year :—

	Revenue Receipts.			Revenue Expenditure.		
	Budget.	Revised Actuals.		Budget.	Revised Actuals.	
		(Rupees in crores).			(Rupees in crores).	
1960-61 ..	99·19	106·66	115·43	99·35	108·02	117·24
1961-62 ..	108·64	113·78	116·77	108·70	124·44	124·29
1962-63 ..	135·93	141·44	145·93	137·92	141·02	142·72
1963-64 ..	156·12	170·10	183·61	156·88	164·77	164·99
1964-65 ..	184·59	196·77	198·43	194·08	203·40	199·33
1965-66 ..	210·58	215·56	....	219·93	237·57	....
1966-67 ..	256·73	....	....	256·20	....	....

These figures show that while it is true that every year, the actual receipts realised have been much more than the estimates made during the budget time, the revenue expenditure has not at all been over-estimated, as every year the actual revenue expenditure has also been much more than what was estimated. The above table indicates that expenditure has not only kept pace with the increases in receipts but has tended to over-step it, in certain years. These figures indicate that the State does not therefore seem to have much money left on the basis of indicated levels of receipts and expenditure.

16. We have therefore to examine the future trends of revenue receipts and revenue expenditure. In the Forecast of Revenue and Expenditure prepared by the Maharashtra Government for the Fourth Finance Commission, the future trends from 1966-67 to 1970-71 have been shown in the table reproduced below :—

	1966-67	1967-68	1968-69	1969-70	1970-71	Total for five year period.
Revenue Receipts (excluding share of Central Taxes).	158·82	165·40	172·61	180·24	188·56	865·63
Revenue Expenditure	210·22	213·84	217·17	220·13	223·16	1,084·58
Deficit	—51·46	—48·44	—44·56	—39·80	—34·60	—218·95
Share of Capital Taxes (Pre-Fourth Finance Commission).	31·71	32·91	34·16	35·77	37·46	172·01
Net Deficit	—19·75	—15·53	—10·40	—4·12	+2·86	—46·94

The per capita taxation in Maharashtra is the heaviest among all States. The State has made bold attempts at levying additional taxation for meeting plan expenditure. It has not only kept up its record of fulfilling the targets for additional taxation suggested by the Planning Commission but has exceeded these targets as the following performance will show :—

First Plan		Second Plan		Third Plan	
Target.	Achievement.	Target.	Achievement.	Target.	Achievement.
15·0	23·5	23·0	24·6	52·0	77·6

17. Last year, the State Government has levied additional imposts which are expected to yield about Rs. 11·6 crores additional receipt per year. With all this heavy taxation that has already taken place, there seems very little scope for levying further imposts. The following table shows the extent of taxation in this State as compared to other States :—

States.	Per Capita Income.	Per Capita State Tax. 1965-66 (Bud.)
1	2	3
Andhra Pradesh	283	18·06
Assam	341	21·04
Bihar	188	10·78
Gujarat	388	21·24
Jammu and Kashmir	N.A.	9·58
Kerala	283	21·87
Madhya Pradesh	289	15·32
Madras	250	21·45
Maharashtra	392	27·99
Mysore	290	18·24
Orissa	255	10·72
Punjab	385	24·62
Rajasthan	323	16·75
Uttar Pradesh	261	11·23
West Bengal	288	22·12
All States	326	17·68

18. It seems evident that in the context of facts and figures the State has neither surplus resources nor much further scope for taxation for meeting the liabilities on any increase in the emoluments of Government servants. It is necessary therefore to consider the trends in Central Assistance in future years. In their Memorandum to the Fourth Finance Commission, the Government of Maharashtra have worked out a revenue deficit of Rs. 466·09 crores on the following basis :—

	Rs. in crores
Revenue deficit according to Forecast	46·94
Revenue Components of Fourth Plan	335·00
Debt Service charges	84·15
	466·09

and expected to meet this gap by the additional assistance from larger devolution of Central taxes to the extent of Rs. 145·32 crores and from Central Grant-in-aid of Rs. 217 crores. The Finance Commission, in its Report did not however accept the forecast of revenue and expenditure made by the Maharashtra Government but stated that Maharashtra State will have a surplus of Rs. 215·66 crores over the Fourth Plan period, as a result of the additional devolution of Central taxes to the State on the lines recommended by that Commission and that, therefore, there was no case for any grant-in-aid from Central Government. The Fourth Finance Commission's recommendations have been summarised in paragraph 4 of the Statement made by the Maharashtra Finance Minister before the Legislature on 22nd November 1965 as follows :—

> " The Third Finance Commission awarded all the States together a total share of the Central Taxes which amounted to Rs. 283·44 crores a year. The Fourth Finance Commission has raised this to Rs. 350·59 crores. Of this, Maharashtra receives 12·1 per cent. In this respect, only Uttar Pradesh, with 14·9 per cent. has fared better. But Uttar Pradesh has 17·06 per cent. and Maharashtra has only 9·16 per cent. of the Country's population. Clearly therefore, the net gain is proportionately larger in Maharashtra when regarded in terms of extra devolution per head of population. In absolute terms, Uttar Pradesh will now get Rs. 52·38 crores a year against Rs. 39·08 crores available from the Third Finance Commission's recommendations, while Maharashtra gets Rs. 42·49 crores per year now against Rs. 31·62 crores from the Third Finance Commission. "

In paragraph 8 of the same Statement, the Finance Minister refers to the surplus worked out by the Finance Commission in the following words :—

> " The Commission has worked out a staggering figure of revenue surplus of Rs. 215·61 crores over the Fourth Plan period, which I am afraid we cannot accept as correct on any account."

19. There is thus a clear dispute about future resources between the Maharashtra Government and the Fourth Finance Commission. This Commission has no intention to join this controversy but will merely note here that with a Fourth Five Year Plan estimated to cost more than double than the Third Five Year Plan, the additional expenditure necessitated by drought and famine conditions in two successive years, the financial resources of the State are bound to be strained to the utmost and the State will have to depend upon assistance from the Centre.

20. In the Forecast of revenue and expenditure for the next Five-Year Period, submitted by the Maharashtra Government to the Finance Commission, it has included a liability of Rs. 40 crores (at Rs. 8 crores per annum) for meeting the cost of improvement in the emoluments of Government Servants. This expenditure has not however been admitted by the Finance Commission because it was not a " committed " expenditure in working out the financial position of this State. It seems, however, clear that the State Government has decided to meet this expenditure during the next five years.

In the Note sent by the Finance Department in this regard, it is stated :—

" In working out the revenue resources the provision for improvement in emoluments of public servants were estimated as under :—

(1) A lump provision of Rs. 40 crores for improving the emoluments of Government servants and other employees of local bodies to whom grants are required to be given by Government according to the existing practice towards meeting a part or whole of this expenditure. This is inclusive of the interim relief in basic pay of Rs. 5 per mensem, sanctioned from 1st April 1965 to all employees drawing pay up to Rs. 715 per mensem basic pay. This is to be absorbed in the basic pay as refixed in the revised scales that may be fixed in the light of the recommendations of the Pay Commission.

(2) A provision of Rs. 19·69 crores under ' Education ' for the following items :—

	Rs. in crores
(*i*) Rationalisation of the pay scales of primary teachers	9·62
(*ii*) Revision of pay scales of trained teachers in non-Government Secondary Schools	6·86
(*iii*) Increase in the pay and allowances of primary teachers after training.	2·84
(*iv*) Improvement of pay scales of the teaching staff in the Department of Technical Education	0·35
(*v*) Improvement of pay scales of Secondary teachers on the subjects of English, Science and Mathematics	0·02
Total —	19·69

In support of the provision of Rs. 40 crores referred to at (1) above, it was indicated to the Finance Commission that against a lump provision of Rs. 20 crores envisaged for the Third Five Year Plan period towards improving the emoluments of Government servants, the estimated extra commitment made was of the order of Rs. 37 crores during the Third Plan period. Similar improvement in emoluments was considered necessary during the Fourth Plan period also, in view of the increase in emoluments of employees of Central Government and those of private concerns and also in view of the possible rise in the cost of living. A lump provision of Rs. 8 crores per annum was thus made in the original estimates. This was retained in the revised estimates and the Finance Commission was further informed that the interim relief already sanctioned would cost annually Rs. 3 crores leaving an extra annual provision of Rs. 5 crores for meeting probable additional liabilities arising out of the Pay Commission's recommendations. The increase in dearness allowance granted with effect from April 1966, was not then envisaged. This increase is estimated to cost Rs. 16 crores during the Fourth Plan period." Since then, Government have again increased the dearness allowance with effect from 1st July 1966 with a view to bring the dearness allowance rates on par with the rates then prevailing for the Central Government employees in the case of employees drawing pay below Rs. 110 per mensem and at 80 per cent. level in the case of other employees drawing pay between Rs. 110 and Rs. 1,134. The additional liability on this account alone is estimated to cost about Rs. 6 crores a year. It is obvious, therefore, that the liabilities on account of these increases in pay and dearness allowances have already exceeded the provisions shown in the Forecast prepared for the Finance Commission and that there are no available resources for meeting the cost on improvements of salaries consequent on this Commission's recommendations. According to our calculations, the improvements suggested by us in pay-scales are likely to cost Government Rs. 5 crores a year on account of the fixation of existing employees at the appropriate stages in the new scales of pay. This estimate has been calculated by us on a very broad basis as exact calculation was not feasible and excludes the liabilities already incurred by Government when it granted the *ad-hoc* increment of Rs. 5 per mensem to all employees drawing pay up to Rs. 715 per mensem. Inclusive of the *ad-hoc* increment of Rs. 5 granted previously, the total liability on revision of pay will thus be Rs. 8 crores. The expenditure on account of increase in allowances (other than d. a.) is likely to cost about Rs. 1 crore in addition.

21. Government has undertaken heavy liability in the matter of D.A. during the pendancy of the revision of pay-structure. This liability could not be in view when the Commission was appointed. When a big slice of available resources has been appropriated towards this additional liability, the estimates of resources, as initially contemplated when the revision of pay-scales was decided upon and the Commission was appointed for the purpose, have been greatly disturbed. Resources which would have been available for meeting the additional burden arising from revision of pay-scales, have been diverted to meet the above-mentioned expenditure. This is not to suggest that the improvement in D.A. was not justified or was uncalled for. It can be presumed that Government considered the impact on its finances, of the expenditure arising from revision of pay-scales and also of the additional burden resulting from improvements in D.A. Our recommendations have been made with full awareness of the limited resources of the State and its other commitments. We had to propose what we considered to be just and fair under the circumstances and after taking into account all aspects of the problem.

22. In the abovestated circumstances, the Government may have either to find additional resources by adjusting priorities of different items of expenditure, committed or otherwise ; seek aid from the Centre ; or find equivalent savings through economies in expenditure. As a last resort, it may have to take recourse to appropriate taxation. While we do not feel competent to comment upon or give suggestions regarding adjustment of priorities in committed expenditure or for additional taxation, or about obtaining Central Grant-in-aid (except to suggest that this extra liability may be brought to the notice of the Planning Commission for their consideration), in regard to economies in expenditure, we would like to record here the impressions we gathered from our discussions with many experienced and senior officers of Government that several Departments of Government are at present over-staffed and there is too much diffusion of work. It may be that we are not fully informed in this matter but it would be worthwhile for Government to undertake a detailed examination of the scope for economy in expenditure both on personnel and other related matters in the different offices and departments of Government.

सत्यमेव जयते

CHAPTER 4

PRINCIPLES AND CONSIDERATIONS FOR SALARY DETERMINATION

The present salary and wage structure is a result of historical process brought about by action and reaction of economic, social and political forces operating through a long period of time. Besides economic factors, social ideas and traditions form the essential core of the wage and salary structure in the country. Anyone dealing with disputes relating to salaries and wages is often confronted with problems arising from characteristic features of prevailing salary and wage structure such as (*a*) What should be a minimum basic salary or wage level ? (*b*) What should be the considerations for their determination ? (c) Why a particular job should be salaried and the other only wage earning ? (*d*) Why salaried posts should be associated with status, prestige and in consequence with more monetary emoluments, even though a wage earner works more laboriously for longer hours and is continuously adding to national productivity ? (*e*) Why should there be security of tenure, more holidays, incremental scales and shorter hours of work for the salaried people or clerical establishments as compared with manual workers ? (*f*) On what principles of relativities, the corresponding salaries should be determined ? (*g*) Why pay should be associated with rank ? (*h*) How to put money value on a job, whether absolute or by the method of comparison ? (*i*) Why wage policy should be related to national productivity and national planning, and also national income ? (*j*) What should be the wage policy in relation to the danger of inflation ?

None of these questions can be answered purely on economic theories and without resorting to principles and considerations of social, or ethical character. Examination of the decisions of different Courts, various Industrial Tribunals and even Pay Commissions, will disclose how much they are influenced by social objectives and considerations of public policy and social good.

2. Wage dispute is no more a private affair of the employer and employee. Both sides appeal to public opinion for support. Protestations and demonstrations and various methods of vindicating the grievances are undertaken with a view to attract attention of the society for winning its support. The society is thus drawn into the dispute and the quarrel between employer and employee is converted into a public controversy. All attempts are made to rouse social consciousness. Interventions of important public spirited individuals are invited. The employer justifies his attitude for *status quo* on the ground of economic considerations, while the employee supports his demands, though economic in character, on grounds of social justice, particularly at low grade levels. Community at large is expected to intervene on grounds of justice to avoid possible exploitation of the weaker party by the stronger. A wage dispute thus becomes a social question.

Extent of labour legislation by Central Legislature and State Legislatures and the regulations made thereunder have directly influenced the wage structure and conditions of service of the employees both in public and private sectors in a great measure. All these laws are also intended to serve the social objective envisaged by our Constitution and indicated by Legislatures from time to time. Five-year Plans also envisage enormous changes in the economic, social and cultural spheres and aim at bringing about a change in wage and salary structures in conformity with the ideals enshrined in the Constitution. The questions relating to wages and pay structure are thus directly related to national objectives.

3. There is hierarchical pattern of social status and yet with political philosophy "equalitarian and democratic". Higher pay is more attached to responsibility and rank as compared to qualifications academic or otherwise, skill and onerousness or discomfort involved in the job. It will be observed that jobs involving exercise of power and authority are invariably salaried and those involving mainly physical labour are mostly wage earning. Salaried posts rank higher in social status as compared to wage earning

jobs. That, besides higher pay and superior social status, a clerical job should possess stronger security of tenure with shorter hours of work, more leave and extra amenities is considered as being in complete accord with administrative principles. Status and pay are closely associated with each other as is evidenced by the recognized rule that supervisors should be paid more than the supervised; and there is thus a circular process of valuation namely that high status should be linked with high pay and high pay should be associated with high status.

4. Our present pattern of administration and pay structure is mainly the outcome of historical process, foreign rules, and the salary structure, particularly in the higher grades with maximum salaries, according to the notions that were prevalent in England. In the early days of British rule, higher services in India were exclusively monopolised by Englishmen and were then styled as covenanted services. They were granted pay scales on the basis of value given to such jobs by the British Parliament with a generous regard for the cost of living of the personnel and their status. When Indian element was absorbed in these higher services, they were also accorded in some measure, similar status and high salaries. This origin explains our salary structure and administrative set up of the services styled as Class I and Class II services. Our social ideas, customs and traditions have also contributed to the shaping of our administrative frame and its pay structure. It is inevitable that in framing the wage policy and the salary structure, some measure of conflict between the social and the economic ends should arise. The present set up of administration with its heirarchical frame, concepts of status and prestige, and their correspondence with pay rates, gradations and ranks, is thus a mixture of diverse types of social and economic forces.

5. Every society sets its own value on different types of jobs according to their functions and necessity for social living and according to norms of standards considered basic to the established order of social living or political and economic objectives and ideals. The commonly accepted social order is associated with certain basic ideas and values which are reflected in traditions, customs, institutions and other social spheres of activities. An administrative set up is basic to the social existence and is an integral part of social living. An attempt to introduce changes in accepted values and concepts gives rise to fundamental conflict of ideas and values associated with different economic and political philosophies. None of the changes involving substitution of pre-existing values and basic concepts with the new norms can therefore be brought about without consciously expressed social will at national level through the Legislatures.

6. Without expressed mandate, a Pay Commission constituted by a State Authority and limited by specific terms of reference cannot adhere to any particular school of thought or philosophy, political, social or economic. Problems presented to it in the form of terms of reference have perforce to be treated as administrative problems and have to be dealt with according to the principles or considerations recognized in the field of administration and policies declared by the Constitution or declarations made by Parliament supplemented by ideas of social and economic justice.

7. Practice of paying as little as possible, as long as it is possible to obtain employees in the service, has to be deprecated. Similarly, yielding to the unreasonable demands of employees or pressure of administrative officials without rational justification is highly undesirable. It is necessary that pay structure should be based on some equitable administrative considerations. Competition with private industries in paying salary rates or to take the role of a philanthropist by being more liberal than other employers or to pay a little higher than what was being paid previously merely by way of appeasement, do not accord with social principles of administration.

8. Besides, good organisation, properly devised methods of recruitment, and rational salary structure are pre-requisites of efficiency in public services. Case of private employer has to be distinguished from the State as employer. Private employer is

more free in the matter of salary determination of his staff and his discretion is guided by considerations of profit and success of his business. A State as employer has no such discretion. It is under obligation to treat all its employees alike without discrimination or favouritism. It has to act under constant vigilance of Legislature and the public. It is therefore necessary that pay structure in public services should be constructed on the basis of certain basic principles and generally accepted policies. In fixing value of a job or determination of differentials in relation to pay, the status or rank or any other condition of service, the only guide can be a due sense of existing social and economic order as reflected in what is recognized as social conscience and principles of sound and efficient administration. Administrative efficiency and social justice are thus the two objective tests of fairness and justice. Pay structure is *prima-facie* an economic question but as stated above, economic theories are not sufficient by themselves to afford satisfactory solution when undertaking rationalisation or revision of pay structure. For establishing proper relativities necessary adjustments in pay scales will have to be made in the context of the prevailing economic facts and social considerations.

9. Problem of determination of pay structure of public services has become highly complex both because of changing economic conditions and the growing social and political consciousness in the society. Both in public and private sectors there is growing unrest and conflicting attitudes between the employer and the employee. In the private sector various outlets are provided for resolving disputes through machinery provided by Labour Legislation and the process of collective bargaining. Government intervention also plays its role for bringing about industrial peace. A member of public service is somewhat in a disadvantageous position as compared with individual worker in private employment. He cannot resort to methods and means ordinarily available to the industrial worker both because of his unique position as a member of public service and the disciplinary control in which he functions and the special character of the tenure of his service. Even then, what happens outside is not without its impact on public service in the form of resulting resentment and discontent. This impact is more aggravated because of the prevailing trend towards socialistic ideas, increased desire to improve standards of living, rising costs of living and a feeling that the public services are ill-paid and exploited. Expectations of new order in the context of the objective of socialistic pattern of society, the political consciousness and changed outlook in aspirations of the public services thus demand notice of administration.

10. There is also another very important obligation on the administration. In public employment in the last analysis, citizens as tax payers are the employers. The tax payer demands economy in administration and reduction of expenses. There is constant resistence to the addition of new taxes or increasing of existing taxes which form the only real revenues of the States. Citizens also want sound administration and efficient public service. Thus Government owes responsibility both to the public and to the members of public service. Employees demand liberal wage policy with due regard to changing economic factors. Political pressures take varied and conflicting shape and momentum. Problems of pay fixation thus become a complex of conflicting interests. How to harmonise the view points of these different interests is the crucial problem in any fixation of pay rates. Fairness of pay structure has to be considered not only from the stand point of employee, but also from that of the State and the wider public. General and wider questions such as removal of social inequalities and equitable distribution of incomes have to be handled by the State at national level by undertaking measures applicable to all sections of the society. This does not however negative the application of socio-economic considerations while framing the pay structure. As the Priestly Commission (Royal Commission on Public Services in England 1953-55) has observed "It is most important that civil service pay should be settled in the light of explicit principles that will command themselves as fair both to the staff concerned and to the community as a whole and that can be applied by Governments without impairing the non-political character of the service". There are three aspects

of the salary problem which comprise the points of view of the three parties interested in the salary question. From Government point of view, pay rates should be such as would maintain efficiency of public service. The employees would require that pay rates should represent adequate remuneration according to onerousness of duty and degree of responsibility and the cost of education and training acquired by them. The Community would demand that public service should be efficient and that there should be economy in the administrative costs. Society also demands observance of certain social principles considering the objective it has set before itself for welfare of the community, as a whole. All attempts so far made in solving salary problems of the public services are based on the above considerations and emphasise one or more aspects mentioned above. All these aspects deserve consideration. The process of planning a pay structure thus involves adjustment and compromise in the three apparently conflicting interests. Various principles and policies formulated from time to time emphasise one or the other aspect of the problem.

11. Rational pay structure demands elimination of elements of favouritism or politically motivated considerations or wide difference in salaries or different pay rates for individuals performing similar type of work in a single organisation or unit. Discriminatory schedules of pay rates in different organisations or units or departments or establishments have to be avoided. Pay scales in respect of personnel belonging to different services or classes of posts should conform and reflect the principle that they are framed with due regard to the duties and responsibilities. It is essential that pay structure should be equitable with fair evaluation of the job and reasonable arrangement between them with reference to rank and grade. It is a recognized principle that poorly paid staff or inequitable or discriminatory arrangements of remuneration can be a source of discontent, low morale and inefficiency in the public services.

The task of constructing a pay structure is divided in two general parts, i.e. consideration of certain general principles of economic and administrative character and certain fundamental policy principles which have social or political basis. Most of these have been sufficiently discussed by the previous Pay Commissions and have been crystalised in definite rules of social or economic character. We have perforce to deal with them again at the cost of repetition as their application has to be considered in the light of conditions and circumstances obtaining in Maharashtra and also for proper appreciation of the claims made by various organisations of employees on the basis of these principles and policy consideration and the views propounded by prominent persons for their reappraisal.

12. The Constitution imposes certain obligations in the form of directive principles in Articles 38, 39, 42 and 43 under which the State is directed to secure to workers a living wage, a decent standard of life, full enjoyment of leisure, social and cultural opportunities and just or human conditions of work. The State cannot give up these principles in its relation to its own employees. In particular, Article 39 provides that State shall direct its policy towards securing that there is equal pay for equal work for both men and women. Article 43 provides that State shall endeavour to secure by suitable legislation or economic organisation or in any other way, to all workers, agricultural, industrial or otherwise, a living wage, conditions of work which ensure a decent standard of life and full enjoyment of leisure and social and cultural opportunities.

13. The principle of equal pay for equal work considered as an abstract principle cannot have any challenge from any quarter. In service structure, the above principle has to operate in two forms viz. (*a*) work of same type involving similar level of onerousness and responsibility should get same pay within the department, and (*b*) there should be parity with salaries for similar posts in other departments. The application of this principle however presents real difficulties. Equality can be well observed in identical circumstances. It is difficult to ascertain such identity or weigh the identity in matters relating to work of an employee. It is difficult to say with

arithmetical accuracy that two jobs apparently similar are in fact equal in the matter of quantity, quality and nature of the work. The principle has to be applied with care and caution. In determining quality of work, designations of the posts are not always a safe guide. Often, they will be found misleading. Moreover levels of responsibility may vary inspite of similarity in the designation. The designations often do not convey the whole range of duties and their onerousness. It is also to be noted that if for administrative reasons, decision is taken by the Government that some posts of the same class and same designation should be held by men of higher qualifications, then the differentiation in the pay rates cannot be considered as offending the rule of equal pay for equal work. Mere nomenclature is not thus the deciding factor. The principle is illustrated by the Rowland Committee which states "Substantially equal posts should be given equal pay for comparable work carried out in comparable conditions". But the difficulty lies in arriving at absolutely correct results in the process of comparison. It is not that the Constitution makers could not have been aware of the difficulties in the matter of implementation of this principle. The principle of equality is an ideal and has to be operated upon, on the principle that to the maximum extent possible, inequality should be avoided and eliminated.

14. The second principle relating to equality among men and women is not now disputed. The principle is based on a postulate that other circumstances being equal, the work rendered by women employees should be presumed as equal to the work rendered by men employees.

15. There are other two economic principles which are invariably invoked in matters relating to fixation of pay-rates of public service employees. Islington Commission (1912) appointed by British Parliament for determination of the conditions of service of higher public services in India enunciated the principle: "The only safe criterion is that Government should pay so much and so much only to their employees as is necessary to obtain recruits of the right stamp and to maintain them in such a degree of comfort and dignity as will shield them from temptation and keep them efficient in the terms of their service." It should also be noted that the said Commission was concerned by their terms of reference only with salaries and other conditions of service of the higher services. It would not therefore be safe to assume that the said Commission had proposed to apply this principle even in the case of services at lower level of pay rates. How far the above principle should be applied to the lower grade employees will have to be considered on independent ground. The Committee on the Pay, etc. of the State Servants appointed in 1923 in England under the Chairmanship of Sir Anderson enunciated this very principle in the following words: "In our view there is only one principle in which all the factors of responsibility, cost of living, marriage, children, social position are included—the employer should pay what is necessary to recruit and to retain an efficient staff".

16. *Prima facie* the principle appears simple and plausible. Apparently it enunciates the application of economic law of supply and demand. The application of the principle, in actual practice, is bound to be met with various difficulties. It has been criticized on two obvious grounds namely (*a*) that there is no direct means of measuring the degree of efficiency of the staff or of knowing which is an efficient staff and (*b*) what should be considered as necessary to "keep it efficient". The ideas of "efficiency of staff" and "necessary things for retaining efficiency" are in their nature relative and not expressions of absolute import. Further, there is no such market for recruitment with a marked price termed as "efficient staff". The principle, if to be applied to low paid staff, is also criticised as being Ricardian in spirit and of capitalistic outlook and not conforming with the objective of socialistic pattern of society. The principle emphasizes two considerations namely efficient staff should be employed and that they should be paid according to their market value and nothing more or less. It is obvious that the principle is bound to conflict with ideas of social justice when applied to employees with lower salaries and in conditions of inflation or unemployment.

The principle however is likely to be popular with staff which is in short supply such as specialists or technicians or scientific personnel. The principle of market value may hold good for such staff, but not for those like clerical staff or other low grade employees who are available in numbers, inspite of lower salaries. With changing economic conditions and growing complexities of social life, an ideal of welfare society with socialistic pattern demands employment of experts, specialists, scientists and personnel from other professions to be selected regardless of money considerations. It has become a maxim in the present administration systems that "to attract and retain highly qualified employees Government must pay good pays". Scientific, professional and administrative talent is the essential need and this cannot be satisfied without provision of pay structure suitable for attracting such personnel and retaining them in service in efficient condition.

17. The First Central Pay Commission, 1946-47 (Varadachariar Commission) while discussing the above principles have observed "We are thus led to think that the test formulated by the Islington Commission is only to be liberally interpreted to suit the conditions of the present day and to be qualified by the condition that in no case should a man be paid less than living wage.....while it may be generally agreed that the market value test may not always be available—and it may not even be the proper test if exclusively applied—it is only reasonable, that so far as practicable, a fair relativity should be maintained between the rates of pay of certain classes of civil servants and comparable outside rates, the parity being judged with reference to long term trends in wage levels in the country". The Priestley Commission, (1955), has stated two main principles—"(*a*) the primary principle of civil servants' pay in fair comparison with the current remuneration of outside staff employed in broadly comparable work, taking account of differences in other conditions of services, and (*b*) internal relativities should be used as a supplement to the principle of fair comparison in settling civil service pay rates in detail and may have to be the first consideration when outside comparison cannot be made ; but they should never be allowed to override the principle or to become rigid".

18. It would appear that the principles enunciated by the Islington Commission in 1912 and those propounded by Priestley Commission in 1955 are two aspects of one main principle namely that the State should strive to employ efficient staff and pay salary as will be found necessary for such recruitment and as will keep the staff in comfort and dignity and in efficient condition for the term of their service and secondly that such salaries should be determined with reference to salaries paid by other outside employment for broadly comparable jobs. In other words, the principle of fair comparison directs that Government should fix pay rates with reference to levels of pay set in private industry and that the market rates for such employment should be the determining factor.

19. In adopting the principle of "fair comparison" also, there are various difficulties which have to be taken notice of. The initial practical difficulty will be about determining what the market rate is for any particular job. A market rate is just an abstraction. There cannot be a market rate as there is no such single market for the jobs obtained in public service as such.

20. Considering the conditions existing in India the principle of fair comparison deserves application with great circumspection. Except perhaps for clerical staff and staff in other lower grade services it is difficult to say that there are such comparable counterparts of those obtained in Government services. There are always varying degrees of complexity of skill, hazards, unpleasantness, responsibilities, etc. attached to a job which would make comparison most difficult. In majority of the jobs, comparison will not at all be possible.

21. There is great variation in pay rates even on similar jobs in private industry. The rates differ from region to region and among different concerns in the same industry and even in the same locality. Rates also vary even from individual to

individual in the same concern. In private industry, principle of equality is not so rigorously followed. Comparison of organization and pay structure of services in Government administration and in the industries will indicate that the organization and the pay structure in the latter is not much regulated. The two organisations function on fundamentally different considerations.

22. The levels of pay in private industry particularly at lower levels are based on commodity theory of labour or the economic rule of marginal productivity of labour. In the case of Government service, it is not possible to establish relationship between pay rate and the productivity of the worker or labour of an employee. Public Service organization does not function on the basis of theory of marginal productivity of labour or commodity theory of labour. As observed by the Second Pay Cimmission " Because of such monopolistic character of most of the Government activities a relationship between wages and salaries and demand for product is impossible to discover. This is particularly true of administrative services and social services."

23. In private sector, there is no certainty that the pay rates are fixed with any predetermined application of any rule of recruitment in the matter of required qualifications on a prescribed pay rate schedule. Personal element plays an important part in the fixation of remuneration in the case of high jobs. There are no standardised methods of recruitment and personnel selection by the management is the dominating factor in most of the private concerns.

24. In industry, the principles of economic wage are insisted upon for maintaining of balance between wages, total productivity and income. Necessity of maintaining the balance sets limit to increase in wage. In popular language the principle is expressed as " wages are determined according to capacity of the industry." The capacity of an industry is also determined with reference to the margin of profit, the industry can give. The rate of labour or skill is thus not based on any market rate but on other extraneous matters. In many industries, wages are determined on piece rate basis.

25. There are also many other practical difficulties in the application of the principle of " fair comparison ". As indicated in the chapter relating to structure of services, the pattern of public service is designed as " career service ". When an employee enters service he is promised a pattern of income for the whole period of his service i.e. till the age of his superannuation. With the increasing responsibilities in relation to himself or his family obligations, there is provision for increase of salary by annual increments subject to his retaining normal efficiency. There are ladders of promotion depending on ability and merit. Entry in the service is restricted by age limit for different groups of services (ranging between 21 to 25 in the three higher classes of services and between 19 to 25 in class IV services). Entry in a grade beyond the age-limits is rare and is permitted only in posts like those of specialists with technical or scientific qualifications. Ordinarily, when one enters Government service, the choice is made for a career in the service. The pattern of pay structure in commerce and industry, particularly in smaller concerns is very much on a different footing. Often, many of such services are paid extra pay for special service according to inclinations of the employer. In private employment, the pay rate is often related to the person approved by the employer and not strictly according to duties of his grades. In Government service, extra payments and special allowances are governed by definite rules which govern the service as a whole. Private employment has complete freedom in settling salaries unlike the State which has obligation to treat all its employees alike and without favouritism or discrimination.

26. In public service, salaries have to be fixed primarily with due regard to general or special education, qualifications and the training required for a particular job. Due importance has to be given to the nature of duties and responsibilities attached

to the jobs. There are also questions of status and dignity of an office. The expectation of pension on retirement is also a special feature of public service which distinguishes permanent employment in Government from private employment.

27. The view point of the employees in respect of the principle of "fair comparison" differs according to whether they belong to a general class or to a specialist or technical class. The employees of specialist class i.e. personnel with technical and scientific qualifications, demand rigid application of this principle, as they are in short supply in the country at the present time. General class of employees such as of clerical grades or typists and skilled or semi-skilled or non-educated classes and in whose case broad comparison is possible insist that the principle of fair comparison should be modified and applied in the light of the social objectives and administration should be guided in fixing their pay scale by humane and ethical considerations. The principle of "fair comparison" is also not appreciated by those employees whose pay structure has to be determined on the basis of the principle of "minimum wages" or living wages.

Inspite of all these difficulties and view points discussed above, there is no doubt that the principle of "fair comparison" can have value in determining the pay structure in public services only if it is applied wth due care and caution. The pay rates in private industries cannot be applied mechanically. Such pay rates in private industries can be considered for comparison and as a guide in fixing the pay rates of jobs, which can broadly be considered as being comparable, after making allowance for various factors which differentiate the pay structure in the private industries from the pay structure obtained in Government services. So far as practical, an attempt can be made for bringing about a fair relativity between such comparable jobs and services after making due allowance for the distinguishing factors. It is necessary that there should be some criterion while constructing pay structure in public services, in order to avoid criticism of arbitrariness.

28. Priestly Commission which has advocated application of this principle of "fair comparison" has observed "Fair comparison as the primary principle is fair to the community at large for two reasons (1) It looks after the ordinary citizens interest as a tax payer. If the Government which represents him pays what other responsible employers pay for the comparable work, the citizen cannot reasonably complain that he is being exploited. Equally, we consider that he would agree that he could not in the long run obtain an efficient service by paying less" (para. 97 of the Report). That Commission has also observed "Fair comparison as a primary principle is also in our view fair to the individual civil servant. Since the civil servant's first loyalty is to the Government of the moment, which is liable to change overnight, and since his ultimate loyalty is to the Public which casts a jealous eye on public expenditure, he is entitled to some guarantee that his just claim will not be sacrificed to political expediency or to un-informed press or public criticism. We think that the principle of fair comparison affords such a guarantee. Equally, if his remuneration and conditions of service taken together approximate to those prevailing in the outside world he cannot legitimately complain of injustice" (para. 101).

29. It is better to have some rule for guidance rather than having none at all. In the earlier days, Government was almost a monopolistic employer. Requirements of Government were limited, and the system of education introduced in this country by the then rulers could supply the needs of services. With extension of administration and growth of industry and rapid economic and social transformation that is taking place in the country the situation today is much changed. A Government employee has now much scope for comparison of his remuneration with that obtained by his counterpart in other fields of employment. Particularly demand for technical, scientific, professional and specialist posts has much increased because of growing industries. At the moment, we are not able to meet this demand for personnel of the above type. It is obvious that under such circumstances, rule of market value should operate as

Government cannot ignore the extent of outside demand. If pay rates of personnel for whose services there is keen demand in outside commercial or industrial sector are fixed in utter disregard of what such an outside employment normally gives, Government is bound to be faced with problems of recruitment and turn-over, resulting in inefficiency in administration. Needy candidates may become available for the time being, but there shall be constant risk of their leaving a Government job in favour of private employment at the slightest betterment in prospects. But this criterion will not be available to all the jobs uniformly. In view of the variations of pay rates in different industries, the comparison often becomes difficult. Some well-established and big industrial concerns have liberal pay rates which are often the result of collective bargaining and the strength of the Union of employees. In some instances high rates are agreed to by the employer for securing industrial peace and in the interest of keeping continuity in business activity. Fair comparison principle requires broad comparison of the level of remuneration in different categories of staff in big firms and also small firms. It will be unfair to the community, if pay scales are fixed with reference to the pay rates obtained in big firms only. Priestley Commission which advocated the principle of fair comparison has itself considered this aspect and has remarked that Government should be a good employer but not that it should offer highest rates of remuneration. The observation of the Commission is in the following words :

> " If it were possible to obtain for any specific job a set of rates representative of the community as a whole, it could be arranged in order from top to bottom. Civil service rates should not be lower than the minimum but not above the upper quartile ". (page 26 of the report).

30. Inspite of the infirmities in the principle of fair comparison and economic principle of 'market value', attempt has to be made to apply these principles as far as possible to avoid arbitrariness or criticism of " subjective considerations ". An attempt has to be made to compare the rates in terms of broad similarity in work, required skill, knowledge, experience, responsibility, age limits for entry in service and qualification requirements of the job. This attempt can be supplemented by adopting the principle of relativity as recommended by Priestley Commission.

> " Internal relativities should be used as a supplement to principle of fair comparison in settling civil service rates in detail and may have to be the first consideration when outside comparison cannot be made."

The relativities may be vertical or horizontal between grades of public services. Vertical relativity should be used for offering promotion incentives. Horizontal relativity should be used when fair comparison breaks down, i.e. where there is no comparable class. As already observed, fair comparison principle is also subject to the considerations of social justice. Particularly in the lower grade, salaries and pay rates have to be fair and socially approvable. In this connection also the Priestley Commission has said :

> " We think that in the conduct of wage and salary negotiations, concepts of fairness and of the existence of wage and salaries framework not governed solely by the law of market, play a large and increasing part ".

31. The Second Central Pay Commission has also accepted this view of the Priestley Commission and also the limitations under which the principle of 'fair comparison' can be applied. It has been observed by this Commission:—

> " While refraining from adopting fair comparison with outside rates as a principle suitable for full and detailed application, we recognise it as one of the important factors to be taken into account—a factor, however, to be considered at present usually in a broad way and with discrimination. But we think that even where the remuneration is to be determined mainly on other, for instance, social considerations, a comparison with outside rates should be used as an aid and a corrective ".

32. We have no hesitation in adopting the above view. To sum up 'fair comparison' principle may be adopted for broadly comparable jobs after taking into account the differences in the conditions of service. Comparison should be grade by grade and class by class, and attempt should be made to see that civil service pay is fair by that standard. Fairness of the standard should be determined with reference to the rates of the lower half of the outside employees and need not be as good as those of the top quartile. It is necessary that a comparison should be on detailed lines, based on job analysis and statistical sampling. Other varying factors such as the position of the industry, of the firm, the circumstances which have brought about the existing pay rates, the qualifications required for the job, the chances of promotion, retirement benefits, extra amenities, age limits for entry in service, etc. should also be considered for arriving at a pay rate on the basis of 'fair comparison'. Exceptions in certain aspects of above comparison may be made because of the existing conditions in the case of specialist jobs or scientific jobs as circumstances may demand. The pay rates at lower levels should be influenced more by social and ethical considerations and social policies of Government rather than the above principle of 'fair comparison', if it operates to the prejudice of such class of employees.

33. Apart from the economic principle which is discussed above, many other factors influence the fixation of pay structure of public services. These matters relate to the policy adopted by the State in the matter of wages and pay structure and should be distinguished from economic principles. A private employer whose business is run on economic basis is less expected to formulate his pay plan with due regard for ethical or social requirements, though there may be some exceptions. Our Constitution in its preamble says that it exists among other reasons for securing social, economic and political justice to the citizens of the State. Directive principles have also been framed for achieving these objectives. It is therefore argued, and in our view with right emphasis, that the State charged with obligations of common welfare and establishment of desirable social conditions is under special obligation to its servants. The argument is pressed with special relevancy to services which are at lower economic levels in the pay structure. A Government servant joins service as a life long occupation and because of the typical character of Government work, is often helpless and is not in a position to leave the job and join service outside, the more so when he has passed a number of years in service. Government has thus to be considered as being under special obligations to treat their servants fairly.

34. In the above context, it is argued on the side of the employees that State as an employer should be distinguished from a private employer and the State should play a role of model employer. Implication of the submission is, that pay scales in Government service should be comparatively better and higher as compared to those in private employment. So far, no pay commission either in India or Western countries has supported this principle.

In our view it is wrong to draw distinction between State as "model employer" and a private employer. Both should be model employers and should possess the required virtue which an employer should possess or is expected to possess, and which should influence relationship between an employer and an employee. It is true that Government besides being an employer in relation to its employees, is also burdened with the obligations as Legislative and Executive Authority, of a Welfare State to prevent exploitation of labour and wage earners. It has to lay down a pattern of industrial and social justice so that wage determination is influenced, particularly in lower brackets, more by humanitarian considerations and not left to be governed purely by economic factors, isolated from social or constitutional objectives and policies. Principles advocated by Government for private sectors should necessarily be implemented by Government in its relationship with its own employees. In this sense, Government has to play the role of a model employer. Thus Government can be a model employer in the sense, that, it should set social and ethical standards and fair practices in employer and employee relationship.

But the attribute of "Model employer" cannot and should not mean that Government should pay wages better than the general wage level or in competition with private sector. Government cannot and is not expected to compete with private industry in the matter of remuneration of employees, nor can it be a pace-setter of pay rates. Wages in private industry are determined on absolutely different considerations and principles. Wrong assumption is often made that resources of the Govenment are unlimited, and what limitation exists, is only self-imposed. It is true that Government should pay to its employees, wages which can be considered as fair and just. But emphasis has to be on "economy and fairness" to the general community. While Government should pay fair remuneration to its employees and should not exploit its superior bargaining power, salaries should not overstep the limit placed by national—*per capita*—income. They should have relationship not only to wages in industries but also wages in other income groups such as self-occupied workers and workers in rural areas, and should not be more than what is necessary for proper recruitment and for maintenance of proper efficiency in administration.

To sum up, Government should be a model-employer in the sense that "it must accept the obligation and responsibility which it seeks to impose on other employers and that they should be voluntarily guided by whatever principles and standards which by law or otherwise they prescribe for others and should pay such remuneration as would ensure an efficient public service and as would be considered fair both to the public servant and the community."

सत्यमेव जयते

CHAPTER 5

RATIONALISATION AND REVISION OF PAY STRUCTURE

The Government Resolution, dated the 3rd June 1965, briefly explains reasons for appointment of this Commission and incidentally describes various anomalies and inequitable features of the existing pay structure. It states that as a result of progressively changing pattern of administration and the launching of Five-Year Plans, several new departments and posts have come into existence. Pay scales for various posts and services created from time to time have been largely a matter of *ad hoc* decisions reached without the required process of comparison or any co-relation of the responsibilities of the newly created posts with those of the posts already in existence. As a result, there is a multiplicity of pay scales and also an apparent lack of uniformity in the remuneration *vis-a-vis* responsibility and onus. The situation has been further aggravated by other circumstances such as merger of Princely States with the old Bombay State and also continuance of a large number of pay-scales and posts allocated from Madhya Pradesh and Hyderabad States but not yet equated with the posts in the then Bombay State. It is further stated that the existence of what are called the City scales which are peculiar only to Bombay City, and other pay-scales outside that City, commonly described as Mofussil scales, present discriminatory features. It has been further mentioned that inspite of the revision of pay scales in 1947 and in 1962, the problem of reducing multiplicity and rationalisation has remained unsolved, and that it is now desired that the whole pay structure should be reviewed with a view to its revision and rationalisation to the extent possible, having due regard to—(*a*) Government's other financial commitments and to its resources including the expectation of additional monetary assistance from the Government of India and (*b*) to the pay scales pertaining to corresponding levels and responsibility in various services under Government of India and other States. The Commission has also been asked to recommend complementary structure of pay scales for teachers in aided schools. Recently by its Resolution dated 17th December 1965, Government has extended the scope of reference by asking the commission " to consider the impact of its recommendations on the emoluments of the staff under the Zilla Parishads and to recommend a complementary structure of scales of pay and allowances (other than dearness allowance) for such staff."

2. It has been stressed by all witnesses that the present pay structure in the Government of Maharashtra is complex, discriminatory and that it suffers from multiplicity of pay scales. Besides the causes mentioned in the Government Resolution, the alleged defects in the pay structure are in our view, in some measure also attributable to the structural and organizational arrangements of various groups of services and posts, over-emphasis on designations and absence of proper investigation before the pay rates for posts are sanctioned.

3. At present, there are about 1,100 pay-scales governing different services and posts with numerous designations and titles. It is recognized by all concerned, that this multiplicity admits of simplification and rationalisation. Mere reduction in number of pay scales cannot be an end in itself. Sometimes, employees are apt to place an excessive emphasis on such reduction in the number of pay scales. It is overlooked that too heavy a reduction in the number of pay scales during rationalisation of the pay structure may make the State Exchequer suffer undeserved costs.

4. Simplification of pay structure has to be purposive and with due regard for administrative necessities and with the main object of removing anomalies or inequalities. There should be an appropriately minimum number of pay scales as would be broadly consistent with differences in the nature of duties and levels of responsibilities. While it is inappropriate to provide more scales than are justified by these differences, enthusiasm for reducing the number should not also lead to ignoring the clear differentiating factors. Practical and administrative considerations such as requirements of services, organisational character of departments, qualifications, skills and methods of recruitment should generally determine the number of pay scales. Structure and organisation of services are not within our reference. At places, our proposals may therefore not have the appearance of absolute logic and sometimes may appear unfair to particular sections of the employees. We have however attempted solutions as far as possible with a view to reconcile different claims placed before us.

5. Rationalisation of pay structure is intended to achieve objectives such as (*a*) systematic and flexible classification of services and posts and their grading in standard pay scales and evolving a fair

and just salary plan, (*b*) fair remuneration for work with due regard for the nature of work, duties and responsibilities, (*c*) determination of relativities and differentials between different services and posts so as to provide " equal pay for equal work " and responsibility and (*d*) the framing of appropriate standard pay scales.

6. For evolving a balanced and fair salary plan, a systematic and flexible classification of services and posts of employees is absolutely essential. Posts similar in nature and duties and requiring similar minimum qualifications, training, knowledge, should constitute a class or a group. A class thus represents a group of employees who are entrusted with duties and responsibilities which are substantially similar, deserving common recruitment on basis of similar qualifications of education, knowledge or skill and justifying common treatment as regards salary scales and other conditions of service. For purposes of sound classification, consideration of following factors is essential viz :—(1) duties and responsibilities and other distinctive characteristics of the post, (2) degree of supervision under which the work is performed, (3) degree to which exercise of independent judgement is involved in the performance of duties, (4) qualifications necessary for adequate performance of duties, (5) method of recruitment, (6) general organisational set up of the department, and (7) broad lines of authority in the hierarchy of department.

7. As regards the principles for comparison and corelation of different posts for achieving parity with reference to responsibility and onerousness, and method of evaluation and grading of duties and responsibilities, and facts and circumstances to be taken into consideration for deciding suitable pay scales applicable to a particular post or cadre, some of the witnesses proposed a method of classification and evaluation of jobs as is adopted in United States, while others suggested the method adopted in English system of classification of employees on the basis of nature of duties and responsibilities by a process of " broad-banding ". So far, none of the previous Pay Commissions has proposed or adopted a method of evaluation as is obtained in the American system of administration. In our view Maharashtra Government Employees Confederation has rightly pointed out that the latter method of evaluation will be extremely complicated and assessing of functions and responsibilities of each and every post with a view to grouping them in grades for uniform treatment is not feasible.

8. In the Chapter " Structure of Services " we have indicated the division of services and posts according to nature of duties and responsibilities as falling in general class and non-general class with further grouping of the former into administrative branch, executive branch and their subordinate groups. These have been further sub-divided into clerical and non-clerical subordinate services and specialised services which would include scientific, technical, professional, commercial or industrial services.

9. After classification, the important step is the determination of pay rates and construction of a standard pay-scale. A convenient procedure is to first consider those important and recognised classes for whom comparable pay rates in industrial and commercial offices are available ; and then to consider other classes for which such comparable rates are not available. The number of pay-scales should not exceed the requirements and has to be kept at the minimum, by determining levels on broad lines and without resorting to method of minute and excessive analysis and without disturbing the organisational set up of the offices or departments.

10. The next objective aimed by rationalisation of pay structure is fair remuneration. This consideration constitutes the crux of the problem of general revision of pay structure. It is also a subject of acute controversy and very often, the cause of misunderstanding and discontent among the employees. Administration is often under conflicting pressures both from the employees and the citizens. The employees demand liberal policy for salary, while the citizens want reduction in wage bill and economy in administration. As Government is the largest single employer, the wage bill of the Government constitutes the biggest single item of expenditure in the budget of the Government. Earnings of employees determine their standard of living. Problem of reconciliation of the claim for economically sound budget and the claim of employees in respect of their own economic well-being, invariably confronts a Pay Commission. From social and ethical point of view, Government has greater responsibility as compared to private employer, regarding policy to be adopted in the matter of wages and salaries of the Government employees. State is under obligation to maintain desirable social conditions and as such, holds particular responsibility to its employees to which a private

employer may be or can afford to be indifferent and neglectful. Every pay structure is presumed to reflect a social objective of the employer. Having due regard to the objectives enshrined in the Constitution, it is incumbent that employee should get fair compensation for his work, and it will not be a desirable social practice to pay less than what is justified on grounds of qualifications, and what is reasonably necessary for a decent living in conformity with the requirements of " Physical, mental and moral well being." Even the lowest rate must ensure a minimum standard of living as will satisfy the requirements of health and decency. As minimum wage is a basis for the upper pay structure and affects the relativities of pay for higher posts, it is important that social aspect of the pay structure should be emphasized at the basic end.

11. Theory of economic wage in industries is based on the principle of maintaining a balance between total amount spent on wages, total productivity and a proportion of total income going to other factors of production (profit). Any imbalance is likely to bring about the closure of an industry. What Government can spend on salaries, depends and is determined, by revenues of the State, which in the last analysis, come only from taxes paid by the community in which are also included the employees.

12. There are no standard theories or absolute norms which can guide one in the determination of fair compensation in public services. Different Pay Commissions and Committees in the past have evolved principles as were considered expedient under the then social, political and economic circumstances. Principles of wage determination in private, commercial and industrial sectors, cannot be *ipso facto* applied in salary determination of public services. However, even though it is not possible to subject salaries of public services to any scientific process, it is necessary that they should be based on particular facts and principles recognized in practice.

13. The claims made by the employees' organisation can be grouped in the following categories :—

(*i*) The total emoluments should be adequate to satisfy the needs of an employee ; (*ii*) there should be general upward revision of pay scales ; (*iii*) the alleged limitation of the resources of the State and paying capacity according to financial position are irrelevant for determination of fair compensation, and (*iv*) claims of individual empyloees of different categories for increase in their particular pay scales require to be considered on the basis of the special factors put forth by them.

14. We have already discussed general principles and considerations for determination of salaries in a separate chapter. Problems such as what should be the basic minimum salary, and relationship between pay scales for comparative jobs in Central Government and other State Governments have been separately discussed in chapters dealing with these topics. Claims of individual employees or groups of employees are considered in the context of pay schedule framed for different services and posts in the respective departments.

15. We have accepted as guide line and corrective, the principle, that pay scales in Government services should bear fair comparison with the remuneration of outside staff employed on comparable work, taking account of differences in the conditions of service. " Fairness " in this context has been construed as meaning that " Government pay rates should be better than those of lower half of outside employees and need not be as good as those of the top quarter ". We have also accepted the principle that internal relativity should be used as supplement to the principle of fair comparison and should be, " the first consideration when outside comparison cannot be made for want of required data or any other circumstances ". We have also accepted that Government should pay so much and so much only to their employees as is necessary to obtain recruits of right type subject to the qualification that this rule will not be rigidly applied to employees in lower brackets of income, in whose case the determination of fair remuneration should be considered in the light of social factors also.

16. First we shall take up the question regarding relevancy of consideration of the financial position of the State and its capacity to pay salaries as raised by the employees. In fact Government Resolution by which the Commission has been appointed contemplates that there should be review of the whole of the pay structure with a view to its revision and rationalisation to the extent possible having due regard " (*a*) to Government's other financial commitments and to its resources, including the expectation of additional monetary assistance from the Government of India ". It thus becomes

imperative for the Commission to take into account the resources and financial position of Government while making proposals. In our view even in the absence of any such condition in the terms of reference, it is essential for any authority entrusted with the task of determination of the salaries, to take notice of the financial position of the State.

17. In this connection the employees have brought to our notice the following observation of Justice Rajadhyaksha in the Report of adjudication between the Posts and Telegraph Department and its employees. In the said report it is observed, " I doubt also whether the financial capacity of a department is at all a relevant consideration for the purpose of this adjudication. I have not been asked to consider what relief is required by the employee on the new scales of pay *having regard to the capacity of the department to pay it.* It is the general public who take the advantage of the services supplied by the Department who are the employers of the employees in the department, through their trustee, the Government. If on a dispassionate consideration of the question it is found that employees are not getting a reasonable wage, it is for the Government and therefore indirectly for the public, to find money by a suitable execution or legislative action. The question of what is reasonable wage under the circumstances *must be examined in relation to the wage level in the country and against its economic background.* It may conceivably happen, as it did happen during the economic crisis, that the public may not be able to provide funds for the purpose of giving an adequate wage to its employees in which case the employees must themselves share the economic distress of the country and be satisfied with wages which may not be regarded as adequate. Considering the problem from this point of view, the paying capacity of the department is strictly not a relevant consideration."

It is clear from the above paragraph that Justice Rajadhyaksha was not asked to determine pay-rates having due regard to the capacity of the Department to pay. Reference in that case only required the determination of reasonable wage and the same has been determined in relation to relevant wage level in the country and against the economic background. In fact it has been stressed in the above paragraph itself by applying the theory of " Trustee-ship " that public may not be able under certain circumstances, to provide funds for paying adequate wage to its employees, in which case the employees must themselves share the economic distress of the country and be satisfied with the wages which may not be regarded as aequate. The above statement thus emphasises that capacity of the people to pay additional taxes for paying wages claimed becomes relevant under certain circumstances. The question of revision of pay scales before Justice Rajadhaysksha, was confined to one department of the Government of India and as such, considering the limited impact of the possible expenditure as a result of the possible rise in pay scale, on general financial position, presumably, reference to paying capacity of the Government was not considered necessary. Observations of Justice Rajadhyaksha do not indicate that he wanted to lay down a principle that paying capacity of the Government is not a relevant factor to be considered for deciding rates of remuneration when general revision of the whole pay structure is contemplated. The question of imposing additional taxes arises if the existing resources fall short for meeting demands of the commitments regarding expenditure or when existing financial resources cannot meet the demand arising from intended or impending additional expenditure. Government has also other imperative financial commitments. General revision of pay structure is naturally expected to result in increase in the wage bill and also a substantial unsettlement of the budget of the Government more particularly that of a State Government. The possibility of increase in revenues is very often limited by capacity of the people to pay additional new taxes or increased existing taxes. Government can raise the level of expenditure only to the extent it can reasonably add to its constant and usual revenues either by taxation or loans or assistance from the Centre. Assistance from the Centre is very often uncertain as has been generally the experience. Government has power to tax people and increase its revenue but this becomes a coercive source. Financial position of the Government is thus a relevant factor to be considered during a general revision of pay structure and for determination of the rise in the pay levels of the employees. Principle of fair compensation demands that salary should be fair from the view point of the employees as well as from the view point of the wider community, that is the tax payer who is the real employer, as observed by Justice Rajadhyaksha, Government being in the nature of a Trustee.

18. On one side, there is persistent demand for sharp cut in the expenditure over administration and in items not resulting in the welfare of the Community and for increasing the developmental resources of State. Employees stress the need to concentrate State's resources for liberal pay policy

for the staff, irrespective of the impact on programmes of social and economic welfare envisaged in planning and constitutional objectives, and even, if necessary, at the cost of improving the conditions of a large section of community and the effect on general economy. The other sectors of the wider community are urging increased speed for achieving social and economic goals.

There is no reason to apprehend that consideration of financial position of State in the course of revision of pay structure will necessarily affect the fair determinataion of the pay structure. If Government pays niggardly salaries to its employees having character of exploitation of Labour on grounds of economy and its limited resources, the position has to be set right by examining facts relating to financial position of the State for providing fair remuneration.

19. It is true that salaries of the services are determined according to certain principles and recognised considerations. These principles also recognize the fact that the paying capacity of the employer should receive due consideration during the process of wage determination. Principle of " Fair Comparison " is only a guide line and corrective and does not and cannot provide absolute standard or a yardstick for measuring the pay rate. Some of the organisations have stressed that pay-rates of the services should receive first and absolute priority as against other financial obligations or commitments of the Government. It is true that level of pay-structure is to some extent determined by the priority and importance given to different items of expenditure in the budget and total financial position of the State. It is difficult to subscribe to the view that raising of pay levels should be the first concern and should be given first priority and that other items of expenditure how-so-ever important and legitimate should receive only secondary consideration. The contention that the emoluments of employees should have prior consideration is apparently based on the thesis that Government should be a model employer. Even assuming that the State should act as a " pace setter " in the matter of pay rates, what would be the impact of such wage expenditure on other welfare activities is equally an important consideration.

20. Above the minimum salary, there is a wide and high pyramid of pay structure with the maximum salary at the top. Every group claims upward revision on social and ethical considerations besides economic factors. How far Government can meet this demand of social objectives will necessarily depend on the financial position of the State. None can afford to spend beyond ones means. This is true of the Government as well. It is incorrect to assume that Government has unlimited resources at its command. While realising the need for relief to employees, the shrinking elasticity of taxation cannot be ignored. There is equally urgent need for using available resources with best possible advantage to the community. There can be no doubt that undue additional increase in wage bill, as a result of upward pay revision, would involve corresponding impact on development programmes.

To get over these difficulties, a satisfactory and harmonious balancing of the two interests has to be achieved so that Government employees under the circumstances are fairly remunerated and in such a manner that the impact of such increased remuneration, if any, on financial resources is not such as cannot be borne by the community and as would disturb developmental activities. It is true that financial resources should define the scope of state activities and not the pay plan, but it is also true that it is a short-sighted policy to undertake wide activities by employing illpaid and ill-qualified servants to implement them. It must also be recognized that developmental activities should be governed by aggregate resources and not at the expense of Government employees.

It has been urged that the present pay structure is much below the paying capacity of the Government. We have indicated the financial position of the State and its resources separately under the related topic.

21. The next question raised, relates to a claim for remuneration as could be adequate to satisfy the needs of an employee. In other words, the claim is for a need-based wage structure. We do not think that such a policy is adopted by the Government either at the Centre or in any other State. Even the Fair Wages Committee has insisted on consideration of five points for the wage determination (stated in separate Chapter) and not the absolute criterion of need. The salary of a Government employee is determined on the principle of " fair comparison " considering the same as a guide line and a corrective and also the economic rule of " payment as is considered necessary for recruitment of

the right type of staff and for maintaining their efficiency." It is essential that salaries should be determined with due regard for the nature of work, duties and responsibility. Salary differentials are thus inevitable. The claim for salaries adequate enough to satisfy the needs of an employee is thus quite contrary to the economic structure and present objective of the State policy. Wages are grouped in three categories : (1) living wage, (2) fair wage and (3) minimum wage. Supreme Court in the case of Express Newspapers *vs.* Union of India (1959 S.C.R. 12) has observed that " fair wage is a mean between the living wage and the minimum wage." The Committee on Fair Wages has also observed that " while the lower limit of fair wages must obviously be the minimum wage, the upper limit is equally set by what may broadly be called capacity of industry to pay." The " need " of an individual has no absolute meaning capable of definite measurement. It is a relative concept and is flexible and ever growing. To whatever point of prosperity a society may reach, there will be an urge for further prosperity, without any saturation point as regards satisfaction of a need. There is further difficulty about the agency which will decide the " basket of needs " for an individual and the material contents of the needs, and the quantity of material goods required for satisfying them. Question would also arise whether the needs of all the people should be identical in quality and quantity, and whether society is in a position to produce goods and services necessary for satisfying all such needs. Considering from any point of view, claim for remuneration adequate for satisfying the needs of the employee is not an appropriate or feasible criterion for determination of the salaries of an employee. A case can, however be made in favour of a minimum wage which the Government must give for ethical considerations. Even in this case, there are various controversies about the contents and level of the minimum wage.

Presumably, when employees stress that pay rate should be adequate to meet the needs of employees, what is intended is that salaries should accord with the principles determined by the Fifteenth Tri-Partite Labour Conference in which norms of the need based minimum were laid down. It is on the basis of these recommendations that some of the organisations of employees have submitted estimates of the need based salaries for clerical and Class IV staff.

In the present context, we would only like to say that the norms enunciated by the Fifteenth Labour Conference have not been accepted by any of the State Government or the Central Government and as such should not be considered as binding. The norms recognized by the Conference are not free from controversy. There is also no unanimity about this demand from different service organisations. The table below shows the differences in a few typical cases :—

Name of the Association.	Minimum scale recommended.
Local Funds Accounts Association, Nagpur ..	Rs. 200 for Class III and Rs. 125 for Class IV.
Government Press Employees Association, Nagpur ..	Rs. 150—600 for Class III. Rs. 100—200 for Class IV.
Bombay Small Cause Court, Non-Gazetted Staff Association.	Rs. 125 for Class IV.
Maharashtra State Government Employees' Confederation.	Rs. 153 for Class IV.

22. Our rejection of the doctrine of " need based wage structure " should not be construed as an attitude of indifference or apathy towards the economic difficulties of Government employees. On the contrary, we would mention that we fully appreciate the present plight of the employees and particularly those in lower brackets of income in the context of prevailing price levels. We have discussed the budget position of Governnent and its financial resources as well as its financial commitments, in another chapter. The question of Dearness Allowance is not covered by the terms of our reference. We do realise that general revision of pay structure must take notice of the prevailing price structure and its impact on the standard of living of Government employees.

After full appreciation of all these facts and circumstances, we have proposed such a revision of pay-scales as would in a good measure, afford relief to the employees, particularly in lower levels of income and also safeguard interest of the wider community by not imposing too heavy a financial burden on them. Our proposals are intended to bring about a general upward revision of pay scales of

employees, who are specially affected by the high prices of essential consumer goods. It has to be appreciated that our propsals relate only to pay scales and not the total emoluments of the employees in which Dearness Allowance is, in the present context, an important component. Pay scales are, framed for providing pay rates for the whole service of an employee for 25—30 years. Dearness Allowance is intended to neutralise high cost of living because of increase in prices and is considered a feature of relatively temporary character and not a permanent condition of the pay structure. It will be seen that our proposals establish approximate parity with those in Central Government for lower basic grades of employees. We are conscious that considering the demand of employees, our recommendations will not fully satisfy them, particularly the highly paid staff. We however have come to the conclusion that any heavy increase in the existing financial burdern of the administration would be detrimental to the general welfare of the wider community and will be justly resented by the tax-payer.

23. Question of determination of pay scales of Government employees in industrial and commercial establishments also deserves consideration. The question is whether the emoluments of Government employees in industrial and commercial establishments and employees in other Government offices should be determined on the same principles and considerations, or on different basis and criteria. We had posed the question in the questionnaire " Whether these employees should receive higher emoluments as compared with other Government servants " and received replies with differing view. We have however come to the same conclusion that has been expressed by the Maharashtra State Government Employees Federation and other employees ' associations, that there can be no valid reason for making distinction between two classes, only because these employees are serving in different establishments. Our terms of reference also require that pay scales should be determined with due regard for onerousness and responsibility attached to a post. It follows that employees though belonging to establishments different from other departments in functional activities should appropriately receive similar remuneration if they are doing more or less similar work and the difference in the functions of a department or establishment should not be a basis for any discriminatory approach.

24. It is necessary to consider the claims pressed by different technical, scientific and professional services. These claims have been considered while discussing pay scales for different departments in which these services are employed. Here, we will deal with some of the aspects which have been stressed by the different technical service associations like the Maharashtra Services of Engineers Class I Association. It is claimed that Engineering Service is essentially a professional one like Medical and Judiciary for which parallel competitive field of employment exists outside Government and that the latter are better paid in outside employment, by other States and Central Government. It is also pointed out that there is greater extent of premature resignations or retirement in their service at present. It is urged that Government policy should be to attract best talents. In this context, our attention has been drawn to the disparity existing between pay scale of I.A.S. and Engineering Services in the State. In the view of the Association, " Market Value " of engineers is more than that of candidates entering Administrative Services and a claim has been advanced that Engineers should be appointed Secretaries of their Departments and should have facilities to move further to the post of Chief Secretary.

Importance of the technical services cannot be denied, particularly in the present context of advancing industrial planning under successive Five-Year Plans. It can also be appreciated that pay-scales should reflect the " sense of values of the Government for the employees concerned ". It is true that Government attached greater importance to security services and less to developmental services during foreign rule and as a result, pay scales of I.C.S. and I.P. and later of I.A.S. and I.P.S. were fixed at higher levels. It is also obvious that objective of building up of a welfare state required recognition of the importance of the technical services.

As regards establishing parity with I.A.S., it should be remembered that these services are constituted by the Central Government and their pay scales are also determined by rules framed by the Central Government. Superior posts which are specified i.e. of Secretaries or Chief Secretary are reserved for members of I.A.S. cadre under the said rules. Structure and organization of services is not within the terms of our reference and we are not competent to express an opinion on such matters. These are matters of policy which Government alone has to determine. The scales of I.A.S. are also excluded from our consideration. The present scales of Engineering Services fairly approximate with I.A.S. scales and in our view, are not such as should cause any grievance. Grievance of the Association appears to be in respect of higher posts such as those of Secretaries and Chief Secretary.

As regards comparison with outside rates, we have taken notice of the comparable rates. It should be noted that rates vary according to qualifications, experience and particularly with reference to different branches of engineering. On the question of shortage, we have considered whether shortage is due to national shortage or due to unattractiveness of the scales in Government service. We find that there is pressure for admission in Engineering Colleges and a much lesser number is admitted than what is required to meet the demand. We are doubtful if supply position in respect of engineers will improve even if the scales are further raised. Effective remedy would be to extend educational facilities. We do not think that it would be a wise principle to raise pay scales on the ground of shortage in supply, unless there are convincing grounds for believing that recruitment difficulties are due to unfavourable pay rates as compared to rates outside the Government sector and that Government is not able to get even a fair proportion of the available quota. We have also considered the extent of premature resignations and retirements. We find that the picture is not so bleak as is painted. In our view delay in recruitment process from the date of advertisement to the giving of appointment order also, to some extent, explains the recruitment difficulties.

25. However, considering all facts and circumstances we have considered the question of parity between the services of the general class and the technical or specialised services, and have proposed satisfactory levels of remuneration as were considered necessary. Principle of providing scales as would attract efficient personnel and as would match " growing importance of technical serivces " in the context of planned economic development has also been kept in view.

26. Standard scales must reflect due relationship to qualification. Employees covered by general class are ordinarily recruited at three levels of education such as S.S.C., Graduate Degree and Post-Graduate Degree. Relating pay scales to qualifications and giving weightage to different branches of general services, do not present as many difficulties as they do in the case of technical services where degrees and qualifications differ and are not comparable. In the present context, problem of availability of man-power for various services such as medical services, agricultural or veterinary services would require consideration in the matter of giving weightage. The question regarding if and to what extent weightage should be given would also require careful consideration.

27. The Commission considered it desirable to elicit opinion on the question whether in the present pay structure with existing time scales, there is sufficient scope for rewarding merit and marked ability and invited suggestions for framing and arranging pay scales in a way as would adequately provide for promotion of employees on proved merit and ability. We have received the following two suggestions :—

(*a*) Talent and effort should be awarded by *ad-hoc* payments to be added to Provident Fund.

(*b*) There should be provision for selection grades where prospects of promotion to higher grade or cadre are very meagre and that such selection grade pay should be made available to at least 20 % posts in the cadre.

According to Maharashtra Government Employees' Federation, the new pay should be so framed and arranged as to provide for promotional opportunities for all sections of employees without making any special provision for men with proved merit and ability. In the view of the Federation, any provision for merit and ability is likely to be misused and would create heart-burning among the employees. It has been suggested that instead of promotional arrangement based on merit and ability, arrangement should be evolved which would provide for such persons facilities to enter higher posts through competitive examinations, irrespective of conditions of age, experience or educational qualifications. It is difficult to conceive promotion without proof of improvement and efficiency. Without such factors of selection, the system of promotions will lose all its significance. Providing of examination facilities for entering higher grades to the existing employees is not within our terms of reference. We can however suggest that the idea can be favourably considered by the Government.

28. With a view to achieve efficiency in administration, recruitment of competent personnel is necessary. This principle is achieved by insisting on competitive selection. An employee should have incentive to give his best effort at all levels of the service. Concept of career service implies growth and improvement and a system providing for moving up of an employee from the bottom rung

to the higher one in the career ladder. We have not received any striking proposals, and suggestions are confined to providing of opportunity of normal promotion, accelerated promotion or providing of selection grade, or accelerated increments.

As promotional recruitment is based on principle of self-advancement by efficient performance of duties and merit for undertaking duties and responsibilities of higher grade, it is necessary to arrange pay structure of the services as would provide for employees due opportunities for promotion and necessary incentive for proving maximum usefulness in the public service. Such promotional facilities are all the more necessary because of our system of recruitment within the narrow age limits and difficulties of late entry in the services, except in technical service. Without promotional opportunities in the hierarchical arrangements, public service is bound to prove unattractive. We cannot accept the view that promotion should not depend on merit and ability. Seniority alone cannot be a sure test of ability to take up higher jobs. We would suggest that promotional opportunities be made available to employees at an early stage of career on merit basis. Examination test can also be resorted to for avoiding criticism of discrimination. We appreciate that arrangement or assessing work of an individual official should be improved. Reports on the individual employee's work have to be more specific and objective. Use of vague and meaningless phrases should be avoided. Instances of good and bad work should be specifically mentioned. Common practice of " neither praising nor blaming " should be avoided and definite distinction should be made in terms of approbation or disapprobation. Distinction should be brought out clearly between those " able and painstaking " and those " who are indolent and careless ". No doubt the seniority has importance, but with improved arrangement of appraisement, it can be possible to provide for promotion which will be more rapid and conspicuous. A person with requisite ability must have assurance that good work is praised and his abilities will be rewarded with higher levels of responsibility.

29. Even after providing uniform pay-scales in different departments, principle of equality is not achieved as opportunities for promotions differ from department to department. Such uneven chances of promotion are unavoidable. Organisation of departments is not within our reference. The idea of giving accelerated increments to award merit where such promotional opportunities are lacking does not appear to us much encouraging. We are informed that at present, promotions take place mostly on the basis of seniority and irrespective of considerations of merit and that the provision of efficiency bar is only a rule on paper. Under these circumstances, providing of accelerated increments appears to us hazardous.

Though whatever has been stated in the above paragraphs does not come strictly within the terms of our reference, we have considered the matter of providing incentives to the services, a connected aspect of the pay structure and as such have hazarded the above suggestions for the consideration of the Government. It will be for the Government to consider how far they are acceptable.

30. The question of nomenclature and designations of posts is closely related to pay structure. Pay is often related either to a post or to the cadre or to different classes of employees. Administrative convenience also requires different designations for different posts for broadly indicating the character of the work done by the employee. But it should be recognised that multifariousness in designations in utter disregard for propriety, very often results in bewildering mass of names without any purposive usefulness. Such designations very often are given or assumed as a result of undue importance to some conspicuous factor relating to the service but without much relevancy for pay determination. Very often such designations are utilised or made a ground for earning a separate pay scale even though there is no appropriate correspondence with the duties and responsibilities of the posts. The existing multiplicity in pay structure in great measure seems due to such practice of providing a separate pay scale for a post with a separate designation, without any attempt at classifying them in a group on the basis of recognized principles of classifications. As regards changes in nomenclature or designations for posts or services we have received only a few suggestions. These suggestions relate mostly to grouping of different services or posts for purposes of framing pay scales. In our view, it is not convenient or even feasible to relate a particular pay scale to a particular designation of the post. A pay-scale may cover posts with different designations. Under the circumstances, standard pay-scales can be more appropriately described according to a class of service and the number given to the grades, within the class. We have not considered it necessary to undertake investigation about the propriety of the

existing designations of the posts which are too numerous for such investigation. The existing posts with their designations have been taken as a basis, for their grouping and classification according to recognized principles, and for determining the pay scales for such groups and classes.

31. In public services, the pay drawn, depends primarily on grade and on the position reached in a scale of seniority within the grade, by the individual employee. It is a general rule that extent of work load or personal difficulties of an individual are not recognized if the post falls in the scope of the grade. Similarly, no recognition is given either to the special merit or qualifications of individuals and no differentiation is made from his other colleagues working in the same grade. An assistant entrusted with heavy case work or an employee with LL.B. degree joining clerical cadre cannot demand remuneration over and above his grade scale. The principle however admits of certain exceptions in the form of arrangement for granting of special pay or personal allowances in some special cases. However, these extra payments are also circumscribed by various conditions and are expressly laid down in pay rules. In private services, salary of an employee is a private matter between the employer and the employee and change in remuneration for any individual employee is possible on personal consideration. This is not possible in Government service. There are also two important features (*a*) firstly the services are paid, unlike industrial wage-system, on fairly long incremental scales with automatic advancement by seniority subject to efficiency bar. Above entry grade, promotional grades are often provided and in some cases, there is provision of what are known as career grades which constitute the rung of the career ladder. As indicated in chapter on " Structure of Services ", " Civil service is organized as a career service offering to entrants a pattern of income covering a life-time of work." Recruitment is at the young age between 18 to 25 and is articulated with educational levels according to the system of education in the country. Entry in service is based on competitive selection. Late entry in the service is exceptional. Age limits are relaxed only for posts requiring special qualifications of training or for specially backward classes. Once a person is selected and has passed the probation period, his salary increases according to annual increments subject to the retaining of efficiency in the performance of duties and he receives retiring benefits after a prescribed period of service in the form of pension or provident fund or gratuity as may have been provided for by the service rules.

32. The other important objective of rationalisation aims at establishing equalities in the remuneration of the employees. Inequalities and inequities are often the cause of discontent and frustration in services and have far reaching impact on efficiency. In recent times, there has taken place rapid acceleration of the functions of Government as a result of development planning, and various qualitative changes in the character and functions of certain services have taken place. The problem of rationalisation of these services in terms of emoluments has become somewhat complicated. This is particularly the situation in departments recently developed and reorganised. Various old posts have assumed new designations, new duties and responsibilities. Considering all these difficulties, the Commission has to act on the basis that existing duties, responsibilities and designations and emoluments present correct position ; and rationalisation has been attempted with necessary scrutiny for removing inequalities and injustice to the extent such features became obviously evident.

Much of the discontent among the employees is due to differentiation in range of salaries among employees doing similar work in the same organisational unit or providing of different pay rates for employees in different departments, irrespective of similarity in duties or qualifications or responsibilities. Two types of equality are insisted upon viz., (1) same pay for same level of arduousness and responsibility and (2) parity with pay rates obtained in the Central Government or in private industrial or commercial establishments and concerns. The second problem is related to the question of salary determination while the first is related to establishing of appropriate relativities between different classes of employees serving in the same department or different departments.

The claim for Co-relation of remuneration of staff in different departments is based on the principle of " Equal pay for equal work ". Though the principle is fair and acceptable, difficulties arise in its application. It is often difficult to find a common denominator for purposes of comparison.

Difficulty is obvious when comparison is attempted in two absolutely different branches of services; such as administrative services and scientific services or technical services, and comparison between those engaged in field work and in offices. Even in administrative and clerical groups of services, the

nature of work differs in quality and value. It is howver, desirable to attempt uniformity by ingnoring minor differences. But rigid uniformity cannot be insisted upon and some measure of differentiation according to circumstances has necessarily to be considered permissible.

33. Planning of a pay structure would involve important steps such as (1) determination of basic levels of pay, that is maximum and minimum limits with due regard for administrative, economic and social factors, (2) evolving of pay schedule with specific standard pay scales for numerous categories or classes of staff or posts with due regard for responsibilities and qualifications. The process of revision has also to be with due regard for relationship to existing pay scales and responsibilities attached to the posts. Any change to be made should be justified on grounds of changed administrative, economic or social circumstances.

Some replies to the questions have advocated bringing about equality in pay rates by the method of job valuation which is claimed to be scientific and is popular in U.S.A. In this method, jobs are first analysed in terms of major characteristics such as skill, effort, responsibility and working conditions. These factors are also further subdivided after taking into account the type of establishment or industry, for example, the category ' skill ' is sub-divided into points such as intelligence, education, experience, training etc., ' effort ' is sub-divided into two factors as physical effort and mental effort, as reflected in manual dexterity, accuracy etc. " Working conditions " are sub-divided into points such as hazardous, disagreeable etc. After detailed analysis of above characteristics, weights are allotted to these different point-values e.g. skill is weighed say 25 %, effort 20 %, responsibility 40 %, working conditions 15 %, etc. and by totalling the values of all such factors, the relative suitability for each job is ascertained. By a comparative study of the salaries paid for certain Government jobs, a factor is obtained for converting the point-value of each job into money value. This valuation is made in respect of jobs falling between top and bottom levels which are regarded as basic, by totalling the points of all factors.

The above system though apparently scientific is not considered by many as being a realistic method. It has been pointed out that it is difficult to claim absolute accuracy or objectivity in the job analysis, i.e. assigning of weight to different factors and assigning of money value to job points. Both these processes are bound to be very often subjective and at times arbitrary or conventional.

It is not possible for this Commission to undertake such evaluation of the jobs. This can be the work of only an expert. We have no such machinery to undertake such evaluation of the jobs. In this connection the Second Pay Commission has observed :—

> " Both these systems (Point-rating and factor Comparison) it will be observed, are very elaborate and yet neither provides for what may be considered an absolutely objective evaluation of the jobs. In both cases, the subjective element comes in. These are systematic and not scientific processes." (page 220 para. 12).

34. The system of job valuation of the above character is not also feasible, considering the prevailing pattern of our public services, its classification and the method of recruitment. Public Services in India follow broadly the British system which materially differs from the system obtained in U.S.A. In England, jobs are grouped together into classes. Such grouping is on a broad basis. The system does not recognize extreme specialisation as is obtained in U.S.A. Public Service is considered as a " work post ", and an employee as a " Member of the Corps." Different posts with variations in work are classified at the same level. In U.S.A. candidates must prove knowledge of the job for which they apply. They have to prove their merit by demonstrating specialised competence for performing a particular duty at a particular level. In England, however, " the basic element is the person rather than the post." He is recruited for his personal intellectual qualities and is trained for the job after entry in the service. There are career ladders and candidates are recruited at the lowest rung of the ladder with prospects of promotion in the career. Recruitment is articulated to different educational qualifications. Level of responsibility as reflected in rank or status, is adjusted to educational qualifications or standing in the service. In U.S.A., a late entry in the service is encouraged and there is no insistence for entry in the service at young age within narrow limits. It would thus appear that concept of job valuation for proposes of determination of salaries for the job is not feasible in our system of public service. Our system of pay determination follows British pattern, and has been introduced in Indian Public Service from its inception.

35. Our standard pay-scales are determined on the basis that " services and posts whose duties and responsibilities are comparable should, other relevant circumstances being the same, carry substantially the same pay or comparable remuneration and that varying degrees of onerousness and responsibilities should be reflected in them." It is also necessary to take notice of the present form of pay structure, nature of classification of posts and employees, conditions of service, employment conditions, outside services, wage levels in comparable private employment, general standards of living in different social groups and respective costs of living.

36. Though it is not possible to subject salaries of public services to any scientific process, it is necessary that they should be based on pertinent facts and principles recognized in practice. It is difficult to make comparison between different types of work as many factors deserve consideration. The usual procedure adopted is to first determine important and necessary categories of staff holding recognized posts in classified organized services, and then to provide a standard scale for each of such groups on the basis of outside comparable pay rates, in cases where such rates are available, and thereafter to fit other categories and classes in different scales formulated with due consideration for qualifications and responsibilities and due regard for existing relativities.

37. Internal relativities are important for determining intermediate salaries after deciding the basic ends i.e., maximum and minimum salary. Existing relativities deserve to be given due weight and need not be disturbed unless the change can be clearly justified. The Priestley Commission has observed " The internal relativities should be used as a supplement to the principle of fair comparison in settling civil service rates in detail and may have to be the first consideration when outside comparison cannot be made, but they should not be allowed to become rigid." Relativities in pay scales have to be considered in the directions commonly described as vertical relativity and horizontal relativity. Vertical relativity in pay scales has reference to comparison of duties and responsibilities, and the importance of the work with those of other employees. In the hierarchical arrangement, an officer at each higher level shoulders greater responsibility than that at the lower level and also acts as a supervisory authority. It is necessary that in such vertical arrangements, appropriate relativity in pay grades should be reflected according to status and rank. Horizontal relativity has reference to relationship between classes in different duties or functional groups in the public service. Settling up relativities between groups of employees in different types of work and duties is difficult because of absence of (*a*) resonable standard for measuring their values in money terms and (*b*) ascertaining of the the particular type and level of responsibilities. Because of such difference in the character of the work and services, the application of the rule of fair comparison which applies only when comparable counter parts exist, becomes also difficult. For example, establishing of relativities between a Police Constable and a Naik working in office section, or a Lecturer in an Enginering College and an Executive officer in the Maharashtra Engineering Service or a Teacher in Secondary School and a clerk in the Secretariat Department is bound to remain controversial inspite of all attempts at settling equitable relativities between them. Any attempt to establish relativity inspite of uncomparable character of the two types is bound to result in arbitrary and inequitable determination of pay rates. It is obvious therefore that determination of fair relativities between groups of employees doing the same type of work but differentiated only by the quality and load of work and by the different levels of responsibility in the hierarchical arrangement, is comparatively easy though not absolutely free from difficulties. That there shall be difference in pay rates in the case of employees working in vertical hierarchical arrangement is an acceptable proposition and needs no discussion. In this case the only question is of appropriateness of the differentials.

38. Employees in a number of cases have insisted more on horizontal parities between different departments than relativity *inter se* in their own department, i.e., Veterinary Graduate demands the same pay as Agricultural Graduate, the latter with Medical Graduate and so on. There are varying factors which determine the pay rates of employees in different departments. There is also difference in organizational structure. The work also varies. Promotional prospects are also different. It is therefore appropriate that such parity should be established only if there is overwhelming point of equality as regards nature of work, duties, responsibilities, qualifications, and method of recruitment. When pay rates of different jobs are fixed with reference to pay rates obtained outside for similar posts which in great measure are governed by market rate principle, some degree of parity can be achieved in the pay-rate of such comparable jobs. But where this method is not available, recourse has

to be taken to other ways for evaluation of the job with reference to duties and responsibilities and other standards of comparison. When qualification or special training requisite for recruitment are comparable or are indentical, it can be possible to arrive at comparable pay-rates. It is, however, necessary that the qualifications required by rules of recruitment should have real and intrinsic relationship with the duties involved in the job or the service. Rules of recruitment usually prescribe minimum qualifications for entry in a service, or a posting in a job, because they are considered absolutely necessary. We find that a University degree is the usual entrance qualification for administrative service and even for higher clerical grades but on this ground alone parity cannot be established between these two types of jobs. Such matter has to be taken notice of, when entrance qualifications are used as norms for establishing relativities. Many times such relationship between job and entrance qualifications for recruitment cannot serve as guide because of their remoteness from each other. Further enquiry has to be made to find out if other factors besides formal qualifications have entered in the evaluation process of any of the two jobs between which parity has to be established. When qualifications required are more than the minimum required, or any way disproportionate to the requirement of the normal performance of duties and discharging of responsibilities, the criterion of qualifications, for evaluation of the jobs, has little significance. When a high standard of mental and personal qualities is required and academic qualifications serve as only a formal standard, the pay rates have to be determined with reference to and on the basis of such personal merit rather than academic qualifications. In circumstances like the above, the required qualifications only give eligibility to the candidate for being a choice among others and real requirement of suitability for appointment is determined after a further test or trial. Competitive tests through Public Service Commission or departmental examinations and interviews for selection are intended to test such personal merit and high order of mental equipment, irrespective of the required common academic qualifications. Candidates for two jobs of different type and the levels of responsibility cannot be equated and given the same pay merely because they hold a degree or diploma of the same or equal level of university education.

Internal relativities therefore require careful consideration when established standards for evaluation of jobs fail. The only source available for settling fair and equitable relativities is to bring about proper adjustment of the changed conditions in economic or social spheres and in the public service itself, or by resorting to considerations and principles of justice and equity.

39. The minimum wage is one basic level of the pay plan and the rest of the relativities in the pay structure have to be determined with reference to the minimum level in whatever way it may have been determined. The principle of minimum wage cannot be applied at different levels of employment and the minimum wage cannot be determined for separate categories of employees at different levels.

It may be pointed out that even uniformity of pay under certain circumstances may fail to bring about conditions of equality. Such disparities arise as a result of organisational factors relating to different departments. Prospects of promotions vary from department to department and for different occupational groups of services. It is under such circumstances impossible to provide for equal promotional chances to all employees though they may be belonging to the same occupational group. Such hardship can be removed either by increasing the number of promotional posts or by combining the cadre for inter departmental transfers. The other remedy is to frame pay-scale on liberal lines for employees having scanty promotional chances or to provide for selection grades, even though such a provision for creating two levels of work, where such work is of routine and simple character, may not be necessary.

Other disparities which have been pressed before us are differences between (*i*) the pay scales of the posts in the secretariat and the scales fixed for similar posts in what are termed as subordinate and attached offices and (*ii*) difference between pay scales known as City scales and the Mofussil scales. We have dealt with both these questions separately.

40. Framing of an appropriate time-scale is the next important problem. Time-scale represents an arrangement for payment of remuneration to an employee in public service for a long span of his service, unlike payment of wages on the basis of work output or periodically contributed payment. The system of time-scale was first introduced as a result of the recommendations of the Islington Commission (1912) as a substitute for graded system and also in preference to what is called " Compartment System" under which separate rates are fixed for separate groups of officers in each Department

In graded scale-system employees of a particular class are paid at different rates. For example one group of clerk Rs. 100, other group Rs. 200, third Group Rs. 250 and promotion from lower to higher pay is allowed only on occurrence of vacancy. Idea of time scale conforms with the concept of career service in as much as it provides compensation for work of an employee for a long span of service till he retires or voluntarily resigns.

The following points deserve consideration in the framing of a time scale :—

(*a*) Length of the span of the time-scale ;

(*b*) Proportion between maximum and minimum of the time-scale ;

(*c*) Interval between increments ;

(*d*) Desirability of having an efficiency bar ;

(*e*) Expediency or otherwise of having more than one time-scale in the same grade i.e., Selection Grade.

41. Incremental time-scale is provided on the principle that as an employee grows in age, he has greater responsibilities to meet, and that even when an employee continues in the same grade and is not promoted, his work improves in quality and efficiency with his seniority. In the pay structure there is an entry grade as well as a promotional grade. There are also grades with dual character i.e., they may provide for direct recruitment and also for promotion from a lower grade. Because of hierachical set-up of the department and with a view to provide incentive for merit, even in higher grades intended for direct recruitment, some proportion of vacancies is reserved for recruitment by promotion. Over a basic entry-grade there may be one or more promotion-grades.

Ordinarily, an employee is expected to serve for 30 years or till he reaches the age of superannuation which presently is 60 years for Class IV servants and 58 years, for other employees. Under the circumstances, length of pay-scales must differ as applicable to grades which provide for entry in service and grades which are promotional ones. All employees have to pass some years of service in the entry grade. Promotional grade therefore need not provide for full length of service. An entry grade is primarily intended for full length of service period, and as such ought to be provided with a time-scale having a long span, as in some cases there may either not be a related promotional grade or the employee for various reasons may not be able to get into the promotional grade.

Length of time in pay-scales cannot be indentical for all services and posts. In certain services and posts, employees are recruited at an advanced age on the basis of previous experience or higher qualifications and training requiring longer period e.g., the technical or specialised posts. In such cases longer period for pay-scales may not be appropriate.

A problem to some extent arises about the length of span in the case of services in lower brackets of un-skilled or non-literate class. According to some, a shorter span is appropriate in the case of employees whose efficiency does not improve with years of service and who are expected to do same routine work. There is also a view that even in such a category of employees, there is improvement in efficiency and quality of work according to experience. It is also suggested that even assuming that work of such groups does not improve with past experience, there is possibility of deterioration, if these employees are not provided with incentive for earning further increments by maintaining efficiency. It is obvious that in the absence of promotional grades or selection grades an employee is likely to become apathetic and feel frustrated. It is also urged that liabilities of employees increase with the period of service and what they get at the entry level is barely a minimum wage. It is therefore emphasised that employees of this category should also have a proportionately longer span of time-scale with increments and a suitable maximum limit.

42. The First Central Pay Commission had recommended time-scales of about 20 years for an entry grade as an appropriate standard for services in lower levels, but ultimately condensed the same to a short 11 years scale (30—½—35). Class IV employees in general group or semi-skilled group have no promotional opportunities and if there are any, they are too few. Their recruitment is at a lower limit of 18 years with retiring limit at 60 years. The Second Central Pay Commission recommended a time-scale with 16 years span (70—1—85) for lower grade employees in Class IV Service. For Lower Division Clerks, they provided scales with a span, between 20 to 22 years. Maharashtra Stat

Government Employees' Federation, representing Class III and Class IV service employees, has proposed a long span for pay scales of about 25 years to 30 years, with annual increments of Rs. 2 and Rs. 6 for Class IV and Class III employees respectively. They have opposed efficiency bar and have advocated automatic increments. According to the Federation, provision of efficiency bar is likely to be misused and is likely to become an instrument of favouritism. They have also approved the idea of having Selection Grades in the absence of promotional opportunities. The Maharashtra Service of Engineers' Association (Class I) has proposed a span of 18 to 20 years for posts with dim promotional prospects, with annual increments, and one efficiency-bar at the end of 10 years' service, and have proposed that the pay scales should be so arranged and on promotion the pay in the higher grade should be so fixed as would enable the promoted officer to get an increase in salary to the extent of at least 5 increments in the lower scale. In their view, the period of the span in a time-scale cannot be uniform for all grades and providing of more than one scale in the same grade is not expedient.

43. We propose to provide whenever considered appropriate, long incremental scales covering a period between 15 to 20 years, for entry grades, for most of the categories or services with advancement by seniority subject to an efficiency bar. While proposing such long span time-scale, it is presumed that a competent employee would secure promotion into next promotional grade wherever such grades are provided. We propose shorter span of years for promotional grades. The next higher grade wherever it is provided for, will be comparatively of a still shorter span. The arrangement of time-scales will present a pyramid, indicating possible levels of career in the service for the employee's grade of entry.

44. The maximum of an incremental scale has to be fixed with due consideration of duties and responsibilities of the post and qualifications required of the incumbent of such post. The ratio between the maximum and the minimum of a scale depends on the length of the scale. There cannot be a rigid formula nor can there be a fixed multiple. The span depends on the type of class or post for which the pay scale is framed. In our view, the minimum pay at entry stage should be comparatively higher, particularly in the case of employees in lower scales of pay as the same is intended to provide a minimum living standard. Such provision will also be necessary in the case of some of the posts of specialist nature where entry in the service takes place at a higher age-limit. Attempt should be made to achieve balance between the minimum and maximum with due regard to the interest of the employees and also to the public interest. The general rule appears to be that the minimum should provide for incentive to the employee to maintain efficiency and improvement. The rule is however, likely to prove inappropriate in cases where scope for improvement is not available viz., peons etc. But in our view even such employees need improvement in the emoluments with seniority and as such, a moderate long scale with a maximum has to be recommended in such cases.

45. The amount of increments and intervals between them, are determined in the light of the length of the pay scale and also the difference between minimum and maximum. Amounts of increments in our view should be bigger in the middle and the closing period of service as compared to the initial period. This arrangement can be supported on the ground that during this period i.e., the middle stage of service, the employee is at his best and is presumed to be performing the best part of his service. Amount of increments should increase at successive stages right up to the end, for the reason that an employee should be able to meet the family expenses which grow during the period of service. It is difficult to take a *priori* decision in a matter of this type. We can only say at this stage, that when pay scales are being determined for different categories of services and posts in different departments, the above suggestions would receive due consideration as each of these views has some justification.

45. As regards intervals also, there are varying views. We have proposed an interval of one year as the modern trend is to grant increments annually. Theoretically the period of interval can vary according to the type of pay-scales and the different stages of service period. No hard and fast rule can be laid down in this matter. While biennial increments may bring about economy, annual increments are beneficial for pension and leave salary and are preferred by the employees.

46. There is general dislike for efficiency-bar among the employees. When the Islington Commission (1912) proposed to introduce time-scale arrangement of remuneration, in place of grade-system, an efficiency bar was considered as being a matter of necessity and an indispensible part of an

incremental scale. Official view also supports this approach. Objections taken to efficiency-bars are based on two grounds viz., (*a*) that the provision is not strictly enforced and as such, it is superfluous, and (*b*) that provision in the conduct and disciplinary rules for stopping the earning of increments serves the purpose of efficiency bar in a better manner. The first objection is more a criticism of supervisory control of the administration and not of the provision objected to. The second objection does not take into account the consideration that stoppage of increments is " in the nature of penalty and involves disciplinary action." The basic consideration underlying the incremental system of remuneration in public service is that an employee will be competent to execute higher duties and work falling into the grade to which he belongs as he grows in seniority. It is on this assumption that the system of incremental scale has been introduced. It is therefore necessary to check if the employee is retaining efficiency and is progressive in the performance of the duties or has lost interest for further competence for undertaking the performance of his duties and discharging of associated responsibilities. In our view, provision for efficiency bar is justifiable as being both expedient and necessary.

47. A question has been raised regarding the determination of some relationship between a pay-scale and its immediately higher pay scale provided for suitable promotion. We have not been able to get any clear answer to the problem from the replies. When an employee is promoted from a lower grade to a higher grade what is intended is that he should get an increase in the pay rate for his demonstrated merit and efficiency. There cannot be fixed rule for determining the extent of monetary advance on promotion. Much will depend on the pay scale of the grade of the employee before promotion and the pay scale to which he is promoted. A promotional pay scale is bound to provide higher remuneration as compared to the basic pay-scale and also better rates of increments. Under the existing rules, on promotion, an employee gets minimum pay of the post to which he is promoted and when such minimum is not higher than the pay drawn by the employee at the time of promotion, the pay is fixed at the stage next above the pay drawn in the lower grade. In our view, there is a case for recommending that the benefit of at least one full increment should be granted on promotion. In our view rules of promotion should provide for certain minimum increase on promotion and prospects of promotion should not be linked only to a higher promotion scale without any immediate benefit.

Overlapping of two scales is also a connected problem. When two scales are provided, one an entry scale and the other a promotional scale, overlapping is inevitable unless short scales are provided even for the entry grade. Such overlapping should not be considered objectionable, if size of the increments in the higher of the two scales is larger.

48. In a time-scale system, there is an element of disparity in remuneration though all employees governed by the pay scale are doing similar work, but such difference is justified on the presumption that even in the same grade, quality of performance varies as between a junior and a senior person. Similarity in work cannot therefore be a ground for not providing for a selection grade or a senior grade.

CHAPTER 6

PAY STRUCTURE AT THE CENTRE AND IN OTHER STATES

Our terms of reference require us to take into consideration the levels of remuneration for public services in Central Government and in other States while making our proposals for rationalisation and revision of the pay structure of the Public Services in Maharashtra. The need for establishing uniformity in the pay scales particularly of lower grades in Maharashtra Government services and Central Government services has been a persistent demand of the employees in lower grades. In some instances, employees in higher grades also claim such uniformity.

2. We have not been able to obtain information about scales of pay in all the States for our comparison. We get the following information. The rate of remuneration of most of the Heads of Major Departments in Central Government is Rs. 1,800 to Rs. 2,000, while in the States, the rates of remuneration fall within the range of Rs. 1,300 to Rs. 2,000. In respect of Heads of Smaller Departments and Junior Administrative Posts, the position is not very different. The higher State Services in various States are broadly comparable with the Class I Central Services. In most of the States, the higher State Services start at about Rs. 350 and go upto Rs. 1,200 or Rs. 1,250. At the level of the lower State Services, the pay scales in different States start at about Rs. 220 and end at about Rs. 750 as compared to the standard Central Class II Scale of Rs. 350—900. In non-clerical subordinate services, the categories of posts are too numerous, with the result that their nature of duties and responsibilities are not comparable. In the case of clerical and Class IV employees, however, there is a conspicuous difference in the pay scales in the Central Government and in the States. Table below shows the 1947, the 1958-59 and the 1966-67 minimum rates of remuneration for Class IV staff in the different States with the corresponding Central figures.

TABLE I

Central/State Governments.	1947 Total remuneration Cl. IV.	Current minimum rates for Class IV.					
		1958-59.			1966-67.		
		Minimum pay.	Dearness Allowance.	Total	Minimum pay.	Dearness Allowance.	Total
1	2	3	4	5	6	7	8
	Rs.	Rs.	Ps.	Ps.	Rs.	Rs.	Rs.
Central Government ..	55	30	45	75	70	38	108
Andhra Pradesh	34	26	30	56	50	35	85
Assam	44·5	28	38·5	66·5	80	....	80
Bihar	40	22·5	27·5	50	Not available.	Not available.	Not available.
Bombay/Maharashtra ..	55	30	40	70	65	38	103
Gujarat	....	..	....	....	65	32	97
Jammu and Kashmir ..	Not available	25	8	33	Not available.	Not available.	Not available.
Kerala	Not available	30	37	67	60	33	93
Madhya Pradesh ..	40	25	26	51	35	25	60
Madras	34	18	35	53	50	38	88
Mysore	26	25	25	50	50	38	88
Orissa	32	18	27	45	Not available.	Not available.	Not available.
Punjab	52	30	30	60	30	52·50	82·50
Rajasthan	37	25	25	50	Not available.	Not available.	Not available.
Uttar Pradesh	32·5	22	27·5	49·5	55	15	70
West Bengal	40	20	35	55	60	20	80

The information in the above table shows that every State has been paying total emoluments less than those paid by the Centre. Such disparity except in the case of Class IV employees of the then State of Bombay exists since 1947 and continues throughout. So far as Maharashtra State is concerned,

it will be noticed that the total remuneration of Class IV staff in 1947 was Rs. 55 and was identical with that of the Centre and that in 1959 there was a difference of only Rs. 5. It will appear that in every case, it is the Dearness Allowance which brings about a major part of discrepancy in the remunerations paid in the Central Government and in the States.

3. In the above context, the First Pay Commission observed (at p. 24 of its Report), " But it seems to be true that by continued tradition, standards of living are much lower in certain part of the country than elsewhere. In certain areas, educated men were available for Government service in much larger numbers than in other parts of the country and the Government of the States took full advantage of law of demand and supply to keep down the salary levels in places where recruits were available in large numbers. In the same way, local differences in the wage levels of the working classes were reflected in the pay of the lower grades of the services. It is no part of our function nor does it lie in our power, to bring about uniformity as between different Provincial Governments in respect of their scales of pay to their own employees ". The said Commission decided that it would not take such different pay scales in different Provinces into consideration, in determining the scales to be fixed for the Central Government, and decided to fix the pay scales of Central Services considering the whole Public Service of the Central Government as one unit and constituted as one service, irrespective of the geographical location of its offices in different parts of the country.

4. The Second Central Pay Commission after examining economic factors, financial position and standards of remuneration in different States came to the conclusion that, " The disparities in the emoluments of public services in different States are to a large extent but not entirely a reflection of unequal levels of economic development and of differences in the financial resources of the State Governments. (Para. 12 page 53). It has further observed, " It is after all for the State Governments to consider the problems of their lower grade employees and to find solution for them ". The Second Commission has also found that such disparities in the emoluments of employees of the State Governments and of Central Government exist in other countries having Federal Constitution. For example, in the United States of America during the year 1958-59 the minimum salary of a Federal employee belonging to Classified services was £ 2690 while in many of the States it was much lower (Albania—£ 1056, Missouri—£ 1524, Indiana—£ 1500 and in Wisconsin—£ 1680).

5. Whether the pay of Central Government Servants serving in the several Provinces should be identical with or bearing as close a relation as possible to the pay of the State Government servants of the same category and in the same area figured in the deliberations of a conference of Finance Ministers in 1952. As stated in the report of the Second Pay Commission, the State Governments urged that disparity as existing in the emoluments of Central Government and State Governments caused a great deal of dissatisfaction among their employees, particularly at lower levels, that these employees in both sectors are engaged in the execution of the integrated National Plans, that the resources of both the Central Government and the State Governments have been assessed and in effect brought into a common pool for financing the Plans, with the result that the States had no additional resources for improving the emoluments of their employees. It was therefore suggested that the remuneration of Government employees whether under the Central or the States, should be considered as a single national problem and dealt with as such and since the financial resources of the States were already fully pledged to the Plan and there was no further scope for taxation, the Central Government should find funds for raising the remuneration of Government employees and apportion them between the Centre and the States. It was also pressed that if the Centre was not in a position to raise funds and make grants to the States to enable them to raise the remuneration of their employees, the Centre should at least, refrain from allowing any increase to their own employees and make the then existing disparity still wider.

6. The important question to be considered is how the pay scales in Maharashtra Government compare with those in the other States, after taking into consideration the economic conditions prevailing in those States. We have not been able to collect all necessary facts for forming any definite opinion about the economic conditions prevailing in different States. The remuneration that was paid to Class IV employees in 1958-59 and in 1966-67 is given in Table No. I. The report of the

second Pay Commission contains a table showing the average per capita revenue for the period of three years 1957-58 to 1959-60 in respect of each State. Similar figures have been worked for the three years 1964-65 to 1966-67 and are given below :—

TABLE II

Per Capita Revenue

State	Average (For three years 1957-58 to 1959-60).	Average (For three years 1964-65 to 1966-67).
1	2	3
	Rs.	Rs.
Andhra Pradesh	20·0	41·63
Assam	30·8	58·15
Bihar	15·0	25·69
Bombay/Maharashtra	24·7	54·90
Gujarat	....	48·14
Kerala	21·6	50·00
Madhya Pradesh	19·6	39·24
Madras	20·8	45·76
Mysore	23·0	47·75
Orissa	17·7	46·77
Punjab	26·9	62·14
Rajasthan	19·9	40·20
Uttar Pradesh	15·5	29·49
West Bengal	28·9	43·83
Jammu and Kashmir	24·2	76·18
All States	20·8	41·79

It would appear that remuneration paid by Maharashtra Government to its employees compares very favourably with its revenue position.

7. The structure of pay rates of public services is very much dependent on the economy of a particular State. The rates of remuneration of State employees are determined in great measure by level of taxation, the rates of wages of outside employment and the proportion of educational level among the population. Above conditions vary from State to State. The existence of disparity in the remuneration of employees in the States is thus inevitable. It is not suggested that there should not be any attempt to reduce such disparity in the pay scales of employees under the Central Government and the State Governments. Much will depend on the economic development of a particular State. If economic conditions of a State permit, there should be no objection to the reducing of the disparity to the minimum, particularly in comparable jobs. We find that such a situation did exist in the then Government of Bombay Province, in the year 1947, at least in the case of lower Class IV employees.

The following table gives emoluments paid to the Central Government and the Maharashtra Government employees at present :—

TABLE III

	Central Government. (On 1st July 1966)	Maharashtra Government. (On 1st July 1966)
	Rs.	Rs.
Pay scale of the lowest category of employees (Class IV).	70—1—85 D.A. 38 ..38	65—1—75 38 .. 38
Clerks (Class III)	110—3—131—4—155—E.B.—4— —175—5—180 D.A. 58 ..76	100—3—130—E.B.—4—170 38 .. 70
Class II employees	350—25—500—30—590—E.B.—30 800—E.B.—30—830—35—900 D.A. 93 ..100	250—270—15—390—E.B.—15—450— 20—490—E.B.—25—715 84 .. 89
Class I employees	400—400—450—30—510—E.B.— 700—40—1,100—50/2—1,250 D.A. 100 ..100	350—400—30—610—40—730—E.B.— 45—1,000—50—1,100 84 .. 80

(Maharashtra Government employees drawing pay upto Rs. 715 are given a provisional increase in pay of Rs. 5 with effect from 1st April 1965).

The tables below give the pay scale for lower division clerks and minimum remuneration paid to Class IV employees from the year 1947 to 1st July 1966 and the disparity existing at different stages.

TABLE IV

(i) Comparative scales of pay of Clerk under the Government of India and the Government of Maharashtra

		Government of India.	Government of Bombay/ Maharashtra.	Disparities.	
				Min.	Max.
		Rs.	Rs.	Rs.	Rs.
1947	Pay	55—130	55—130	....	....
	D.A.	35—40	35—40 (Non-Matriculate starting on Rs. 46)		
1957	Pay	60—130	55—130	5	....
	D.A.	55—60	45—50 (Non-Matriculate starting on Rs. 55)		
1-7-1959	Pay	110—180	55—130	20	20
	D.A.	10—20	45—50 (Non-Matriculate starting on Rs. 55)	(Inclusive of D.A.).	

TABLE IV—*contd.*

		Government of India.	Government of Bombay/ Maharashtra.	Disparities.	
				Min.	Max.
		Rs.	Rs.	Rs.	
1-5-1960	Pay	110—180	55—130	10	10
	D.A.	10—20	55—60 (Non-Matriculate starting on Rs. 46)	(Inclusive of D.A.).	
1-7-1962	Pay	110—80	100—170	10	10
	D.A.	15—30	15—30	..	..
1-7-1965	Pay	110—180	100—170	10	10
	D.A.	50—65	25—40	25	25
1-7-1966	Pay	110—180	100—170	10	10
	D.A.	58—76	38—70	20	6
		(ii) Comparative scales of pay of Peons			
1947	Pay	30—½—35	30—½—35	....	....
	D.A.	25	25		
1-7-1959	Pay	70—85	30—½—35	5	15
	D.A.	10	45	(Inclusive of D. A.)	
1-5-1960	Pay	70—1—85	30—½—35	5	15
	D.A.	10	45	(Inclusive of D.A.)	
1-7-1962	Pay	70—1—85	65—1—75	5	10
	D.A.	15	15	..	..
1-7-1965	Pay	70—1—85	65—1—75	5	10
	D.A.	33	25	8	8
1-7-1966	Pay	70—85	65—75	5	10
	D.A.	38.	38	..	..

It will be noticed that in the year 1947 there was no disparity and in 1962, in the case of clerks, the disparity was only of Rs. 10 in the basic pay scales, the Dearness Allowance being equal. Similarly in the case of Class IV employees there was no disparity in 1947. The disparity in 1962 had risen only to the extent of Rs. 5. In 1966 the disparity in the minimum emoluments has become wider to the extent of Rs. 30 in the case of clerks and Rs. 5 in the case of Class IV employees. There is no change in the basic pay scales in 1962 and 1966 either in the Centre or the Maharashtra State. The gap has widened because of the increase in the Dearness Allowance in the case of clerks by the Central Government from Rs. 15 to Rs. 58 against Rs. 38 by the Maharashtra Government. It is also to be noticed that in the basic scale there is only a difference of Rs. 10 and of Rs. 5 in the case of a clerk and a Class IV employee respectively. The above position does not take into account the Ad-hoc increase in salaries of Rs. 5 that the Maharashtra Government sanctioned recently for Government employees drawing pay upto Rs. 715.

Removal of disparities in public service among the States, between the Central Government and the States can be achieved only with the removal of disparities in economic conditions and achieving of improvement in the standards of living in the different States. Otherwise disparity to a certain extent is inevitable. It is also noticed that there are better prospects of promotion and also career prospects in some of the services in State Services, than comparable services in the Central Services.

The following is the position of the cost of living indices for all India and Maharashtra from the year 1951 to 1965 :—

TABLE V

Consumer Price Index

1949 = 100

	All India	Bombay/Maharashtra (Bombay)
1951-52	105	107
1952-53	104	112
1953-54	106	118
1954-55	99	117
1955-56	96	110
1956-57	107	116
1957-58	112	122
1958-59	118	130
1959-60	123	136
1960-61	124	137
1961-62	127	142
1962-63	131	145
1963-64	137	150
1964-65	157	172
1965-66	169	188

It is to be recognised that financial position of the State and its economy are the fundamental causes for the existing disparity in the standards of remuneration of the Centre and among different States *inter-se* and that this situation is inevitable under the present circumstances. The disparity as existing among different States is also explained by other factors. There are various claims on the revenues of the State and the wage bill is one such item. The States may accord different priorities to such claims. Items of expenditure such as education, health services, agricultural improvements, social welfare schemes claim different priorities and place of importance in different States, as compared to the claim related to emoluments of the employees i.e. the total wage bill. In this connection the Second Pay Commission has observed :—

> " One State Government may consider expansion of education or health resources to be far more important than improving the remuneration of its employees, another may consider prohibition of intoxication drinks, notwithstanding the loss of revenue that it may involve a matter of greater urgency, and the third may give precedence to the increasing of salaries of its emoloyees ".

In a country with unitary form of constitution uniformity in emoluments of public services in the Central Government and its regional units may be insisted upon and that too in the case of services organised for the whole country as such and possessing element of transferability over the whole country. Even

in unitary form of Government, differences in emoluments will exist in different regional units according to prevailing economic conditions and standards of economic development and educational levels in the case of employees working in such regional units.

Disparity in the emoluments of public services in different States is thus inevitable. It would also follow as the necessary corollary that there can be no logic in insisting on parity in the emoluments of public services at the Centre and the State. We do not however suggest that pay rates in Central Government should be left out of sight while constructing the pay structure of the public services in the State. Pay rates for comparable posts in the Central Government should be considered as also the pay rates prevailing in the private sector. It cannot be a cause of pride if one State pays more by way of minimum salary to its clerk or a peon as compared with other States, nor there should be a feeling of humiliation if it pays less than what is paid by the Centre or any other State. The crucial question is whether the salaries paid by a particular State are fair and just considering the economic conditions in the State, its financial resources, arrangement of priorities in the various items of expenditure in relation to the position of its revenues, the general administrative principles in the framing of the pay structure and the socio-economic considerations. In our view, therefore, under the existing conditions, it is not possible to establish substantial parity. Some reduction in the disparity will, however, be brought about as a result of our recommendations.

CHAPTER 7

MAXIMUM AND MINIMUM SALARIES

In Maharashtra State, the maximum salary is drawn by the Chief Secretary. This post carries a salary of Rs. 3,750 when held by an Indian Civil Service Officer and Rs. 3,000 when held by an Indian Administrative Services Officer. The post of the Chief Secretary is in super-time scale cadre post and its pay is fixed by pay rules framed by the Central Government under the All-India Services Act, 1951. The post is reserved for a member of the old Indian Civil Service cadre or of present Indian Administrative Service cadre. The determination of pay scales of the Indian Administrative Service cadre (or the old Indian Civil Service cadre) is excluded from our terms of reference. We however consider it appropriate to deal with the question of maximum salary in view of its relevancy to the plan of pay structure and from the view point of general relativity in the different pay scales. In a pay structure, the maximum and minimum salaries are basic factors for establishing relativities. The question No (8) in our questionanire was therefore framed by us, to elicit opinion on matters connected with the level of maximum salary and its relativity with the minimum salary.

2. Serious controversy exists regarding the maximum salary paid to public servants in this country. This controversy has taken an acute form because of the socialistic objectives propounded by the Constitution. On one side, it is urged that salaries of officers in high grades deserve drastic cut as being disproportionate to the needs of administration and incompatible with the economic conditions of the country. Proponents of this view regard existing disparity as being far in excess of the reasonable differentials, and also of the requirements of an equitable plan of pay structure and general efficiency of the services as a whole. They regard existing magnitude of disparity as being detrimental to the morale of the service and a cause of general discontent. From socio-economic point of view, it is urged that it is undesirable that State should compete with private concerns in the matter of paying high salaries. It is further urged that the level of maximum salary determines in great measure the level of pay rates of other higher grades and as such there takes place the formation of a separate and superior class. This fixation of such high salary independently of the general economic level of the country is considered as highly unjustified from socio-economic point of view. According to this view, lower grade staff is undeservedly denied basic facility of decent standard of life on grounds of limited resources or financial position of the State, while leaving the high salaries untouched.

3. Those who support the maximum salaries maintain that any drastic cut in prevailing salaries of higher posts would result in serious loss of efficiency and integrity and public service would become unattractive for persons of high talent and ability. According to them under present day conditions even the salaries of high grade posts are inadequate for decent standard of living to meet the family responsibilities. It is necessary to state the extent of disparity between the high grade salaries and the minimum salaries as existing in the pay structure of Maharashtra Government. The following tables will indicate existing disparities in pay rates.

TABLE I

MAXIMUM AND MINIMUM SALARY

(Existing disparity in the minimum and maximum pay rates)

	1939-40		1947-48		1962-63		1966-67	
	Pre Tax.	Post Tax.	Pre Tax.	Post Tax.	Pre Tax.	Post Tax.	Pre Tax.	Post Tax.
1	2	3	4	5	6	7	8	9
A. Maximum salary *plus* Dearness Allowance of the lowest staff (e.g. Peon).	17	17	60	60	90	90	103	103
B. Maximum salary and special pay *plus* Dearness Allowance, if any (e.g. Chief Secretary).	3,750	..	3,750	2,638	3,750	2,585	3,750	2,741

TABLE II

Disparity ratio between maximum and minimum salaries on pre-tax and post-tax income level.

		Pre-tax.	Post-tax.
I.	Starting salary *plus* Dearness Allowance of the lowest paid staff (e.g. Peon).	103	103
II.	Salary of Chief Secretary	Rs. 3,750 (For I.C.S.) ..	2,741
		Rs. 3,000 (For I.A.S.) ..	2,321
III.	Disparity ratio ; II to I	36·4 (For I.C.S.) ..	28·5
		29·1 (For I.A.S.) ..	22·5

TABLE III

Maximum Salary.	1939-40		1947-48		1962-63		1966-67	
	Pre Tax.	Post Tax.	Pre Tax.	Post Tax.	Pre Tax.	Post Tax.	Pre Tax.	Post Tax.
I. Minimum Salary *plus* dearness allowance of the lowest paid employee :— (1) Peon ..	13	13	55	55	80	80	103	103
II. Maximum salary of high grade staff :— (2)	3,000	..	3,000	2,263	3,000	2,239	3,000	2,321
Disparity ratio :— (1) to (2) ..	1 : 230·7	..	1 : 54·5	1 : 41·1	1 : 37·5	1 : 27·9	1 : 29·1	1 : 22·5
Next pay range :— (3)	2,500	..	2,500	2,000	2,500	1,979	2,500	2,054
Disparty ratio:— (1) to (3) ..	1 : 192·3	..	1 : 45·4	1 : 36·3	1 : 31·2	1 : 24·7	1 : 24·2	1 : 20
Next pay range :— (4)	2,000	..	2,000	1,709	2,000	1,691	2,000	1,683
Disparity ratio :— (1) to (4) ..	1 : 153·9	..	1 : 36·3	1 : 31·7	1 : 25·00	1 : 21·1	1 : 19	1 : 16
Next pay range :— (5)	1,800	..	1,800	1,571	1,800	1,559	1,800	1,549
Disparity ratio :— (1) to (5) ..	1 : 139·2	..	1 : 32·7	1 : 28·5	1 : 22·5	1 : 19·4	1 : 14·5	1 : 15
Next pay range :— (6)	1,600	..	1,600	1,429	1,600	1,412	1,600	1,408
Disparity ratio :— (1) to (6) ..	1 : 123·7	..	1 : 29·9	1 : 25·9	1 : 20·0	1 : 17·6	1 : 15·5	1 : 13·6

The above tables will indicate the ratio of disparity between the starting salaries of the lowest paid staff and certain salaries of high grade staff and also the maximum salary of Chief Secreatry on pre-tax and post-tax basis.

4. The reduction of disparity is mostly due to increased taxation of higher income and progressive increase in pay scales and allowances of the lower grade staff. The fall in the total income of highest grade pay on post-tax basis since 1939 is 23 % while there is a rise of 692 % in the case of lowest paid salary. The percentage of rise and fall in the lower grade and higher grade salaries (without tax deduction) is indicated in Table IV below :—

TABLE IV

Category	Minimum salary, special pay and allowances admissible.				Increase (+) or decrease (—) in percentage.
	1939	1947	1962	1966	
(1) Lowest paid employee ..	13	70	97½	112½	+438 percent in 1947 +650 percent in 1962 +827 percent in 1966.
(2) Chief Secretary	3,750	3,750	3,750	3,750	....
(3) Secretary to Government ..	3,000	3,000	3,000 ICS 2,250 IAS	3,000 ICS 2,500 IAS	+10 percent in 1966.
(4) Inspector General of Police ..	2,500 IP	2,500 IP	2,250 IPS	2,500 IPS	—10 percent in 1962. +10 percent in 1966.
(5) Director of Education	1,500	1,800	1,800	1,800	+20 percent in 1947.
(6) Chief Conservator of Forests ..	1,500	1,800	1,800	1,800	+20 percent in 1947.
(7) Director of Agriculture ..	1,500	1,800	1,800	1,800	+20 percent in 1947.

5. With the increase that we propose in the pay rates of low-paid staff there will be further reduction in the disparity. If to the above income is added the money value of other amenities presently available both to the high grade salaries and minimum salaries, there will be further reduction in the disparity ratio. At present, the lower paid staff gets the following amenities, namely :—

(1) Free education upto Secondary School Certificate level to children of Government employees whose annual income is less than Rs. 1,800.

(2) Overtime Allowance (Peons).

(3) Uniform, clothing and umbrellas (Peons).

(4) Medical Reimbursement.

(5) Leave Travel Concession.

In addition, peons in Bombay get either rent free quarters or house rent allowance in lieu thereof and free railway pass by local trains.

The high-grade staff get only the following amenities :—

(1) Medical reimbursement scheme.

(2) Leave travel concession.

The difference between the two is obvious, and the result is that there is further reduction in the disparity ratio.

6. The ratio of disparity can be reduced either by raising the floor rate of salary of lower grade staff or by reducing the salaries of the higher grades. Such a measure of reduction of disparity in income levels cannot be attempted in the case of one group of incomes in isolated manner and independantly of the levels of other groups of income in the same service or in other sectors. The income levels in different occupations of different grades of employees are governed by economic conditions operating all over the country and broadly considered, income levels of similar occupations or classes of

services are always in the process of realising parity between them. Any attempt to reduce disparity in any particular service or occupation in isolation from other income groups will be unfair and discriminatory.

7. Most of the higher posts are specified posts detailed reference to which has been made in our discussion on the structure of Services. The top posts are reserved for members of Indian Administrative Services or Indian Police Service cadre. Recruitment to these cadres is made on the basis of competitive examination and personality test conducted by the Union Public Service Commission and within the limited age limits between 21 to 25. Appointment is strictly on merit basis. It can be said that admission in these cadres can become available only to young men who without much challenge can be described as the cream of intelligence and potential ability in the country. It is also possible that there are other young men outside public services with equal or more merit who have preferred not to enter public service either because of temperamental dislike or with the idea of entering some other profession or business adventure. There are two junior and senior scales of pay for the Indian Administrative Service cadre ranging between initial salary of Rs. 400 and ending with Rs. 1,800 with maximum of senior scale (selection grade) of Rs. 2,000. For I.P.S. also junior pay scale begins with Rs. 400 and senior scale has the maximum of Rs. 1,300. A person enters such higher service after undergoing competitive tests primarily because of material prospects, besides his temperamental preference. The initial pay is not so alluring if compared with the prospects in other careers of making a life. In independent professions like law, medicine and engineering etc., persons with ability earn much more than what a public servant with maximum salaries can do. Persons of standing of 10 years in independent professions like law and medicines in many instances are earning more than double of what a member of Indian Administrative Service after 10 years service can earn. Of course, this applies to successful practitioners of the profession. In such a setting, unless there are some better prospects ahead for entrants in the above services, public service is bound to prove unattractive to young men of merit and ambition. The maximum salary is received by the person after a long and arduous career with proved merit and ability. Taking into account all these factors, we do not think that the demand for reduction in maximum salary or other high grade salaries is justified.

8. We do not subscribe to the view that reduction in the high salaries will not effect efficiency of the administration. Conditions have very much changed as compared to what they were before 20 or 30 years. Industrial and Commerce Sectors are expanding with repid speed. There is heavy demand for men of talent and ability from these sectors wheher private or public. In these occupations a late entry in the services on the basis of past experience and proved ability even at advanced age and also with high initial salaries, has become a usual phenomenon of recruitment. The State Public Service Commission have expressed several times the difficulty they are experiencing in getting entrants of right type to the public services of the State of Maharashtra. Any reduction in the maximum salary is bound to have serious repercussions in getting good and competent entrants both in the All India Service cadres and also in the organised Civil and Specialised Services of the State. There is also an apprehension that those who have entered public service initially may for better career and tempting salaries in the private establishments, leave the Government service in view of such opportunities which presently exist. In fact, as private concerns are on the look out for better managerial talents and have no regular system of hierachical promotions and entry in service after test examinations, there is every likelihood of a decline in suitable personnel in public services. Further, if the present high grade salaries are reduced there will be adverse consequences on the efficiency in public administration. We do not agree with the view that the best need not serve the State and that the administration can be run by mediocres. With the expanding activities of the State in social, economic and industrial spheres, the need for better qualified and talented personnel has become paramount and as developmental activities increase in future, this need is also bound to increase. Without adequate salaries and appropriate prospects, high standard of ability, integrity and performance cannot be expected.

9. Sometimes, while comparing private and public services, reduction in high salaries is supported on the ground that Government services enjoy various advantages such as prestige, security, retirement benefits etc., which are not ordinarily available in private employment. But presently, situation is much changed. In private employment there are also benefits such as bonuses, gratuity, exemption from Income Tax and sometimes even sharing of profits. A private servant has also possibilities open to him of tapping other sources of income by taking to other activities which is not possible for a Government servant.

10. We do not accept the contention that from socio-economic point of view the existing high grade salaries are disproportionately high and deserve drastic reduction. Apparently there appears a big gap between the existing maximum salary and the minimum salary. There is no rule or law based on any economic or sociological theory prescribing any particular ratio between them. Even in socialistic countries, some differences and gaps between incomes of persons in public services exist. Lowering of the ratio of disparity can be desirable from various points of view, provided it is feasible and in public interest. If disparity between higher salaries and minimum salaries is to be reduced, in our view, the only course will be to raise the lower rate of salaries and not to reduce the existing salaries in the higher grades. The raising of the salaries at the lower level with a view to reducing the ratio of disparity substantially though desirable as an objective does not appear immediately possible unless there is marked improvement in the economic conditions in the country as a whole and in the economic resources of the State in particular. In the present state of economic resources of the State and its financial position, such a step does not appear practicable though we consider that such reduction of disparity is desirable and that it should be kept in view as socio-economic objective. We have also no evidence to come to the conclusion that by paying the existing salaries Government is treating the Government servants in higher grades as separate and superior class and that their salaries are independent of general economic condition in the country. We feel that such a criticism is not justified.

11. The Second Central Pay Commission has collected data regarding income levels from income tax records and has given its views on this question in its following observation :—

> " First a very large increase has occurred in the number of purely salary earners in the private sector in brackets with income exceeding Rs. 40,000 (annual) ; during the same period the number of assessees with income exceeding Rs. 40,000 in the Government sector has increased by not more than 50 %. Secondly average salary in the private sector has also increased, the increase being particularly marked at the highest level where it has occurred both in pre-tax and post-tax incomes. The increase in the number of assessees with the salaries exceeding Rs. 2 lakhs has also been notable—from 2 to 29. It is obvious that the high salaries in the private sector are determined by wider economic factors and the state of a particular business or industry ; and in some cases, it seems, even circumstances outside the country influence these salaries. The concerns controlled by foreigners pay to non-Indian employees salaries comparable to what those employees might get in their own country, and the rates so determined for the non-Indian employees in turn influence the rates fixed for Indian employees."

The Second Pay Commission has accordingly reached the following conclusions :—

> " (*a*) That average salary of a Central Government employee in 1948-49 was well above that of an employee in the private sector, by 1956-57 the position had been reversed ; while the average in the case of Central Government employee had increased by 13·1 percent, the increase in the private sector employee was 68·7 percent.
>
> (*b*) " The disparity ratio between the highest salaries and the lowest salaries in private sector has been found to be 242 % (page 83)."

This estimate is made with reference to wages of unskilled workers in cotton textiles in Bombay who are considered by the Commission as receiving the highest wages which an unskilled worker gets in private sector.

12. Considering in the light of the facts relating to higher income levels and the existing magnitude of disparity between the highest and the lowest salary earners, the question of reducing such disparity if at all to be effected assumes character of a national problem. The income levels of Government servants alone cannot be considered for bringing about reduction of disparities in income levels without taking into account the prevailing income structure in the country as a whole. Jobs in private sector which are comparable though broadly, with high grade posts in Government sector can be those of managerial type. We have already said in other context, that salaries of Government employees should be determined with reference to salaries for broadly comparable jobs in private sector with the same qualifications. Such a comparison does not also justify any reduction in the existing salaries. We are of the view that considering the existing available resources of the State and general economy of the country, there is not much scope for bringing about reduction in the disparity of salary levels in appreciable measure by recommending any abnormal increase in expenditure that would be involved by increasing salaries

of lower levels to the necessary extent. The salaries attached to the specified posts and those of the members of the All India Common Services (IAS and IPS) are not also within the rule making power of the State Government. The highest salary scale allowed to Maharashtra State Government servants (other than All India Service Officers) is Rs. 1,800—100—2,000. There are only 155 officers with salary of Rs. 1,500. Of these, 67 belong to ICS/IAS and 11 to IP/IPS, besides 17 Judges of the High Court, 4 Members of Public Service Commission, whose pay cannot be regulated by the State Government. There are thus 99 officers whose pay cannot be regulated by the State Government. Most of the other officers with high grade salaries are holding technical, scientific or professional posts and are Heads of Departments. Their salaries, it must be admitted, do not compare well with those in private sector. Government is complaining about recruitment to these posts and Government is in need of more technical personnel as a result of developmental and planning programmes. There is no scope for reducing the salaries of such posts. The ratio of disparity between the existing maximum pay scale of Rs. 1,800 which is under the rule making power of the State Government and the lowest salary presently paid is 1 : 16. We have recommended some rise in the levels of pay of low-paid staff. We do not think that it is practicable to bring about further reduction in the ratio of disparity at the present moment.

13. We have already discussed likely adverse results which may follow if higher salaries are abruptly reduced, independently of the salary levels presently obtained in private sector. In the above discussion, we have made it clear that there is no case for increase in the high grade salaries. We therefore, do not propose any change in the existing salaries of high grade posts. These salaries should continue and in our view rightly, considering the socio-economic reasons and also the financial resources of the State of Maharashtra. In our view, it is not practicable to prescribe a fixed ratio or multiple between the maximum and the minimum remuneration. Appropriateness of maximum remuneration has to be determined with due regard to the necessity for obtaining persons of merit and ability for posts of high responsibilities and maintaining efficiency and contentment in the services and also with reference to pay levels of comparable jobs in the private sector. It is also not possible to set a rigid limit for maximum salaries beyond which the State should not pay.

CHAPTER 8

BASIC SALARY

While considering questions relating to the revision of pay structure in an industry or Government service, basic salary to be paid to the lowest paid staff deserves the first and prominent consideration. The rest of the pay structure is evolved on the basis of pre-existing relativities with other higher and important categories of services, comparable rates in outside employment, general wage level and economic conditions and capacity of the employer to pay.

2. The present pattern of total remuneration paid to the employees in the context of the concept of total minimum remuneration has to be distinguished from the basic salary which forms only a part of the total emolument which an employee receives. Minimum remuneration comprises total emoluments of an employee considered necessary to satisfy the minimum needs of the family of the employee, the recognised principle being that a " a certain irreducible minimum wage should be assured to employees irrespective of what would be justified only and purely on economic considerations or with reference to duties and responsibilities attached to the post ". (Madras Report Page 10). Courts and Tribunals have classified wages of three levels namely :—(1) Living Wage, (2) Fair Wage and (3) Minimum Wage. The concept of minimum wage is of dual import. It may amount to lowest level of wage as compared to other higher levels of wage which the authorities or social opinion regard as compulsorily payable and non-payment of which is prohibited irrespective of its comparative value level. In the latter sense, even living wage or fair wage may become the minimum wage in any particular society depending on its economic prosperity. In terms of total emoluments, this distinction has to be particularly emphasised as we are not in a position to make proposals regarding Dearness Allowance. Fixation of basic pay however cannot ignore the principles and considerations which influence determination of minimum remuneration.

3. Opinions differ on the question of level at which minimum remuneration should be fixed, and principles and considerations which should influence such fixation. Approach differs according to the economic level of the society in relation to which the concept of minimum remuneration has to be evolved. The surveys of family budgets of definite income groups, for ascertaining standards of living, undertaken by the various expert bodies have disclosed the following classifications in the levels of living : (*a*) Poverty level, (*b*) The subsistence level, (*c*) Subsistence plus level, (*d*) The minimum of health and comfort level.

The last denotes the standard for living wage and the other three, the comparative levels of minimum standards of living. The standard of living and various levels thereof, are relative concepts and are in a great measure influenced by economic considerations.

4. As observed by the Supreme Court in the case of Standard Vaccum Refining Co. of India Ltd., *Vs.* its Workmen, reported in 1961 (Labour Law Journal page 227 and p. 233) :—

> " The concepts of these wages cannot be described in definite words because their contents are elastic and they are bound to vary from time to time and from country to country .... ".

What is subsistence wage in one country may appear to be much below the subsistence level in another country. The same is true about a fair wage and a living wage. What is a fair wage in one country may be treated as a living wage in another, whereas what may be regarded as a living wage in one country may be no more than a fair wage in another. Poverty level indicates a stage below which the employee would be undernourished while living wage represents a level well above the nutritional minimum with a choice of diet, some frugal comforts, cultural life or recreation.

5. The Fair Wages Committee appointed by the Government of India in 1948 reached the conclusion (page 9 para. 10) that " In India, however, the level of national income is so low, at present, that it is generally accepted that the country cannot afford to prescribe by law a minimum wage which would correspond to the concept of living wage and that the level of minimum wage which can be sustained by the present stage of country's economy should be such as would provide not only for subsistence of life but also for preservation of efficiency of the worker by providing for some measure of education, medical requirements and amenities ".

6. According to the Fair Wages Committee, " the actual wage (classified as fair wage) will depend on a consideration of factors such as (*a*) productivity of labour, (*b*) the prevailing rates of wages in the same or similar occupation, in the same or neighbouring localities, (c) the level of national income and its distribution, (*d*) the place of the industry in the economy of the country ". The Committee, however, did not attempt a quantitative statement of goods and services which should constitute the minimum need of the employee. It urged that the concept of minimum wage should prevail without any limitations or reservations even for determining the lowest level of pay scales. It has to be recognised that the concept of minimum wage itself is not an absolute concept and has its own limitations and reservations as influenced by prevailing socio-economic conditions. The employees' organisations have generally placed reliance on the recommendations of the Fifteenth Labour Conference and have claimed fixation of pay scales according to standardised norms proposed by it.

7. The Fifteenth Labour Conference (1957) for the first time recommended the following quantitative norms as a guide for calculation of minimum wage for industrial worker :—

(*a*) In calculating the minimum wage, the standard working class family should be taken to comprise three consumption units for one earner, earning of women, children and adolescents being disregarded, (*b*) Minimum food requirements should be calculated on the basis of the net intake of calories as recommended by Dr. Ackroyd for an average Indian of moderate activities, (*c*) Clothing requirements should be estimated on the basis of *per capita* consumption of 18 yards per annum which would give for the average worker-family of four, a total of 72 yards, (*d*) In respect of housing, rent corresponding to the minimum area provided for, under Government's industrial housing scheme, should be taken into consideration, (*e*) Fuel, lighting and other miscellaneous items of expenditure should constitute about 20 % of the total minimum wage.

The recommendations were not however accepted by the Central Government and the then Bombay Government.

8. Different associations of employees have given different figures of minimum remunerations. Though their calculations are based on the standardised norms of the Fifteenth Labour Conference, their figures vary from Rs. 105 to Rs. 153. The Maharashtra Government Employees' Confederation has calculated minimum remuneration for a family of three units at Rs. 153 per month according to the prices prevailing in December 1965 in Bombay and has urged that deducting the then prevailing D.A. of Rs. 25 from the above amount, the minimum basic pay of Class IV employees should be fixed at Rs. 128 and that of last grade of Class III clerical employee at Rs. 200 with Rs. 75 as D.A. on the basis of differential of 80 % between the living costs of working class family and lower middle class family. The Second Pay Commission has discussed the recommendations of the Fifteenth Labour Conference at great length, and has made the following observations.

" In the preceding paragraphs we have considered whether the minimum wage of the size imported in the Fifteenth Labour Conference recommendations is feasible economically and financially and we have reached the conclusion that it is not ".

9. There are also other considerations which deserve notice when recommendations of the Fifteenth Labour Conference are sought to be made applicable for determination of pay structure in Government services viz. (*a*) the recommendations of standard norms in their application are restricted to industrial workers. The remuneration of Government staff is fixed according to the graded incremental time-scales and is intended to provide an arrangement for growing needs of the employee as he advances in service and with statutory retirement benefits of pension etc., (*b*) recruitment in Government services is restricted in narrow age limits between 18-25 generally, except in the case of specialist posts. Standardised norms of the Fifteenth Labour Conference are proposed to be used irrespective of the age of the employee or the period of his service. The wage recommended is the average minimum wage at all stages in the life of the wage earner. The concept of minimum wage is formulated for a family of three consumption units, irrespective of whether the workman is married or unmarried or has children, or whether there are other earning members in the family, (c) in the industrial sector, wages differ from industry to industry and also in different regions according to the circumstances of the industry, the prevailing economic circumstances, varying price level and pattern of living in different regions. Survey of the family budgets of factory workers at different industrial centres, indicates a pattern of living and also corresponding difference in cost of living. Statutorily fixed

minimum wages will indicate the difference in minimum wages in different industries though all are located in Maharashtra. Wage-Boards and wage fixing authorities have to collect reliable data about prices of various articles of food and clothing prevailing at various places, during the different times of the year, for a reasonable period for working out average for areas in which the industry is located, according to the differences in the pattern of living of workmen. It is well nigh impossible and highly impracticable to determine wages according to the methods and norms proposed by the Fifteenth Labour Conference when such wages are intended to be state-wise and of uniform application as in the case of Government service.

10. The State service is one unified service for the State, with common uniform pay-scales for similar categories of cadres with arrangement for compensatory allowances for neutralising comparative costliness of certain cities and towns. There are common pay scales for peons or clerical staff working at different places in Maharashtra. City scales prevailing only in Bombay City are exceptions and we have proposed their discontinuance. Even the sponsors of the Fifteenth Labour Conference could not have imagined that their standard norms as proposed by them for industrial workers, would be availed of for calculation of pay scales of employees in the administrative services of the Government.

11. The standardised norms proposed by the Fifteenth Labour Conference cannot be considered as realistic measures for determination of minimum remuneration. It is well known that the working class does not as a fact have such standardised nutritive pattern of diet. 14 ounces of cereals made up of wheat, rice and millet in various proportions would vary according to the pattern of diet. Quality of cloth is not defined. Expenditure on fuel, lighting and other miscellaneous items is stated in percentage basis, as about 20 % of the total remuneration i.e. 25 % of the other items of food clothing and house rent. This amount will, therefore, vary according to the changes in expenditure on food.

12. For appropriate determination of minimum remuneration, the two methods generally followed are either by calculating the expenditure of " samples of individuals or families in the group in question ", or " by framing a standard minimum quantity budget as would include goods and services covering the living standard of broad and representative groups and thereby determining the costs on the basis of current markets prices of such commodities ". Idealised charts of diet and calculations of other items of expenditure cannot be a realistic approach to the problem. It may not be appropriate to fix minimum remuneration solely on the basis of nutritional charts framed by experts when it is well known that a vast majority of the population of the State belonging to the working class does not have the pattern of diet conforming to the standards prescribed by experts and are not likely to have it, for a long time to come. The scales of pay determined solely according to the theoretical budgets, estimated on the basis of nutritional requirements only, without finding confirmation for the conclusion reached, from detailed field surveys of working class groups in different income ranges, both in rural and urban areas, cannot be taken as absolute guide for determination of minimum remuneration.

It has also to be recognised that at present the income of workmen in industries is at a higher level as compared to general workers in urban and rural areas, who are not industrial workers. The standard of the cost of living or pattern of living of the industrial workers is not therefore representative of all classes of workers.

13. Employees have formulated their claim for total needbased emoluments according to the prices existing in 1965 ; some of them have not split them in components of basic pay and D.A., thereby presumably claiming, that such total emoluments should be adopted as a measure for basic wage. Some employees have urged that total emoluments by way of minimum remuneration, should be determined on the basis of existing prices and figure of basic pay should be arrived at by deducting therefrom the amount of existing D.A. This proposal in effect suggests that as D.A. is excluded from the purview of this Commission, the same should per force be left out untouched as a separate component by reducing to that extent, the total remuneration, whole of which would otherwise have been the basic pay. This approach presupposes that price levels will not go below the level of 1965-66 and that D.A. is intended to provide cent-percent neutralisation. That it is not the Government's policy to grant D.A. on a scale as would neutralise higher cost of living at cent-percent basis is known to everybody concerned. If figures are worked out, it will be clear that even the Government of India has not been paying D.A. on cent-percent neutralisation basis.

14. The Confederation of Employees has brought to our notice that D.A. in industries is related to consumer price index and emoluments of workmen are increasing month by month with rising price index and that therefore the Commission should so devise the pay-structure as will bear comparison with the continually rising emoluments of the employee in some of the major industries. The fact that basic pay is kept separate from D.A. even in such industries cannot be ignored. It will not be correct to compare the total emoluments of industrial workers for determination of basic pay in Government service. The submission reqires in effect, merger of the amount which otherwise would have been payable as D.A. Any decision on these suggested lines would involve necessarily the consideration of the question relating to D.A. which we are asked not to consider. For the determination of remuneration both the components, i.e. basic pay and D.A. require the D.A. to be related to a basic year in relation to which its quantum is fixed.

15. The basic year has to be fixed with great circumspection. Basic salaries once fixed cannot be reduced. Basic year should be the year in which the prices can be considered to have reached the stabilised level or in which as far as it is reasonably possible to guess, the cost of living has reached the point below which it is not expected to fall in the near future. Secondly, it should be a year with reference to which, basic wage could be fixed without any complication in the matter of framing basic scales according to our terms of reference. Fixing of basic year and relating the basic pay scales to such a year has no relevancy unless there is scope for determination of D.A. as a supplement to basic pay. The basic year with reference to basic pay is presumed to represent a normal price level. The system of D.A. is designed to provide protection against high cost of living as a result of specially high level of current prices and when there is reasonable hope of their coming down. The determination of the quantum of D.A. requires decision as to what should be regarded as stable level of prices and in what year such stable level existed, so that basic salaries may be fixed and D.A. adjusted with reference to such levels of prices. The present arrangement of the remuneration comprising basic pay and D.A. was brought about in the year 1962. The selection of basic year and determination of basic pay with reference to that year would necessarily involve a decision regarding the quantum of D.A. to be paid in 1966 as supplement to basic pay. The decision regarding D.A. would also involve questions such as what should be the extent of neutralisation, whether it should be on sliding scales or according to the increasing levels of pay, or a flat percentage rate etc. The selection of basic year inevitably demands the use of consumer price index for determining major changes in the cost of living and assessement of the real value of salaries. So far, an index on the lines of the All-India Average Consumer Prices index has not been compiled for the whole of Maharashtra State.

16. It is difficult to reasonably guess the level at which prices will stabilise. It is possible to suggest a year with reference to a price level below which it is not expected to fall. An eminent economist has suggested that 1950 could be such a year. Though at present prices are indicating a rising trend, in our view, it will be hazardous to conclude that prices under no circumstances will go below the level prevailing in 1965.

17. Since 1958, prices are showing a rising tendency. Upward trend in general price-level as a gradual process and within limits as related to national income, is a normal concomitant of a growing economy. It is a sign of economy considered healthy and not stagnant. But the existing upward trend of prices cannot be considered as normal. The present economic conditions to a great extent are out of gear and have to be considered as abnormal. It has now become more than clear that the main factors responsible for rising price levels are the magnitude of investments involved in successive Five-Year Plans, the manner of inflationary financing, continuing gap between investment and saving, the shortcomings in food production and other agricultural commodities as compared to the demand created by rising incomes etc.

18. The present price phenomenon in this country is the product of both the factors : " Normal " and the " Abnormal ". The unhealthy factors are disturbing the normal functioning of economic laws. Hoarding, blackmarketing, bottlenecks in distribution of commodities from surplus areas, indifference and antisocial activities of some trading and commercial interests etc. are accelerating and intensifying the normal upward trend of the price level. Two border confrontations with China and Pakistan, have had serious impact on the economy of the country. Under Indian conditions, the general price-level is greatly influenced by trends in agricultural prices and agricultural prices are related

to production, which is dependent on the vagaries of the monsoon. The drought period of the year 1965-66 has created unprecedented conditions of scarcity resulting in an abnormal rise in the price levels both of food-grains and of other consumer goods.

In spite of this dismal picture it can be hoped that situation may improve by proper planning with greater emphasis on production of food-grains, and other essential consumer goods, austerity in expenditure, control and regulation of prices, and vigorous check on anti-social elements in trade and commerce. The possibility of a fall in current price level cannot be entirely ruled out.

19. How far the rise in national income and per-capita income can be used as a guide for determination of minimum remuneration has been well explained by various Pay Commissions. Wage determination has to be made against the background of the general economy of the country and the level of national income. It is true that there is difficulty in establishing a precise ratio or a link between the level of wages and national income. Opinion may vary as to whether the distribution of national income should be " left to be determined by play of economic forces or it should be regulated by concious social policy with a view to securing justice for all ". But, a fundamental consideration which is emphasised by eminent economists and also by the Fair Wages Committee is " that the distribution of national income among various factors of production should be such as to be conducive to progressive growth of the national income itself and that with this objective clearly in view, certain extreme courses should be avoided ". In this context, the Fair Wages Committee has further observed " an equal distribution of the national income or nearly equal distribution according to the concepts of ' each according to his need' might arrest capital formation to such an extent as to result in rapid reduction of national income ".

20. The problem of determination of minimum basic salaries without consideration of the D.A. still persists. It has been suggested to us during our discussions with witnesses that the minimum basic salary may be calculated according to the present cost of living based on norms as may be considered appropriate and the basic salary may be related to an appropriate year in the past to be selected on the consideration that price level will not go below the level prevailing in that year. Compiling of consumer price index for Maharashtra on the lines of the All India Average Consumer Price Index was found to be extremely difficult. We also considered the suggestion of first calculating cost of living representing the minimum needs and came to the conclusion that this course was also not feasible. We had no material or data for determination of the minimum remuneration, such as, figures of expenditure or definite information regarding the goods and services utilised or required by broad representative groups in non-urban or non-industrial areas or about the average prices of such goods or services in those areas. Further difficulty was about the use to which we could put such information even if available. Under our terms of reference we cannot fix both the components of remuneration, that is, basic pay and D.A. Any such attempt on our part would not have any usefulness for our task but would only result in expression of opinion which is likely to prejudice employees in their claims for increase in D.A. or embarass Government in their determination of the question of D.A.

21. At present the last grade Class IV employee has the scale of Rs. 65—75. If to this is added the D.A. of Rs. 38 these employees get, at the entry stage of service, Rs. 103, when they are expected to be between the age limit of 18-24 and have few family obligations. Further, they belong to the category of unskilled and non-literate class and are generally drawn from the working class population. Difficulties are not experienced in filling vacancies. On the contrary, there is pressure for employment and very often, there are many more candidates for these types of vacancies. Besides the general conditions of unemployment, there is a special attraction for entry into government services, because of the comparatively low level of agricultural wages, small incomes of self-employed persons in many occupations and level of wages or salaries in other private employment in general. Wages or salaries of government employees cannot be considered as an isolated problem but have to be examined in the context of the general wage level and other relevant economic factors.

22. The Minimum Wages Act provides for fixation of basic rate of wages through Wage Committees. The rates of minimum wages fixed for unskilled workers in some of the employments in the State of Maharashtra are given below :—

Employment	Minimum Wages
Rice-mill, flour-mill, dal-mill ..	Rs. 40—55 .. According to the Zones.
Printing presses	Rs. 60—70 .. " " " "
Motor transport	Rs. 85—95 .. " " " "
Tanneries	Rs. 50—80 .. " " " "
Potteries	Rs. 49—½—65 .. " " " "
Glass	Rs. 50—65 .. " " " "
Road construction and building operation.	Rs. 32½—78 .. " " " "
Stone Crushing	Rs. 45—84½ .. " " " "
Employments under local authorities	Rs. 55—90 .. " " " "

The Wage Committee consists of persons to be nominated by Government from representatives of employees and employers in scheduled employments, who are to be equal in number and of independent persons not exceeding 1/3rd of the total number. These basic rates of wages are thus determined by persons who are acquainted with labour problems and the rates are calculated area-wise and with reference to prevailing economic conditions in those areas. The rates as stated above range between Rs. 32·50 to 95. The minimum wages are prescribed to prevent exploitation of labour by employers. Employees have freedom to bargain for higher wages. The measure is restrictive and punitive. For our purposes, the above rates give an idea about the general level of minimum wages for unskilled workers, considered appropriate for different rural areas and some classes of such workers in urban areas of Maharashtra. These rates, moreover, have no non-wage benefits of any significance. Obviously, the last grade employee in the State services is comparatively much better placed as compared to the above class of workmen.

23. The following table gives the information about wage-level in urban and rural areas of Maharashtra, for unskilled and agricultural workmen in the different districts in Maharashtra.

BOMBAY DIVISION

Bombay Division (Urban and Rural Areas) (In Rs.)

Division/District.		Field Labour.		Other Agricultural Labour	
		Men.	Women.	Men.	Women.
1		2	3	4	5
1. *Thana* :—					
(*a*) Kalyan	(U) ..	3·50	2·75	3·50	2·75
(*b*) Palghar	(U) ..	2·00	1·50	3·00	2·00
(*c*) Tanashi	(R) ..	....	....	....	....
(*d*) Dolkhani	(R) ..	....	....	....	....
2. *Kolaba* :—					
(*a*) Alibag	(U) ..	3·00	2·50	3·00	2·50
(*b*) Mangaon	(R) ..	1·75	1·00	2·50	2·00
3. *Ratnagiri* :—					
(*a*) Ratnagiri	(U) ..	3·50	2·50	3·00	2·50
(*b*) Masure	(R) ..	3·50	2·00	2·00	1·50

BOMBAY DIVISION—*contd.*

BOMBAY DIVISION (URBAN AND RURAL AREAS)—*contd.*

Division/District.		Field Labour.		Other Agricultural Labour.	
		Men.	Women.	Men.	Women.
1		2	3	4	5
4. *Nasik :—*					
(*a*) Nasik	(U) ..	2·00	1·75	2·25	1·75
(*b*) Malegaon	(U) ..	3·00	2·50	2·75	1·75
(*c*) Lasalgaon	(R) ..	2·00	1·25	2·50	1·50
(*d*) Pimpalgaon	(R) ..	2·00	1·25	2·00	1·50
5. *Dhulia :—*					
(*a*) Nandurbar	(U) ..	2·25	1·75	1·75	1·50
(*b*) Taloda	(R) ..	2·00	1·50	2·00	1·50
(*c*) Pimpalner	(R) ..	2 00	1·50	2·00	1·50
(*d*) Kapadne	(R) ..	3·00	1·50	2·00	1·50
6. *Jalgaon :—*					
(*a*) Jalgaon	(U) ..	....	....	....	....
(*b*) Waghli	(R) ..	2·00	1·50	2·00	1·50

POONA DIVISION

POONA DIVISION (URBAN AND RURAL AREAS)

(in Rs.)

Division/District.		Field Labour.		Other Agricultural Labour	
		Men.	Women.	Men.	Women.
1. *Ahmednagar :—*					
(*a*) Shevgaon	(U) ..	2·50	1·50	2·50	1·50
(*b*) Shrirampur	(U) ..	3·50	2·50	2·00	1·50
(*c*) Rashin	(R) ..	3·00	2·00	3·00	2·00
(*d*) Deololi	(R) ..	....	....	....	....
(*e*) Kalaskhurd	(R) ..	2·00	1·00	2·00	1·00
2. *Poona :—*				I. N. R.	
(*a*) Poona	(U) ..				
(*b*) Junner	(R) ..				
3. *Sangli :—*					
(*a*) Miraj	(U) ..	3·00	2·00	2·50	1·50
(*b*) Jath	(R) ..	I. N. R.		I. N. R.	
(*c*) Atpadi	(R) ..	2·25	1·25	3·00	1·75
(*d*) Charan	(R) ..	I. N. R.		I. N. R.	
4. *Sholapur :—*					
(*a*) Sholapur	(U) ..	1·25	1·00	1·25	1·00
(*b*) Hajapur	(R) ..	1·50	0·75	1·50	0·75
5. *Kolhapur :—*					
(*a*) Ichalkaranji	(U) ..				
(*b*) Gargoti	(R) ..				
(*c*) Kodoli	(R) ..				
6. *Satara :—*					
(*a*) Kelghar	(R) ..	2·00	1·50	2·00	1·50
(*b*) Budh	(R) ..	3·00	2·00	2·50	1·25

NAGPUR DIVISION

NAGPUR DIVISION—(URBAN AND RURAL-AREAS) (In Rs.)

Division/District.		Field Labour		Other Agricultural Labour.	
		Men.	Women.	Men.	Women.
1. *Nagpur :—*					
(a) Norkhed	(U) ..	2·00	0·87	2·00	1·06
(b) Fetri	(R) ..	3·00	1·50	2·50	1·25
2. *Bhandara :—*					
(a) Gondia	(U) ..	1·75	1·25	1·25	1·25
(b) Sakoli	(R) ..	2·00	1·00	2·00	1·00
3. *Chandrapur :—*					
(a) Warora	(U) ..	2·00	1·00	2·00	1·00
(b) Deshaiganj	(U) ..	1·90	1·12	1·66	1·25
(c) Mul	(R) ..	2·00	1·00	2·00	1·00
(d) Brahmapuri	(R) ..	2·00	1·00	2·00	1·00
4. *Buldana :—*					
(a) Shevgaon	(U) ..	1·50	1·00	1·50	1·00
(b) Mera Budruk	(R)	1·50	0·75	1·50	0·75
5. *Akola :—*					
(a) Margrulpir	(U) ..				
(b) Akoli (Jehangir)	(R) ..				
6. *Amravati :—*					
(a) Amravati	(U) ..	2·50	1·50	2·50	1·50
(a) Kholapur	(R) ..	1·75	0·75	1·75	0·75
7. *Yeotmal :—*					
(a) Digras	(U) ..	....	....	....	....
(b) Babulgaon	(R) ..	3·00	2·00	2·00	1·25
8. *Wardha :—*					
(a) Wardha	(U) ..	2·00	1·00	2·00	1·00
(b) Seloo	..	3·00	1·25	3·00	1·25

AURANGABAD DIVISION—(URBAN AND RURAL AREAS) (In Rs.)

Division/District.		Field Labour		Other Agricultural Labour.	
		Men.	Women.	Men.	Women.
1. *Aurangabad :—*					
(a) Aurangabad	(U) ..				
(b) Phulmari	(R) ..				
2. *Parbhani :—*					
(a) Hingoli	(U) ..	1·75	1·00	2·00	1·25
(b) Pingli	(R) ..	1·50	1·00	1·00	0·75
3. *Bhir :—*					
(a) Ambejogai		2·00	1·50	2·00	1·50
(b) Amalner	(R) ..	....	....	....	....
4. *Nanded :—*					
(a) Nanded		....	....	....	....
(b) Loha	(R) ..	2·00	1·50	2·00	1·50
5. *Osmanabad ;—*					
(a) Bombli	(U) ..	....	....	....	....
(b) Latur	(R) ..	1·50	1·00	....	....

SOURCE:—Maharashtra Labour Gazette, August 1966.

These rates have to be taken into consideration with due regard for the fact that in the above cases the employment is irregular, seasonal, and without any consideration of retirement benefits.

24. It is also to be recognised that the economy of this State is still largely rural and that Government employees and employees in well organised establishments and industries, constitute only a very small section of the population of the State. Industrial and commercial activity is mostly concentrated in the Bombay-Poona belt. As observed in " Maharashtra—An Economic Review 1965-66 " published by the Maharashtra Government Bureau of Economics and Statistics ; " The rest of the Maharashtra State is as industrially backward as any other part of the country ". According to the same source, at the end of June 1965, employment in the public sector in the state (comprising the employees of the State Government, Central Government, quasi-Government and local bodies) was of the order of 11·23 lakhs. This number comprises of 35% for Central Government and 24% for State Government 12% for quasi-Government organisations and 29% for local bodies. The average living conditions in the Maharashtra State, as described at Page 25 in the said Review, are " In the absence of data on personal incomes, the data of house-hold consumption available from the National Sample Survey provides an indicator of the level of living of the State population. Provisional estimates show that the average value of consumption per person per month during 1964-65 was Rs. 26.21 in rural areas and Rs. 41·40 in urban areas of the State. For both areas together, this is worked out at Rs. 30·41. Nearly 63% of the population in the rural areas and about 65% in urban areas live below the average level of consumption in the respective areas. Half of the rural population had its consumption budget below Rs. 22·66. The corresponding figure for the urban population was Rs. 33·13.

25. The following chart gives the classification of non-household industrial workers by industry division and class of workers for Maharashtra State :—

Industry Division.	No. of Workers (in thousands)	Percentage Distribution.				
		Employers	Employees	Single worker.	Family worker.	Total workers.
1. Agriculture, Livestock, Forest, fishing, and Hunting.	3,55	1·7	31·9	40·3	26·1	100
2. Mining and Quarrying	54	1·4	64·8	23·5	10·3	100
3. Manufacturing	1,304	3·7	80·4	12·6	3·3	100
4. Construction	236	2·8	57·0	34·6	5·6	100
5. Electricity, gas, Water and Sanitary services.	61	....	100·0	....	....	100
6. Trade and Commerce	856	10·4	30·6	44·1	14·9	100
7. Transport, Storage and Communication	447	2·4	72·8	23·3	1·5	100
8. Services	1,498	2·1	69·2	24·5	4·2	100
9. Activities not adequately described ..	58	0·6	21·0	71·0	7·4	100
Total ..	4,869	4·0	62·2	26·5	7·3	100

(SOURCE :—Page 44 of the Economic Review 1965-66).

That the earning of working classes in general, is less than that of the workmen employed in established industries, is also true. Five-Year Plans are intended to improve the standard of living of these people. However, there is no doubt that Government servants who live in urban areas and put in regular service under discipline and control, should get higher wages, as compared to agricultural labourers or other above-mentioned groups. In the above context, the Madras Commission has observed.

" But we have had to refer to the lower level of earnings in the agricultural and other sector only to show that the minimum wage of the Government employees cannot be considered in isolation, and further, it must be related to the economic condition of the other sections of population and cannot be arrived at, on a *priori* consideration or on the basis of hyphothetical family budgets framed with reference to a standard of consumption beyond the reach of the vast majority of the people."

26. The wages mentioned above give general idea of the wage level for unskilled and non-literate working class, from which the last grade employees are mostly recruited, and their comparative position from the view point of general wage level. When such persons of the working class seek employment, then the value set upon their labour deserves consideration, for framing a pay-scale for these groups of employees.

27. We have also enquired about the rates of remuneration in industries, commercial and trading or shop-establishments in urban and semi-urban areas in Maharashtra. These include well-established prospering industrial concerns, banks and commercial companies in Bombay City and also other establishments outside Bombay. Employees have often made reference to wages or salaries obtained in different industrial centres, major banks, insurance companies, oil companies and textile industries. It has to be appreciated that pay rates in such concerns are particularly determined by considerations such as capacity of industry to pay or the principle of sharing of profits by labour along with capital and on the basis of increased production and profits. We have previously emphasised the different considerations which influence remuneration of employees in private, industrial or commercial sectors, and in Government service. Moreover, in the case of private employer, increased establishement charges on wage-bill are transferred to consumers and also result in reduction of taxable income, and are offset by reduction of taxes.

In the following table, are shown the figures of minimum and maximum salaries drawn by clerks and peons in certain industrial and commercial concerns in Greater Bombay. These have been collected by us from several published reports, awards, and also special enquiries. In the table, the dearness allowance rates are not given, as they vary from concern to concern both in amounts and in the matter of fixation :—

Name of Concern.		Pay scale.	
		Minimum	Maximum
Associated Cement	Clerk ..	75	280
	Peon ..	40	90
Hindusthan Lever Ltd., ...	Clerk ..	120	300
	Peon ..	50	102
Life Insurance Corporation	Clerk ..	130	370
	Peon ..	82	150
Reserve Bank of India	Clerk ..	155	420
	Peon ..	100	130
State Bank of India	Clerk ..	120	350
	Peon ..	78	116
Tata Industries	Clerk ..	150	406
	Peon ..	90	160
Bombay Gas Company	Clerk ..	75	240
	Peon ..	30	75
B.E.S.T.	Clerk ..	75	275
	Peon ..	40	80
Bombay Municipal Corporation	Clerk ..	85	290
	Peon ..	40	70
Times of India	Clerk ..	85	300
	Peon ..	40	75

Similar information was also collected for concerns in the State outside Greater Bombay. In the table below, the pay ranges (both minimum and maximum) for clerks and peons in the different regions are indicated :—

Region.	Pay range for Clerks. Rs.		Pay range for Peons. Rs.	
	Minimum.	Maximum.	Minimum.	Maximum.
Western Maharashtra	40—100	80—264	25—70	60—100.
Vidharba	60—90	170—200	27—55	55—100.
Marathwada	40—60	60—100	25—40	55—70.

The above tables show that the peon's starting pay ranges from Rs. 25 to 100. A lowest paid Government employee gets Rs. 65. This compares favourably with the majority of establishments particularly in areas outside Bombay.

Similarly a clerk's minimum pay in the above tables ranges from Rs. 40 to Rs. 155. As against this a clerk in Government employment gets a minimum salary of Rs. 100.

We have also examined whether the figures of average annual earning of factory workers covered by Payment of Wages Act could be usefully used for consideration of the basic salary of the last grade employee in Government service. Figures available are of average earnings of factory employees, including clerical and supervisory staff whose monthly earnings go upto Rs. 400. The limits have been raised from Rs. 200 to Rs. 400 with effect from 1st April 1958. The figures of annual average earnings compiled under the Payment of Wages Act include in addition to basic wages, dearness allowance, bonus and cash value of food concession, if any. As we have to determine only basic salary and that too, for the last grade employee, these figures are not appropriate and therefore cannot be used.

30. Considering broadly, the above facts and figures, it can be reasonably stated that the present level of remuneration of last-grade State employee is distinctly above the level of the majority of wage-earning employees in the State and as such, in a relative sense, above the subsistence level. There is also no reason to think that there is deterioration in the efficiency of this class of employees. The existing abnormal rise in price level in the last two or three years has no doubt a distressing effect on the living standard, but these abnormal circumstances can be relevant consideration for determining an increase in D.A. and not for the basic salaries which have to be framed from the long range point of view. The level of existing basic salary also does not appear perceptibly inadequate though considerations of social justice and general change in economic conditions may demand some improvement in their pay-scales.

31. The employees are aware that the Commission is asked only to consider the question of pay scales. We reproduce below a passage from the Memorandum of the Maharashtra Government Employees' Confederation which clearly and succinctly summarises their submission—

" In the present circumstances, the principle of fair comparison of emoluments in the State sector with those obtaining in the private sector is absolutely necessary. The total emoluments which the employees in banking, oil, engineering, tobacco, insurance, industries and important public corporations like the Bombay Port Trust receive, consist of basic pay and compensatory allowances. Their compensatory allowances such as dearness allowance are related to consumer price index and are increasing month by month with the increase in price index. Unfortunately, the Pay Commission has no authority to make any recommendations in the matter of dearness allowance. It is, therefore, necessary that the Commission should devise the revised pay structure as will bear the comparison with the continually rising emoluments of the employees in the aforesaid industries. Our dearness

allowance has no relation to price index. The experience so far gained does not hold out any prospect of material rise in dearness allowance. This has caused a very serious erosion in our real income. The Commission must therefore assume that our dearness allowance will remain static whatever be the price rise. We, therefore, consider it to be the bounden duty of the Commission to base our pay-scales on the cost of living presently prevailing and its indisputable rising trends."

32. In brief the submission asks for merger of the alleged deficiency in D.A. in basic pay scales on the assumption that the State Government is unreasonably refusing to pay D.A. to the required extent. In terms of the reference we are not in a position to investigate and give finding on the extent of deficiency in D.A. With the recent grant of dearness allowance more or less on a level with that granted by the Government of India, this argument of the Confederation no longer subsists. The pay scales have therefore to be viewed more from a long term basis than from the point of view of meeting the increa-sing living costs.

33. We have called figures relating to pay-scales from the other States and the Central Government. The following table gives first stage of pay-scales for the lower paid employees in Class IV services :—

	State.	Class IV Services.	D.A.
		Rs.	Rs.
1.	Central Government ..	70	38
2.	Andhra	50	35
3	Assam	80	No D.A. in addition
4.	Gujarat	65	32
5.	Kerala	60	33
6.	Madras	50	38
7.	Madhya Pradesh ..	35	25
8.	Punjab	30	59.50
9.	Uttar Pradesh	55	15
10.	Maharashtra	65*	38*
		*(Excluding the *ad hoc* increase of Rs. 5).	*(From 1-7-1966).

The above figures indicate a comparatively better position of the employees of Maharashtra in basic pay rates than most of the other States excepting Assam where apparently, there is no separate provision for D.A. Difference between pay scales of Maharashtra Government and Central Government is of Rs. 5 in the case of the last-grade Class IV employees such as Peons.

34. In spite of what has been stated above, we still feel persuaded to consider if last grade salary could not be appropriately upgraded. The present pay scale of Rs. 65—75 was fixed in the revision of pay scales in 1962. Undoubtedly there has been some progressive change in the economic conditions of the State. We also notice that in the wake of the recommendations of the First Central Pay Commission, the then Bombay State revised the pay structure of its services and a basic pay of Rs. 30

was fixed for the last grade employee. There was thus parity in the basic pay scales of the then Bombay Government and the Central Government in 1947. Since then, however, the following disparities have come into existence :—

	Government of India.	Disparity in Total minimum remuneration	Government of Bombay/ Maharashtra.
		Rs.	
1947	.. Pay Rs. 30—½—35 .. D.A. Rs. 25	*Nil.*	Rs. 30—½—35. D.A. Rs. 25.
1-7-1959	.. Pay Rs. 70—85 .. .. D.A. Rs. 15	10	Rs. 30—35. D.A. Rs. 45.
1-7-1962	.. Pay Rs. 70—85 .. .. D.A. Rs. 15	5	Rs. 65—75. D.A. Rs. 15.
1-7-1966	.. Pay Rs. 70—85 .. .. D.A. Rs. 38.	5	Rs. 65—75 (excluding the *ad hoc* increase of Rs. 5). D.A. Rs. 38.

35. The pay structure of the Maharashtra Government is not related to any basic year. We are informed that Government has been making changes in the pay scales of its employees as were considered appropriate in the light of the circumstances and needs of service and the economic conditions in the State and with due regard for the recommendations of the Central Pay Commission. The pay scale of Rs. 70—85 for the last grade employee in the Central Government was determined by the Second Pay Commission in 1958. Maharashtra Government revised its pay scale in 1962 and brought about parity in D.A. but fixed the basic scale at Rs. 65-75 keeping a disparity of Rs. 5 at initial stage of the scale and of Rs. 10 at the maximum level. The pay structure is now being revised in the year 1966 that is 8 years after the revision of pay scales by Central Government and four years after the last revision of pay structure by Maharashtra Government (which was in effect more in the nature of making adjustments in pay scales by merger of a portion of D.A.). Considering the changes in economic conditions of the employees and on grounds of social and economic need, we feel persuaded to fix the minimum basic salary of the last grade employee, such as peons, at Rs 70—90. The present pay scale has a span of only ten years and the difference between the minimum and maximum is only Rs. 10. Our finding is based on broad and general consideration taking into account all the factors which we have discussed above but we do not claim for the same, any scientific justification.

36. A suggestion has also been made that salaries should be related to the cost of living index number compiled for Bombay. It is interesting to examine the fixation of remuneration of last grade employees with reference to rise in the cost of living as disclosed by the cost of living index number for Bombay with base year 1933-34 = 100. In the year 1939, which is considered the pre-war normal year, the salary of the last grade employee (peon) was Rs. 13-19, and the consumer price index for Bombay was 106. In the year 1947, when the salaries were revised, the Bombay index stood at 279, and the Bombay Government fixed the remuneration at Rs. 55 (Rs. 30 basic + Rs. 25 D.A.). According to the index number, the remuneration should have been Rs. 34 only. Presumably, the then Bombay Government adopted the policy of keeping parity with the Central Government which had also fixed the same remuneration for similar grade of employee. In the year 1962, when Government revised the pay structure, the Bombay Index Number was 419. On the basis of this number the total remuneration should be Rs. 66·60. The total remuneration was, however, fixed at Rs. 80 (Rs. 65 basic plus Rs. 15 D.A.). In the Central Government, the total remuneration paid was Rs. 85 (Rs. 70 basic and Rs. 15 D.A.). At this stage, there was thus no more any attempt to keep in line with the remuneration granted by the Central Government. In December 1965, Bombay index stood at 595 (Corrected to Lakadavala Committee basis). On this basis, considering Rs. 13-19 as normal remuneration for the year 1939, the remuneration of 1965 should have been about Rs. 73 only whereas it actually was Rs. 95 (Rs. 65 basic *plus* Rs. 30 D.A.). These calculations assume 100% neutralisation against increase in cost of living. In our view little help is obtained by the above methods for determination of the basic salary.

37. *Basic Salary of last grade Class III Employees.*—We shall now deal with the basic salary of last grade, Class III, employees such as clerks.

Some of the Associations of clerical staff have worked out their demands for basic pay-scale also on the basis of family budgets for families of identical employees according to what they consider to be " normal needs of the family ". These figures vary and range between Rs. 200 to Rs. 275. The calculations are obviously not based on any objective considerations or standardised norms. According to our information, so far, no standardised norms have been proposed by any responsible body for calculating pay scales for middle-class employees. These budgets therefore, do not provide a safe and acceptable basis.

According to the Maharashtra Government Employees' Confederation the minimum remuneration of the lowest level of Class III employees should be 80 % higher than the minimum remuneration of Rs. 153 proposed by it for Class IV employees. On this basis the minimum remuneration of Class III is calculated at Rs. 275 per month. It has been further proposed that this amount should be split up into two parts namely the basic pay of Rs. 200 and dearness allowance of Rs. 75 per month. The Confederation has, on this basis, further proposed the following pay structure for higher grades in ministerial services such as clerical service, accounts and audit service, stores services etc., to be divided into following four grades :—

Proposed Grades.		Present Pay.
Grade.	Pay scale.	
	Rs.	Rs.
IV	200—400	100—170 (M) 120—245 (C)
III	260—550	145—215 185—245 210—285
II	300—600	230—300 (C) 300—380 (C) 190—390
I	450—800	250—500 300—425 320—410 (C)

38. The financial burden involved in accepting the suggested pay-scales along with the suggested D.A. deserves serious consideration. Normally minimum wage is determined only for the lowest category of employees and salaries of high grades are determined according to educational qualifications, nature of duties, and responsibilities. The remuneration of the higher grade will also need necessary upgrading, if lower grades are improved on the above lines. There were about 1,10,927 Class III employees in 1961 (for which year the details are available) in the pay range of Rs. 101 to Rs. 500. Bringing these alone, to the proposed grades will involve at the initial stage of the scale itself more than Rs. 15 crores additional liability for the State every year. The relative adjustments in the pay-scales of higher grades in Class III and of the pay scales in Class II and Class I grades will further add heavily to this liability. Besides, the burden resulting from pension and other retirement benefits has also to be considered. It is obvious that determination of remuneration according to standards based on the recommendations of the Fifteenth Labour Conference and corresponding upgrading of higher grades on the lines asked for, is not feasible and not within the means of the financial ability of the State. Financial implications of these proposals are too obvious and need no further comments. Theoretical computations of living wage cannot transcend financial limitations.

39. Differential of 80 % between pay range of last grade Class IV employee and last grade clerical employee has been claimed on the basis of the opinion given by Justice Rajyadhyaksha in the Award relating to dispute between the Department of Posts and Telegraphs and its non-gazetted employees. Justice K. T. Desai in the Award on the dispute between certain Banking Companies and their employees has stated :—

" Dealing more elaborately with the problem of a proper co-efficient, i.e. ratio of the relative costs of living of working class and the middle class employees, it (Sastry Tribunal) has held that this co-efficient was not more than 66-2/3 percent as against the co-efficient of 80 per cent. originally arrived at by Justice Rajyadhyaksha in his award regarding the Posts and Telegraph Departments of the Central Government. The Sastry Tribunal then considered various other factors relating to wage fixation such as (*i*) the productivity of labour, (*ii*) the prevailing rates of wages in the same or similar occupations in the same or neighbouring localities, (*iii*) the level of national income and its distribution and (*iv*) the place of industry in the economy of the country. Justice Rajyadhyaksha was himself aware of the difficulties. In para. 148 of his Report, he stated, " so far as the middle classes are concerned the difficulty is considerable. There have been no official family budget enquiries with reference to lower middle classes and the non-official enquiries have not aimed at any particular figure representing the present day cost of living for the lower middle classes ". The Sastry Tribunal in dealing with this co-efficient has observed : " The Central Pay Commission fixed Rs. 90 p.m. as the minimum wage for lower middle class employees and Rs. 55 for the subordinate staff. The co-efficient would work out to about 64 %. It is common knowledge that the gap between the lower middle class and the working class is narrower now-a-days. In these circumstances, it is proper to hold that the co-efficient may well be taken to be no more than 66 %. We must frankly concede that this is merely an approximation and we cannot claim for it any scientific justification."

40. The Second Central Pay Commission has observed in this connection as follows :—

" We have considered whether there should be any direct rigid relativity as related to living standards between manual and clerical staff and we have come to the conclusion that the acceptance of any such relativity will be incompatible with the principle for determination of remuneration of Government servants which we have adopted. We have not, therefore, sought to determine the pay of clerical and other similar staff with reference to that of manual workers, but have considered independently what in the present conditions, would be fair remuneration for each ".

There is also a more fundamental difficulty in adopting the differential of 80 % with reference to calculations of remunerations as determined for working class employees on the basis of the standardised norms proposed by the Fifteenth Labour Conference. The differential of 80 % as found by Justice Rajyadhyaksha was related vaguely to the actual cost of living according to a rough pattern of living of both the classes, and not idealistically conceived on need based patterns according to the standardised norms calculated by the nutrition experts. The Maharashtra Government Emyloyees Confederation has calculated renumeration for Class IV employees on the basis of the standardised norms and not on actual statistical data. The figures so arrived for such hyphothetical cost of living and the basket of needs are being compared with the actual pattern of living of the middle class employees. Appropriate comparison can be made only between patterns of living as they actually exist. A differential calculation on a realistic and comparable basis can alone be useful, if pay scales are to be determined on the basis of relativities between the cost of living of these two classes of employees. Under the circumstances, the method of calculation of the minimum remuneration for clerical staff on the differential of 80 % cannot be considered as either logical or even broadly reasonable.

41. The First Central Pay Commission had fixed the basic pay for Class III employees (Clerk) at Rs. 55—130 with D.A. of Rs. 35 upto Rs. 100 and Rs. 40 upto Rs. 150. We find that the then Bombay Government also followed the same lines and revised pay scales by fixing pay of the last grade Class III employee on identical basis. Pay scales in Central Government were again revised in the light of the recommendations of the Second Pay Commission which determined basic pay of a clerk at Rs. 110—180. The then Bombay Government did not forthwith revise the pay scales, but in 1962, the State Government revised the pay scales of its employees and fixed the basic pay scale of a clerk at Rs. 100—170. The disparity in the total emoluments and basic pay of a clerk in the Central Government

and in the State Government in 1962 was Rs. 10 only. Later, as it happened in the case of Class IV employees, the increase made by the Central Government in D.A. enlarged the disparity in total remuneration. The following table will illustrate the position :—

Date.	Government of India.	Government of Bombay/Maharashtra.	Disparity in the total Min. remuneration.
1	2	3	4
			Rs.
1-7-1947 ..	Pay Rs. 55—130	Rs. 55—130	*Nil.*
	D.A. Rs. 35	Rs. 35	
1-7-1959 ..	Pay Rs. 110—180	Rs. 55—130	20
	D.A. Rs. 10	Rs. 45	
1-7-1962 ..	Pay Rs. 110—180	Rs. 100—170	10
	D.A. Rs. 15	Rs. 15	
1-4-1965 ..	Pay Rs. 110—180	Rs. 100—170 .. .. (Excluding Rs. 5 temporary additional pay)	35
	D.A. Rs. 50	Rs. 25	
1-4-1966 ..	Pay Rs. 110—180	Rs. 100—170 .. .. (Excluding Rs. 5 temporary additional pay).	38
	D.A. Rs. 58	Rs. 30	
1-7-1966 ..	Pay Rs. 110—180	Rs. 100—170 .. .. (Excluding Rs. 5 temporary additional pay).	30
	D.A. Rs. 58	Rs. 38.	

42. At present, there is a difference of Rs. 10 in the basic pay-scales. As we are dealing only with the basic pay scales exclusive of the D.A., the question before us is whether and how far the basic pay should be revised. The considerations which prevailed with us when we proposed our increase in the pay-scales of Class IV employees can be considered as being equally applicable to pay-scales of the last grade, middle-class employees in Class III also. Though there is no rigid relationship or established ratio or differential for the pay-scale of an employee from the working class and of an employee from the middle class, the fact that some difference does exist, has to be recognised. Moreover, when the basic pay scale for last grade employee is determined, the higher pay structure has to be constructed as far as possible on the basis of existing relativities. When basic salary for last grade Class IV employee was Rs. 65 the basic salary of a clerk was Rs. 100. On the basis of existing and a purely mathematical relativity, the basic salary for clerks would work out Rs. 108.

43. The following table gives the figures of basic pay of clerks in different States :—

	Basic Pay.	D.A.	
	Lower Division Clerk.	Minimum.	Maximum.
	Rs.	Rs. P.	Rs. P.
Central Government	110—3—131—4—175—5—180	58	76
Maharashtra Government	100—3—130—4—170	38	70
West Bengal Government	125—3—140—4—200	22·50	35·50
Kerala Government	80—4—100—5—160	33	65
U. P. Government	100—4—120—5—180	25	25
Andhra Pradesh Government ..	80—4—100—5—150	35	63
Madras Government	90—4—110—3—140	58	58
Mysore Government	80—3—110—4—130—5—180	38	70
Gujarat Government	90—3—111—4—123—E.B.—4—155—5—170 ..	32	55
M. P. Government	90—2½—100—E.B.—4—140—E.B.—5—170 ..	25	30
Assam Government	125—4—145—4—165—5—200	No separate D.A. is given.	
Punjab Government	60—4—80/5—120/5—175	58·50	70

We have, earlier in this Chapter, already given the pay rates for employees in the private establishments in Bombay and also outside Bombay. The highest pay is Rs. 150 and the lowest is Rs. 40 with total emoluments (i.e. including D.A.) ranging from Rs. 281 to Rs. 89.

44. Considerations such as inflationary pressure on the economy, the investment for rapid economic development, the need for expansion of employment, demands of social justice, the importance of keeping Government servants contented etc. are very relevant factors and have to be given due weight in the course of any revision of pay structure. Putting restraint only on the wages of the State employees on the ground of checking inflationary pressure is not at all reasonable, when inflationary rise in prices goes unchecked. The need for investment for economic development has no doubt its own urgency. While it is not disputed that reasources of the State are limited and cannot be stretched beyond permissible limits, it has also to be appreciated that keeping the employees contented is also a prime necessity in any economic development. After all, it is these employees who are supposed to execute plans, and work for the administration. Social justice has to operate particularly at lower levels of income. The problem is to reconcile different claims in a manner as would give due consideration to all the above factors. The need of the employee should be reasonably matched with the general economy of the State and the general level of wages. The main problem, as it appears to us, is about the finances of the State. We have separately considered the position of the resources of the State. We also realise that increase in remuneration of the employees of the State will have its impact on the local bodies and semi-Government organisations and managements to whom Government gives grants to meet part of their expenditure.

45. In our view, it will not be reasonable to refuse to the lower grades of servants, even a modest improvement in their basic pay scales. This increase becomes all the more recommendable, considering the fact that at one stage i.e. in 1947 the then State of Bombay determined the basic pay scales of their last grade employees in Class IV and Class III in parity with those in the Central Government. We also would prefer to bring about parity in basic pay in the case of the last grade employees whose jobs are comparable. On the basis of the existing relativities when the pay of peons is fixed at Rs. 70, the pay of a clerk on calculation works out to Rs. 108. Considering other factors, in our view, Rs. 110 should be the basic salary of clerks. Accordingly we have suggested a scale of Rs. 110—4—150—E.B.—5—200 for them.

सत्यमेव जयते

CHAPTER 9

CITY SCALES

Our terms of reference enjoin that the Commission having due regard to the genesis of the separate existence of Bombay City Pay Scales should recommend whether these scales of pay should be done away with altogether or should be continued and in the latter case, the Commission should recommend principles by which the extent of the difference between the City Scales and other scales for corresponding posts outside Bombay City should be determined.

2. The pay structure of the employees in the Maharashtra Government presents a unique feature in having two types of pay scales for the employees, a parallel for which is not found in the pay structure in the Central Government or in any other State. The two scales are described as (1) Bombay City Scale and (2) Mofussil scale. The City scales are provided exclusively for the employees working in the offices or its establishments located in Bombay city only. The mofussil scales are applicable to the employees working in offices outside Bombay City and also to the employees who, though working in the offices in Bombay city, are not governed by the Bombay City scales. The Bombay City scales are applicable to the posts and cadres which are exclusively stationed in Greater Bombay and are not transferable to mofussil offices. It happens therefore, that in the same Department of Government there may be posts on city scales and posts on mofussil scales depending upon whether the incumbents of such posts are exclusively stationed in Greater Bombay or are liable to be transferred outside Greater Bombay.

3. It is generally recognised that the City scales are pitched higher than the mofussil scales. These scales of pay are, therefore, an eyesore to other employees governed by the mofussil scales and the same are bitterly attacked as being discriminatory. As the Commission is asked to make recommendations in the light of the genesis of the separate existence of the Bombay City Pay scales with a view to enlighten ourselves on the above point, we addressed a letter to Government to send us a Note indicating the genesis and basis of the City scales. We received a reply, a relevant portion from which is reproduced below:

> "No record is available of the transactions underlying the Government's decision to introduce Bombay City scales. However, it would appear that the City scales of pay came to be sanctioned in Bombay City for such posts as the incumbents of which were not transferable to the mofussil. It was apparently recognized that the cost of living in Bombay City was definitely much higher than in the mofussil and if a person was recruited to such a post he would in all probability (having stayed in the city for a span of 20 to 30 years) settle down in the city itself and would not move to mofussil on retirement, the reasoning being that his children would also find employment in the city and thus the city would become the permanent home of the family. This being the position if he was to maintain himself after retirement in the city, it was necessary that the high cost of living in the city should be reflected to some extent in his pension. This consideration did not prevail in the case of those recruited in the mofussil and who were transferred to the City in the course of their service for short periods. Such persons would normally settle down in the mofussil and hence it was adequate if they were compensated during their stay in the city by the grant of compensatory local allowance or house rent allowance. It was therefore not felt necessary that this element should be reflected in their pension also."

4. It is evident from the above reply that neither the time nor the circumstances regarding the genesis of the City scales are known definitely and whatever reasons are given in support of their creation or continued existence are only a surmise and an attempt at rationalisation. For the sake of clarity and further examination of the

explanation for creation of city scales with higher remuneration as compared to mofussil scales, the reasons pleaded as being the cause of creation of these two separate scales are summarised below:—

(1) The cost of living in Bombay City was much higher than the mofussil.

(2) That after retirement an employee governed by the City scale deserved a higher rate of pension for the reason that—

(*a*) The employee (under city scale) would in all probability settle down in the city of Bombay on retirement,

(*b*) That his children would be employed in the city and as such the city of Bombay would become his permanent home;

(*c*) As such it was necessary that high cost of living in the City should be reflected in his pension.

5. The first reasoning appears quite plausible. Though we do not know the time when city scales were created, a presumption is justified that living in Bombay city is costly as compared to the mofussil areas. The other reasons, however, do not appear to us as being valid. We are inclined to take the view that these reasons are only in the nature of arguments for justifying the existing system. Pension of an employee is determined by the scale of his pay. Quantum of pension is determined automatically by the nature of the scale and does not depend on considerations such as whether the employee will settle in the place where he has been employed for earning the said pension. Place of residence after retirement is an irrelevant consideration for purposes of pension. It will not therefore be correct to assume that higher pay rate was determined for City scales on considerations that the employees governed by those scales would settle in Bombay after retirement. It is also wrong to assume that employees recruited under City scale had and have no homes outside Bombay at the time of their recruitment and that they do not go back to their ancestral residence after retirement. The reason that the children of the employees serving in Bombay are employed in Bombay only, is also equally an unjustified conjecture. It cannot also be said with certainty that a person recruited in mofussil offices and transferred to Bombay would not settle after retirement in Bombay and that he would necessarily go back to his mofussil residence. Decision regarding the place of settling after retirement depends on various factors. There is no prescribed rule that only employees residing in Bombay after retirement would get the pension benefit as contemplated. It is also possible that the employees in mofussil scale and working in Bombay offices may also decide to settle in Bombay but for such employees there is no provision of additional benefit in their pension.

6. It appears that none is sure as to the circumstances which gave birth to City scales, nor there is any definite evidence to come to any conclusion regarding the genesis of the city scales. Under the circumstances, if guess-work is considered permissible, in our view, the only explanation can be the high cost of living in Bombay City as compared to the mofussil areas. A possible explanation for the city scales can be found in the History of Government Administration of the old Bombay Presidency. It is well-known that the British rule was first established in Bombay which was the head-quarters of the Government. The administration was extended outside Bombay and in mofussil areas, in course of time. The scales of pay naturally came to be determined first for offices in Bombay city and later for offices in mofussil areas. With the growth and prosperity of Bombay city, cost of living was naturally higher. When pay scales for comparable posts in mofussil offices came to be fixed later, they came to be determined at a lower pay rate. Whther the higher pay rate of the City scales was exactly in proportion to the higher cost of living is also doubtful. Examination of the pay-scales of which record is made available to us and particularly from 1931, it appears that the city scales contain an inherent element of higher pay because these scales

related to the employees in offices in the City of Bombay. We have come to the conclusion, on examination of facts, that City scales are discriminatory and are objectionable not only for inclusion of element of higher pay and higher cost of living in Bombay but also for the resulting benefit in pension.

7. The note received by us from the Government to which reference has been made earlier also adds to what has been reproduced before that :—

> "This being the position, if he (the employee under City scale) was to maintain himself after retiring in the City it was necessary that the high cost of living in the City should be reflected to some extent in pension. These considerations did not prevail in the case of those recruited in the mofussil and who were transferred to the City in the course of their service for short periods. Such persons would normally settle down in the mofussil and hence it was adequate if they were compensated during their stay in the City by the grant of compensatory local allowance or house rent allowance. It was, therefore, not felt necessary that this element should be reflected in their pension also."

Firstly from the files which have been forwarded to us in connection with the controversy regarding the continuance or otherwise of the City scales, we find that though the City scales were presumably sanctioned for only those categories of Government servants who are not transferable outside Bombay City, transfers had taken place from City to mofussil and *vice-versa* on administrative grounds. Secondly there appears some confusion where attempt is made to explain the method of compensating an employee in mofussil scale on his transfer to the City of Bombay. In this connection it is overlooked that the system of compensatory local allowance and house rent allowance in the present form was introduced during and after the Second World War. What was the position of employees in mofussil scale on transfer to Bombay before the system of Compensatory Local Allowance and House Rent Allowance was introduced, remains unexplained.

8. The discriminatory character of the City scale can be better appreciated by comparison of the two scales in controversy from the time when C. L. A. and H. R. A. were not introduced.

	Pre 1931	Post 1931	1947	1962
	Rs.	Rs.	Rs.	Rs.
Clerk :—				
(1) Secretariat	60—4—100—6—130—E.B.—6—190 (C).	50—3—95 (Lower Grade). 100—5—160. (Higher Grade).	75—5—140—E.B.—8—220 (C). D.A. 36 50	120—5—160—E.B.—5—180—8—212—E.B.—8 260—10—270 (C). D.A. 15 30
(2) City ..	60—4—100—3—160 (C).	50—5/2—90 (C) 95—5—140 (C). 50—5/2—90—E.B.—5 140 (C).	75—5—140—E.B.—6—200 (C). D.A. 35 45	120—5—160—E.B.—5—185—6—203—E.B.—6 —245 (C) D.A. 15 30
(3) Mofussil ..	30—5/2—80 ..	25—5/2—55 60—5/2—75 ..	46—3—85—E.B.—4—125—5—130. D.A. 25 40 HRA 10 20	100—3—130—E.B.—4—170. D.A. 15 30 HRA 20 15%
	CLA Rs. 4½ to Rs. 9 (Bandra, Kurla).	Rs. 4½ to Rs. 9 (Bandra, Kurla). ..	CLA Rs. 7-8-0 12-8-0 (Bombay).	CLA 10% 8% (Bombay).
Peons :—				
(1) City ..	23, 24, 25 (C) ..	19, 20, 21 (C) .. Rs. 4 in 1938-39.	35—½—40 (C) .. D.A. 25	72—1—82 (C). .. D.A. 15
(2) Mofussil ..	14 to 19 ..	13, 14, 15, 17, 18 ..	30—½—35 .. D.A. 25	65—1—75. .. D.A. 15
	CLA Re. 1 p.m. ..	Re. 1 p.m. ..	Rs. 5 (Bombay) ..	Rs. 7½ 10%
	HRA Re. 1 p.m. (Bandra-Kurla). ..	Re. 1 p.m. (Bandra-Kurla). ..	Rs. 7 (Bombay) (In lieu of rent free quarters). ..	Rs. 10 15 (In lieu of rent free quarters).

9. It would be clear from the above table that before 1931 the clerk in the City-scale in non-Secretariat office received a starting salary of Rs. 60 p.m. while a Clerk in the mofussil received Rs. 30. The city scale was of 30 years span and the mofussil scale was of 20 years. The City scale had the maximum of Rs. 160 while the mofussil scale ended at Rs. 80 i.e. half of what was provided for in the City scale. After 20 years of service the Clerk in the City scale got Rs. 70 and continued to receive further increments till he reached Rs. 160; while the mofussil clerk stagnated at Rs. 80. The City clerk got pension according to his pay of Rs. 160 (Average of last three years) while the mofussil clerk got pension only on the basis of his maximum of Rs. 80. Similar difference existed in the case of peons also. Difference of scales of pay for clerks in the case of Secretariat scale was all the more glaring.

10. Pay-scales were revised after 1931 but the discriminitory character of the two scales was continued. The scales were further revised after 1947. By this time three types of allowances were introduced viz. (1) Dearness Allowance, (2) C. L. A. and (3) H. R. A. For a clerk in the City scale, the scale was Rs. 75—200 (23 years) and for mofussil clerk Rs. 46—130 (29 years). D. A. for City scale was Rs. 35 on initial salary and for mofussil clerk Rs. 25, and for maximum Rs. 45 in City scale and Rs. 40 in the mofussil scale. Thus the emoluments (pay and D.A.) for City clerk were Rs. 110 and for mofussil clerk Rs. 71. The difference of Rs. 39 is not explained even by the C. L. A. and H. R. A. which came to Rs. 17·50 or so. When a clerk from mofussil came to serve in the City of Bombay, for the higher cost of living in Bombay city he was paid Rs. 17·50. It should follow logically that in the emoluments of the clerk in the City scale the element of compensation for C. L. A. and H. R. A. should be also Rs. 17·50. The Bombay City clerk thus had the advantage of receiving Rs. 21 more than the mofussil clerk at the initial stage. The increments of the City scale were of Rs. 5 and Rs. 6 while for mofussil clerk they were Rs. 3 and Rs. 4. It is clear therefore that the difference between the City scales and the mofussil scales was not one of higher cost of living allowances only but also of deliberate improvement in pay-scales.

11. For the City clerk, the scale was Rs. 120—245 (23 years). Though initially the clerk in the City scales gets only Rs 120 and the mofussil clerk gets Rs. 100 *plus* Rs. 30 (C. L. A. and H. R. A.), the City clerk makes up this difference of Rs. 10 per month within a few years. At the fifth year a City clerk would be getting Rs. 145 and the clerk in mofussil scale working in Bombay City would be getting Rs. 144·75. Thereafter the clerk under the City scale continues with higher increments till he reaches the maximum of Rs. 245, while a clerk under the mofussil scale gets increments of Rs. 3 and Rs. 4 and after 20 years reaches the maximum of Rs. 170. Even in Central Government, the scale of Lower Division Clerk working in the Delhi Secretariat is only Rs. 110—180.

12. Similar position is obtained where the employees are of the same category, and some are working in Bombay City and other in mofussil areas. It is not necessary to dilate further on this point.

13. In the case of Secretariat the difference is more glaring. A clerk in the Secretariat has a scale of Rs. 120—270. He scores even over a Clerk with City-scale in other offices by having a maximum of Rs. 270 when the other category of clerk with City scale is provided with the maximum of Rs. 245. The scale has a span of 29 years with increments of Rs. 8 and Rs. 10. He has two fold advantages over a clerk with mofussil scale. He is paid more as being governed by the Secretariat scale presumably on the assumed ground that his work in the Secretariat office is of a higher order, and secondly, he is also governed by the City scale. We have discussed the question of the Secretariat scales separately and proposed their discontinuance. We have recommended the determination of pay-scales only on the basis of nature of work, duties and responsibilities.

14. There are some posts under City-scales for which there are no comparable counterparts under mofussil scales. In respect of these posts it is difficult to measure the preferential element in the scale. However, these scales contain as their component factor, a portion which represents higher cost of living and higher rates of rent in Bombay City. It can also be reasonably inferred that even in these cases of employees governed by City scales and for whom there are no comparable counterparts, the pay-scales contain the element of higher pay rate besides the inclusion of components representing high cost of living in Bombay city.

15. Besides the benefit of getting higher pension, the employees on City-scale obtain additional benefits in respect of Dearness Allowance and other allowances like travelling allowance, daily allowance, etc. The rates of these allowances are based on the actual pay drawn, exclusive of C. L. A. and H. R. A. In the case of City-scale employees, Daily Allowance and Travelling Allowance in effect are paid on the total emoluments as the scale of pay which is considered as their pay, includes the element of H. R. A. and C. L. A.

16. Separate pay scales for some of the posts in the City offices have thus resulted in creating a privileged class. They have become an eye sore to other employees. We have no hesitation in holding that the City scales give preferential treatment to a group of employees and suffer from invidious distinction and glaring discrimination.

17. A similar problem existed in the public services in England. There was differentiation between the rates of pay according to place of work as based on differences in the cost of living in London and elsewhere. The service was then largely though not wholly, a Central London Service. Civil servants at Headquarters were strongest in the staff associations and the Civil Service pay was negotiated primarily as a London rate, with a proportionate reduction to allow for lower cost of living and lower rates in other employments outside London. This problem came up before the Priestley Commission. The main staff associations were strongly opposed to this system. They maintained that it was illogical that rates should be negotiated on a basis applicable only to a small part of service. They pointed out that the service should be recognised as a National service and not a Headquarters service and should as a matter of status be treated like other similar services. It was also contended that any system of areawise determination of pay structure is bound to be arbitrary and was sure to produce anomalies between Civil servants whose work and responsibilities are similar but who work in different areas, which may just be very near each other.

18. Considering all aspects, the Priestly Commission proposed that "The basic rate should be negotiated for the Civil Services, nationally subject to an inner London differential to be settled with reference to the rates paid to employees in other London offices".

19. Above facts to a great extent explain the possible genesis of the Bombay City scales as has been indicated by us earlier. It was possible to remove the anomaly created by City scales by having a common scale for employees of similar categories, treating the service as one service of the State and by providing differentials for employees who would be required to work in Bombay City. Surprisingly, the City scales were perpetuated and provisions for differentials for higher cost of living in Bombay city were provided only for employees working in Bombay city with a mofussil scale.

20. Whatever be the genesis of the City scales, or the then justifying social, economic or administrative reasons (which we do not know with certainty), in the present context of our social and political ideas such special treatment and preferment for one class of employees as compared to others cannot be supported or sustained. Circumstances relating to their genesis are, in our view, irrelevant for deciding the present problem of continuance or otherwise of these preferential scales.

21. It cannot be said that the alleged distinction between an employee in the City scale and of the employee in the Mofussil scale is based on any rational ground, or on

the basis of rational classification. There is also no regional or geographical classification. Besides employees in offices in mofussil areas there are employees working in Bombay City itself who are governed by these two different types of scales. The distinction in the character of pay scales for such two groups of employees though similarly situated clearly evidences unequal treatment. When the system of paying C. L. A. and H. R. A. is introduced as a measure of neutralisation for higher cost of living and house rents in costly cities, the same system should be uniformly applied to all employees in similar conditions, and no distinction should be introduced by providing different types of pay scales. Such differentiation has resulted in prescribing of scales which are materially different in character, affording preferential treatment to one group and causing prejudice to others.

22. Equal pay for equal work is the primary and one of the most important principles of a rational and sound pay structure for public services. Pay structure with blemishes of inequalities and invidious distinction is bound to create bitterness and is a sure obstacle to efficiency.

23. Even on administrative considerations, the system of City scales cannot be supported. Even assuming that originally, the City scales were sanctioned for only those categories of employees in whose cases there was no possibility of transfer outside Bombay City, at present transfers take place in many cases from City to Mofussil areas and *vice-versa*. Such transfers have given rise to various problems and fixation of pay etc. There are several cadres in which transfers from the mofussil to the City and *vice-versa* take place frequently. These cadres are provided with mofussil scales for the reason that such arrangement facilitates regulation of pay and transfers. The same logic can apply in the case of cadres with City scales where for administrative reasons transfers take place. The fact that such transfers are few is not a valid reason, as differentiation itself is bad in principle.

24. The City scale being more advantageous, there is practical effect on the mobility in the service and even on the readiness to accept promotion involving transfers. An immobility is thus created. There are occasions for transfer of Departments outside Bombay according to exigencies or convenience of the administration. At any rate, because of over-crowding in the City of Bombay and shortage of space, administrative necessity may compel Government to open branches of a Department having City scales outside the City of Bombay. Such opening of the branches of the department or shifting of the departments to areas outside Bombay is bound to create complications if City scales are continued. Any move for shifting of Departments or opening of new Departments with employees under City scale is bound to be opposed by those who presently enjoy the privilege of the City scale. Such situations would give rise to unnecessary frictions and discontent among the employees.

25. From the files which have been forwarded to us, it appears that the question whether city scales should be discontinued has been engaging the attention of the Government since long time and every time when pay scales were revised though sometimes the decision to abolish the city scales was tentatively reached, the authorities found themselves unable to take final and firm decision on the ground that any such decision would involve the Government in further complications and administrative difficulties.

The difficulties envisaged were as below:—

(1) Determination of new scales in place of the existing scales;

(2) The method of fixation of existing employees in the new scales;

(3) The possibility of the employees opting to retain the existing scales and as a result a possibility of adding to the number of existing scales and aggravating the problem of multiplicity of scales;

(4) Difficulty of adjusting pensionary rights of the existing employees obtained by them as a result of existing scales.

26. No doubt there are difficulties if a decision is taken to abolish city scales, but it appears to us that at no time any final decision was taken to discontinue city scales and find out means and method of overcoming the difficulties with serious determination. In fact at no time an attempt was made to bring about uniform pay scales for posts of similar categories, independently of their geographical locations on the basis of general principle for determination of pay scales. The whole thinking was directed to find an equation for city-scales and mofussil-scales and to discover a convenient formula for adjusting pay rates in case of transfers of employees under city scale to mofussil offices or *vice-versa*. Very likely, it was presumed that the difference between city scale and mofussil scale was confined to inclusion of C. L. A. and H. R. A. in the former and the resulting benefit in the rate of pension. Thinking was therefore directed to arrive at an amount which could be deducted from a particular city scale or added to a mofussil scale for equalising them. The problem assumed urgency after merger of territories from other States with the then State of Bombay and a formula was decided upon for determining scales of pay of the employees absorbed in posts carrying city scales of pay. After consideration of various methods and proposals, a final decision was reached and is presently embodied in the following Rule 3-A of the Rules of Fixation of Pay and Seniority of State Servants (1950) :—

> *Rule 3-A.*—In the case of State servants absorbed in posts carrying the city scales of pay (including the Secretariat scales of pay), their pay scales in State Service should be treated as "Mofussil Scales" and they should be allowed the benefit of compensatory local allowance and house rent allowance over their pay in State service for the purpose of their fixation of pay in Government service. Accordingly, in all such cases, 4/5th of the Compensatory Local Allowance and House Rent Allowance admissible to them on the basis of their State pay should be added to their State pay and the total taken as the 'Present Pay' for the purposes of rule 2 (*d*) of these rules. If the absorption of a person is in a gazetted post, the scale of Compensatory Local Allowance and House Rent Allowance sanctioned for gazetted Government servants would apply to him otherwise the rates sanctioned for non-gazetted Government servants.

It appears that some formula was adopted for calculation of pay when employees with city scales were transferred outside Bombay and employees from mofussil scale were transferred to Bombay on posts with city scale.

27. We shall not comment on the correctness of the above equation. The grievances of the employees governed by the mofussil scales continue and have been vehemently urged before us by some of the employees. The main grievance is against the higher pay rate of the city scales besides benefit resulting from inclusion of allowances in the basic pay. In its term of reference, the Commission has been asked to recommend principles, by which the extent of the difference between the city scales and other scales for corresponding posts outside the Bombay City should be determined. In fact, no such principles are involved and none of them can be discovered. The two scales have their own special character and mould, and as we have indicated previously, the city-scales are pitched higher as compared to the mofussil scales. By our terms of reference, we have been asked to determine pay scales on the basis of nature of duties and responsibilities. Once this principle is followed the question of recommending principles for discovering extent of difference between the two scales for similar duties has not much relevancy. The main quesrion is whether the city scales should be continued or discontinued.

28. Providing uniform pay scale for similar categories of services is and can be the only solution to the problem. In the revision of 1962, change in the pay-structure related only to merger of a portion of D. A. and decision regarding discontinuance of city-scale was postponed pending revision of the pay-structure of the services, as a whole.

Revision of pay-scales is a normal feature of a pay-structure in public services and there is no reason to consider such revision as being difficult, when it is necessary in the interest of administration and also of the employees.

29. The method of fixation of existing employees in the new scale is a necessary incident which must follow the revision of pay scale. It is possible that employees, a few or many, in city-scales may opt for the existing scales if they find new scales and method of fixation as being to their prejudice. But if sufficient care is taken to safeguard the vested rights of employees which they have obtained in respect of their existing scales, the anticipated results may not follow, nor there may be any ground for discontent.

30. Even assuming the worst, if employees do not accept the new scales and retain their existing scales, there will be multiplicity of the scales to that extent. However, in our view such an eventuality is somewhat remote if rights of the employees are properly safeguarded. Inspite of precautions, a few may not opt for new scales and to that extent there is possibility of continuance of existing scales for such few aggrieved employees. The existing employees have a right to claim pension on the basis of existing scales so long as they are occupying posts to which the scale is related. They cannot be deprived of this right. Similarly, going over to the new scale in effect means, appointment to a new post but if an appropriate provision is made for the fixation of employee in the new scale and if the employee is assured that he will not be prejudiced in pension rights, the employee may not have cause for any grievance.

31. We are firmly of the view that considerations based on administrative difficulties, reference to which has been made, should not be given weightage to the extent of giving up the attempt at reforming pay structure by discontinuance of the much criticised City-scale. The problem has to be solved with firm determination and irrespective of the difficulties in the process.

32. The Commission has been enjoined by its terms of reference " to examine structure of pay scales at present applicable to various cadres and posts under Government and suggest such revision as may be necessary to ensure that pay of any post should be suitably fixed with reference to the responsibility and onerousness of the duties attaching to it in order that there should be uniformity in the remuneration fixed for posts of which the duties and responsibilities are approximately equal and which call for possession of approximately equal qualifications and skills.

33. When pay scales are to be determined on the basis of nature of duties and responsibilities the factor of geographical location of the Department or establishment obviously becomes irrelevant and pay-scales which include such element and confer monetary benefits on that account, deserve to be discontinued. Considered from any point of view and after giving our anxious considerations to all aspects of the problem, we recommend that city scales should be abolished. We broadly base our conclusions on the ground that:—

(1) Public service of the State is one service ;

(2) That it is illogical that pay-rates should be designed separately for small area and for a small part of the services ;

(3) That the existing city-scales give preferential treatment to the employees covered by them and as such are discriminatory ;

(4) That these scales offend principle of equal pay for equal work.

34. We are glad to find overwhelming support for the conclusions we have reached from different sections of the witnesses. The replies received to the questionnaire show that opinion is overwhelmingly in favour of abolition of city scales. Even those who opposed abolition of city scales in their written replies, gave up their stand during the interview. The State Government Employees Confederation which represents the interests of the Class III and IV employees has also expressed itself in favour of discontinuance of the city scales. The next important question is about the fixation of existing employees in the new scales which are being proposed by us in this revision of the pay structure. We have dealt with that problem in our Chapter on Fixation of Pay.

CHAPTER 10

SECRETARIAT SCALES

There is much controversy and extent of discontent among different sections of employees in respect of disparity between pay scales of some of the posts in the Secretariat Offices and other offices. Those opposing the existing disparity present their case as follows:—

The existing disparity between the scales of pay in the Secretariat and the subordinate offices is not justified on the basis of the duties and responsibilities. The work and responsibility in the Secretariat Offices and the subordinate offices does not differ widely. The distinction is based mainly on the consideration that the quality of work expected of the Secretariat staff is of a higher and different nature and needs a special type of intelligence not comparable with that in the subordinate offices. This sense of superiority, however, is without foundation. The original work is always done in the subordinate office; what is done in the Secretariat is only the scrutiny. The work of Assistants and Clerks in the Secretariat can hardly be considered as superior to that of senior Clerks and Clerks in the mofussil. The work and responsibilities involved in the clerical work are essentially the same. This being so, the principle of equal pay for equal work demands that there should be uniformity in the pay scales in the Secretariat and the subordinate offices.

The fact that the recruitment to the posts in the Sachivalaya is made by the State Public Service Commission on the basis of the competitive test, also does not justify higher pay scales in the Sachivalaya. The recruitment qualifications for the entry posts whether in the subordinate offices or the Secretariat are the same. There are a host of considerations why candidates in the mofussil areas are reluctant to offer themselves for selection through Public Service Commission and be posted in Bombay. If the mode of recruitment makes all the difference, the proper course would be to prescribe a common agency for recruitment.

The uniformity in pay scales would not only reduce the multiplicity of pay scales but would also facilitate transferability of staff from the subordinate office to the Sachivalaya and *vice versa* and would ultimately lead to efficiency in administration.

Reply of the other side and views of the administrative officers in the Secretariat, are as follows:—

The distinction between the Secretariat scales on the one hand and the scales in the subordinate offices on the other has been maintained for several years, not only in this State but in several other States and in the Central Government also. The First Pay Commission held that even in the case of junior clerks, higher scale in the Secretariat is justified on the ground of the necessity to get recruits from a wider field so as to ensure best selection. The Second Pay Commission also has specifically allowed this position to continue. This question was also examined by the Madras Pay Commission which came to the conclusion that the Secretariat staff should generally be allowed higher scales of pay than the staff with the same nomenclature in outside offices.

It is the Secretariat organisation which has to translate the policies of the Government into intelligible orders and review the working of these policies. As the Secretariat is largely concerned with policy making, its work is by and large, deliberative. It involves consideration of any course of action from the constitutional, administrative, legal and financial point of view. The Secretariat has to assist the Ministers in regard to their work in the Legislatures. Apart from this, there is more of secret and confidential work in the headquarters organisation, than in other offices which needs staff of high standards of rectitude and reliability. As this work is different by nature, recruitment to various posts has to be very selective, competitive and from as wide a field as possible. This can be achieved only if the Pay scales are higher and more attractive.

2. There are three categories of offices through which Government business is transacted viz. (1) The Secretariat, (2) Attached Offices and (3) Subordinate Offices. Organisation of the Secretariat and its functions have been described in previous chapters. Senior staff in the Secretariat office of a department consists of Secretary, Additional or Joint Secretary, the Deputy Secretary, Under Secretary or Assistant Secretary, and other Officers belonging to clerical subordinate services. The pay scales of these officers are determined by the rules framed by the Central Government if they are from the I.C.S. or I.A.S. cadre and by the State Government in the case of non-I.A.S. cadre officers. These posts are special to Secretariat and have no counter part in attached or subordinatte offices.

3. The Secretariat office consists of (1) Superintendents who are responsible for the work and general efficiency of their Sections or Branches; (ii) Assistants who deal with cases; and (iii) Clerks; (iv) Stenographers; (v) Typists; (vi) and some categories of Class IV employees. These officers under classification Rules are organised in what is termed as Secretariat services and are classified as Secretariat Subordinate Services. The table below gives designations and pay scales of posts under the Rule making powers of the State Government both in the Secretariat and posts in non-Secretariat offices :—

Designations and scales of pay in the Secretariat.	*Designations and scales of pay of corresponding posts in non-Secretariat Offices*
Superintendent. Rs. 370—20—490—E.B.—25—665 (C).	Superintendent/Head Clerk. Rs. 430—30—610—E.B.—40—730—E.B.—45—830 (M). Rs. 250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (M). Rs. 450—25—550—30—670 (C). Rs. 350—20—550 (C). Rs. 275—15—410—E.B.—20—550 (M). Rs. 330—15—420 (M). Rs. 210—10—280 (M). Rs. 270—10—350 (M). Rs. 185—10—295 (M).
Assistant. Rs. 200—10—300—15—450 (C).	Senior Clerk/Aval Karkun. Rs. 195—10—245 (M). Rs. 185—10—245 (M). Rs. 145—8—185 (M). Rs. 145—8—185—10—215 (M). Rs. 160—10—300 (C).
Lower Grade Clerk/Typist. Rs. 120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C).	Clerk/Typist. Rs. 100—3—130—E.B.—4—170 (M). Rs. 120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C).
Stenographer. Rs. 250—10—350—15—500 (C) Higher Grade. Rs. 350—20—470—E.B.—20—550—25—600 (C) Selection Grade. Rs. 200—8—280—E.B.—8—320—10—350 (C) Lower Grade.	Stenographer. Rs. 160—6—190—8—230—E.B.—10—320—15—350 (M). Rs. 200—8—280—E.B.—8—320—10—350 (C).
Havildar. Rs. 87—2—107 (C).	Havildar. Rs. 80—2—100 (M).
Daftary. Rs. 77—2—97—E.B.—2—107 (C)	Daftary. Rs. 70—1—80—E.B.—2—100 (M)
Naik. Rs. 77—1—87—E.B.—1—92 (C).	Naik. Rs. 70—1—80—E.B.—1—85 (M).
Peon. Rs. 72—1—82 (C).	Peon. Rs. 65—1—75 (M).

4. We have not been able to know how and under what circumstances these distinctions in pay structure of the Secretariat office staff and the staff outside the Secretariat were introduced. We, however, find that similar distinction to some extent, exists in the Central Government and in some State Governments also. It is obvious that some of the ministerial staff in the Secretariat, is preferentially paid as compared to staff outside the Secretariat. Grievance is made that employees of similar categories and doing the same work are paid less than their Secretariat brothers. It is also pointed out that Superintendents of the larger sections in attached offices or offices of the subordinate departments shoulder responsibilities equal to those of the average Superintendent in the Secretariat. Justification, if any, for higher rates for above mentioned pay scales has, therefore, to be examined for each category of staff on the basis of (1) Nature of work; (2) Responsibility; (3) Qualifications required; (4) Method of recruitment and (5) Historical background for such preferential treatment, if any.

5. As regards clerks, it is obvious that their work is of routine type involving receipt, despatch, typing, etc. The work is of simple nature and there is no scope for differentiation as regards onerousness of duties or responsibilities from one office to the other. The minimum qualification for Clerks in Secretariat or outside offices is Secondary School Certificate Examination. Prescribed age limit is also between 18 to 24 years. Recruitment to clerical posts for all offices in Greater Bombay including Secretariat, is made through the Public Service Commission on the result of a common competitive examination. In mofussil offices, Clerks are recruited without competitive examinations and by the Heads of Department. In our view, there is no justification for having different scales of pay for Clerks in the Secretariat offices, and outside offices. There appears no justifiable reason as based on nature of work, responsibility, qualifications or recruitment method for higher pay scales for Clerks in the Secretariat. The fact that clerks in the mofussil are appointed by Heads of Department without competitive examination also would not justify such distinction. If considered necessary, competitive examinations for clerks in mofussil offices also can be provided for. Similarly, there does not appear any difference in the nature of work, duties and responsibilities in the case of typists and clerks.

6. The case of Assistants and Superintendents in our view, however, stands on a separate basis. The posts of the Assistant in the Secretariat are entry posts. They are filled on the basis of competitive examinations with the quota of 25 per cent. for entry by promotion from the cadre of the clerks. The posts of Senior Clerks (called noting assistants in some offices) in other offices are filled by promotion of lower division clerks. The posts of Assistants are basic posts from which all higher appointments viz. Superintendents and Under Secretaries and in some cases, even Deputy Secretaries are made.

7. We are informed that previously there were two scales for Assistants (Junior Assistants on Rs. 165—300 and Senior Assistants on Rs. 260—350) and that with a view to attract persons of higher calibre, Government sanctioned a combined scale of Rs. 200—450 since 1962. An Assistant is required to note on cases and has to submit the file complete with relevant information to the Officers through the Superintendent, and present intelligent appreciation of the facts, for their orders. They deal with case work involving collection of relevant data such as old references, precedents, facts and figures relevant to the cases. Minimum qualification for admission to competitive examination is a University Degree. In our view, the nature of work and the extent of responsibility is also of a high order.

8. It has to be recognised that recruits to Secretariat have to be drawn from a wide field and for this purpose competitive recruitment is provided for as "it is necessary to build up in the Secretariat a permanent staff of such quality which in due course will contribute a substantial proportion of qualified candidates for supervisory posts of Superintendents and the higher-grade Secretariat Officers". It is expected that

the cadre of Assistants should consist of personnel of higher degree of intellectual attainments with developed ability and deliberative faculty.

9. Posts of Superintendents are supervisory posts. Besides supervising the work of staff in the section under them, they are also required to handle important cases themselves. At present, there are more than 15 scales of Superintendents in various offices of the Maharashtra Government. Some posts (for instance in Education, Police and Forest Department) are gazetted posts and as such, are in Class II service. The scales for Superintendents in mofussil offices are not invariably lower than the scales obtained in the Secretariat. Superintendents in some offices are Class II Officers having a mofussil scale of Rs. 270—715 which is higher than the City scale of Secretariat Superintendents of Rs. 370—665. In the Central Secretariat also, there is difference in the pay scales of Secretariat Superintendents (known as Section Officers) and of the Superintendents in other departments. In the Secretariat, the posts of Superintendents are filled by promotion from the cadre of Assistants, while in non-Secretariat offices, they are filled by promotion of Upper Grade or Senior Clerks. We have pointed out the distinction between an Assistant in the Secretariat and an Upper Grade Clerk in outside offices as regards method of recruitment and minimum qualifications and nature of work. Necessarily the post of Superintendent in the Secretariat has to be ranked at higher levels while determining pay scales, considering the level of staff from which the posts of Superintendents are filled in by method of promotion. It is generally recognised that work in the Secretariat at higher levels, is of a more difficult and responsible character and also to some extent more arduous and requires personnel of higher calibre. Under these circumstances the posts of Superintendents and Assistants in the Secretariat have to be classed separately for purposes of pay scales and distinguished from Superintendents and Upper Grade or Senior Clerks in Non-Secretariat Offices. In our view, there is no discrimination involved in making such distincton and the grouping can be considered as justified on rational grounds.

10. When pay scales are determined according to nature of duties and responsibilities, the question of discrimination does not arise. These posts if they are allowed higher pay scales the same will be not because of the mere fact that they belong to Secretariat office or because they are members of the Secretariat service, but because they are called upon to perform work demanding higher ability and responsibility. If there is any other office in which similar posts with equal or higher degree of responsibility exist then equal or higher pay can be fixed as has actually been recommended by us for such posts.

11. We are not in favour of having separate Secretariat pay scales as such, as will appear from the fact that we are proposing to make no distinction in pay scale in the case of clerks in the Secretariat and in non-Secretariat offices. We see no significance in having scales office-wise or region-wise. Our terms of reference also enjoin that pay scales should be determined with reference to onerousness of duties and levels of responsibility. Impliedly, considerations of office and region have to be discarded in the process of determination of pay scales. It appears that much of the misunderstanding will be removed if Government considers the appropriateness of designating Superintendents in the Secretariat as Section Officers which is the nomenclature obtained in the Central Government.

12. In 1908 a Committee, presided over by Sir James Meston (as he then was), dealt with the pay and prospects of clerks in the Secretariat of the Government of India and certain other offices. At that time the clerical establishment of the Secretariat was divided into two divisons; first and second, the former comprising of those clerks who were required to deal with the higher class of clerical work and the latter those who were employed on work of routine character. The Committee fixed the initial pay for the first Division Clerk at Rs. 140 per month having regard to the value of his work, his experience and standing. The Second Division they regarded as standing on different footing because its work was assumed to be of simple and routine character. Their pay was, therefore, fixed at Rs. 60 with maximum at Rs. 200. In recognition of

the importance and responsibility of the work done by the Superintendents whom the Committee described as the repositories of the experience and traditions of their departments, the Committee recommended that they should be granted the rank of gazetted officers. The Committee also emphasised that the Secretariat stood on a footing of its own different from any other offices in India and that it required in its clerical staff a higher degree of intelligence, a broader outlook and a more discriminating critical faculty than could be expected in other offices. From the above account, it will be clear that it is rational to class the posts of Superintendents and Assistants separately and as distinguished from the posts of Upper Grade or Senior Clerks and Superintendents in other offices.

13. The Second Pay Commission (in paragraph 27—Report page 117), while comparing the Lower Division Clerks in the Secretariat with those in non-Secretariat Offices has also observed "As regards duties and responsibilities we do not think that the work of routine clerks dealing with receipts, despatch and typing etc. can differ significantly between one office and another. Thus by the criteria discussed above, defferential in the rates of remuneration of Lower Division Clerk does not appear to be justified" and fixed uniform pay scales for both categories.

14. As regards comparison between Assistants in the Secretariat and Upper Division Clerks (Senior Clerks in Maharashtra Government) we may further reproduce the observations of the Second Pay Commission (at page 130 paragraph 18) that "Upper Division Clerks in administrative offices have claimed parity with the Assistants in the Secretariat. We consider that this is not justified as the Assistant's work is more complex and requires greater ability and in our view moreover recruitment qualifications will also be different". In fact in Maharashtra Government the recruitment qualifications are different as has already been stated above.

15. Stenographers in the Secretariat of the Maharashtra Government are recruited through the State Public Service Commission by competitive Examination. For outside offices, they are recruited through Employment Exchanges. There is a claim for parity with pay scales in the Secretariat. Stenographers attached to higher officers come in contact with administrative work and are entrusted with additional work involving some correspondence and some assistance to their respective officers in matters of routine work. These responsibilities are in addition to the work they put in as Stenographers. Their duties are often highly exacting and they work under direct supervision of the officer. Stenographers who work as Personal Assistants to Ministers and to the Secretaries to Government have more onerous duties and responsibilities as compared with Stenographers attached to highest officers in other offices. The distinction thus deserves to be noted and absolute parity is not possible or justified. At lower levels, however the duties and responsibilities vary according to officers to whom they are attached. We have dealt with their question on this basis.

16. It is sufficient at this stage to state that there can be difference in duties and responsibilities between apparently similar posts or posts with similar designation and as such, there will be different pay scales for such posts. It should be realised that this difference is due to nature of work and not because some persons are employed in the Secretariat while others are employed in non-Secretariat Offices. Once the principle that pay should be determined on the basis of nature of duties and responsibilities is accepted, each case has to be examined on its own merit and there remains no significance or necessity for having a classification like "Secretariat scales", or "Non-Secretariat scales". Continuance of such categorisation of pay scales on the basis of departments or establishments or geographical regions is bound to result in discontent and uncalled for friction among the services and employees. It may be mentioned that Maharashtra Government Employees' Federation has also unequivocally expressed "That there is no valid justification for giving different treatment in the matter of pay scales to the Secretariat services and posts in attached offices in Bombay City and elsewhere and that the pay scales should be based on the functions and responsibilities of various posts."

CHAPTER 11

SPECIAL PAYS

The terms of reference require this Commission *inter alia* to review special pays sanctioned in various offices and establishments under government and submit recommendations for their abolition or their further continuance at existing, enhanced or reduced rates. The Commission has also been asked to suggest principles for regulating the grant of special pays in future.

2. The pay-structure of the public services in Maharashtra is made up of a number of standard pay-scales applicable to different cadres of services and classes of posts in accordance with the levels of responsibilities. As the differentials in the pay-scales are provided to correspond to different levels of duties and responsibilities of the posts, it is necessary to maintain a balance between them. Any imbalance between them, in relation to any one or more classes of Government servants calls for adjustments in their emoluments. The most common causes for such imbalance are (1) reduction in the real earnings on account of postings in areas of high cost of living, and (2) the need for compensation for specific addition to normal duties and responsibilities of a Government servant or the onerousness of carrying on duties in very unhealthy or isolated places of postings. The employee is compensated for (1) by grant of C.L.A. and H. R. A., and for (2) by the grant of special pay.

3. Every addition to duties and responsibilities is not always of a permanent nature or is not heavy enough to justify a serarate higher pay scale. Grant of special pay is resorted to, in such cases, so as to achieve the desired effect of differentiated remuneration without committing the public exchequer to a needless, permanent and heavier liability. The grant of special pay pre-supposes that the officers to whom it is paid have full time employment already. The Central Pay Commission has observed that "the central idea of a special pay is that it is the most satisfactory way of compensating such addition to work or responsibility or such greater arduousness of duties as is recognizable enough to merit additional remuneration, but not considerable or in some cases of such a permanent nature, as to justify placing the post in question in a higher grade. In other words, it is, broadly speaking, a flexible system of differentiated remuneration between the two grades".

4. Special pay is defined in B. C. S. Rules 9 (49) as meaning an addition of the nature of pay to the emoluments of a post or of a Government servant, granted in consideration of—

(*a*) Specially arduous nature of duties, or

(*b*) Specific addition to the work or responsibility, or

(*c*) Unhealthiness of the locality in which the work is performed.

The grant of special pay is at present regulated on the basis of the above broad principles.

A very common case in Government departments calling for the grant of special pay is the one in which an employee is called upon to hold, temporarily, one or more independent posts at a time or to look after the current duties of another post in addition to his own. The grant of special pay in such cases of combination of appointments is regulated under B. C. S. Rule 609.

5. From the provisions made in the B. C. S. Rules, it appears that the practice of granting special pay in accordance with the principles mentioned above, has been in vogue for a very long time. The quantum of special pay admissible to an employee who satisfies the requirements of B. C. S. R. 9 (49) is usually determined as a specified percentage of pay or an amount fixed in relation to pay. After the general revision of

pay-scales in 1931, the special pays were reviewed in 1936 on the basis of the working guides prescribed in the note prepared by the special Officer, Mr. C. G. Freke, on the subject. The general principles enunciated by him were :—

(*a*) No special pay should be given for small or not very definite increase in responsibility.

(*b*) If the increase in responsibility is not very large, special pay should be about 10 % of the average pay.

(*c*) For considerable increase in responsibility, special pay upto 20 % may be allowed.

After the general revision of 1947, the special pays were again reviewed in 1952, generally on the basis of the criteria recommended by Mr. Freke. It was then decided that where special pays are sanctioned, on percentage basis, to posts for more than 8 years they should be converted into fixed amounts. Special pays granted to touring Government servants for double establishments were discontinued, and where revision of pay scales resulted in substantial increase in pay, the special pays were either reduced or abolished, on the ground that the pay scales of the posts were determined after taking all these factors into account.

When the revision of pay scales was undertaken in 1962, Government intended to review the cases of special pays but it seems that this review did not materialise. Therefore, though a portion of D. A. was merged in pay, the special pays fixed previously on percentage basis, were continued at the same percentage rates. This has evidently resulted in a higher special pay for the same nature of work.

6. In the Questionnaire issued by us, we invited the comments of eminent public men, service organisations etc.. in regard to the question of continuance or otherwise of the existing special pays. Particulars of all special pays granted at present in different Government departments have also been collected together with the reasons for their grant and justification for their continuance. The total number of posts which carry special pays in the various departments, is as follows:—

Department.	Total Number of Posts carrying special pay				
	Class I.	Class II.	Class III.	Class IV.	Total.
Agriculture and Co-operation Department ..	46	9	756	7	818
Buildings and Communications Department ..	15	33	105	....	153
Education and Social Welfare Department ..	67	8	352	20	447
Food and Civil Supplies Department	4	2	57	1	64
Finance Department	7	31	441	....	479
General Administration Department	18	9	186	3	216
Home Department	43	410	15,499	4	15,956
Industries and Labour Department	16	3	112	....	131
Irrigation and Power Department	23	91	335	....	449
Law and Judiciary Department	15	2	311	2	330
Maharashtra Legislature Secretariat	1	....	15	4	20
Rural Development Department	4	1	33	....	38
Revenue and Forests Department	36	35	1,192	....	1,263
Urban Development and Public Health Department..	17	199	186	3	405
Total ..	312	833	19,580	44	20,769

7. From cases of special pay reported to us by the Departments, it is observed that the special pays are at present granted for the following main reasons :—

Reasons.	No. of posts.
(1) Arduous work	8,812
(2) Additional duties and responsibilities	6,647
(3) Handling Cash	1,639
(4) Confidential work	32
(5) Accounts work	450
(6) Typing/steno allowance	458
(7) Deputation	73
(8) Technical work	2,416
(9) Work in unhealthy surroundings	109
(10) All-India Services under their regulations	24
(11) For other reasons	109
Total	20,769

8. Replies received to the Questionnaires from the officials and non-officials generally favour the continuance of the system of special pays. They suggest that the special pays should be continued and are justified in the following cases :—

(1) Whenever there is a departure from the normal work or if the work involves risk to life.

(2) For additional qualifications in technical and scientific subjects.

(3) For work of a higher order.

(4) As an incentive to attract suitable persons.

(5) As a compensation for the lack of amenities.

It is further suggested that special pays should be in terms of fixed amounts and not on percentage basis, and that they should not be permanently attached to posts. If special pays require to be permanently attached to certain posts, it is better in their opinion, to revise the pay scale of the posts. A few replies advocate complete abolition of all special pays either by prescribing higher pay scales or by creating additional posts to absorb the increase in work.

9. In the first place, special pays are usually given for specific addition to duties which is of a temporary nature. It is also given to avoid the creation of separate categories of posts with little or no chance of higher promotions e.g. special pays given to clerk-typists or clerk-cashiers. It is found that it is not advisable or economical to merge these special pays into separate pay-scales. This would give rise to a multiplicity of pay-scales and also cause difficulties in inter-departmental transfers and frustration to the staff from lack of promotional facilities. We, therefore, agree with the view of the Central Pay Commission that special pay is the most satisfactory way of compensating specific and sizable addition to work and responsibility of a Government servant. Besides being an economical arrangement, grant of special pay is administratively very convenient in certain circumstances and also serves as an incentive to the employees. We have therefore no hesitation in recommending continuance of the system of special pays, and do not support the suggestions for their wholesale abolition.

10. The basic principles for grant of special pay stipulated in B. C. S. R. 9 (49) are quite sound in themselves and should be acceptable. Many suggestions (some of which are mentioned above) have been made for widening the scope of these principles. We, however, feel that the existing principles are sufficiently broadbased and would

cover many of the circumstances justifying the grant of special pay. Others like possession of higher scientific, technical or professional knowledge than that required for the post are more adequately and equitably recognised, by the grant of additional increments and not by special pay. Similarly, grant of special pay for work of "higher order" would lead to administrative complications and the discretionary determination of "higher order" which work should normally be recognised by quicker promotions and not by special pays. The expression "specially" used in B. C. S. Rule 9 (49) is of relative import and also vague. It would be better if it is fully explained. The expression should clarify that it refers to strenuous duties as compared to the normal duties and responsibilities of a post and duties involving hazards and risk to life. B. C. S. R. 9 (49) also provides for the grant of special pay for performing duties in unhealthy surroundings, as for example, duties in the leprosy section of the Medical Department.

11. As mentioned earlier, it is noticed that 20,769 posts carry special pays in one form or other. In several cases, special pay appears to have been allowed as a result of *ad hoc* decisions in the course of creation of new departments and new posts. In our view, the number of cases for special pay can be considerably reduced by a strict application of the letter and spirit of B. C. S. Rule 9 (49). The system of special pays has no doubt to be flexible but too liberal a grant of special pays is apt to reduce it to a scheme for distribution of favours. The Central Pay Commission has observed that "there is a widespread belief that whatever the theoretical basis of the system of special pay may be, it is in practice, largely a system of exercise of official favouritism. From this general belief flow other ideas about the special pays that they serve no public purposes; that they involve avoidable expenditure of public funds, and that they cause much heart burning among Government servants themselves, etc. The higher the level at which a special pay is granted, the more suspect it is, and the more disliked." We therefore recommend that the special pay should not be granted as a matter of course on a superficial scrutiny of the proposal but should be given with special jealously, in the least number of cases. As a rule, a Government servant should not be allowed to have more than one special pay.

12. For purposes of a critical scrutiny, it is necessary to establish uniform norms and criteria on the basis of the experience of cases over a long period. Though the B. C. S. Rules have prescribed general principles to regulate the grant of special pay, the quantum of special pay to be sanctioned in each case is largely a matter of discretion. Every effort should be made to determine the degree and extent of additional responsibility as accurately as possible and special pay fixed in proportion to it. From this point of view, it is desirable that a central agency, preferably the Finance Department, should exercise proper check on the proposals. It has been suggested to us that the powers to sanction special pay should be delegated to heads of offices also, but we feel that unless the grant of special pay is strictly in accordance with the norms prescribed by Government, this control should not be decentralised.

13. Compensation by way of special pay should be considered only when the additional duties and responsibilities are such as would merit additional remuneration but not so much, or of such a permanent nature, as would justify the grant of a higher pay-scale. If the duties and responsibilities are of such higher order and onerousness or are of such character as to form a separate level of responsibility, it would be appropriate that the posts with such characteristics should be covered by an appropriate higher pay-scale instead of granting special pay. To put it negatively, special pay being a differential for giving effect to the principle of equality between two employees or posts, the differentiating characteristic should not be of a nature justifying separate treatment and separation from the class to which it belongs.

14. If there are number of posts, more or less of a similar class, carrying special pay, it would be desirable to treat them as a separate category and to prescribe a separate pay-scale for them. In the case of isolated posts also an attempt should be made to fit them in appropriate grade. That the post is an isolated one carrying no standard pay-scale should not be a ground for granting special pay.

15. It must be appreciated that the grant of special pay is a temporary arrangement and should not ordinarily be attached to a post as a permanent arrangement. All special pays should, therefore, be reviewed from time to time to ensure that they do not continue on permanent basis. If special pay, in any case, tends to continue permanently, the need for reducing the amount of special pay should be considered.

16 It is necessary that the amount of special pay should not be large or disproportionate to the scale of pay of the class of employees concerned. A disproportionate special pay has the result of disturbing both the pay structure and the relativities of pay between different posts. In cases of special pay covered by B.C.S.R. 9(49), the quantum of special pay may differ from case to case depending on the degree and extent of addition to duties and responsibilities as also on the pay of the person concerned but we feel that it should in no case be allowed to exceed 20 % of the average pay of the post. Ordinarily, where the increase in responsibilities is not very large, special pay be fixed only at about 10 % of the average pay. It should be ensured that the sum of pay plus special pay does not normally exceed the minimum pay of the higher post as that would tend to make special pay more attractive than promotion.

17. We are of the opinion that the special pay should, as far as possible, be in terms of fixed amounts and not expressed as a percentage of pay because there appears to be no reason why the special pay based on increase in the work and responsibilities should go on increasing in proportion to the pay drawn. The percentage should only be resorted to, to determine the initial amount of special pay, which should then be specified in fixed amount.

18. So far as the special pay admissible in the cases of combination of appointments is concerned, it has been represented to us that the percentages of special pay admissible under B. C. S. R 609 should be increased in view of the general increase in the work in Government offices and the cost of living. We do not consider that these considerations should affect the amount of special pay admissible on combination of appointments. The general revision of pay scales would take care of the other factors and there would automatically be an increase in special pay as it is based on the grade pay. It should also be mentioned that the recent merger of the bulk of D.A. in pay, has already enhanced all special pays expressed in terms of percentages of pay. We, therefore, suggest that where the revision of pay scales has resulted in substantial increase in pay, the special pay may either be reduced or abolished.

19. Another suggestion so far as the grant of special pay under B. C. S. R. 609 is concerned, is that it should be admissible even in cases of combination of two or more posts of equivalent status. It appears that there is no uniform practice in this connection. In some cases, this is already admissible if the arrangement is for a term exceeding two months. As the justification for special pay is that the quality of responsibility which an Officer is called upon to undertake is higher than the quality of responsibility he has ordinarily to undertake in his own post, special pay for doing the additional work of a post of equivalent responsibility can be justified only where such additional responsibility involves extra hours of work for the officer concerned.

20. The other types of special pay which are granted for doing work not expected normally from the Government servant concerned, like special pays granted to clerk-typists, clerk-cashiers, account-clerks, etc. are intended to obviate the necessity of creating special scales of pay for each of these small categories. In these cases, the system of special pays gives flexibility to the administration and avoids the creation of small compartments in an office. We feel, therefore, that these special pays are justified and should be continued.

In regard to Steno-typists however we do not see why a separate pay-scale should not be prescribed. The Steno-typists are promoted to the posts of Stenographers and therefore should be grouped with that cadre with a distinct scale.

21. In the light of what is stated above, we would formulate the following principles for regulating the grant of special pays :—

(1) The basic principles for grant of special pays should be those stipulated in B. C. S. R. 9(49) and these should be very strictly enforced by a Central Authority like the Finance Department.

(2) Special pays should not be sanctioned as a matter of course but as an exception and with due vigilance and care regarding their necessity.

(3) While granting special pay it should be ensured that the increase in work and responsibilities, is not so much or of such a permanent nature as to justify a separate pay scale.

(4) Ordinarily special pay should be 10 % of pay and in no case exceed 20 % and should be expressed in terms of fixed amounts.

(5) Where the revision of pay scales has resulted in substantial increase in pay, the special pay may be reduced or abolished.

(6) Special pays should be reviewed periodically to ensure that they are not granted on *ad hoc* basis and get attached to posts permanently without exceptional reasons.

22. In the light of the above principles, we have reviewed the cases of special pays referred to us by the various departments. Some of the employees have claimed increase in the special pays attached to certain posts while some others have claimed special pays for posts which do not at present carry special pays. The number of such cases is too large to be dealt with individually in the present discussion. These cases have been considered while commenting upon the pay schedules of the department concerned separately. At this stage it is necessary to make one observation. For purposes of proposing continuance or discontinuance of existing special pays, or sanctioning new special pays, or for proposing change in the rates of existing special pays, we did not have sufficient and satisfactory material. We have proposed discontinuance of special pay in cases where on examining the set-up of the department and duties and responsibilities of the office we were convinced that continuance of special pay was not necessary. But in cases where we have proposed continuance, we are not absolutely sure that our decision is correct. In reaching to such conclusion we were more guided by the proposals of department and the general idea of the duties of the office. We had no method for checking or scrutinising of the various reasons put forward for continuance of special pays and also the appropriateness of the rates. It was impossible for us to scrutinise 20,769 cases with all thoroughness. We are not sure if our proposals for continuance of special pays in all cases we have recommended and their rates are correct. Our conclusions should be considered as being *prima facie* appropriate on material supplied to us, which we should say was quite scanty and of vague character and we had to act on this material as administrative heads backed up their proposals. We however noticed a general tendency of proposing special pays without regard for their propriety in some cases. We would therefore strongly recommend that Government should appoint an official committee of administrative experts who would examine each case of special pay fully and in details.

23. Deputation Allowance or special pays to Government Servants on deputation :

There are about 73 cases of special pays granted to Government servants on deputation. It is a practice at present to grant special pay upto 20 % of the grade pay to a person who is deputed to another office or cadre. The practice however is not uniform. The grant of special pay presupposes that the deputation entails additional duties and responsibilities for which the person is required to be compensated. In most cases, however, the deputation involves only change in the office. It cannot be said that in all cases there is an increase in the normal work and responsibilities of the

person concerned. When a person is deputed outside his own cadre, it is usually in view of his special qualifications or his suitability for the work. Even if there is no perceptible increase in work or responsibilities on deputation, the view usually held in support of the special pay is that there is no reason why a person who has settled down in his own line of work and has been performing normal duties of his post should go out of his cadre and undertake new work unless there is sufficient inducement for it. The question about the need for grant of special pay arises in such cases. We would suggest that while considering cases of this type, the requirements of B. C. S. R. 9(49) should not be lost sight of and each case should be decided on merits. We would not recommend grant of special pay in all such cases, as a matter of course. If the duties are of a kind outside the normal duties of the service, the test should be whether the addition to the normal work is really so material as to justify the grant of special pay in order to secure a satisfactory discharge of the duties. At present, this special pay is granted, as a matter of course, even where the only change is the change in office and not in work. Instances have come to our knowledge where special pays have been justified on the ground that district staff has to work in Head Offices and in other cases, on the ground that Head Office staff has to work in district or taluka places. Such indiscriminate grant of special pays on deputation has given rise to favouritism and misuse of powers. Special pay on deputation should not be given unless the deputation really involves specific addition to duties and responsibilities. The Government of India in their orders dated 29th August 1966 have directed that " deputation allowance will not be admissible to Government employees who go on deputation/foreign service to ex-cadre posts which carry identical, equivalent or lower scales of pay " and equivalent scales have been defined as those which have the same minimum and maximum or where one scale is a segment of the other. It seems necessary that similar procedure should be adopted by the Maharashtra Government in respect of their employees.

सत्यमेव जयते

CHAPTER 12

COMPENSATORY LOCAL ALLOWANCE

1. We are concerned here with the allowances which are intended to meet the high cost of living in certain specially costly cities. As observed by the Second Central Pay Commission, compensatory local allowance is intended to compensate only that element of expensiveness of cities which is not covered by Dearness Allowance.

Existing rules and pattern of compensatory local allowance disclose the following significant facts :—

(1) Employees are divided into two groups namely, Gazetted and non-gazetted, with different rates. Importance has been given to status and not so much to pay slab of the employee.

(2) Compensatory Local Allowance is permissible only to employees who have their place of duties in cities which are classed as A, B or C class on the basis of population according to Census of 1961. Cities having a population of over 10 lakhs are classed ' A ', over 5 lakhs as ' B ' class and over 1 lakh as ' C ' class.

(3) Gazetted Officers in Bombay City get Rs. 50 for the pay range upto Rs. 500 and Rs. 75 for pay range of Rs. 550 to 1,499 and Rs. 100 for pay range of Rs. 1,500 and above. In the case of non-gazetted officers the minimum rate of Compensatory Local Allowances for Bombay City is Rs. 7·50 for pay range below Rs. 76 and maximum rate is Rs. 75 for pay range of Rs. 500 to Rs. 999. For Nagpur and Poona the minimum rate is Rs. 5 for pay below Rs. 76 and maximum Rs. 10 for pay range of Rs. 200 and above. Compensatory Local Allowance is payable according to place of duty and not strictly according to place of residence (as in the case of House Rent Allowance).

2. The system of paying Compensatory Local Allowance is of long standing. We have tried to ascertain how originally the rates of Compensatory Local Allowance were fixed and on what basis changes were introduced from time to time. We learn that the State Governments have been following the Central Government in the matter of pattern and rates of allowances subject to modifications necessitated on certain special circumstances obtaining in the State. Even the Reports of two Central Pay Commissions do not throw sufficient light for ascertaining how the figures of Compensatory Local Allowance were originally calculated.

3. Rates of Compensatory Local Allowance and House Rent allowance were determined separately in the year 1948. Thereafter the rates were again revised in the year 1962. Special expensive cities or towns were classified in three categories as ' A ' area—Greater Bombay (with population of more than 10 lakhs), ' B ' area—Poona and Nagpur (population exceeding 5 lakhs), ' C ' area—Ahmednagar, Akola, Amravati, Kolhapur, Malegaon, Nasik, Sangli, Miraj, Sholapur and Ulhasnagar with population exceeding 1 lakh. In 1962, when the Maharashtra Government decided to merge a portion of dearness allowance in basic pay, some change was effected in the rates and pattern of Compensatory Local Allowance and House Rent allowance. It will be noticed that the Governmnt of Maharashtra has broadly accepted the rates of Compensatory Local Allowance as sanctioned by Central Government except in one matter. The revised rates were not made applicable to both Gazetted and non-Gazetted employees uniformly, according to pattern of the Government of India. Separate rates of Compensatory Local Allowance have been sanctioned to Gazetted and non-Gazetted employees. This was presumably because this adoption of uniform rates would have resulted in the reduction of rates already admissible to Gazetted Officers.

4. For purposes of this allowance, population has been considered as a broad index of special expensiveness of a locality. Employees dispute appropriateness of the population criterion. It is urged that the classification of cities or towns for purposes of this allowance should be based on the level of cost of living as indicated by the cost of living index. It has to be appreciated that cost of living index numbers do not indicate relative expensiveness of all the cities. These index numbers only indicate changes in the cost of living at a place for which they are compiled. Cost of living index number for Bombay will only indicate changes which have taken place in the cost of living in Bombay with reference to the base year of that index. There are different base years for indices constructed for different places. In Maharashtra, at present, seven cost of living indices are compiled for different cities and towns. Even in the case of indices for which there is the same base year, the changes in the cost of living reflected by each index number will not give idea of the relative cost of

living of other places. The fact that index number of any particular place has risen higher as compared to index number of other places with the same base year will not justify an inference that the former place is more expensive than the latter.

5. It is true that for exact measurement of expensiveness of a city and determination of relevant extent of such expensiveness at present there is no standardised norm. It is a fact of experience and observation, however, that cities and towns with bigger population are generally more costly and on the basis of this assumption, the scheme of Compansatory Local Allowance is usually worked out. It is possible that there may be some pockets where inspite of smaller population, living may be more costly. Such places should be considered as exceptions and these instances should not come in the way of taking population of the places as a general criterion, for determination of Compensatory Local Allowance.

6. The Second Pay Commission has explained that the Compensatory Local Allowance is intended to compensate only that element of expensiveness of cities which is not covered by the dearness allowance.

It follows that rate of Compensatory Local Allowance should be determined after considerations of the expensiveness of the city with reference to average cost of living in the State. The problem is, what is that average cost of living as expressed in money value or what is the ratio or relativity between such average cost of living for the whole State and in the expensive cities, for determining the extra element of expensiveness which is not covered by dearness allowance ? In the absence of such information it is impossible to determine precisely, the rates of Compensatory Local Allowance for different cities and towns and suggest suitable modification. Employees' Associations urge that compensatory local allowance should be suitably increased or even doubled because of soaring high prices. Submissions of the employees do not seem to make any distinction between Compensatory Local Allowance and Dearness Allowance when they press such a demand.

7. Payment of Compensatory Local Allowance as distinguished from dearness allowance is justified on the ground that the former is intended to compensate that element of expensiveness which is not covered by dearness allowance. Nobody has so far attempted a definition or description of this extra element. The genesis of Compensatory Local Allowance as explained by First Pay Commission is that it was based on the principle that differentiation has to be made " between officers with all India service liability and serving on uniform rates of pay in costly as well as less costly areas and establishments recruited on definite zonal scales of pay when pay scales themselves contained an element of differentiation for the higher cost of living ".

8. In fact we feel it relevant to observe that during the last few years the expensiveses of mofussil areas is increasing and there are grounds to believe that difference in costliness of living in different towns is getting reduced, particularly in the case of middle Class families and also working class families. This is our impression which we consider as realistic though we have no facts or figures with us to substantiate the same. For arriving at a definite conclusion, survey of family budgets is essential.

9. In the absence of required data or any standard for measuring relative expensiveness of the city with reference to average cost of living and particularly with reference to aforesaid element of extra expensiveness, it is difficult for us to say if any significant change has taken place in the above matter and to form new appropriate rates for Compensatory Local Allowance. Moreover, the change and its extent has to be ascertained in " that element of expensiveness of city which is not covered by dearness allowance." For example, at present Gazetted Officers on Rs. 500, having their offices in Bombay city get compensatory local allowance of Rs. 50. If we are asked to increase this amount then it is necessary to be satisfied that in respect of the element of extra expensiveness which is not covered by dearness allowance, expeness have increased in proportion to the increase asked for in the Compensatory Local Allowance. Same reasoning will apply when proposal is made to reduce the rate of Compensatory Local Allowance on the ground that relative expensiveness has gone down below the existing level.

10. The employees and even some of the Heads of Departments have urged that these allowances may be sanctioned according to pay slabs and at fixed rates instead of percentage basis, because, according to them a slight change in the monthly pay, involves fresh calculations in respect of several

employees every month. We do not think that the established practice need be changed merely because it involves some extra trouble in making calculations of Compensatory Local Allowance : *prima facie*, pattern of rates either on fixed rate basis or percentage basis is evolved by the administration for good reasons. In fact, some employees are sure to be prejudiced if percentage basis, as applied to them presently, is changed to fixed rate basis. We find that even in Government of India, percentage basis has been adopted. We do not, therefore, see any justification to recommend the change asked for.

11. It has been urged that present rates have no relation to cost of living index, and as such the Compensatory Local Allowance rates should be increased by 25 % in the case of officers drawing pay of more than Rs. 500 and Rs. 50 in the case of other employees. We have already explained the distinction on the basis of which Compensatory Local Allowance and dearness allowance are paid. General increase in the cost of living as indicated by the cost of living index would make out a case for increase in dearness allowance. For increase in Compensatory Local Allowance, an increase in that element of expensiveness in costly cities which is not covered by dearness allowance has to be substantiated and also a standard measure for ascertaining of Compensatory Local Allowance on that basis has to be evolved. In the absence of material for coming to definite conclusions on above points and the absence of norms for deciding the extent of increase, it is not possible for us to recommend an increase as has been asked for.

12. It has been urged that the rules and the rates regarding grant of Compensatory Local Allowance should be revised and brought on par with those of Central Government, in all respects. The present pattern is more or less on the pattern of Government of India, excepting for the distinction made between Gazetted and non-gazetted employees and change made by the Government of India in the year 1965. Some of the employees have urged for removal of difference in pattern of rates provided for Gazetted and non-Gazetted staff and providing uniform rates to both the groups of employees on uniform basis, according to pay slabs. In our view, there is no reasonable basis to presume that a Gazetted Officer living in Bombay necessarily spends more than a non-Gazetted officer though receiving the same pay. It cannot also be a valid principle that if a Gazetted officer spends more, he should be compensated by paying him more than what is paid to a non-Gazetted officer. We, therefore, recommend the removal of this distinction and the providing of Compensatory Local Allowance at uniform rates to both the Gazetted and non-Gazetted employees.

Application of the proposed rates will result in a reduction of the amount of Compensatory Local Allowance which some Gazetted officers at present stationed in Bombay city are drawing. In such cases, the Government may provide that the reduction will be spread over three years or so.

After giving our thought to all the aspects of the question, we propose that general scheme of Compensatory Local Allowance should be continued as at present subject to modifications stated hereafter.

We propose Compensatory Local Allowance as stated below :—

Statement indicating the proposed rates of Compensatory Local Allowance

Bombay		*Poona and Nagpur*	
Below Rs. 150	10 % of pay subject to a minimum of Rs. 7·50 and maximum of Rs. 12·50.	Below Rs. 250	7½ % of pay subject to a minimum of Rs. 6 and maximum of Rs. 15.
Rs. 150 and above	8 % of pay subject to a minimum of Rs. 12·50 and maximum of Rs. 75.	Rs. 250 and above	6 % of pay subject to a minimum of Rs. 15 and maximum of Rs. 50.

Since we have proposed discontinuance of city scales, all employees presently governed by city scales and opting for new scales proposed by us will get the Compensatory Local Allowance and employees with city scales not opting for new scales will not receive Compensatory Local Allowance. Employees who have no opportunity to opt for new scales, because of absence of change in the city scales by which they are presently governed will be entitled to receive Compensatory Local Allowance as proposed above.

CHAPTER 13

HOUSE RENT ALLOWANCE

House Rent Allowance is an allowance towards defraying house-rent granted in localities where such rents are high or granted in lieu of free quarters. The first is intended to compensate employees who are stationed in certain cities, where level of rent is specially high. The second is allowed only to such staff whose duties require them to reside near their place of work for being available for duty at all times, and are, therefore, entitled to rent-free quarters, but for whom Government have not made such quarters available. In some cases, as in the case of Class IV employees working in the city of Bombay, free quarters or house-rent allowance is given as supplement to pay. The House Rent Allowance is not paid as compensation for the general high cost of living which is compensated by Dearness Allowance and C.L.A. but is intended to meet a part of the specially high cost of hiring residential accommodation.

2. At present there are two types of pay scales for employees of the Maharashtra Government they are described as (*a*) Mofussil Scales, (*b*) City Scales (in Greater Bombay only). Employees covered by mofussil scales are alone entitled to C.L.A. and H.R.A. Employees on City scales are not entitled to these allowances. We have separately proposed the abolition of city scales and proposed common uniform scales. If our recommendation is accepted, all employees will hereafter be uniformly getting these allowances according to the scheme and pattern of the rules governing them.

3. As observed by First Pay Commission, " uniform common scales can be framed only on the assumption that in costlier cities, the basic scales will be supplemented by suitable house rent or other allowances.". In the case of C.L.A. the population of a city is considered as adequate index to special expensiveness. The same criterion is used for existing pattern of House Rent Allowance. Cities are classified into three categories viz. :—

'A' Area	..	Greater Bombay (with population over 10 lakhs). (*Note.*—Thana City is included in 'A' Area because of its contiguity to Greater Bombay).	
'B' Area	..	Nagpur Poona	(with population over 5 lakhs).
'C' Area	..	Ahmednagar Akola Amravati Kolhapur Malegaon Miraj Nasik Sangli Sholapur Ulhasnagar	(with population exceeding 1 lakh).

The existing classification is based on the Census figures of 1961.

4. In the case of all Gazetted Government servants and non-Gazetted servants whose pay is Rs. 250 or more, the allowance is based on the actual rent paid minus 10 % of the Government Servant's pay subject to limits prescribed by the rules. The allowance is not admissible to those who occupy accommodation provided by Government, to those whom accommodation has been offered by Government and who have refused it, or those who have not been allotted residential accommodation but are in occupation of accommodation allotted to other Government servants. The accommodation must be of the type suitable to the status of the officer from the view point of rooms in the house, size, locality, general amenities and rent, and should have been approved by the prescribed authorities. Such authorities can limit their approval to such reduced rates as they may consider reasonable and the reduced rent then forms the basis of calculation of House Rent Allowance.

5. In the case of Government servants whose pay does not exceed Rs. 250 per month, the allowance is payable at the prescribed rates even if they share accommodation allowed to other Government servants provided the relationship of husband, wife, father, mother, son or daughter does not exist between two Government servants.

The Government servant concerned has to give a certificate that the amount actually spent by him on house rent is not less than 10 % of his pay plus the amount of allowance paid to him and that no portion of the accommodation is sub-let to or occupied normally by adults other than those belonging to his family. An employee with pay upto Rs. 250 is exempted from giving such certificate.

6. An officer residing in a hotel or boarding houses or residing and boarding with a private family as a paying guest is also eligible for the allowance according to proportion of the rental charges which the prescribed authority, allocates on the basis of accommodation occupied and the comparative cost of similar accommodation elsewhere. An officer living in a house owned by him is also eligible for house rent allowance. In such cases, the rental value ot the house as assessed in municipal records, is taken as the rent paid by him for private accommodation for purposes ot this allowance. A house owned by the father or mother of a Government servant is treated as his own for the grant of house rent allowance.

7. When Government makes available to Government servants residential accommodation owned or leased by it, the scale of accommodation, except at the Government servant's request, is not to exceed that which is considered appropriate to the status of the occupant. In such a case, he has to pay rent on the basis of standard rent or 10 % of his monthly emoluments, whichever is less and also pay taxes which are not in the nature of house tax or property tax.

8. It appears that it has been the policy of the then Bombay Government and the present Maharashtra Government, to generally follow the pattern of H.R.A. as is adopted by the Central Government except in one major respect, namely, the uniformity in the rates of H.R.A. for both the Gazetted and the non-Gazetted employees. In the Maharashtra State the rates are different.

9. The present pattern of rates of House Rent Allowance is as follows :—

I. GAZETTED OFFICERS

Pay Range	*House Rent Allowance*	
	Percent	
'A' Area (Bombay City)		
Below Rs. 500	15	(Since 1964 Thana City is included in this category for purposes of H.R.A.).
Rs. 500—999	12½	
Rs. 1,000 and above	10	
'B' Area (Poona and Nagpur)		
All gazetted officers	7½	
'C' Area (Ahmednagar, Akola, Amravati, Kolhapur, Malegaon, Nasik, Sangli, Miraj, Sholapur and Ulhasnagar)		
Below Rs. 301	Rs. 10.	
Rs. 301 and above	5 per cent.	

II. NON-GAZETTED GOVERNMENT SERVANTS

'A' AREA (BOMBAY CITY)

Below Rs. 76	Rs. 10.
Rs. 76—99	Rs. 15.
Rs. 100—125	Rs. 20.
Rs. 126—499	15 % subject to a minimum of Rs. 20.
Rs. 500—999	12½ %.

'B' AREA (POONA AND NAGPUR)

Below Rs. 76	Rs. 7·50.
Rs. 76—99	Rs. 10.
Rs. 100—199	Rs. 15.
Rs. 200 and above	7½ %.

'C' AREA (AHMEDNAGAR, AKOLA, AMRAVATI, KOLHAPUR, MALEGAON, NASIK, SANGLI, MIRAJ, SHOLAPUR AND ULHASNAGAR)

Below Rs. 76	Rs. 5.
Rs. 76—145	Rs. 7·50.
Rs. 146—300	Rs. 10.
Above Rs. 300	5 per cent.

10. Under existing orders H.R.A. equal to 15 % of pay is admissible without production of rent receipt to Government servants drawing pay upto Rs. 250. Also, Government servants in the pay range of Rs. 251—499 stationed at 'A' and 'B' class cities can claim a lump H.R.A. of Rs. 20 and Rs. 15 respectively without production of rent receipt. Thus, the position is that on pay of Rs. 250 H.R.A. admissible in 'A' class city is Rs. 37·50 (15 % of pay). Without production of rent receipt a Government servant drawing pay over Rs. 250 will get H.R.A. of Rs. 20. The position under the Government of India was also the same till November 1965 when they liberalised their H.R.A. rules and allowed H.R.A. at 15 % of pay subject to a minimum of Rs. 20 to all Government servants drawing pay between Rs. 150 to Rs. 500 without production of rent receipt. Therefore, at present under the Government of India orders a Government servant drawing pay of Rs. 400 can draw H.R.A. of Rs. 60 p.m. without production of rent receipt ; while under the Government of Maharashtra such a Government servant can draw H.R.A. of only Rs. 20 without production of rent receipt. It has been represented to us that Government of India rule should be adopted by the State Government also.

The Government of India rule seems to be unduly liberal. Also, under it when the pay increases over Rs. 500, the H.R.A. will be drastically reduced if the Government servant is not paying rent over 10 % of his emoluments. Under the existing orders in respect of Maharashtra Government servants claiming H.R.A. without production of rent receipt, the reduction in H.R.A. is gradual from Rs. 37·50 to Rs. 20 and then nil. We are not, therefore, in favour of following the Government of India in this respect. We would suggest continuance of the existing rule and allow minimum H.R.A. of Rs. 20 to those drawing pay between Rs. 251 to Rs. 499 without production of rent receipt.

11. It is further suggested that House Rent Allowance, like C.L.A., should be related to pay slabs with fixed rates and should not be rated on percentage basis. We have dealt with this suggestion in chapter on C.L.A. This practice of assessing House Rent Allowance on percentage basis also exists in the pattern of House Rent Allowance of the Central Government. Percentage basis helps to remove the inequalities between the employees. Employees should not be concerned with the pattern unless it has prejudicial effect on the allowance itself. They have not indicated how they are aggrieved by pattern of percentage basis that is at present adopted. Some of the Heads of Departments object only on the ground of inconvenience in making calculations every time when there is a change in pay. But this contingency will also be common to a pattern providing fixed rates according to the slabs of pay.

12. Employees have urged that presently sanctioned rates have no relation to cost of living index and that the allowance should be raised by at least 25 % in the case of officers drawing pay over Rs. 500 and by 50 % in the case of persons drawing pay below Rs. 500 and that many more towns should be brought within the scheme of House Rent Allowance instead of confining it to areas classed as A, B or C. It has been emphasised that, an account of acute shortage of housing accommodation which is presently not limited only to a few cities and towns, but felt even in small towns and villages, the present scheme of House Rent Allowance should be made applicable to all towns with population of more than 15,000. A suggestion has also been received that House Rent Allowance at 15 % should be made payable to Government servants working in different places irrespective of its population. It has also been brought to our notice that as soon as a Government employee is transferred, the house owner increases the rent and the next Government employee has to pay such increased rent and that in this way, the spiral goes on as a result of transfers, resulting in increasing rent at every change of tenant for the same accommodation.

Submission has also been made that following the classification adopted by the Government of India, Poona should be raised to the status of B-1 City. Presently the Central Government has bracketed Poona with Bombay for purposes of House Rent Allowance by granting it B-1 status.

13. Employees have also made some constructive suggestions for removal of hardships arising from scarcity of residential accommodation. It is suggested that the Government should undertake a programme of constructing quarters. It is also suggested that as landlord increases rent on transfers of employees, Government should requisition such premises and freeze rents. It is also urged that some employees are in occupation of big bungalows which are more than sufficient to accommodate an average family, and are paying only standard rent or rents at the rate of 10 % of pay. It is suggested that such big bungalows should be divided in smaller blocks and made available to more employees.

14. The need for continuation of the scheme of House Rent Allowance is not disputed by any section of opinion. Though in earlier period when the system of paying allowances besides basic pay was introduced, only Compensatory Local Allowance or House Rent Allowance was payable, with the change in the economic conditions and rising costs of living since Second World War, the three allowances namely—Dearness Allowance, Compensatory Local Allowance and House Rent Allowance have become part of the pay structure for offering monetary relief to the employees. Dearness Allowance is intended to neutralise in part, upto a certain level of pay, the general average increase in cost of living. Other allowances are supplement to Dearness Allowance. Though expenditure for rent is taken into account while calculating cost of living for purpose of cost of living index numbers, rents in certain cities are abnormally high as compared with the general level of rent in other areas and as such, provision for payment of house rent as supplement to Dearness Allowance is essential in the present circumstances.

15. The first important problem is about criterion to be adopted for selecting towns and cities for payment of House Rent Allowance. At present such cities or towns are classified on the criterion of population. Employees have urged that this test of population is not a safe guide and that House Rent Allowance should be made payable on the basis of levels of rent prevailing in different places.

It is not disputed that level of rent is generally influenced by growth of industries, concentration of offices, acute housing shortage, growth of commerce and trade or political or geographical location and also administrative importance of the place. These reasons are also contributory causes for growth of population. Afore-mentioned factors, other than population, which influence level of rents, however, cannot serve as appropriate standards for classification of areas for purposes of House Rent Allowance as these factors are of very general character. Only a survey of rents can be a safe guide. A periodical enquiry into the levels of rent, at places with high percentage of Government employees and schedule of prevailing rates prepared on the basis of such enquiry can be the only precise measure for application of the scheme of House Rent Allowance and determination of rates to be made applicable. However, at present, no such surveys are available. Under the circumstances, the criterion of population is alone available for use. It has been so adopted and is in long use, in both the Central and the State Governments.

16. It is possible that in some places, with lower population than the proscribed limit, levels of rent may be higher and in such exceptional circumstances there should be no objection to include the particular city or town in a particular group irrespective of the criterion of population. There should be, however, satisfactory material for holding, that there is higher level of rent in these places, notwithstanding the fact that the population is below the required limit. Such exceptions have been made in the past. Previously Nagpur and Lucknow having population below 5 lakhs according to the 1951 Census, were admitted in ' B ' Class cities, some cities with population of less than one lakh were also admitted in ' C ' Class, by the Government of India, because of abnormal scarcity of residential accommodation. It is also possible that in cities within the same population range, there are variations in levels of rent.

17. A broad classification of cities for purpose of House Rent Allowance is necessary. If House Rent Allowance is made payable to all employees irrespective of such classifications and irrespective of the place of duty, House Rent Allowance will lose its significance and propriety, and will take the character of Dearness Allowance. It has, therefore, to be accepted that inspite of some infirmities and in the absence of better standard of measure like results of rent survey and rent indices, criterion of population is the only practical measure and guide, for arranging a pattern of House Rent Allowance. Presumption can be safely drawn that level of rents rise with significant rise in population.

With the change in economic conditions, people from rural areas are migrating to urban areas. Due to expansion of Government activities econnected with Five-Year Plans and steps taken for developing industrial areas even in smaller urban centres, the number of office employees and other general population is increasing with rapid strides, even in smaller towns. Availability of better educational facilities is also another important factor for adding to the population in such places. Existing housing accommodation cannot cope with this increasing demand.

18. During our visits to different places for hearing oral evidence and discussion of the problems, responsible Government officers from these places and also representatives of organisations of employees have brought to our notice the difficulties experienced by employees as a result of shortage of housing accommodation at places which are not presently included in the list of places for which House Allowance is admissible. We are convinced that there are difficulties in securing accommodation in district headquarters and various municipal towns and that employees suffer a heavy burden of expenditure on rent which can be considered disproportionate to their earnings. We have reached a conclusion that some relief in the form of House Rent Allowance should be made available to the employees who have their place of duties is some of the places presently not included in the classified areas. We cannot accede to the proposal that all employees wherever working should get House Rent Allowance as a result of general rise in the cost of living. Any such course if adopted will be fundamentally opposed to the principle on which the scheme of House Rent Allowance is based. House Rent Allowance is not Dearness Allowance and cannot have uniform application. It cannot be assumed that rents have abnormally risen at all places uniformly. The scheme of House Rent Allowance can be made applicable only to places where rents are considered as being abnormally high and acute shortage of accommodation is experienced in securing accommodation. There is no definite material with us that pressure on accommodation in places with population below 50,000 is abnormal and rents are specially high as a result of concentration of offices or for any other reasons. It seems, therefore, that there is no case for extension of the scheme of House Rent Allowance to cities with population below 50,000.

19. The rates of House Rent Allowance were revised by the Maharashtra Government in 1962. As stated earlier, this revision followed similar revision by the Central Government.

20. In 1965, the Government of India further liberalised the House Rent Allowance rates for Poona City by classifying it as ' B-1 ' City and bracketting it with Bombay City for purposes of House Rent Allowance. As the policy of the then Bombay Government and also of the present Maharashtra Government has been to follow as far as possible the pattern of Government of India in these matters and in our opinion justifiably so, we suggest the adoption of this modification by the Maharashtra Government. Further as from the point of view of scarcity of housing accommodation and high rents, Poona and Nagpur stand in the same position, we recommend that the rates of House Rent Allowance admissible for the Bombay City should be held admissible for both the cities of Poona and Nagpur.

21. For the reasons which we have explained in great length in the earlier paragraphs, we recommend the extension of House Rent Allowance scheme to towns with 'A' class Municipalities with population over 50,000. The following towns will be included in the House Rent Allowance Scheme as a result of our recommendation :—

(1) Aurangabad, (2) Barsi, (3) Bhusawal, (4) Chandrapur, (5) Dhulia, (6) Gondia, (7) Ichalkaranji, (8) Jalgaon, (9) Jalna, (10) Kalyan, (11) Nanded.

22. *House Rent Allowance in lieu of Free Quarters.*—The other type of House Rent Allowance is in lieu of rent free quarters. Rent free quarters are allowed only to such staff as are required to reside on the premises where they have to work and is intended to be a facility considered necessary for proper discharge of their duties. There are, however, some exceptions and free quarters are provided as supplement to pay or substitute for special pay etc. which would have been granted but for providing of free quarters. Some employees are provided with quarters with reduced rents. Sections 1 and 2 of Appendix LV of Bombay Civil Services Rules Manual Volume II give a list of Government servants who are given rent-free quarters or quarters at reduced rates and those drawing House Rent Allowance in lieu of rent freee quaters. Rent concessions have also been sanctioned to class IV Government servants in Bombay City. Most of Class IV Government servants working in City of Bombay are provided with rent free quarters in the Government Chawls. Class IV Government employees in Bombay City, not provided with such Government quarters are paid house rent allowance at Rs. 10 per month. However, this seems special for Bombay City and it does not appear to be an accepted policy of Government that all Class IV servants in the State should get rent free quarters. As all Government employees will be entitled to a House Rent Allowance according to rates recommended by us when stationed in Bombay, the practice of paying House Rent Allowance of Rs. 10 in lieu of rent free quarters to Class IV servants in Bombay under a different scheme may be discontinued. Those at present occupying rent-free quarters provided by Government will, of course, not be eligible for the House Rent Allowance. The Central Pay Commission has observed that " The residence should be rent free only if the nature of duty or conditions under which they have to be performed are such that higher scale of pay or special pay etc. would be granted but for the concession of rent free quarters ". We are in agreement with the above observations.

23. We have considered the cases of groups of employees who presently enjoy the concession of rent-free quarters. Subject to the general principle enunciated above, we recommend that Government employees who are having the concession at present, may continue to enjoy such concessions but new employees to be recruited hereafter should not be admitted to these concessions unless the required conditions for granting of such concessions enunciated above are strictly fulfiled. Any exception to be made, should be in very special circumstances and with special sanction of the Government.

It would similarly appear that in a considerable number of cases, the concession of rent free quarters or allowance in lieu thereof or providing quarters at reduced rates, may not be in conformity with the recognised principle, that rent-free quarters should be provided only if the nature of duties requires an employee to have his residence in the premises. We suggest, therefore, that all these cases should be re-examined by Government and the anomalies or elements of injustice, if any, removed.

24. Some of the employees in occupation of Government quarters and who are not entitled to rent free quarters have urged that the present rates of recovery of house rent at 10 % of their pay should be reduced to 7½ % of pay in view of the high cost of living. Those who are occupying Government quarters at reduced rents, have also submitted that recovery of rents from them should be further reduced. We see no justification for these demands. All employees are expected to spend 10 % of their pay for their residence. In the present circumstances of shortage of residential accommodation, the employees in occupation of Government quarters are certainly at advantage as compared to others who have to live in substandard premises and still pay much higher rents. As regards those who are occupying Government quarters at reduced rents, we are not acquainted with the detailed reasons or circumstances which have originally influenced the fixation of these reduced rents. Cases with genuine hardships may, therefore, be examined individually by Government.

25. It is also urged that when accommodation allotted to the Government servants is not of the standard prescribed for its class and is of the type intended for the officer of lower grade, rate of rent for such accommodation should be the maximum rent that would have been paid by such lower officer for whom such accommodation is actually intended and not on the basis of the pay of the occupying officer, who is drawing higher pay. The grievance *prima facie* deserves consideration. But it is possible that low paid employees for whom quarters are intended were paying rent at concessional rates and that such considerations may not become available to high paid offices. Government may examine such cases and grant adequate relief if considered appropriate.

26. Since we have proposed discontinuance of city scales, all employees, excepting those who are under city scales and do not opt for the new scales proposed by us and continue to be governed by their existing scales, will be considered entitled to House Rent Allowance. Employees whose scales have not been changed in the revision and for whom there is no occasion for opting for new scales, will also receive House Rent Allowance to the extent proposed by us. Only those in city scales, not opting for new scales inspite of such opportunity, will not get the House Rent Allowance.

27. To conclude, we propose the following scheme of House Rent Allowance :—

I. For Bombay, Poona and Nagpur.

(Thana City to be included because of its contiguity to Bombay City)

Pay Range	*Proposed rates*
Below Rs. 100	Rs. 15.
Rs. 100—499	15 % subject to a minimum of Rs. 20.
Rs. 500—999	12½ %.
Rs. 1,000 and above	10 %.

II. For Ahmednagar, Akola, Amravati, Aurangabad Barsi, Bhusawal, Chandrapur, Dhulia, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kolhapur, Malegaon, Nanded, Nasik, Sangli, Miraj, Sholapur and Ulhasnagar.

Pay Range	*Proposed rates*
Below Rs. 100	Rs. 8.
Rs. 100—300	8 % subject to a minimum of Rs. 10 and maximum of Rs. 20.
Above Rs. 300	6 % subject to a minimum of Rs. 20 and maximum of Rs. 50.

28. Before we conclude this chapter, we would like to make some observations on the Government scheme of House Rent Allowance in the background of present day economic conditions. It is a well-known fact that at present house owners exploit employees by taking advantage of their helpless position and deny the availability of the accommodation unless arrangement is reached as will give the landlord the desired rent, though contrary to the intentions of existing law relating to Rents. There are instances of blackmarketing in rents and such practices cannot be ignored or encouraged. The spiral of increasing rents will not stop and the difficulties of the employees will not be alleviated with a mere liberalisation of House Rent Allowance for Government servants. Moreover liberalisation of House Rent Allowance to Government servants to a further higher level, will have its impact on other people who are in occupation of tenanted premises. In this regard, the case of Bombay city

stands absolutely on separate and unique footing. In Bombay, hiring of new accommodation is almost impossible for a middleclass employee. Even for high grade officers Government has to requisition private flats. In Bombay, House Rent Allowance even if liberalised will only add to the total emoluments of the employees, but under no circumstances it will be a successful measure for securing accommodation.

29. Under conditions as are prevailing in mofussil areas or in Bombay City and considering the resources of the State, and the nature and principles on which scheme of House Rent Allowance is based, we feel that it will not be possible to secure real relief in respect of housing accommodation to the employees by any further liberalisation of rates of House Rent Allowance. The concession like House Rent Allowance have their limits and the same are determined by the pay range of the employees. How much an employee should spend on accommodation has to be determined reasonably. Such limitation on expenditure for residential accommodation should determine the expenditure on house rent. At present, an employee getting pay of Rs. 100 per month receives Rs. 20 per month as House Rent Allowance for Bombay City and Rs. 15 per month for Nagpur or Poona and Rs. 7 for other places in 'C' Class area. This House Rent Allowance is over and above 10 % of the pay of the employee which he is expected to spend from his pay towards rent. The present allowance rates thus enable the employee with Rs. 100 as his pay to hire accommodation for a rent upto Rs. 30 in Bombay and Rs. 25 in Nagpur or Poona. Similarly, officers in Bombay with pay of Rs. 1,000 with provision of 10 % of pay for House Rent Allowance can hire a flat at rent of Rs. 200. The expenditure thus comes to 20 % of pay on residential accommodation, and should be considered a reasonable limit. In 'B' areas, an employee is enabled to spend 17½ % of his pay, and the same should be considered quite adequate. Thus though the rates of House Rent Allowance by themselves are not inadequate considered from a theoretical point of view of suitability, these are not in any way in conformity with the actual rents charged. Therefore, if existing rates are not enough to relieve the distress of employees in securing residential accommodation, other methods and remedies will have necessarily to be devised or explored.

30. Though not covered by our terms of reference we feel persuaded to make some suggestions for alleviating the distress of employees particularly of lower-income groups in the matter of housing facilities. In the present conditions, any scheme of House Rent Allowance will not solve the difficulties which employees have to face in the matter of housing accommodation. It is essential particularly for protecting employees in low-paid brackets that Government should take appropriate steps for removing the distress. The first necessity is to provide housing facilities at reasonable rates. Not only there are difficulties in getting accommodation, but even where houses become available, they are very often in distant and inconvenient places, and are also generally below the standard from the view point of living space, lighting, ventilation and other amenities. Such conditions of living are bound to affect efficiency. It appears to be the policy of the Government to insist on industries to provide for accommodation of industrial workers. As the biggest employer similar responsibility rests on Government in providing accommodation to its employees, particularly in the lower income groups. No doubt, the usual conditions of service do not impose any such responsiblity on Government. But, existing economic and special conditions demand that Government should take such interest in its employees on humanistic and special considerations and also in the interest of efficiency of administration. With prevailing high cost of construction, private parties do not find it profitable and are reluctant to undertake construction for giving on rent particularly when other avenues of earning more profits are available to them under the existing inflationary conditions. The Government have several schemes for improving housing conditions for people of low-income groups such as subsidised industrial housing scheme, the low-income housing scheme, the slum clearance scheme and middle-income group housing scheme. All these schemes benefit those who want to own houses. Government employees who serve the Government with conditions of transferability are not in any way benefitted by these schemes. Under the various schemes 36,266 tenements were constructed at the end of the Second Plan, and by the end of the Third Plan 36,400 more tenements have been constructed in urban areas. Under rural housing schemes about 7,000 houses have either been constructed or improved. During the Fourth Plan, the target is for construction of 58,585 tenements. The Fourth Plan outlay is provisionally estimated to be Rs. 33·16 crores for housing and Rs. 5·84 crores for urban development. It will not be out of place to expect that either as part of these schemes, or separately from them, a scheme should be drawn up for constructing houses or flats for being let out to employees

on reasonable rents. At least, a scheme of constructing kutcha buildings (with life of about 15 years) can be undertaken for the time being, if financial position does not permit immediate construction of permanent houses or blocks. Such a scheme is not likely to be completely unprofitable but even if it be so from financial point of view, in our view it will be worthwhile on social and administrative grounds. When Government is subsidising private sectors for various schemes and other cooperative efforts, there is equally a strong case for subsidising a scheme for providing facilities to its own employees.

31. Any scheme of Housing is likely to take some time for its implementation and may not relieve the employees from their immediate distress. Following measures can be usefully taken without much cost to Government :—

(1) Employees should be given proper assistance for enforcing the provision of the rent laws. Government employees cannot undertake litigation and have neither time nor money for this purpose. Legal machinery from the office of the Government Pleader (at district places) can be made available free of cost. The provision of rent control laws are sufficiently liberal for helping Government employees both for allotment of housing accommodation and fixation of fair rent. Government should consider in this connection whether they could not freeze the rents, at the level of rents paid by the employee previous to his vacating the premises as a result of his transfer or for any other reasons by suitable amendments in existing rent laws.

(2) At present, much hardship in the matter of accommodation is due to frequent transfers. We understand that such transfers take place after every three years, even in the case of Class III employees. Government can consider if these rules for transfers cannot be relaxed for employees of lower levels at least till shortage of accommodation is removed and Government is in a position to provide accommodation under its own housing schemes. While transfers demanded by administrative needs or necessity must be ordered, transfers made merely as a result of routine procedure should be avoided in view of housing difficulties.

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CHAPTER 14

TRAVELLING ALLOWANCE

There are over 200 rules in the Bombay Civil Services Rules regulating the drawal of travelling allowance of Government servants. We doubt whether there are so many rules on the subject in any non-Government Office. While we have examined only the important rules, as they stand at present, we would suggest to Government to consider the feasibility of simplifying and reducing the number of rules after taking into account the travelling allowance rules of some semi-Government or private organisations, employing large staff.

2. *Basic Principles of Travelling Allowance.*—The basic principles on which the rates of travelling allowances are determined are that they should not be a source of profit to the Government servants, but that they should be sufficient to protect him from monetary loss while travelling in the discharge of his duties. We consider that these principles are sound. On behalf of employees also, changes in rates of allowances admissible have been justified on the ground that the present arrangements do not conform to the latter principle and not on the ground that the underlying principles are not sound.

3. *Different classes of Travelling Allowance.*—We confine ourselves only to the following classes of allowances, which affect many Government employees :—

(i) Travelling Allowance on tour and transfer.

(ii) Permanent Travelling Allowance.

(iii) Conveyance Allowance.

From the papers received by us, it appears that some time back Government had formulated proposals of revision of these allowances though no decision thereon was reached. We have considered these proposals as also the remarks of Heads of Departments, representatives of Associations and others. Generally, the suggestions were that we should follow the Central Government rules. The various suggestions received are mentioned at the appropriate places.

4. The present position in regard to the above mentioned travelling allowances is as follows:—

For the purpose of calculating Travelling Allowance, Government servants are divided into following three grades:—

(1) First Grade : All Government servants drawing pay over Rs. 800 per month.

(2) Second Grade : All Government servants drawing pay between Rs. 800 and Rs. 220 per month.

(3) Third Grade : Remaining Government servants.

This gradation is made on an *ad-hoc* basis and has nothing to do with classification of services viz. Class I, Class II etc. Thus, a 'Class I' Officer will not necessarily be a 'Grade I' Officer.

I. TRAVELLING ALLOWANCE ON TOUR.

Class of accommodation and rates of incidental charges for journeys on tour.

Grade.	Class to which entitled.	Incidental charges.
Rail Journey :—		
(*i*) First Grade Officers of All India Services drawing pay over Rs. 1,600 per month.	Air-conditioned First Class ..	1 Paisa per Kilometer to be deducted from incidentals under (*ii*) below.
(*ii*) Other First Grade Officers ..	First Class	35 paise for every 10 Kilometers or part thereof if it exceeds 5 Kilometers.

I. TRAVELLING ALLOWANCE ON TOUR—*contd.*

Grade.	Class to which entitled.	Incidental charges.
(*iii*) Second Grade Officers whose pay exceeds Rs. 550 per month.	First Class	24 Paise for every 10 Kilometers or part thereof if it exceeds 5 Kilometers.
(*Exception*) :— Second Grade Officers whose pay is more than Rs. 400 per month (for night journey of 6 hours or more).	First Class	
(*iv*) Other Second Grade Officers ..	Second Class	
(*v*) Third Grade Officers in receipt of pay of Rs. 145 per month and above.	Second Class	13 Paise for every 10 Kilometers or part thereof if it exceeds 5 Kilometers.
(*vi*) Third Grade Officers not included in (*v*) above.	Third Class ..	
Sea Journey—(Steamer) :—		
(Journey between Bombay and Ratnagiri only is considered here).		
(*i*) First Grade Officer (over Rs. 800 per month).	Highest Class (Cabin) ..	One additional fare of the class to which he is entitled.
(*ii*) Second Grade Officer (Rs. 220—800)	Cabin	
(*iii*) Third Grade Officer (below Rs. 220)	Upper deck	
Launch	.... ..	Half the fare or daily allowance for one day whichever is less.
Road Journey :—		
(*i*) Government servants using their own conveyance.	....	Different rates from 14 Paise to 36 Paise per Kilometer depending upon the grade of the officer and the mode of conveyance i.e., whether motor car or motor cycle.
(*ii*) Government servants hiring a conveyance.	....	Actual cost of hiring the conveyance but not exceeding 14 Paise to 36 Paise per Kilometer according to his grade.
(*iii*) Government servants using a Government vehicle.	.... ..	Three-fourth daily allowance when they do not return to Headquarters on the same day. If more than one Government servant travels in Government vehicle every one will draw reduced daily allowance.
(*iv*) By State Transport	.... ..	Half the fare of a single ticket or daily allowance for one day whichever is less.
Air-Journey :—		
Only officers drawing pay over Rs. 1,000 per month are allowed air journey.	.... ..	One fifth of the fare of a single ticket limited to Rs. 20.

Rates of Daily Allowance

Grade.	Special rates.		Ordinary rates for other places.
	Bombay-Nagpur.	Aurangabad and Poona.	
1	2	3	4
	Rs. Ps.		Rs. Ps.
(*a*) *First Grade :—*			
Pay of Rs. 800 per month or more ..	12·00	As in Column 2.	10·00
(*b*) *Second Grade :—*			
(*i*) Pay above Rs. 550	8·83	As in Column 2.	7·50
(*ii*) Pay between Rs. 351 to Rs. 550 ..	6·62		5·62
(*iii*) Pay between Rs. 220 to Rs. 350 ..	6·25		4·75
(*c*) *Third Grade :—*			
(*i*) Pay above Rs. 190	5·25	4·08	3·50
(*ii*) Pay between Rs. 146 to Rs 190 ..	3·87	3·06	2·62
(*iii*) Pay between Rs 86 to Rs. 145 ..	2·50	2·00	1·75
(*iv*) Pay upto Rs. 85	2·00	1·69	1·50

When a Government vehicle is used by officers for tour they lose 1/4th Daily Allowance on the days on which they use Government vehicle and do not return to headquarters on the same day. If the Government servant returns to headquarters on the same day the amount of daily allowance admissible to him is regulated as follows:—

If the absence from headquarters does not exceed 6 hours. Nil.

If the absence from headquarters exceeds 6 hours but does not exceed 12 hours. 3/4th Daily Allowance.

If the absence exceeds 12 hours. ... ... 3/4th Daily Allowance.

5. When two or more Government servants travel in a Government vehicle, every one of them will be entitled to the reduced daily allowance. This is the position whether the Government vehicle is at their disposal or not.

Government has fixed certain charges for use of Government vehicle for private work.

Government servants permitted to use a Government vehicle on tour is also permitted to take with him one member of his family and one private servant without paying charges for the use of the vehicle. If more persons accompany the Government servant, the charges for use of the Govenment vehicles are to be recovered.

6. The chauffeur of a Government vehicle if absent from headquarters for at least one night, gets full daily allowance for absence exceeding 12 hours and only ½ daily allowance for absence exceeding 6 hours to 12 hours (after absence for one night in both the cases). He is not entitled to draw any daily allowance on the last day of the journey.

II. *Travelling Allowance on transfer.*

7. Travelling Allowance on transfer is not admissible unless the transfer is in public interest (and not at the employee's request) and the Government servant is entitled to 'Pay' during the period occupied by the journey.

The actual travelling allowance on transfer admissible for various modes of journey is as follows:—

Mode of Journey	For Government Servant.	For members of family.
1. By Rail	One fare of the class to which he is entitled *plus* an allowance for incidental expenses at four times the prescribed rate (according as a Government servant belongs to the first, second or third grade).	One fare for each adult member of his family and one-half fare for each child for whom the fare is payable if they accompany him.
2. By Steamer ..	Double the single fare of the class in which he is entitled to accommodation.	One fare for each adult member of his family and one-half fare for each child for whom the fare is payable if they accompany him.
3. By road in a hired conveyance.	Two mileages at the rate to which his grade entitles him.	One mileage if one member of the family accompanies the Government servant and a fourth one, if more than one member of his family accompany him.
4. By road in motor vehicle plying regularly for conveyance of passengers.	Three fares	One fare for every adult member of his family and one half for each child for whom such fare is payable if they accompany him.

In the case of journey by rail or steamer, in addition to travelling allowance for personal journeys, a Government servant is entitled to actual cost of carriage by goods train, steamer or other craft, of personal effects upto prescribed maximum. He may also draw packing charges for personal effects actually carried subject to prescribed limits. The limits prescribed are as follows:—

Grade of Government Servant.	If not possessing family (in Kilograms)	If possessing family (in Kilograms).	Rate of packing charges per kilogram.
1. First Grade	2,240	3,360	2 Paise per kilogram.
2. Second Grade	1,120	1,680	2 Paise per Kilogram.
3. Third Grade	675	825	1 Paisa per Kilogram.
4. Fourth Grade			

III. *Permanent Travelling Allowance.*

8. A permanent travelling allowance is given to those Government servants, whose duties involve extensive travel over a wide area. Whenever there is extensive travelling over a limited area, a conveyance allowance is usually given. The permanent travelling allowance is granted, in lieu of all travelling allowances including daily allowance and therefore a Government servant in receipt of permanent travelling allowance, cannot ordinarily draw any other form of travelling allowance when travelling within his sphere of duty.

9. The permanent travelling allowance is fixed on an average basis, after taking into consideration the ordinary travelling allowance that the officer has drawn during a period of six months or a year of touring. It is understood that the existing basic rates of permanent travelling allowance to various officers from Class IV to Heads of Departments mentioned in Appendix XXII of Bombay Civil Serviies Rules Volume II and Bombay Civil Services Rule 383-B were fixed in 1941. In 1949 an increase of 75 per cent. over the basic rate in all permanent travelling allowances of less than Rs. 80 per month and 50 per cent. in the case of others (subject to a minimum of Rs. 140 per month) was allowed. While sanctioning a permanent travelling allowance, the minimum days of touring are always stipulated and if that minimum touring is not done, permanent travelling allowance is proportionately cut.

IV. *Conveyance Allowance.*

10. A conveyance allowance is granted to a Government servant whose pay has not been fixed with special reference to the expenditure likely to be incurred on touring in the performance of his duties, and whose duties involve, an extraordinary amount of travelling within a limited area. The amount of the conveyance allowance is usually based on (i) the status of a Government servant, (ii) number of miles he is required to cover on duty within the limited area, (iii) the type of vehicle maintained, if any, by the Government servant. Since these Government servants are required to travel extensively on duty within a short distance of their headquarters, they are not eligible for any other travelling allowance under the normal rules. The rates of the conveyance allowance as prescribed, are mentioned in Appendix XXIII of the Bombay Civil Services Rules and Bombay Civil Services Rules 387 to 394.

OUR RECOMMENDATIONS

We have considered the problems arising from the present pattern and rates of different kinds of travelling allowance and have come to the conclusions given hereinafter.

11. *Travelling Allowance on tour.*—In regard to Travelling Allowance on tour the following points arise :—

(i) Grade of the Officer,
(ii) Class of accommodation to which the officer is entitled ;
(iii) Rate of incidental charges for journey by (*a*) rail, (*b*) air, (*c*) road, or (*d*) steamer ; and
(iv) Rate of daily allowance, depending upon the place of halt viz. whether the halt is at a costly place like Bombay, Poona, Nagpur, or Aurangabad, or any other place in the State, or at a place outside the State.

At present, Government of India officers drawing pay over Rs. 1,600 per month are eligible to travel by air. Under Maharashtra Government orders, officers drawing pay of Rs. 1,000 per month and over are eligible to travel by air. We feel that these rules are fair and do not need any change.

In regard to air-conditioned rail travel, at present officers of the All-India Services drawing pay over Rs. 1,600 per month are eligible to travel by air-conditioned first class. It has been suggested to us that officers drawing pay over Rs. 1,000 per month may be allowed to travel by air-conditioned class because (*a*) present day 1st class compartments are the old second class compartments and hence crowded ; (*b*) these officers are eligible to travel by air and since air conditioned first class rail fare and air-fare are more or less equal, the proposal will not involve much extra expenditure to Government ; (*c*) generally these officers are State-level officers and are required to undertake frequent and long distance touring. On a careful consideration of these suggestions, we feel that there need be no objection to lower this limit of pay for purposes of journeys on tour. Accordingly we recommend that State Government officers drawing pay over

Rs. 1,200 per month may also be held eligible to travel by air-conditioned first class, on tour only.

It is similarly urged that officers drawing pay over Rs. 220 per month may be held eligible to travel by first class because (*a*) Central Government officers are so eligible, (*b*) accommodation in Second Class, which is the former Inter Class, is very limited and hence the journey by second class becomes inconvenient, (c) Facilities of sleeper-coach are not provided in Second Class. There is considerable force in these arguments and we feel that Government servants drawing pay exceeding Rs. 300 per month may be held eligible for travel by first class both on tour and on transfer.

12. *Incidental charges.*—In regard to incidental charges, some have suggested that rates of incidentals for road journey should be the same as for rail journey. Some others have suggested that incidental charges for rail journey should be limited to the daily allowance with the proviso that if the journey is of less than 12 hours, only half daily allowance should be granted by way of Incidental charges. A suggestion has also been made that incidentals should be related to the time taken for the journey and not to the kilometers travelled.

13. The question of reduction of rail incidentals was considered by the Madras Pay Commission. It did not, however, suggest any reduction of incidental charges for rail journey as it observed that only officers having statewide jurisdiction undertake long tours.

The Second Central Pay Commission's observations on the subject were as follows :—

> "The present scheme of incidental expenses probably works out to the pecuniary advantage of a Government servant who follows long journey with a short stay from his Headquarters and it works unfavourably when either the stay is long or the journey short. If the same Government servant undertakes these different kinds of tours, on different occasions, the net result may not be unsatisfactory either from his or the Government point of view, but the Government servant who follows a long journey with a short stay is not always the one who undertakes short journeys followed by long halt. It is therefore, necessary that both the daily allowance rates and the rates of allowance for incidental expenses should be reviewed and revised together, one generally upwards, and the other downwards. We recommend, however, that in the case of Grade III and Grade IV staff there should be no reduction in the allowance for incidentals while revising the existing rates of daily allowance and mileage allowance (in connection with the tours)."

Recently, Government of India has reduced the rates of incidentals for rail and air journeys as a measure of economy. Under these orders, the allowance for incidental expenses is restricted to a maximum of one daily allowance at the ordinary rates for every twenty-four hours of the rail journey or part thereof. Incidental expenses for air journey each way are restricted to Rs. 20. Government of Maharashtra has adopted the Government of India orders in so far as they relate to air journeys only.

14 As stated earlier, one of the main principles of travelling allowance rules is that travelling allowance should not be a source of profit. It can be argued that the present scheme of incidentals for rail journey is definitely a source of profit when the journey is long and therefore, a change in the rates is called for. After taking into account all the relevant factors, we recommend that Government of India orders regarding regulation of incidentals may be adopted, as they seem to be quite equitable and reasonable.

15. *Daily Allowance.*—The existing rates of daily allowance vary from Rs 1·50 to Rs. 10 per day according to the grade of the Government servant undertaking the journey. For expensive places like Bombay, Nagpur, Poona and Aurangabad, higher rates have been prescribed. These rates have been in existence since 1949.

All representations sent to us and all the witnesses who appeared before us have urged that the present rates of daily allowance have no relevancy to the present-day expenses of staying away from headquarters. It has also been emphasised that the Govrnment servants, on tour, do not always get accommodation in Government rest houses. Suggestions have, therefore, been made that (i) Government should have different rates of daily allowance for those staying in Government rest houses and those staying in hotels, and (ii) actual expenditure incurred for lodging, supported by vouchers, should be reimbursed.

We called for information about boarding and lodging charges in various hotels in Bombay, Poona, Kolhapur, Sangli, Aurangabad and Nagpur. It seems that the minimum charges of two meals of ordinary type, at any place these days, are about Rs. 3 per day.

After taking into account this information as well as the rates of daily allowance fixed by the Government of India, we suggest the following rates of daily allowance: —

Grade.	Existing rate.	Proposed ordinary daily allowance rates.
	Rs. P.	Rs.
1st Grade :—		
Pay of Rs. 800 and above	10·00	15
2nd Grade :—		
(*a*) Pay above Rs. 550	7·50	10
(*b*) Pay between Rs. 351 to Rs. 550	5·62	8
(*c*) Pay between Rs. 220 to Rs. 350	4·75	6
3rd Grade :—		
(*a*) Pay above Rs. 150	2·62 and 3·50	5
(*b*) Pay between Rs. 100 and Rs. 150	1·75 and 2·62	4
(*c*) Pay upto Rs. 100	1·50 and 1·75	3

The above rates would apply to all places in the State, except those where special daily allowance rates have been sanctioned at present, for meeting the expensiveness of these places. The names of such places, the existing special rates of daily allowances and the revised rates recommended by us are shown in the table below: —

Grade.	Existing special rate admissible at		Proposed special rates of Daily Allowance at Bombay, Nagpur, Poona and Aurangabad.
	Bombay.	Nagpur, Aurangabad and Poona.	
	Rs. P.	Rs. P.	Rs. P.
1st Grade :—			
Pay of Rs. 800 and above	12·00	12·00	18·00
2nd Grade :—			
Pay above Rs. 550	8·83	8·83	14·00
Pay between Rs. 351 to Rs. 550	6·62	6·62	10·00
Pay between Rs. 220 to Rs. 350	6·25	6·25	9·00
3rd Grade :—			
Pay above Rs. 150	3·87 and 5·25	3·06 and 4·08	6·50
Pay between Rs. 100 to Rs. 150	2·50 and 3·87	2·00 and 3·06	5·00
Pay upto Rs. 100	2·00 and 2·50	1·69 and 2·00	4·00

16. Under the existing orders, half daily allowance is sometimes admissible to Government servants on tour. It is given in addition to incidentals. The idea underlying the grant of half daily allowance instead of full daily allowance is that part of the expenditure on the day of arrival or departure would be met from the incidentals admissible to the Government servants.

We have now recommended revised rates for payment of incidentals on the basis of hours spent on travel. In the light of those recommendations, we feel it necessary to liberalise the present rule regarding grant of half daily allowance to them. We recommend that these Government servants should be held eligible to draw full daily allowance at place of halt on the day of arrival and also on the day of departure, even where the Government servant has interrupted his halt with a journey to out-stations. However, only half daily allowance may be granted in respect of place of halt from which a Government servant departs for headquarters on the same day on which he arrives at it.

17. Suggestions have been made for revising the existing rule so that the Government officer who performs the journey in Government vehicles is given the full daily allowance and not 3/4th of the allowance admissible otherwise. We, however, feel that one of the items on which a Government servant on tour, has to incur expenditure is transport at the place of halt. This expenditure is avoided when the Government vehicle is available to him and hence a reduction in daily allowance is *prima-facie* justified.

We, however, feel that the rule regarding reduction of daily allowance should be applicable only to gazetted officers and not to subordinate staff since such staff would generally be taken by the officers with them in the car, for administrative convenience.

18. Some Class IV employees have represented that when they travel by Government vehicle while accompanying officers or Ministers, they are not given any incidentals as otherwise admissible to them when the journey on tour is by rail.

We feel that it is not necesary to give incidentals except in the form of daily allowance when the journey is done by a Government vehicle. If our recommendations in the above paragraphs are accepted, they would now draw full daily allowance without reduction of one-fourth daily allowance.

We would not suggest any other change in the rules regarding the terms and conditions for the use of Government vehicles.

19. At present, daily allowance at full rates can be drawn only for the first ten days of a continuous halt on tour. If the tour exceeds the period of ten days, then for the next twenty days the daily allowance is given at the three-fourths of the normal rate and for the next sixty days, at half the rate. In exceptional circumstances, the Rule is relaxed to grant full daily allowance for stays exceeding the limits laid down therein. Similarly for officers whose nature of duty is such that they are required to stay away on tour for periods exceeding the normal limits, general exemption is given. The principle underlying the ten days' limit seems to be that the expenditure of a Government servant becomes less as the stay increases, one of the assumptions being that hotel charges for longer periods (on monthly basis) are cheaper than on daily basis. One witness has observed as follows :—

> "The idea that an officer who plans to stay out for more than ten days does not have to depend wholly on the local services but will transport part of his regular establishment to his camp, now no longer holds water.....Expenses of touring.....do not go down from the eleventh day".

We feel that the circumstances under which the ten days' limit was fixed, no longer exist and there is an urgent need for liberalising this limit. We accordingly suggest that the limit for full daily allowance for continuous halt on tour should be extended to 15 days.

20. *Travelling Allowance on transfer.*—Regarding travelling allowance admissible on transfer, the observations of the Central Pay Commission are reproduced below:—

"Several organisations of employees have complained that apart from inconvenience of various kinds, and dislocation of the education of children, transfer from one station to another involves an employee expenditure which is not fully reimbursed. Leaving aside Railway staff who are governed by special rules, the allowances for incidental expenses are at the rate of 48, 32 and 16 pies per mile for Grade I, Grade II and Grade III employees respectively; and Grade IV employees are allowed 2 third class passenger fares. The allowance thus increases with the distance to be covered on transfer; and when the distance is very short, the amount of the allowance is also small. There are two kinds of expenses involved in a transfer, one on the transport of personal servants and on food etc. in the course of the journeys; and the second, on setting up a household afresh, and on getting children admitted to new schools, and the like. The expenditure on the former items certainly increases with the distance of the station to which the transfer is made but that on the latter is the same, whether the transfer is to a place of score of miles, or many hundred miles, away. The present system of allowance for incidentals does not take this into account, and this operates particularly harshly in the case of Class III, and some sections of Class II staffs, who are usually not transferred to very distant places. We recommend that the present rates of allowance for incidentals should be halved, but that in lieu of the other half an employee should be allowed half a month's pay, subject to limit of Rs. 150. The proposed scheme would be more favourable than the present scheme, except when in the case of Grade I officers, the transfer is to a place exceeding 1,200 miles, and it is only Grade I, and a relatively small number of Grade II, officers who have such long distance transfers".

Under our existing rules a Government servant on transfer is eligible for the following:—

(i) Fare for the class to which he is entitled for self and family.

(ii) When the journey is by rail—4 times the incidental admissible.

(iii) When the journey is by road or sea—Double the incidental admissible.

(iv) Actual cost of transport of kit by rail or road subject to certain weight limits.

(v) Packing charges—At 2 Paise per kilogram for 1st and 2nd grade and 1 Paisa per kilogram for 3rd grade Government servant.

Similar allowances were admissible under the old Government of India orders. However, in pursuance of the recommendations of the Central Pay Commission, the Government of India now grants in place of terms (ii) to (v) above, lump payment of half month's pay depending on the pay of a Government servant subject to a maximum of Rs. 150 *plus*, the following:—

(i) By Rail	...	2 times the rates of incidentals (as against 4 times previously admissible).
(ii) By Road	...	1 road mileage (as against 2 mileages previously admissible).
(iii) By Steamer	...	1 Steamer mileage (as against 2 previously admissible).

From our discussions with several witnesses, we find that adoption of the Government of India rule will be generally acceptable to the State Government officials. This rule will not be advantageous only to those Grade I officers who are liable to be transfered to long distances viz. places exceeding 1,900 kilometers. No officers are likely to be transferred to such long distance. We, therefore, recommend that Government should follow the Government of India Rule.

21. *Road Mileage.*—Certain high officers of Government are allowed to tour by road and are granted road mileage @ 14 Paise, 23 Paise or 36 Paise per kilometer depending upon the grade of the officers and the mode of transport used. These rates, we understand, have remained unchanged since 1949. The cost of maintenance of motor vehicles or motor cycles have increased since then, though exact percentage of increases in the cost of maintenance is not known. The Director of Transport has reported to us that the cost of maintenance of a 14 to 18 H.P. car is about 47 Paise per kilometer. Though it is not necessary for Government to meet the entire cost of maintenance of a vehicle (like insurance, depreciation and taxes, etc.), since the vehicle is not used throughout for office work only but also for private work, we feel that on merits there is justification for increasing the existing rates of road mileage. After careful consideration of the evidence before us, we recommend the following revised rates of road mileage :—

	Motor-car.		Motor-Cycle.		Any other means of conveyance.	
	Existing rate.	Proposed rate.	Existing rate.	Proposed rate.	Existing rate.	Proposed rate.
1st Grade Officer	36 P.	40 P.	....	....	....	....
2nd Grade Officer	28 P.	40 P.	14 P.	20 P.	14 P.	20 P.

We do not feel that there is now any justification for continuing the difference in mileage rate for motor car between Grade I and Grade II officers. In the old days, the Grade I officers generally used bigger cars and the cost of maintenance was more. Now as bigger cars are not available and both Grade I and II officers have to depend upon utility cars or second-hand cars, the maintenance charges are the same for both. We recommend therefore, that the mileage rate for motor-car should be uniform for both Grade I and II officers and fixed at 40 Paise per kilometer as suggested by us.

22. *Permanent Travelling Allowance.*—It has been represented to us that the rates of Permanent Travelling Allowance are not adequate as they were fixed as long back as in 1949 and should therefore be increased after taking into account the present day cost. One suggestion was that all Permanent Travelling Allowances should be abolished and officers should be allowed ordinary travelling allowance.

It has also been suggested that permanent travelling allowance may be sanctioned for a period of 8 months only, covering the fair reason of the year and if any Government servant drawing permanent travelling allowance is required to tour during the rainy season, he may be allowed to claim travelling allowance as admissible on tour.

There have also been suggestions for the removal of the penal clause in the rules governing the drawal of permanent travelling allowance. It was pointed out to us that there is a disparity in the rates of permanent travelling allowance sanctioned to gazetted officers in the same district with identical jurisdiction and same element of touring.

We understand that the Acountant General, Bombay, had some time back pointed out to Government that the present rates of Permanent Travelling Allowance are out of tune with the actual levels of expenditure on travelling in respect of many posts for which Permanent Travelling Allowances have been sanctioned. He, had, therefore, suggested that instead of sanctioning any further increase in the rates of Permanent Travelling Allowance on an *ad-hoc* percentage basis, Government should refix them on the basis of actual expenses incurred at present on touring. While we feel that there is much force in the Accountant General's suggestion and recommend that Government should undertake a review of the present system and rates of Permanent Travelling

Allowance in the light of present day changes in the administrative set up and the present day expenses on touring, we feel that it would be wrong to wait for such a review and not make any revision in the present out of date rates. We, therefore, recommend that the present rates of Permanent Travelling Allowance should be increased on an *ad-hoc* basis by 25 per cent.

23. *Conveyance Allowance.*—In regard to coveyance allowance, also, there is need to increase the rates, because of increase in the cost of transport and the maintenance of vehicles. Therefore, after taking into account the Government of India Scheme, we recommend the following schedule of rates.

Average monthly touring on official duty.	Proposed rates of conveyance allowance	
	By car.	By any other conveyance.
(In Kilometers)	Rs.	Rs.
201—250	50	25
251—450	90	45
451—600	120	60
601—800	150	
801—1,200	180	
1,201 and above	225	

24. We would also suggest that the Cycle Allowance may be increased from Rs. 4 per month to Rs. 6 per month in view of increase in the cost of maintenance of and repairs to cycles.

25. We were requested to consider whether it is proper to deny the conveyance allowance during leave or joining time. We feel that merely because the officer is on leave or on joining time he would not dispose of his car or other vehicle except perhaps when he is to be transferred to a post to which conveyance allowance is not attached. However, since during leave or on joining time the journey by car or other vehicle which the Government servant may perform would not be on Government duty, it is not necessary that during the above periods, he should be allowed full conveyance Allowance. We feel that when the officer is on leave, and there is likelihood of his being reposted, on return from leave, to a post to which conveyance allowance is attached, he may be granted conveyance allowance at 25 per cent. of the sanctioned rates provided the vehicle was maintained during the period. Similarly, during joining-time period also, the conveyance allowance at 25 per cent. of the sanctioned rates may be granted in such cases.

CHAPTER 15

FIXATION OF PAY OF EXISTING EMPLOYEES IN THE NEW SCALES

We have been asked under our terms of reference to propose the most appropriate method or methods to be adopted for the fixation of pay of existing employees in the new scales recommended by us. This has always been a complicated and controversial subject. The controversy arises because of the fact that the question is closely interlinked with the question of grant of immediate benefit to employees as a result of general revision of pay structure.

2. The following are some of the suggestions received by us on this point from various organisations of employees :—

(*i*) Maharashtra State Government Employees Confederation has proposed that the pay should be fixed on a point-to-point basis subject to the condition that in no case should refixation involve any reduction in the emoluments of the Government servant and that a minimum benefit of Rs. 25 should be available to each employee as a result of refixation.

(*ii*) The Maharashtra Engineering Services Association has suggested that the initial pay should be fixed after allowing one increment for each completed year of service for the first three years of service and thereafter one increment for every two completed years of service subject to the condition that every officer, on refixation, receives a pay increased in amount by at least the difference between the minimum of the existing scale and the minimum of the revised scale.

(*iii*) The Vidarbha Federation of Secondary School Teachers, Nagpur, considers that the just method to be adopted for fixation of pay would be to add the difference between the minimum of the existing scale and the minimum of the revised scale to the present salary of the employee.

3. Broadly, there are three methods by which the pay of existing employees is fixed in the new scales of pay prescribed during the revision and rationalisation of pay-structure :—

(*a*) Fixation at the appropriate stage as prescribed in Bombay Civil Services Rules 41 and 44.

(*b*) Point to point fixation.

(*c*) Fixation at appropriate stage as in (*a*) above, with additional increments by way of weightage according to length of service.

4. The first Central Pay Commission expressed the view that in the matter of fixation of pay in the new scales an employee is not entitlied to claim as a right any concession beyond increase in the existing pay, on the basis of point to point calculation. The said Commission, however, considered various alteratives, and not feeling satisfied with the metnod provided for in the Fundamental Rules 22 and 23 of the (Central Government) favoured the grant of weightage to persons with longer service, in the form of advance increments, and proposed the following method :—

The initial pay may be fixed at the stage in the proposed scale next above the pay an employee is drawing in the present scale. To this should be added special increments at the rate of one increment in the proposed scale for every three completed years of service subject to a prescribed ceiling. It prescribed different ceilings for the different pay scales.

5. The Second Central Pay Commission recommended the following method :—

" The initial pay of the employee who has been brought over to the revised pay scale may be fixed on a point-to-point basis subject to the following conditions viz. that in no case should additional employment payable as a result of fixation should exceed (*i*) Rs. 5 in the case of revised scale ending at Rs. 100 or less provided that the resulting benefits may be allowed to go up to Rs. 7·50 in respect of persons who have served for more than 10 years in the same scale, (*ii*) Rs. 10 in the case of revised scale ending at 200 or less but above Rs. 100, (*iii*) Rs. 20 in the case of revised scale ending at Rs. 300 or less but above Rs. 200 and so on upto a maximum ceiling of Rs. 50. It also suggested that no benefits may be allowed to officers whose emoluments were more than Rs. 1,100 per month. "

It would appear that the First Central Pay Commission had accepted the method of fixation in appropriate stage with additional weightage for period of service, while the Second Pay Commission adopted point to point fixation. There is, however, a common feature in both the methods of fixation viz. the ceiling on the maximum benefit. The Second Pay Commission has also restricted the benefit resulting from fixation to employees whose present emoluments are not above Rs. 1,100.

6. Various considerations arise in making a choice of any of these methods.

Fixation of pay at the appropriate stage in the new scale under Government Rules is the easiest method which is normally adopted when the employee is to be brought over to the new scale or posted in a higher office involving change in his scale of pay. During revision and rationalisation of the scales of pay and proposing of new scales of pay it is not intended that scales of pay of the employees should be automatically and necessarily raised. Wherever scales of pay are improved the change is particularly made on consideration of recruitment position or on economic or social considerations. Allowing an increase in the salaries of the high placed officers by giving advance increments on the basis of weightage for past service only because their scales of pay are being revised in the process of rationalisation will be against the spirit of our recommendations. We are of the view that an Officer above Rs. 1,100 need not be provided with immediate benefit as a result of revision. We are not, therefore, proposing immediate benefit as a result of fixation for employees drawing pay above Rs. 1,100. We are equally reluctant to raise the emoluments of employees getting pay above Rs. 500 in the form of advance increments according to length of service. For employees getting pay above Rs. 500 and below Rs. 1,100 in our view, the formula of " initial fixation at next stage " can be appropriately applied as giving reasonable benefit. We have, however, proposed that when the existing pay is lower than the minimum of the revised scale, the employees referred to above will be fixed at the minimum of the revised scale irrespective of the limit of benefit. In our view the formula of " Fixation at next stage " in the case of employees drawing pay below Rs. 500 would not give required relief and as such it becomes necessary to consider the quantum of relief and also the method by which the same should be made available. It is, therefore, necessary to consider further which of the two methods should be adopted for this purpose.

7. In the " point to point fixation " which has been generally demanded by the employees, the fixation of existing employees in the new scales has to be effected " by placing each individual at that stage in the new scale to which he would have risen by length of the service if he had entered the department on the new scale ". For giving effect to this method it is necessary to assume that new scales had been in force from the commencement of the service of each employee. In this context the First Central Pay Commission has observed (in paragraph 69 at page 44 of their report) " We are unable to accede to this claim (point to point fixation) and we see no justification for it. It seems to us right to presume that except in the lower grades, the revised scales of 1933 were not inadequate with reference to the then prevailing price level or cost of living. Unless this assumption can be displaced the claim made by the services cannot be sustained ". The above observation can also appropriately apply to the revision of pay structure effected by Maharashtra Government in 1962. Apparently the First Commission rejected the point to point formula also on the consideration of heavy cost which would have been involve in adopting that method.

8. The Second Central Pay Commission has not specifically characterised the method of " point to point fixation " being a measure giving retrospective effect to the revised pay structure. It has considered that method as implying " comparison with the pay admissible at the present stage of an employee's service in the grade and fixation of pay on the revised scale at the stage corresponding to one reached for the present scale ". The Second Central Pay Commission has not fully accepted the formula and has made its recommendations with certain reservations in the following words : " We have carefully examined the implications of the formula in relation to the pay-scales we are recommending and have come to the conclusion that in the present case there should be no objection to accepting the principles, subject, however to certain limiting conditions meant to safeguard, on the one hand, the interest of the employee and to ensure on the other, that he does not derive as a result of the mechanical application of the formula, benefits of a size which, considering the economic and other relevant factors, would in our judgment, be excessive ". They have accordingly recommended the scheme with limiting conditions and ceilings on benefits as has been described in earlier paragraphs.

9. The alternative method of " fixation at next stage with advance increments according to the length of service " is also intended to confer suitable benefit as a result of fixation. These benefits are moderated, and equitably distributed by giving weightage according to the length of service put in by different employees. In this scheme of fixation also, benefit is limited by putting a ceiling on the maximum benefit.

10. When maximum benefit is restricted by prescribing a limit according to grades of pay or emoluments, the choosing of any of the two schemes from the point of view of monetary gain will stand on the same footing. It is appropriate that employees particularly in lower grades should get some benefit as a result of fixation during such general revision of pay structure. Question relating to prescribing of the maximum limit of benefit and extent of benefit to be made available for different grades of employees has to be decided on various considerations and particularly the financial position of the State. In point to point fixation difficulties arising from financial considerations are met by restricting increase in emoluments by putting a limit. But there are other difficulties which, in our view, present serious obstacles for accepting this method.

11. In the method of point to point fixation, the employee receives benefit according to the difference in the initial stage of the existing scale and new scale, and size of increments. Besides, the employee gets further benefit if the maximum of the new scale is higher than that of the existing scale. However, when revision of pay structure is also undertaken for purposes of rationalisation, the point to point basis of fixation can give rise to various anomalies and inequalities in distribution of benefits. In the process of the rationalisation of pay structures for purposes of reducing multiplicity of pay scales and framing of the pay structure in the context of duties and responsibilities of the different posts, the various pay scales are " broad banded " by a common standard pay scale. In such cases there is varying difference between the initial stages of the existing scales and that of the revised scale and also at times, in the size of increments. Application of point to point principle under such condition gives rise to serious inequities and in some cases the employees may not get any benefit. The examples given below will illustrate the point :—

Existing scales		*New scale Proposed*
(1) Rs. 210—10—290 (2) Rs. 200—10—300 (3) Rs. 220—10—300	.. .. ..	Rs. 220—10—290—15—320.

Employee in the existing scale (2) drawing pay of Rs. 260 in the seventh year of his service will receive, after fixation of his pay in the new scale, Rs. 280 while the employee in group (1) drawing pay of Rs. 270 in the seventh year of service will also be fixed in the same pay scale at Rs. 280. The employee in group (3) will not get any benefit as a result of fixation. When broad banding has been effected and the above three categories are grouped together for being governed by one common scale on the basis of more or less similar nature of duties and responsibilities, there can be no valid ground in making differentiation in conferring benefits as a result of fixation for their past services when each of the employee in above three categories has equal length of service. The extent of benefit will also be different according to the rate of increment in grade of the pay-scale, and this will result in an employee drawing a higher pay getting a larger increase on account of his past service than another drawing a lower pay.

12. We have given our anxious thought to the method of fixation adopted by various Pay Commissions and Pay Committees and find the formula proposed by the First Central Pay Commission, considered broadly, more suitable and appropriate.

13. We propose to restrict the benefit as a result of fixation to employees drawing pay below Rs. 1,100 and limit it to " fixation of pay at the next stage " to employees drawing pay above Rs. 500 and below Rs. 1,100. It is further proposed that employee drawing pay above Rs. 500 and upto Rs. 715 shall receive the benefit of fixation at next stage subject to condition that in no case the increase in pay shall be less than Rs. 10. The Government by its Resolution No. PAY 1065/3480-V, dated the 1st April 1965 sanctioned a temporary additional pay of Rs. 5 per month to Government servants drawing

basic salary upto Rs. 715 in the case of revised scales of pay and upto Rs. 650 in the case of unrevised scales of pay with the further direction that this temporary additional pay will be absorbed in the increase in basic pay that may result from the recommendation of the Pay Commission. We have proposed condition of minimum benefit in the context of above direction and also for providing a moderate benefit considered as necessary incident of revision of pay structure in the crase of employees in the above pay range. After the initial pay of the employees is so fixed the tempoary increase of Rs. 5 in pay shall be considered as merged in the pay arrived at as a result of fixation in the new scale. If as a result of fixation, and for compliance of the condition of minimum benefit the employee becomes eligible to receive anything more and above the stage in which he is fixed, such excess amount shall be paid as personal pay to be absorbed in the next increment.

The limitation regarding benefit from fixation had to be proposed in the context of its suitability and the financial burden it involved. As regards groups of employees up to pay range of Rs. 500 we have proposed next stage and weightage, with a limit of Rs. 20. For pay ranges between Rs. 500 and Rs. 1,100 we have proposed next stage subject to a limit of Rs. 30 with the proviso that in case the amount so determined falls between two stages, the employees shall be fixed in the lower stage and the balance shall be absorbed in future increments. We realise that the above limitation will not take some of the employees very far and the benefit will be of a limited character. The limitation will not affect employees on pay scales with increments of Rs. 30 or less. It is our intention that the benefit of next stage should be available to employees with comparatively lower levels of income. Employees with increments of Rs. 30 or less would be recipients of this benefit and this would be in accordance with the general spirit of our recommendation. In the pay ranges between Rs. 500 and Rs. 1,100 there are scales with increments of Rs. 40 or even Rs. 50. We consider it inappropriate that benefit of such magnitude at such higher level of incomes should be made available.

14. It is further proposed that the employees drawing pay not exceeding Rs. 500 should be allowed weightage for the past service in the form of advance increments at the rate of one increment for every three completed years of service subject to a maximum of 4 increments and that in no case the increased basic pay shall be less than Rs. 8 and more than Rs. 20 in the case of employees receiving pay below Rs. 100 and less than Rs. 10 and more than Rs. 20 in the case of employees receiving pay on and above Rs. 100 and not exceeding Rs. 500. The above limiting conditions regarding maximum benefit will not apply when the present pay of the employee is fixed at the minimum of the new scales. We have noticed the possibility as observed by the First Central Pay Commission that if employees now in service are to be placed in the proposed scale at the stage next above the present stage it may happen that where the minimum under that scale is considerably higher than the minimum under the existing scale the employees with several years of service and the employees with one or two years' service come to the scale at the same point and also particularly where increments are small. As observed by the said Commission " considering the fact, that the benefit given during the process of fixation is only a concession and not a right, such exceptional instances should not lead to a rejection of the method which otherwise is considered suitable from the point of view of the employees and financial position of the State ". We are aware of the fact that uniformity in the proposed benefits is likely to be disturbed because of the scheme of dearness allowance in respect of rates of Dearness Allowance for different slabs of pay as prevailing on 1st April 1966 and as from 1st July 1966. Such situations are inevitable and no method can be devised for bringing about absolute uniformity. The limit of benefit proposed by us should be appreciated in the context of the circumstance that the increased pay of the employees will also result in increased Dearness Allowance in some cases according to the scheme of Dearness Allowance as prevailing on 1st April 1966 and in all cases according to scheme of Dearness Allowance as has come into effect from 1st July 1966. We have considered the question whether benefit should be limited with reference to the basic pay or with reference to the emoluments made up of basic pay and Dearness Allowance. It is obvious that not limiting of benefit in terms of emoluments results in conferring double benefit on employees viz., in the basic pay and also in Dearness Allowance. It will be noticed that the scheme of Dearness Allowance as prevailing on 1st April 1966 provides for steep rise in rate of Dearness Allowance for a pay range of Rs. 150 to Rs. 250 and thereafter the rates are on sliding basis. Even in the pattern of Dearness Allowance coming into effect from 1st July 1966 there is substantial difference in the rates as related to different slabs of pay. These features in the scheme of Dearness Allowance are bound to give rise to anomalies and inequalities if benefit to be given as a result of fixation is limited with reference to emoluments instead of actual basic pay drawn on the date of fixation. More complicated problems are likely to arise in the case

of fixation of employees in city scales if emoluments (Basic pay + Dearness Allowance) are adopted as a basis for limiting the benefit of fixation. We have, therefore, considered it appropriate to fix the limit of benefits with reference to pay drawn and not to the emoluments comprising basic pay and Dearness Allowance with full awareness of the fact that the employees will get additional benefit in the form of increased Dearness Allowance. Increase in Dearness Allowance has to be considered an inevitable incident consequent on increase in pay as is contemplated by the recent scheme of Dearness Allowance. This scheme of Dearness Allowance came into effect during the pendency of revision of the pay structure and it can be presumed that such additional benefit was foreseen when the scheme was sanctioned. We are aware that some of the Pay Commissions have limited the benefit resulting from revision of pay structure with reference to the emoluments and not the basic pay alone. In these instances these Commissions were entrusted with authority to formulate their own schemes of Dearness Allowance along with the framing of the pay structure in the course of revision and rationalisation. We were not in a position to formulate our pay structure with freedom to adjust the Dearness Allowance as we would have otherwise considered necessary. Under the circumstances, we were left with the unavoidable choice of limiting the incidence of benefit resulting from revision of pay structure with reference to basic pay (or " fixation pay " in the case of employees on city scales) only and not the total emoluments.

15. We accordingly recommend the following method for fixation of existing employees in the new scales proposed by us. This method is proposed only for those employees who are presently drawing the pay under mofussil scales :—

(*a*) *Government servants drawing pay not exceeding Rs. 500* :—

(1) The pay of the employee shall be first fixed in the new scale at the stage next above his present pay whether or not it is a stage in the new scale.

(2) If the pay is less than the minimum of the new scale, the same should be fixed at the minimum of the new scale. Limiting conditions regarding benefit will not apply in such cases.

(3) If the employee so fixed at the minimum stage is entitled to weightage for past service, he will be given such weightage subject to conditions regarding limit of maximum benefit.

(4) Weightage for past service will be allowed at the rate of one increment for every three completed years of service in the post to which the present scale is applicable subject to a maximum of four increments and subject to further condition that in no case total benefit to be received (by way of fixation in next stage and/or by way of weightage) shall be less than Rs. 8 in the case of employees receiving pay below Rs. 100 and Rs. 10 in the case of employees drawing pay on and above Rs. 100 and further that the maximum benefit in any of the above cases shall in no case exceed Rs. 20. Where the sum of the present pay and the minimum benefit of Rs. 8 or Rs. 10 as the case may be or the sum of the present pay and the maximum benefit of Rs. 20 falls between two stages, the pay of the employee shall be fixed at the lower of the two stages and the difference granted as personal pay to be absorbed in future increments.

(*b*) *Government servants drawing pay above Rs. 500 but not exceeding Rs. 715* :—

(1) The pay of the employee shall be fixed in the new scale at the stage next above his present pay whether or not it is a stage in the new scale subject to the condition that in no case the employee gets less than Rs. 10 by way of minimum benefit and more than Rs. 30 by way of maximum benefit. Where the sum of the present pay and the minimum benefit of Rs. 10 or where the sum of the present pay and the maximum benefit of Rs. 30 falls between two stages the pay shall be fixed at the lower of the two stages and the difference shall be granted as personal pay to be absorbed in future increments.

(2) If the present pay is less than the minimum of the new scale, it shall be fixed at the minimum of new scale. Conditions regarding the maximum benefit will not apply in such cases.

(*c*) *Government servants drawing pay above Rs. 715 but not exceeding Rs. 1,100* :—

The pay of the employee shall be fixed as proposed in the case of employees mentioned at (*b*) above without the provision of minimum benefit of Rs. 10 but with the provision of maximum benefit of Rs. 30.

(d) Government servants drawing pay more than Rs. 1,100 :—

Pay shall be fixed under the provisions of Bombay Civil Services Rule 44. That is to say, pay shall be fixed in the revised scale at the stage equal to the present pay if there is a stage, or if there is no such stage, at the stage next below that pay difference being treated as personal pay to be absorbed in future increments.

Provided that in no case covered by any of the above clauses the pay or pay plus personal pay admissible shall exceed the maximum of the revised scale.

16. We make the following further recommendations on points incidental to pay fixation :—

(*i*) Where a revised scale is prescribed in place of an existing scale and a special pay attached to the post, the special pay should be deemed to be merged in the revised scale and the special pay drawn by the Government servant on the date of change over to the new scale should be treated as part of basic pay for the purpose of fixation of his initial pay. Conversely where the existing scale is split up into a revised scale plus a special pay, the " present pay " of the employee shall be his basic pay on the date of change over reduced by the amount of the special pay. The initial pay of the employee shall thereafter be fixed in the revised scale on the basis of the new " present pay " and he shall be allowed to draw the special pay in addition.

(*ii*) Service for future increment in the case of employees who have been fixed in initial stage and those who have received benefits of advance increments as weightage for past service will be counted from the date of change over to the new scales. In other cases, the employee will draw increments according to his own particular date of increment previous to the revision of the pay.

(*iii*) All the scales proposed by us including those in which no change is proposed should be considered as new scales and benefits of weightage and fixation should be made available as proposed above. Scales where no change is proposed are those where the minimum, the maximum, the period of increment and the rate of increment have not been changed by us.

(*iv*) Subsequent to the merger of Ex-Hyderabad and Ex-Madhya Pradesh territories in the then State of Bombay various posts in these territories were equated with the posts in the State of Bombay. Some of the employees from such merged territory did not opt for the scales of pay provided for the corresponding posts and retained their pre-merger scales. Employees in some cases have described these scales as unequated scales of pay. These scales of pay are also described as unrevised scales of pay distinguished from revised scales of pay which came into existence as a result of revision of scales of pay in 1962. There is another category of scales of pay which are also described as unrevised scales of pay. After the revision of the scales of pay in 1962, some of the Government employees did not opt for the new scales as revised in 1962 and are still continuing on pre-1962 scales of pay. Question of fixation of the initial pay of such employees drawing pay in unrevised scales of pay may arise for consideration, if they choose to opt for the new scales proposed by us. It has to be appreciated that the new scales which we have proposed for different posts and cadres have been formulated with reference to the revised scales of pay as per revision of 1962. In the revision of 1962 the scales of pay were revised mainly by merging a portion of Dearness Allowance. The scales of pay were thus improved by proportionate deduction in Dearness Allowance. Thus there are at present different schemes of dearness allowance as applicable to revised scales and unrevised scales. Employees with unrevised scales cannot, therefore, be brought over to new scales proposed by us in the manner proposed for employees with revised scales of pay unless they are first brought on the post — 1962 revised scales according to the formula laid down in Government Resolution, Finance Department No. RPR-3063/XXVI, dated the 15th February 1963. We, therefore, propose that before the employee with an unrevised scale is brought over to the new scale proposed by us his pay should be first converted into its revised pay equivalent according to the above formula and thereafter he should be fixed in the new scale proposed by us according to the method described above.

(*v*) At present there are some employees on a fixed pay and without a time scale. We have now provided a time-scale for some of them. Such employees should be brought over to the new scales and their initial pay fixed on the basis of the fixed pay according to the method proposed for employees with a time scale, provided that in no case shall the pay admissible be higher than the

pay that would have been admissible if the employee were to render his entire service in the revised scale. In cases where fixed pay is proposed, question of fixation will not arise. These provisions will not apply to employees who are on consolidated fixed pay.

(*vi*) The temporary additional pay of Rs. 5 will be considered as merged and absorbed in the initial fixation of pay of the employee in the new scales. In the case of employees who do not opt for the new scales such absortion of additional pay in the increased basic pay resulting from the recommendations of the Pay Commission would not be possible. It will be for Government to pass appropriate orders in respect of additional pay of Rs. 5 in the case of employees who do not opt for the new scales and in whose case absorption of their additional pay is not possible.

(*vii*) The revision and the rationalisation is not intended to prejudice the employee in his basic pay rate. It is possible that in the process of rationalisation and fixation in the new scales some of the employees may have been adversely affected. Such a possibility is likely to arise particularly in the case of Ex-Hyderabad and Ex-Madhya Pradesh employees whose pay scales were at a higher level. Under such circumstances the employees adversely affected can and should be allowed an option to retain their existing scales of pay.

(*viii*) Where the employee opts to move on to the revised scale from a future date, initial pay fixation from such future date shall be made under normal rules.

(*ix*) It is also possible that because of inadvertance or because of absence of information some scales may not have been dealt with by us. In such cases Government will take appropriate steps to remedy the deficiency and place such employees in proper groups of standard scales proposed by us, and fix them appropriately in such new scales.

Illustrations of fixation of pays of employees in the common time-scales proposed by us are given below :—

ILLUSTRATIONS

Fixation of pay of employees with mofussil scales of pay in the new scales proposed by us.

It is presumed that new scales of pay will come in force with effect from 1st April 1966 :—

(1) A lower Division Clerk is drawing a pay of Rs. 103 in second year of his service in existing scale of Rs. 100—3—130—4—170. His pay will be first fixed at the minimum i.e. Rs. 110 of the new scale of Rs. 110—4—150—5—200 as he draws less than the minimum of the new scale. He receives benefit of Rs. 7 only against necessary minimum benefit of Rs. 10. His pay in the new scale will therefore be Rs. 110 *plus* Rs. 3 as personal pay with effect from 1st April 1966. His service for further increments will be counted from 1st April 1966 and the additional pay of Rs. 5 will be absorbed in the benefit.

(2) A lower Division Clerk draws a pay of Rs. 109 in the fourth year of his service in the existing scale of Rs. 100—3—130—4—170. His pay will be first fixed at the minimum of the new scale of Rs. 110—4—150—5—200 as he draws less than the minimum of the new scale. As he has completed three years of service in the post on existing scale he should be given one advance increment of Rs. 4 at the rate of one increment for every three years of service. Thus, his pay should be fixed at Rs. 114 in the new scale. He is entitled to a minimum benefit of Rs. 10 i.e. he can not draw less than Rs. 119 in the new scale. Therefore his pay should be finally fixed at Rs. 118 and he should be given Re. 1 as personal pay to be absorbed in next increment. The provisional additional pay of Rs. 5 will be merged in his pay so fixed. Service for future increments will count from 1st April 1966.

(3) A lower Division Clerk draws pay of Rs. 146 in the 12th year of his service. His pay will first be fixed at the next stage above Rs. 146 viz. Rs. 150. As he has completed 11 years of service in the post of his existing scale he would get three advance increaments, amounting to Rs. 15 at the rate of one increment for every three completed years of service. Thus his pay should be finally fixed at Rs. 150 *plus* Rs. 15 i.e. Rs. 165. The total benefit is below Rs. 20. In the new scale he will draw a pay of Rs. 165. The increase in his pay will be Rs. 19, (Rs. 165 — Rs. 146). The additional pay of Rs. 5 will be merged in this pay. Date for future increment will be 1st April 1966 as he is given benefit of weightage.

(4) A peon draws pay of Rs. 67 in third year of his service (Rs. 65—1—75). His pay should be first fixed at initial stage (Rs. 70—1—80—E.B.—2—90). But he should get minimum benefit of Rs. 8. He will therefore be fixed at Rs. 75. His pay in the new scale will be Rs. 75. The additional pay of Rs. 5 will be merged in this pay and service for future increments will count from his existing date of increment.

(5) A peon draws pay of Rs. 72 in the eighth year of his service (Rs. 65—1—75). He will be first fixed at the next stage above Rs. 72 viz. Rs. 73. As he has completed seven years of service he would get two advance increments. Thus his pay should be fixed at Rs. 75. He should, however, get minimum benefit of Rs. 8 and should not drew less than Rs. 80. Thus his pay should be finally fixed at Rs. 80 which will be his pay in the new scale. Additional pay of Rs. 5 will be merged in this pay.

(6) An Accounts Officer draws a pay of Rs. 375 in the 8th year of his service in the existing scale of Rs. 270—15—390—15—450—20—490—25—715. His pay will be fixed at the stage next above Rs. 375, namely, Rs. 380 in the new scale of Rs. 300—20—460—20—500—25—550—30—800. As the officer has completed seven years of service he should be given two advance increments amounting to Rs. 40 at the rate of one increment for every three years of service. Then his pay will have to be fixed ordinarily at Rs. 420. This will give him an increase of Rs. 45. But as the maximum increase has to be limited to Rs. 20, his pay is fixed finally at Rs. 380 *plus* a personal pay of Rs. 15 i.e. at Rs. 395. The increase in his pay will be (380 + 15) — Rs. 375 = Rs. 20. The date for counting future increment will be 1st April 1966. The *ad-hoc* increase in pay of Rs. 5 will be merged in this pay.

(7) An officer draws a pay of Rs. 1,000. As he draws pay above Rs. 500 in the scale of Rs. 900—50—1,000—60—1,600—50—1,800, his pay should be fixed at the next stage subject to the condition of maximum benefit of Rs. 30. The next stage is of Rs. 1,060 in the new scale of Rs. 900—50—1,000—60—1,600—50—1,800. He would therefore be finally fixed in the new scale at Rs. 1,000 with Rs. 30 as personal pay to be absorbed in future increment. The service for future increments will count from his existing date of increments and not from 1st April 1966.

(8) An officer draws a pay of Rs. 1,250 in the scale of Rs. 1,200—50—1,600. As his pay is less than the minimum of the new scale of Rs. 1,300—60—1,600, he will be fixed in the initial stage of the new scale. His date of increment will be 1st April 1966 as he is fixed in initial stage.

(9) An officer draws pay of Rs. 1,350 in the existing scale of Rs. 1,200—50—1,600. As his pay is above Rs. 1,100 he cannot be given any fixation benefit at the point of fixation of his pay in the new scale (1,300—60—1,600). He will therefore be fixed at Rs. 1,300 and will be allowed Rs. 50 as personal pay to be absorbed in future increments. His service for future increments will count from his existing date of increment.

(10) An officer draws pay of Rs. 690 in the third year of his service in the existing scale of Rs. 610—40—730—45—865—45—1,000. A special pay of Rs. 100 is attached to the post and the officer receives this special pay.

A new scale of Rs. 710—45—1,100—50—1,150 has been proposed for the existing scale with the recommendation that the special pay of Rs. 100 attached to the post should be discontinued. The special pay which the officer was getting has to be taken into account for initial pay fixation of the present incumbent.

Before the officer is fixed in the new scale the special pay of Rs. 100 will be added to the existing pay of Rs. 690 and the total pay of Rs. 790 will be the pay to be fixed in the new scale. As he receives basic pay above Rs. 500, he has to be fixed in the next stage in the new scale which is of Rs. 800. The officer receives a minimum benefit of Rs. 10. Thus his pay in the new scale will be Rs. 800. His service for future increment will be counted from his existing date of increment. The *ad-hoc* pay of Rs. 5 will be merged in this fixation.

(11) An officer draws pay of Rs. 220 in the 9th year of his service in the scale Rs. 150—8—190—10—270. An identical scale has been proposed. As there is equivalent stage in the proposed scale, the officer will be first fixed at the next stage i.e. Rs. 230. As the officer has completed eight years of service, he should be given two advance increments amounting to Rs. 20 at the rate of one increment

for every three years service. Then his pay will have to be fixed ordinarily at Rs. 250. This will give him an increase of Rs. 30. But as the maximum benefit is limited to Rs. 20, his pay will be fixed finally at Rs. 240. The increase in his pay will be Rs. 20. The service for futuer increments will be counted from 1st April 1966. The *ad-hoc* increase of Rs. 5 will be merged.

(12) Present pay :—Rs. 81 (7th year).

Present scale :—Rs. 75—1—85.

Revised scale :—Rs. 85—2—101—E.B.—2—107—3—110.

He should first be fixed at the next higher stage in the revised scale. his present pay is less than the minimum of the revised scale ; he should therefore be fixed at Rs. 85 i.e. the minimum. As he has put in 6 completed years of service he would get two advance increaments. Thus his pay should be fixed at Rs. 89. He will thereby get an increase of Rs. 8, (Rs. 89 — Rs. 81), which is the minimum admissible. His pay should therefore be fixed at Rs. 89 with the date of next increment on 1st April 1967.

The additional pay of Rs. 5 will be deemed to have been merged in this pay.

(13) Present pay :—Rs. 170 (9th year) *plus* special pay (attached to the post) of Rs. 20.

Present scale :—Rs. 130—5—180.

Revised scale :—Rs. 170—8—250.

The employee's basic pay for purposes of fixation in the revised scale will be Rs. 170 + Rs. 20 special pay = Rs. 190. He should first be fixed at the next higher stage of Rs. 194 in the revised scale. As he has rendered 8 completed years of service in the present scale, he should get two advance increments in the revised scale, i.e. his pay should be fixed at Rs. 210. He will get an increase of Rs. 20, (Rs. 210 — Rs. 190), over his present pay. As the conditions regarding minimum and maximum increases are fulfilled, his pay should be Rs. 210 in the revised scale with date of next increment on 1st April 1967.

Special procedure for fixation of initial pay of Government servants drawing pay in Bombay City Scales of pay.

17. In the Chapter on 'City Scales' we have recommended abolition of the city scales The existing city scales and the mofussil scales will according to our recommendations be replaced by common uniform scales of pay. We have suggested in the earlier section how the employees governed by the mofussil scales should be fixed in the revised common scales of pay. The method for fixation of the employees governed by the city scales, in the revised scales of pay will be slightly different in view of the peculiar nature of the city scales. As the pay in the mofussil scales represents only the basic pay exclusive of Compensatory Local Allowance and House Rent Allowance, the employees in the mofussil scales are entitled to draw Compensatory Local Allowance and House Rent Allowance when they are posted to cities and towns to which the scheme of these allowances is extended. Employees in the city scales are not eligible to draw these allowances as the pay in the city scales is supposed to include elements of Compensatory Local Allowance and House Rent Allowance. Like the mofussil pay, the pay in the common revised scales recommended by us will represent the employees' basic pay. They will get Compensatory Local Allowance and House Rent Allowance in addition, when posted to places to which the scheme of these allowances is applicable. Before, therefore the employees in the city scales of pay, are fixed in the revised scales, theoretically it will follow that the elements of Compensatory Local Allowance and House Rent Allowance should be deducted from the city pay and their pay in the revised scales fixed on the basis of the basic pay included in the city pay.

18. For the purpose of finding out the basic pay included in the city pay it will be necessary to first determine the quantum of the Compensatory Local Allowance and House Rent Allowance included in the city pay and consider whether these constituents can be separated in accordance with a common uniform formula. Since the city scales were prescribed even before the scheme of Compensatory Local Allowance and House Rent Allowance was introduced, a break up of these constituents on any pre-determined basis would hardly be feasible. As, however, the employees on city scales of pay

are not entitled to draw any Compensatory Local Allowance or House Rent Allowance in addition to the city pay, it can be assumed that the city pay includes full Compensatory Local Allowance and amount of House Rent Allowance to which they should be considered eligible, on the basis of rent they are paying or should be presumed to be paying for housing accommodation. The Finance Department has informed us that on transfer of a person on the city scale of pay to the mofussil scale, the mofussil equivalent of his city pay is worked out after deducting 4/5ths of Compensatory factors.

19. If the above assumption were to be accepted, it would naturally call for deduction of full compensatory local allowance and full house rent allowance from the city pay of all Government employees except the Class IV employees (in whose case only the compensatory local allowance has to be deducted) to arrive at the basic pay included in the city pay. As the employees in the city scales of pay will, on coming over to the unified scale, be eligible to draw compensatory local allowance at the full admissible rates over their pay, there should be no objection to deduct full compensatory local allowance from their city pay which would not result in any reduction in their emoluments. Similar deduction in respect of house rent allowance, however, presents difficulty because even if the house rent allowance is deducted from the employees' city pay, it is not certain that everyone of them will be entitled to get house rent allowance over his pay in the revised scale, because a person can draw house rent allowance only if he pays rent at a rate exceeding 10 % of his pay and it is possible that many of them do not pay more than 10 % of their pay as rent. While we will be deducting full house rent allowance from their pay, they will receive no house rent allowance over the revised pay. This requirement of the rule governing the grant of house rent allowance makes it impossible to deduct full house rent allowance from the city pay without affecting the total emoluments. We are not, therefore, in favour of deducting full house rent allowance from the city pay. For the same reason, the formula adopted by Government in individual cases for conversion of city pay into mofussil pay will also not be suitable for our purpose.

20. Safeguarding the employees' emoluments being a very important consideration from our point of view, we have considered if it will be equitable to fix the employee, in the revised pay scale on the basis of his present city pay itself. Such a step would naturally obviate the need for making any deductions on account of compensatory local allowance and house rent allowance and the employee with city scale would thereby get not only the usual increases which an employee will receive on fixation of pay in the revised scale, as a result of our recommendations, but would also be eligible to draw compensatory local allowance and, in some cases, house rent allowance in addition. This would amount to an unjustifiable concession to the city employee as compared to his counterpart in the mofussil scale of pay, and may result only in perpetuating the existing difference in pay of the city employee and the mofussil employee. Besides completely ignoring the fact that the city pay includes such compensatory factors we will be allowing him to draw these allowances on the elements of compensatory local allowance and house rent allowance which already stand included in his city pay. In our opinion this will not therefore be an equitable solution.

21. We have noted that when the question of general revision of pay scales of the State Government employees was under consideration in 1961-62, a decision had been almost taken to abolish the city scales, without deduction on account of house rent allowance. Under this method, the Government servant's total emoluments on fixation in the revised scale would not be less than his city pay.

22. Since much of the difficulty stems from the fact that some of the employees on coming over to the revised scale may not be eligible to draw any house rent allowance, it has to be considered if it would be a better course to fix an employee in the revised scale after first ascertaining whether or not he will be eligible to draw house rent allowance on coming over to the revised scale of pay. Such a course might avoid uncalled for reduction in emoluments. This would no doubt be an elaborate and cumbursome procedure but it would be worth going through it if only to arrive at a just settlement of the issue. But one of the defects of this method would be that the persons drawing the same city pay may not be fixed in the revised scale at an identical stage, the difference being on account of deductions of varying amounts depending on the actual rent paid by the individuals. This may also give rise to new problems. For instance a person who may not be entitled to any house rent allowance at the time of fixation of his pay and has his pay fixed in the revised scale without any deduction on account of house rent allowance, may subsequently become eligible to draw house rent allowance and claim it quite validly. In view of these complications the above method would not be practicable.

23. Though it can be presumed that city scales include an element of house rent allowance, it is difficult to ascertain in definite terms the quantum, which should be considered as being necessarily included in different incremental stages of the city time-scale. Firstly provisions relating to house rent allowance give a right to an employee to claim allowance, only if he is spending more than 10 % of his pay for having residential accommodation and upto a particular limit according to the range of his pay. It is thus an incohate right. Secondly, as stated previously the benefits of these allowances are veiled in the mould of the city scale as a whole in the form of a moderately higher initial stage, higher increments and higher span and higher maximum. The employee receives full benefit of the scale if he reaches the maximum. But it is beyond doubt that the city scale has a composite character. Therefore if the scale has to be split up, for purposes of fixation, it is essential, that the employee should be reimbursed or otherwise compensated for whatever is taken out from his pay. After fixation in new scale, the employee will get compensatory local allowance according to his basic pay. But such is not the case with house rent allowance. If the employee is paying rent which does not exceed 10 % of his pay, be will not receive any house rent allowance. The amount of house rent allowance is also subject to variations according to the quantum of rent paid by the employee, when in excess of 10 % of his pay.

24. We have also considered if we could provide for deduction on the score of house rent, some percentage of the maximum permissible house rent allowance. Firstly, there will be difficulty about fixing the percentage of deduction and secondly such a step will also be objectionable on the ground, that there is no guarantee that employee will be necessarily re-imbursed to that extent. Any method to be adopted, should be such as would cause least prejudice to the employee and at the same time not place undeserved monetary burden on the Government. After having considered all aspects of the problem we have come to the conclusion that it will be appropriate and expedient if only compensatory local allowance is taken into account for purposes of fixation, and subject to observations made by us in the following paras, no deduction is made on account of house rent allowance.

25. It can be presumed that some of the employees on city scales are entitled to free quarters, or in occupation of Government quarters. It is also likely that many of them with longer service are in occupation of houses with rent within the 10 % limit of the pay. At present it is not possible to acquire new premises in Bombay within the limits of permissible house rent allowance. Considering all these aspects, it is possible that the extra burden on the exchequer will not be heavy or at any rate not such as should not be undertaken in the interest of the reform of pay structure. We find from the papers connected with the revision of 1962, that even at Government level there was overwhelming support for the point of view that if a decision was taken to abolish city scales, no deduction should be made for element of house rent allowance comprised in the city scale and that thereafter house rent allownce will be paid on verification. The question regarding giving exemption from verification of rent receipts to employees receiving pay upto Rs. 250 after fixation of the initial pay in new scale does not appear to have come for consideration as the proposal regarding abolition of city scales itself was postponed. Problems regarding exemption are discussed in the following paragraphs.

26. It would follow that, if the amount of compensatory local allowance only is deducted and amount of house rent allowance is not deducted, the employee after his coming over to the new scale will obviously be entitled to receive house rent allowance only after declaration and verification regarding the rent he is paying or presumed to be paying. But in this context, it is necessary to consider the applicability of two rules which presently govern payment of house rent allowance to employees with mofussil scales. We propose to continue these rules for employees with mofussil scales brought over to new general scales. Whether and how far the benefit under the said rules should be made available to employees under city scales when they are brought over to new scales, remains to be considered.

27. Government Resolution Finance Department No. LCA-3063/XXVI, dated 15th February 1963 provides for payment of house rent allowance to employees drawing pay upto Rs. 250 in mofussil scales without obtaining and verification of house rent receipts. It is also further provided that the concession mentioned above shall also be admissible to Government servants in the pay range of Rs. 251—499 stationed at 'A', 'B' class cities if they claim house rent allowance at Rs. 20 per month in 'A' class cities and Rs. 15 in 'B' class cities.

28. In our view, granting of the first concession referred to in above para regarding payment of house rent allowance to employees on city scales to be brought over to new scales without deduction of element of house rent allowance comprised in the scale, will give undeserved benefit to the employees and throw unjustifiable burden on Government. If this concession has to be made available it will be appropriate to effect deduction from the pay drawn in the city scale for the element of house rent allowance, so that it is brought to the form of mofussil scale. Such deduction will not put the employee to loss, as after he is brought over to the new scale he will be receiving the full house rent allowance as permissible without verification and as such will be sufficiently re-imbursed for the deduction made. In our view, it will be fair if only about 50 % of the full permissible house rent allowance is deducted from his existing pay before fixation and thereafter, he is held eligible to receive full house rent allowance on his pay in the new scale without verification. The compensatory local allowance and house rent allowance to be deducted will be according to rates admissible to persons on general scales. In the case of posts which are entitled to rent free quarters, there will be no deduction for house rent allowance as the employee holding the post will not get any house rent allowance after fixation.

29. There are two other points which deserve consideration in the above context and in the light of our proposals for employees in higher pay ranges. In the case of employees with higher pay range, we are proposing that they should be brought over to new scales without any deduction for house rent allowance and that house rent allowance should be made payable on verification. Superficially considered, it might appear discriminatory, that we should provide for deduction in respect of house rent allowance in the case of employees with lower level of income, when employees of higher levels of pay are being exempted from such deduction. It has, however, to be appreciated, that when we propose deduction on account of house rent allowance for employees drawing pay below Rs. 289 i.e. the stage which corresponds after deduction to the common scale pay of Rs. 250 and as such bring these employees on par with mofussil employees, we also propose to guarantee payment of full house rent allowance without verification. Such a concession is not made available to employees in higher pay-ranges. Many of such employees may not receive any house rent allowance or may receive less than the full amount as it is being made payable only after verification. At present an employee under city scales does not get house rent allowance, and under our proposals those drawing pay up to Rs. 289 will be getting full house rent allowance without verification and as such will be benefitted to the extent of 50 % of such house rent allowance. We regard our proposal as being definitely a concession and conferring benefit, to this group of employees.

30. We have also considered if we could propose the giving of above concession on optional basis and have come to the conclusion that our proposals will have to be made applicable to all employees in the group (receiving pay upto Rs. 289) without the option of " Non-deduction for the element of house rent allowance and payment of house rent allowance after verification ". The optional arrangement will disturb the pay structure and will be open to objections referred to in previous paragraphs. Such an optional procedure will give rise to different pay rates for employees who are at present in an identical stage of the time scale. If any employee considers above proposals as being prejudicial to his interest, he will have the option to retain his existing city scale.

31. We, therefore, propose that in the case of employees drawing pay upto Rs. 289 per month 50 % of the house rent allowance which is considered as being included in his present pay should be deducted, along with compensatory local allowance and thereafter he should be brought over to the new scale according to the method and procedure stated hereafter, and on his pay being so fixed at the appropriate stage in the new scale, he should be considered eligible to receive compensatory local allowance and full house rent allowance as will be permissible with reference to the stage in which he is fixed without normal declaration and verification of rent receipt.

The second concession provided by existing rules relates to employees in the pay range of Rs. 251 to Rs. 499. This concession is on optional basis for employees on mofussil scales. In the case of mofussil scales, giving of such concession on optional basis has no bearing on the problem of fixation of initial pay of the employee in the new scale. The arrangement of the pay structure does not get disturbed as the mofussil scales of pay have not the composite character as is the case with city scales. In the case of city scales the concession will have vital impact on the fixation of initial pay of the employee in the new scale. We have taken the view subject to exception referred to above that

house rent allowance should not be made payable without verification unless appropriate percentage of house rent allowance presumed to be comprised in the scale, is deducted from the pay for the purposes of fixing initial pay in the new scale. If some employees opt to the concession and some do not, anomalies in the pay structure will come into existence as envisaged in the previcus paragraph. We, therefore, propose that this second concession cannot be made available to the above mentioned group of employees. In the case of these employees, therefore, like other employees in higher pay-ranges no deduction will be made on the score of house rent allowance and the allowance will be permissible after declaration and verification of rent receipt as sanctioned by the rules in force.

32. We are conscious that in denying this concession to the above group of employees, we are distinguishing them from employees in mofussil scales. If distinction is to be removed the only course will be to withdraw this concession for employees in mofussil scales, also, a course which in our view will be unjustifiable. Classification of employees in mofussil scales and city scales, from the view point of their pay structure is rational and making of this distinction will be reasonable in the context of the separate rules which we have to make for each group considering the nature of their respective pay-structure. Moreover the above concession is in the nature of convenience and facility for administration and not a right of the employee. The employee gets a right to house rent allowance only on verification.

33. We, therefore, propose that in the case of employees on the city scales, within the above mentioned pay range the concession referred to above will not be available. In their case no deduction will be made for house rent allowance from their present pay, for purposes of fixation of their initial pay in the new scale and they will receive permissible house rent allowance on usual verification and declaration according to rules in force.

34. In the case of employees in the city scales drawing a still higher pay also no deduction will be made for house rent allowance for the purpose of fixation of initial pay and they will be entitled to permissible house rent allowance on verification and declaration according to rules in force.

For purposes of ready calculations we have appended at the end of this Chapter, a table showing the present city pays and the actual pays (fixation pay) to be taken for fixation of the employee's pay in the revised common scale. The table covers employees drawing existing pay upto Rs. 289 per month.

35. After the " fixation pay " in the city pay is ascertained, the initial pay in the revised scale may be fixed in acocrdance with the method recommended by us in paragraphs 15 and 16 above.

It is necessary to prescribe for fixation of employees in city scales conditions regarding minimum benefits and limitations on maximum benefits as has been proposed for employees on mofussil scales. In the case of employees on mofussil scales, the benefit at the point of fixation is ascertained by comparing the pay drawn (to be fixed) with the pay in which he is fixed under the new scale. In the case of employees on city scales, his pay to be fixed in the new scale is arrived at by making deductions for compensatory local allowance and in the case of employees drawing pay upto Rs. 289 a portion of house rent allowance also. The pay so arrived at is the " fixation pay " and on that basis he is fixed in the new scale. The benefit received or to be received at the point of fixation in new scale will therefore have to be ascertained by comparison of such " fixation pay " and the pay to be fixed in the new scale. Such " fixation pay " of an employee in the city scale thus takes the character of mofussil pay and as such, other provisions regarding fixation of mofussil employees will apply uniformly in the case of employees in city scales also.

If the employee does not receive the required benefit, he will be advanced to further stages in the new scale to make up the deficit in minimum benefit. If any balance remains after the adjustable stage in the time-scale, he will be paid the balance as personal pay to be absorbed in future increments. Similarly if benefit has to be limited according to limitations of maximum benefit of Rs. 20 the employee will be adjusted to suitable stage in the time-scale in the manner as detailed in the section regarding fixation of employees on mofussil scales and as will provide the employee with the maximum benefit.

After such fixation, the additional pay will be absorbed in the increase in pay which we have given by providing minimum benefit at the point of fixation as stated above. After such fixation, the employee will draw compensatory local allowance and house rent allowance under the rules in force.

36. If any employee in the city scale whose " fixation pay " is higher as compared to the maximum of the new common scale proposed for him, opts for the new scale, he will be fixed in the maximum of the new scale or otherwise, he will have the option to remain in the existing scale with necessary incidents attached to it.

37. (*a*) In some cases we have retained the present city scales to be continued with eligibility for compensatory local allowance and house rent allowance. In such cases the employee will be given benefit of weightage over his present pay and will be entitled to draw compensatory local allowance and house rent allowance as permissible under the rules without deduction of compensatory local allowance and house rent allowance. The benefit so recommended should be considered as improvement in the emoluments of the employee concerned.

(*b*) The above recommendation will apply *mutatis mutandis* also in cases where a fixed rate of city pay has been retained to be continued as a mofussil rate. The employee will draw house rent allowance and compensatory local allowance as admissible under the rules over the fixed pay.

38. In the context of abolition of city scales and fixation of initial pay, one or two other points arise which require to be considered. In the process of bringing the employee to the revised scale, *prima facie* there will be reduction in the basic pay. Reduction on account of compensatory allowance will be compensated as he will be receiving the same according to his new pay-rate. He will also receive house rent allowance as permissible under the rules. Dearness Allowance, however, poses a different problem. It has to be recognised that Dearness Allowance is a measure of relief against economic distress. The rate of Dearness Allowance is related to a given slab of pay. The existing rate of Dearness Allowance as presently available to the employee cannot be considered as being on level with vested rights as in the case of basic pay or pension. It is appropriate that employee should receive Dearness Allowance in a uniform pattern. Expediency should not override the claim of equality only because in some cases such reduction in Dearness Allowance will take place.

39. Our proposals are likely to be implemented with effect from 1st April 1966. The scheme of Dearness allownce as existing on that date has been substituted by a new pattern with effect from 1st July 1966. Considered in the context of the scheme as in force on 1st April 1966, employees in the pay range of Rs. 150—250 are likely to suffer reduction, if as a result of change-over to new scales they are transferred to the preceding slab. In the new pattern of Dearness Allowance coming into effect from 1st July 1966, the rates are on rising scale upto pay-range of Rs. 1081-1091 as related to different slabs of pay. However, here also there is substantial difference in Dearness Allowance from slab to slab. No change is likely if the basic pay after change-over to new scale falls in the same slab of pay. In most of the cases the slab of pay may not change. It is only in the case of an employee whose present pay is near about the point of change in the slab of pay, that some reduction in the Dearness Allowance can be envisaged. Such reduction will have to be considered in the light of the benefit which will accrue as a result of fixation of the employee in the new scale.

40. We have provided for immediate benefit as a result of fixation in the new scales in the form of weightage for past service for employees drawing pay upto Rs. 500 and the benefit of next stage for employees drawing pay upto Rs. 1,100. There is also provision of minimum increase in pay for employees drawing pay upto Rs. 715. Above benefits will also compensate the employee in those cases where reduction in Dearness Allowance will take place as a result of fixation. Moreover, such reduction of Dearness Allowance will be of transitory character since with increase in pay as a result of future increments, the employee will change over to the new slab and original position will be restored. The employee will also receive the benefit of house rent allowance. Employees who will suffer reduction in present Dearness Allowance will have to consider and calculate the advantage or disadvantage as may accrue to them from this change-over to the new scales from long-range point of view. It is neither appropriate, nor feasible to make separate and distinguishable provisions for meeting such cases. On weighing the benefit, the employees will have the option to opt for new scales or retain the existing scales. Such situations are unavoidable in every revision of pay structure, and cannot justify adopting of discriminatory measures. Such retention of existing scales by the employees cannot be tabooed as adding to the multiplicity of scales. Having given our anxious thought to all aspects of the problem, we come to the conclusion that there is no case for providing of any special measures for protecting possible reduction in Dearness Allowance.

41. The second point relates to retirement benefits. So far, an employee in the city scale was entitled to retirement benefit on the basis of his pay which included compensatory factors representing compensatory local allowance and house rent allowance. Because of separation of the basic pay from the compensatory allowances as a result of fixation in the new scale of pay, the employee in the city scale stands to lose a substantial benefit in the nature of pension. The employee has a right to retain his existing scale and also the incidental right of retirement benefits so long as he continues to serve in the existing post and belongs to his cadre. It is, therefore, fair and just that the employee should be allowed to retain the above benefits even after he is brought over to the new scale intended for his post or cadre. We propose the following method for calcualtion of pension in the case of the existing employees in the city scales of pay.

If the employee continues in the same post or belongs to the same cadre on the date of his retirement as on the date of fixation of his pay in the new scale, the pension should be calculated on the basis of the average pay in the new scale in which he is fixed and also on the basis of the average pay according to his existing scale (assuming that he has not opted for the new scale) and he will be paid pension at the rate which is higher.

In our view the above provisions will adequately protect the interests of the employees in the matter of retirement benefits.

42. In devising a suitable method for fixing the existing employees in the new scales, we have taken adequate precautions for safeguarding their interests. We, therefore, hope that none or very few, if any, will opt to retain their existing scales of pay. It is possible that in some cases the new scales recommended by us may be found unfavourable for some employees in some respects. It is not practicable to provide separate scales in such isolated cases. Under such circumstances if grievances cannot be remedied to the satisfaction of the employees, they may be allowed to retain the present rates of their emoluments. We expect that Government will prescribe suitable time limit for exercising option for retaining existing scales or for coming over to the new scale.

Subject to what has been stated in the foregoing paragraphs, the method and procedure proposed for employees in mofussil scales in common new scales, will apply in the case of employees under city scales.

Illustrations of fixation of pay of employees with city scales of pay in the revised scales are given below :—

ILLUSTRATIONS

1. An officer draws pay of Rs. 130 in the third year of his service in the existing city scale of Rs. 120—5—160—5—185—6—203—6—245. As he is in city scale, compensatory local allowance of Rs. 10 will be deducted from his pay. As he draws pay below Rs. 290 and is entitled to house-rent allowance (full) without verification, 50 % of house rent allowance i.e. Rs. 10 also will be deducted. The remaining pay shall be the " fixation pay " on the basis of which he will be fixed in the new common scale of Rs. 110—4—150—E.B.—5—200. After deductions as above, his fixation pay will be Rs. 110. He should be ordinarily fixed in the next stage at Rs. 114. But he would not receive the minimum benefit of Rs. 10, his fixation pay being Rs. 110. He should therefore draw pay of Rs. 120. He will therefore, be fixed at Rs. 118 with personal pay of Rs. 2 to be absorbed in future increments. He will draw compensatory local allowance and house rent allowance according to his pay in the new scale.

2. *Present pay* .. .. Rs. 135 (4th year of service).
Present scale .. .. Rs. 120—5—160—5—185—6—203—6—245 (City) .
Revised scale .. .. Rs. 110—4—150—E.B.—5—200.

Deductions to be made from the city pay.

Compensatory Local Allowance ..	Full C.L.A. of ..	.. Rs. 11
House Rent Allowance ..	50 % of H.R.A. i.e.	.. Rs. 10
		Rs. 21

After deducting Rs. 21 from the present pay, the fixation pay comes to Rs. 114 on the basis of which the employee should be fixed at the next higher stage of Rs. 118.

As he has completed 3 years of service in the existing scale of pay, he is eligible for one advance increment in the revised scale taking his pay to Rs. 122. He will thereby receive an increase of Rs. 8 only over his fixation pay of Rs. 114. As he is eligible for a minimum increase of Rs. 10, his pay should be fixed at Rs. 122 + 2 personal pay to be absorbed in future increment.

The temporary additional pay of Rs. 5 which he receives at present, should be deemed to have been absorbed in the above fixation.

The date of his next increment will be 1st April 1967.

3. *Present pay* :—Rs. 155 (8th year of service).

Present scale :—Rs. 120—5—160—5—185—6—203—6—245 (City).

Revised scale :—Rs. 110—4—150—E.B.—5—200.

Deductions to be made from the city pay.

Compensatory Local Allowance	..	Full C.L.A. of	Rs.	12
House Rent Allowance	..	50 per cent of Rs. 20 i.e.	Rs.	10
				22

After deducting Rs. 22 from the present pay of Rs. 155, the fixation pay comes to Rs. 133. On the basis of his fixation pay of Rs. 133, he should be fixed in the revised scale at Rs. 134 i.e., next higher stage. As he has completed 7 years service, he is entitled to the weightage of 2 advance increments taking his pay to Rs. 142. As he should get the minimum benefit of Rs. 10 over his fixation pay of Rs. 133, his pay will be fixed at Rs. 142 + Re. 1 Personal Pay to be absorbed in future increment.

The temporary additional pay of Rs. 5 will be absorbed in the above fixation.

The date of next increment will be 1-4-1967.

4. Present pay .. .. Rs. 75 in the 4th year of service.

Present scale .. .. Rs. 72—1—82 (City).

Revised scale .. .. Rs. 70—1—80—E.B.—2—90.

Deductions to be made :—

		Rs. P.
Compensatory Local Allowance		7·50
House Rent Allowance	..	*Nil.*
		7·50

After deducting Rs. 7·50 from his city pay, the fixation pay comes to Rs. 67·50. This being less than the minimum of the revised scale (Rs. 70—90), his pay will first be fixed at Rs. 70 i.e., the minimum. As he has rendered 3 completed years of service, he will get one advance increment over this stage taking his pay to Rs. 71. As against the minimum increase of Rs. 8 admissible to him he will thus get only Rs. 3·50 more than his fixation pay. His pay should therefore be fixed at Rs. 75 *plus* Re. 0·50 personal pay to be absorbed in future increment.

The additional pay of Rs. 5 will be deemed to have been absorbed in the new pay.

The date of next increment will be 1-4-1967.

5. *Present pay* .. .. Rs. 80 (9th year of service).

Present scale .. .. Rs. 72—1—82 (City).

Revised scale .. .. Rs. 70—1—80—E.B.—2—90.

Deductions to be made from the city pay :—

		Rs.
Compensatory Local Allowance	..	7·50
House Rent Allowance ..	..	*Nil.*
		7·50

After deducting Rs. 7·50 from his city pay, the fixation pay comes to Rs. 72·50. On that basis he will be fixed at Rs. 73 i.e., the next higher stage in the revised scale or Rs. 70—90. Since he has rendered 8 completed years of service, he is entitled to get 2 advance increments at the rate of 1 increment for every 3 years of service. His pay will therefore be Rs. 75, giving him an increase of Rs. 2·50 over his fixation pay as against the minimum increase of Rs. 8 admissible to him. His pay should therefore be fixed at Rs. 80 *plus* Re. 0·50 personal pay to be absorbed in future increment.

The date of next increment will be 1-4-1967.

6. *Present pay* .. .. Rs. 615 (12th year of service).

Present scale .. .. Rs. 370—20—490—25—665 (City).

Revised scale .. .. Rs. 340—20—500—25—650.

Deductions to be made from the city pay :—

		Rs.	
Compensatory Local Allowance	..	46	
House Rent Allowance	..	*Nil.*	(No house rent allowance to be deducted above Rs. 289).
		46	

After deducting Rs. 46 from the city pay of Rs. 615, the fixation pay comes to Rs. 569. As his fixation pay is above Rs. 500, no weightage for past services is admissible to him. His pay is to be fixed at the next higher stage of Rs. 575 giving him an increase of Rs. 6 only, over his fixation pay. Since he is entitled to a minimum increase of Rs. 10, his pay should be fixed at Rs. 575 *plus* Rs. 4 personal pay to be absorbed in future increment. The additional pay of Rs. 5 should be deemed to have been absorbed in the new pay.

His date of next increment will be the same as in the existing scale.

7. *Present pay* .. .. Rs. 1,260 (4th year of service).

Present Scale .. .. Rs. 1,100—50—1,200—60—1,500.

Revised scale .. .. Rs. 1,100—50—1,300—60—1,600.

Deductions to be made from the city pay :—

		Rs.
Compensatory Local Allowance	..	75
House Rent Allowance	..	*Nil.*
		75

After deducting Rs. 75 from his city pay of Rs. 1,260, his fixation pay comes to Rs. 1,185. As this pay is above Rs. 1,100, he is not entitled to next higher stage but his pay will be fixed under Bombay Civil Services Rule 44 i.e., at the next lower stage (since 1185 is not a stage in the new scale) of Rs. 1,150 + Rs. 35 personal pay to be absorbed in future increment.

His date of next increment will be the same as in the existing scale.

8. *Present pay* .. .. Rs. 100 (6th year).

Present scale .. .. Rs. 95—1—105 (City).

Revised scale .. .. Rs. 85—2—101—E.B.—2—107—3—110 *plus* special pay of Rs. 10.

Deductions to be made from the city pay :—

			Rs.
Compensatory Local Allowance	.. Full C.L.A. of	..	8
House Rent Allowance ..	.. *Nil.*		....
			8

After deducting Rs. 8 from the present pay of Rs. 100, the fixation pay comes to Rs. 92. As the existing scale is replaced by a revised scale *plus* a special pay, the present pay has to be reduced by the amount of special pay i.e., Rs. 10 in this case. The fixation pay will therefore be Rs. 82 on the basis of which he should be fixed at Rs. 85 i.e., the minimum of the revised scale.

As he has completed 5 years of service in the existing scale of pay, he is eligible for one advance increment in the revised scale raising his pay to Rs. 87. He will thereby get an increase of Rs. 5, (Rs. 87—82) only, as against the minimum increase of Rs. 8 admissible to him. His pay should therefore be fixed at Rs. 90 in the revised scale and he should get special pay of Rs. 10 in addition.

The temporary additional pay of Rs. 5 which he receives at present should be deemed to have been absorbed in the above fixation.

The date of next increment will be 1-4-1967.

9. *Present pay* .. .. Rs. 190 (6th year).

Present scale .. .. Rs. 150—8—190—E.B.—10—270 (City).

Revised scale .. .. Rs. 150—8—190—E.B.—10—270.

As the same scale is prescribed as the revised scale of pay, there should be no deductions on account of compensatory local allowance and house rent allowance from his city pay. His fixation pay will be the same, on the basis of which he will be fixed at the next higher stage of Rs. 200 in the revised scale. The employee is entitled to weightage at the rate of one advance increment for 3 completed years of service. As he has rendered 5 completed years of service, he is eligible to get one advance increment. His pay will therefore be fixed at Rs. 210. He will get an increase of Rs. 20 over his present pay which is within the permissible limits.

His next increment will be due on 1-4-1967.

Table showing the deductions of H.R.A. and C.L.A. for conversion of pay drawn in City Scales into equivalent "fixation pays"

(Para 34, Chapter 15)

Pay drawn in City Scale.	½ H.R.A. to be deducted.	C.L.A. to be deducted.	Pay drawn in City Scale.	½ H.R.A. to be deducted.	C.L.A. to be deducted.
85	7·50	7·50	131	10·00	11·00
86	7·50	7·50	132	10 00	11·10
87	7·50	7·50	133	10 00	11·20
88	7·50	7·50	134	10 00	11·30
89	7·50	7·50	135	10 00	11·40
90	7·50	7·50	136	10 00	11·50
91	7·50	7·60	137	10 00	11·60
92	7·50	7·70	138	10 00	11·70
93	7·50	7·80	139	10·00	11·80
94	7·50	7·90	140	10·00	11·90
95	7·50	8·00	141	10·00	11·90
96	7·50	8·00	142	10·00	12·00
97	7·50	8·10	143	10·00	12·10
98	7·50	8·20	144	10 00	12·20
99	7·50	8·30	145	10 00	12·30
100	7·50	8·40	146	10 00	12·40
101	7·50	8·50	147	10 00	12·50
102	7·50	8·60	148	10 00	12·50
103	7·50	8·70	149	10 00	12·50
104	7·50	8·80	150	10 00	12·50
105	7·50	8·90	151	10 00	12·50
106	7·50	9·00	152	10·00	12·50
107	7·50	9·00	153	10 00	12·50
108	7·50	9·10	154	10 00	12·50
109	7·50	9·20	155	10 00	12·50
110	7·50	9·30	156	10·05	12·50
111	7·50	9·40	157	10·12	12·50
112	7·50	9·50	158	10·20	12·50
113	7·50	9·60	159	10·27	12·50
114	7·50	9·70	160	10·35	12·50
115	7·50	9·80	161	10·42	12·50
116	7·50	9·90	162	10·42	12·50
117	7·50	9·90	163	10 50	12·50
118	7·50	9·90	164	10 57	12·50
119	7·50	9·90	165	10·62	12·50
120	10·00	10·00	166	10·72	12·50
121	10·00	10·10	167	10 80	12·50
122	10·00	10·20	168	10·87	12·50
123	10 00	10·30	169	10·95	12·50
124	10 00	10·40	170	11·02	12·50
125	10 00	10·50	171	11·10	12·50
126	10·00	10·50	172	11·17	12·50
127	10·00	10·60	173	11·25	12·50
128	10 00	10·70	174	11·32	12·50
129	10·00	10·80	175	11·40	12·50
130	10·00	10·90	176	11·47	12·50

Table—*contd.*

Pay drawn in City Scale.	½ H.R.A. to be deducted.	C.L.A. to be deducted.	Pay drawn in City Scale.	½ H.R.A. to be deducted.	C.L.A. to be deducted.
177	11·47	12·50	226	14·70	15·68
178	11·55	12·50	227	14·77	15·76
179	11·62	12·50	228	14·85	15·84
180	11·70	12·50	229	14·92	15·92
181	11·77	12·56	230	14·92	15·92
182	11·85	12·64	231	15·00	16·00
183	11·92	12·72	232	15·07	16·08
184	12·00	12·80	233	15·15	16·16
185	12·07	12·88	234	15·22	16·24
186	12·07	12·88	235	15·30	16·32
187	12·15	12·96	236	15·37	16·40
188	12·22	13·04	237	15·45	16·48
189	12·30	13·12	238	15·45	16·48
190	12·37	13·20	239	15·52	16·56
191	12·45	13·28	240	15·60	16·64
192	12·52	13·36	241	15·67	16·72
193	12·52	13·36	242	15·75	16·80
194	12·60	13·44	243	15·82	16·88
195	12·67	13·52	244	15·90	16·96
196	12·75	13·60	245	15·90	16·96
197	12·82	13·68	246	15·97	17·04
198	12·90	13·76	247	16·05	17·12
199	12·97	13·84	248	16·12	17·20
200	13·05	13·92	249	16·20	17·28
201	13·05	13·92	250	16·27	17·36
202	13·12	14·00	251	16·35	17·44
203	13·20	14·00	252	16·42	17·52
204	13·27	14·16	253	16·42	17·52
205	13·35	14·24	254	16·50	17·60
206	13·42	14·32	255	16·57	17·68
207	13·50	14·40	256	16·65	17·76
208	13·50	14·40	257	16·72	17·84
209	13·57	14·48	258	16·80	17·92
210	13·65	14·56	259	16·87	18·00
211	13·72	14·64	260	16·87	18·00
212	13·80	14·72	261	16·95	18·08
213	13·87	14·80	262	17·02	18·16
214	13·95	14·88	263	17·10	18·24
215	14·02	14·96	264	17·17	18·32
216	14·02	14·96	265	17·25	18·32
217	14·10	15·04	266	17·32	18·49
218	14·17	15·12	267	17·40	18·56
219	14·25	15·20	268	17·40	18·56
220	14·32	15·28	269	17·47	18·64
221	14·40	15·36	270	17·55	18·72
222	14·47	15·44	271	17·62	18·80
223	14·47	15·44	272	17·70	18·88
224	14·55	15·52	273	17·77	18·96
225	14·62	15·60	274	17·85	19·04

Table—*concld.*

Pay drawn in City Scale.	½ H.R.A. to be deducted.	C.L.A. to be deducted.	Pay drawn in City Scale.	½ H.R.A. to be deducted.	C.L.A. to be deducted.
275	17·85	19·04	283	18·37	19·60
276	17·92	19·12	284	18·45	19·68
277	18·00	19·20	285	18·52	19·76
278	18·07	19·28	286	18·60	19·84
279	18·07	19·28	287	18·60	19·84
280	18·15	19·36	288	18·67	19·92
281	18·22	19·44	289	18·75	20·00
282	18·30	19·52			

CHAPTER 16

CONSUMER CO-OPERATIVE STORES AND SUBSIDISED STORES

Questions relating to amenities to the Government staff are not covered by our terms of reference. We were, however, persuaded to consider the proposal regarding consumer stores in the context of existing unstable market conditions and in particular, instability of prices of essential consumer goods. Since our questionnaire was issued, there has taken place a significant change in the policies of the Central Government and State Government in the matter of arresting upward trends in the prices of essential consumer goods and their distribution to the consumers. The prices of many of the commodities have been regulated and controlled. Rationing has also been introduced in the four big cities in the State namely Bombay, Poona, Sholapur, and Nagpur. There is also the arrangement of fair-price shops for principal foodgrains and sugar, in towns which are not under the scheme of rationing. The Central and State Government have also taken up the question of opening departmental stores. However, the commodities covered by the present schemes form only a part of the family budget, and even in the case of articles or commodities which are covered, the worries of a consumer have not lessened as regards their availability and prices.

2. Proposals for opening of consumer stores have been approached by the employees differently. There is neither wholehearted support nor total indifference. The view of the Maharashtra Government Employees' Confederation will be clear from the following passage which has been reproduced from their Memorandum:

> "In the absence of effective price controls and the continual phenominal rise in prices, it is difficult to see how a section of the population, namely, the class of State Government employees can be immunised from high price fluctuations ..... There is the further danger that the quality of supplies will suffer if the gap between the free prices and fixed or subsidised prices become too wide. There is also the possibility of corruption, leakage, and the exercise of undue influence by officers, etc. Above all, such a system would make the employees unduly dependent upon their employer government. There is a danger that such dependence will be exploited by the authorities to exert unfair influence on the employees and their organisations in the event of disputes. For this reason, workers as a rule are opposed to receive in kind any part of their emoluments from their employers all over the world. Without prejudice to the above, we consider that the facility of subsidised foodgrains etc. be made available to government employees as an amenity without linking up the said facility to the determination of their pay scales."

3. We would stress that the suggestion implied in the proposal has never been intended to be linked up with question of determination of pay scales. Our proposals regarding pay scales have been made independently and irrespective of the suggested proposal regarding consumer stores.

4. There is also no reason to think that providing of the consumer stores will make the employees "unduly dependent upon their employer government". Danger of leakage or corruption is avoidable with appropriate check and vigilance. Apprehensions that such facilities will be exploited by the authorities to exert unfair influence on the employees and their organisations will depend on the nature and shape of the scheme of consumer stores. If such schemes are kept free from Government interference or influence and the organisation is properly regulated by rules and by-laws and given autonomous character with appropriate checks in the matter of accounts and day to day vigilance and supervision, there should be no cause for the imagined fear. The discouraging sentiments expressed by the employees have their source possibly in the experience of employees in some private industrial establishments. Such generalisation in the case of government service may not prove true. There is also no reason

to think that opening of consumer stores would result in making the employees unduly dependent upon the employer. Much would depend on the spirit in which such schemes are launched and implemented and the mutual good relations and co-operation between the employers and employees. The idea of providing consumer goods at subsidised rates as alternative method to Dearness Allowance does not appear feasible and is also not favoured by employees.

5. The main purpose for taking up their question is to remove hardships which employees suffer from artificial scarcity of essential commodities created by anti-social traders. The question has also an importance from the view point of stabilisation of real value of money incomes of Government employees in the context of continuous upward trend and rapid changes in prices of essential consumer goods. The scheme of Dearness Allowance is relatively a long time arrangement and cannot meet the difficulties created by day to day fluctuation in the prices, in the monthly budget of the employee. Dearness Allowance is adjusted to changes in cost of living as indicated by consumer price index number on a somewhat long-term basis. Some period has to elapse for ascertaining if the rise in prices as indicated by index number has stabilised at the increased level. During abnormal period as at present, the Dearness Allowance cannot be adjusted quickly to price levels of different commodities. Distress resulting from violent changes in prices of some of the commodities which are often made scarce by anti-social traders, hoarders, and black marketeers and also through mal-distribution of such articles cannot be warded off by Dearness Allowance alone. Steps taken by Government for checking the above evils would not prove effective unless consumers also fully co-operate and adopt appropriate remedies.

6. Consumer Stores can be either in the form of State-owned subsidised stores or co-operative consumer stores. The idea of supplying articles of food and other essential consumers goods at fixed subsidised prices as an alternative to the system of Dearness Allowance is not acceptable to employees and we would not also suggest such a course. Central Government has gone through that experience when it opened grain shops during Second World War for the railway staff with comprehensive schemes and an imposing organisation for purchase, distribution and supervision. The scheme did not prove successful as a result of "Organisational and human failure, mal-practices, and corruption" and resulted in heavy loss to Railways. The loss in 1947-48 was "for every employee served by the grainshop, Rs. 309 without commensurate benefit to the employees". The Railway Grainshop Committee, 1948 accordingly recommended the abolition of the scheme by gradual stages and gave its verdict against its continuation as a permanent part of Government's administration. The chief problem with such a scheme is of quality control of the commodities sold through the shops. Apart from these administrative difficulties, the whole scheme is open to the general criticism, that government is partial to its own employees when other vast sections of the community are undergoing similar or more economic distress.

7. We are aware of the fact that it is the present policy of Government to compel industries to open such shops for industrial workers and that such shops are being opened. Industries and Government are not comparable in the matter. Industries have localised establishments, with limited number of employees working at one place. The administration of the Government permeates over the whole State area, with offices spread over in big and small cities and towns and even in villages. A scheme or amenity sponsored by the Government has to serve all employees uniformly. A private employer can advance economic interest of his employees exclusively, without being exposed to criticism of partiality. Goversment which is run with revenue collected from taxes, stands for the welfare of the whole society which pays the taxes. No such limitation is imposed on private industry. Financial considerations are also an important problem. In the present state of resources of the State and its financial commitments in connection with Five-Year Plans, in our view such a scheme cannot be considered feasible.

8. The Central Government. as stated above, has already launched the scheme of opening departmental stores. How far these departmental stores will be successful in achieving the intended objective is yet to be proved. Such departmental stores when opened by the Central Government or by the State Government will be available to all persons irrespective of their employment and State Government employees will also be in a position to take advantage of the same.

9. Rationing in big cities has enabled large number of employees to purchase permissible quantities of foodgrains such as cereals, rice, and sugar at controlled rates. At other places, the scheme of fair price shops is in operation. The problem regarding other consumer goods such as clothes, edible oils and other necessities and the problem of maintenance of quality of articles remains to be considered.

10. We are, however, completely in favour of the idea of bringing into existence consumer co-operative stores of Government employees wherever possible. It is appropriate that Government should provide all reasonable facilities and all assistance to such co-operative societies organised by the employees. Opening of employees' co-operative consumer societies will be free from the criticism and the fears expressed in their Memorandum by the Maharashtra Government Employees' Confederation. Such societies can evolve arrangements for supply of essential consumer goods at whole-sale rates. Share capital can be collected by advancing loans to employees for purchasing shares from the provident fund of the employees joining the society, with conditions of reimbursing of the same within a reasonable period. Business capital can be provided by Government as loan with concessional rates of interest.

11. Co-operative venture can alone serve the objective of "creating collective strength for protection against economic exploitation of the economically weaker sections of the community." In recent years, significant progress has been made in setting up such viable consumer co-operative stores by different groups of people. There is no reason why employees should not be encouraged to make similar efforts for avoiding erosion of their income. Such co-operative stores of employees will be a venture of free citizens and more in keeping with present day ideas of status and self-respect of employees, and without a shred of paternalism of the employer. Co-operative societies of the employees can flourish and have healthy growth if there is active participation of the employees themselves.

12. To conclude, we do not approve of the idea of the providing consumer goods at subsidised rates as an alternative method to Dearness Allowance or to revision of pay scales. We are aware that at certain places such co-operative societies of the employees are functioning. Our suggestion for encouraging employees' consumer co-operative stores is intended only to emphasise an urgent need of making such stores popular by granting whatever facilities possible in the context of present day violently fluctuating market conditions.

PART II

CHAPTER 17

OUR APPROACH AND METHOD FOR REVISION

Determination of fair compensation for the work of an employee is obviously an important and also a complicated problem. In Chapter on "Principles and Considerations for Salary Determination" we have discussed the economic principles (rule of market value and the principle of fair comparison) and the qualifications and limitations for application of those principles.

2. The Commission has collected information about pay rates prevailing in private, industrial and commercial offices and establishments, with the help of Chambers of Commerce in different regions in Maharashtra. Salaries for different services and posts in industrial and commercial offices which are comparable to Government services and posts have also been catalogued from newspaper advertisements published in the four regions of Maharashtra during the last one year. We are, of course, aware of the fact that the salaries advertised are not always the salaries on which employees are ultimately appointed. The information has been used only for general guidance as regards the assessment of market values for jobs so advertized. Most of the comparable jobs are in clerical groups and some of them in Class III and Class IV services. In higher categories and particularly, in technical posts, comparison is difficult as system of recruitment both in respect of age-limits, educational qualifications and experience is not identical. Generally, the pay rates allowed for new recruits give reasonably good guidance. In fixing or determining the new pay scales we have paid due attention to the existing scales and inter-institutional relativities in the different pay scales. Where comparable counterparts were not available we have, as already stated before, followed the principle enunciated by Priestly Commission. We have also ascertained from the State Public Service Commission their experience about availability of candidates for different types of posts on the advertised pay-rates and their opinion regarding suitable pay-scales has also been considered by us.

3. In Maharashtra Government, there are 15 classified services, such as Maharashtra Civil Service, Engineering Service, Medical Service etc. These services have also sub-grades and also subordinate branches. Each classified service comprises numerous posts. We have acted on this classification and have related their services with their different grades, and pay scales. Wherever there were grievances regarding disparities or when such disparities were obvious to us, attempts have been made to correct the same after taking into account the changed conditions, both economic and administrative.

4. We have tried our best to bring about similarity in initial pay, rate of increment and maximum rate for posts with comparable educational requirements, training or skill and responsibilities. We have also applied the principle of broad-banding and evolved standard scales for different classes of employees and posts, overlooking minor or negligible differences in content of work and in pay-rates.

5. We first examined the common categories of services or posts which are found in most of the departments, for example, the clerical and class IV service groups. Standard scales were determined for these common categories after applying the principle of broad-banding.

6. Pay structure in each department has been separately examined in the light of evidence (written and oral) received from replies to the preliminary questionnaire issued to Heads of Departments and replies to the general questionnaire received from organizations of employees and important individuals, and the numerous representations received by the Commission from employees and also the oral evidence heard by us.

7. Duties and responsibilities attached to posts were ascertained from replies received from Heads of Departments, and clarifications obtained wherever necessary by oral discussion with the Heads of Departments and other employee witnesses. Methods of recruitment direct or promotional for entrants in the service and to the posts, and necessary qualifications, of each have also been investigated. Promotional facilities and necessity for having departmental examinations for confirmation or promotion have also been considered. Necessity for giving appropriate weightage to different types of scientific and technical services or posts was investigated in the light of supply position of such personnel and recruitment difficulties, problem of turn over and the relative importance in the administration. Services such as Engineering, Agriculture, Veterinary, Medicine and various other professional and scientific or technical services have been considered from the point of view of giving due weightage as compared to services belonging to the general class. We have considered whether the present pay scales of these technical services required any weightage, and where necessary such weightage has been given with due regard to shortage of personnel and the need for making the scales reasonably attractive for efficient personnel and also to the growing importance of technical services in a developing State like ours. In cases where pay-scales have been framed in recent years, presumption is drawn that such newly framed pay-scales were determined after giving necessary weightage and that they were influenced by the recent economic and social factors.

8. We found the designations of posts, highly ambiguous and at times misleading, for ascertaining their work load, duties or responsibilities. Each case had, therefore, to be examined in the light of information supplied by the departmental heads and the facts as ascertained by discussion during evidence. In the process of broad-banding we have suggested modifications in nomenclature of some of the posts, wherever considered necessary, so that they may be appropriately fitted into standard pay scales. Minimum qualifications required for eligibility for admission to different groups and classes of services or posts, though having different levels of responsibility and pay scales, are often identical. In most of the cases, the State Public Service Commission prescribes Graduate Degree as the minimum qualification for eligibility to appear for several recruitment examinations. But standards of examinations vary according to level of the post or nature of employment. Scrutiny was thus necessary for ascertaining the prescribed standards of examination for considering the pay-scales for such services and posts. In the case of recruitment by selection, besides educational qualifications, requirements of experience and age limits assume importance. These factors have also been duly considered. In cases where a Post-graduate degree is insisted upon, the question of giving special weightage had to be looked into.

9. We have also considered the question of giving weightage to posts of hazardous or risky nature. Wherever demonstrable evidence was available justifying special pay, instead of framing a separate pay-scale, the advisability of granting special pay has been considered appropriate, though generally we have taken the view that granting of special pay should be avoided as far as possible and should not be granted unless demanded by administrative necessity. Special pay has been considerd necessary by us only in unavoidable cases.

10. In framing the pay structure, determination of relativities between pay rates of different classes of employees or posts, presented some difficulties. Such questions regarding differentials in pay rates arise in respect of pay rates in the department itself and also between different departments. However, it is difficult and even impossible to attempt with any precision the differentiation in the levels of responsibilities, or in the onerousness of duties and work loads. Therefore, in the absence of glaring differences in pay ranges indicating clear inequality or discrimination, we have retained the existing relativities and have acted on them while providing new standard scales. Border cases have been adjusted by grouping of posts by the method of broad-banding.

11. Standard pay scales proposed by us will reveal that very often, they do not indicate horizontal inter-departmental parity in services or posts of apparently similar levels of responsibility. In our view such inter-departmental parity is not possible to be achieved in certain cases because of difference in the nature of duties or special departmental structure and organization of services. In our view, such parity in every case is not also essential.

12. Work load and job responsibility at different levels could be ascertained without much difficulty in the clerical groups of Class III services and Class IV services. There was also not much difficulty in respect of organized classified services as they are mostly grouped into classes and in some services are further divided into divisions according to nature of duties attached to the post and the mode of their recruitment. Difficulties had to be resolved in the cases of employees with similar qualifications employed in offices and outside in the field work. We have also taken care to provide for reasonably equal promotional prospects for different categories of employees. As far as possible attempt has been made to provide a direct recruitment grade and a further promotional grade. Where promotion grade was not considered possible we have proposed Selection Grade for various categories of posts.

13. We have taken notice of the economic factors and their impact on income of staff ; and reasonable weightage has been given in pay-range below the comfort level or the saving level. At the same time, we have given due regard to the principle that remuneration in public service should reflect long term shifts in wage-levels and economic conditions.

14. Our approach to the problem may be summarised as below :—

(1) In the case of higher level employees of specialised class in whose case there are recruitment difficulties rule of "economic principle" has been adopted and also the rule of "fair comparison". The rule of fair comparison has also been used in all other categories of services and posts as far as it was feasible. Both the rules are taken into consideration subject to various qualifications and limitations and are used only as guiding factors and not for rigid application.

(2) In the case of jobs for which there were no comparable counterparts, the pay-scales have been determined on the basis of existing relativities with pay rates of the next higher job and the immediately lower job.

(3) The information collected by us about pay rates in private sectors disclosed variation in pay scales in different offices and concerns for category of posts, in spite of similarity in required qualifications and general nature of duties. Under these circumstances the rate which is below the top level rate and above the lower half rate has been considered as "fair compensation" for the category concerned. We have studied the various awards given by tribunals under which pay scales of comparable jobs have been determined and examined the reasons which influenced the decisions. It has been found that mostly, in determining pay scales in commercial and industrial concerns, prosperity and paying capacity of the employer was a dominant factor with the result that different tribunals determined different rates even for jobs with similar duties and responsibilities. It appears that principle of sharing in the prosperity of the industry was impliedly adopted though only some times expressly mentioned ; for categories of low incomes, however, social considerations exercised a dominating influence.

(4) As regards services and posts created in recent years we have presumed that pay scales were fixed with due regard for economic factors existing at the time. Similarly in the case of pay scales revised after 1962 further revision is not considered appropriate unless justified by special reasons indicating prejudice or error.

(5) Our determination of minimum salaries for lowest grade of Class III services and Class IV services has been particularly influenced by the principle that these classes should get income sufficient for healthy and decent living according

to their station of life in the social group to which they belong, besides other recognised principles for arriving at minimum wage. We have proposed a pay scale of Rs. 110—4—150—E.B.—5—200 for Class III employees and a pay scale of Rs. 70—1—80—E.B.—2—90 for Class IV employees at lowest levels in these groups We have proposed no change in the existing maximum salaries which are within rule making power of the State Government viz fixed salary of Rs. 2,500 (City Scale) provided for Principal Judge, City Civil and Sessions Court and pay scales below that of Rs. 1,800—100—2,000 (Mofussil Scale) or similar higher scales for other services and posts. Taking the minimum salary for Class IV employees and maximum salary as basic levels of pays, a Pay Schedule with specific standard pay-scales for different services and posts with due regard for vertical and horizontal relativities, has been evolved.

15. Change in the existing pay standard has not been considered necessary, unless it was considered justified on grounds of change in the economic conditions or for reasons of obvious injustice because of discrimination or error. Pay structure has been determined having due regard to Government's other financial commitments and to its resources and to the pay scales pertaining to corresponding levels of responsibility in various services under the Government and other States. We have adopted the principle that in the process of revision, change in the pay structure has to be with due regard and relationship to existing pay-scales and responsibilities of the post. Any change to be made should be justified on the ground of changed administration, economic or social circumstances, the principle being "Reform is possible within the context of things as they are".

16. In the chapter which follows we have discussed the pay-scales of a few categories of posts which are common to most of the Departments, and in subsequent chapters we have considered in detail the revision of pay-scales of posts which are peculiar to individual Departments. We have also examined therein the question of revision of pay scales which were not revised in the 1962 revision. Before conclusion, we would like to add a few paragraphs regarding the procedure which we have followed for revising and standardising the pay-scales of Gazetted Officers.

(A) *Posts on super-time scales of pay.*

17. In the chapter on "Maximum and Minimum Salaries" we have held that considering the present socio-economic factors as also the financial resources of the State, the existing scales of higher grade posts need not be raised. Consistent with that view we have not recommended any change in the existing super-time scales or rates of pay except to the extent necessary to correct any apparent imbalances or to even out minor differences in pay scales. Cases where changes of a correctional type are found to be necessary will be discussed in the appropriate chapters.

(B) *Class I posts.*

18. The following are Class I scales applicable to some of the important services under the State Government :—

Engineering Service	... Rs.	650—40—730—45—1,000—50—1,150
Forest Service	... Rs.	650—40—730—45—1,000—50—1,150
Industries Service	... Rs.	650—40—730—45—1,000—50—1,150
Co-operative Service	... Rs.	350—460—30—610—40—720—45—1,000—50—1,100
Education Service	... Rs.	350—400—30—610—40—730—45—1,000—50—1,150
Fisheries Service	... Rs.	350—400—30—610—40—730—45—1,000—50—1,150
Medical Service	... Rs.	350—400—30—610—40—730—45—1,000—50—1,150
Agricultural Service	... Rs.	400—30—610—40—730—45—1,000—50—1,250
Veterinary Service	... Rs.	400—30—610—40—730—45—1,000—50—1,250

The standard scale applicable to most of the non-technical Class I posts is Rs. 350—400—30—610—40—730—E.B.—45—1,000—50—1,100. Prior to the general revision of pay-scales in 1962 the scales of pay of all the services mentioned above ended uniformly at Rs. 1,100. The minimum of the pay scales were also, barring a few exceptions, uniform. In the 1962 revision the maximum of pay-scales of Agricultural and Veterinary Services were raised from Rs. 1,100 to Rs. 1,250 while the maximum of pay-scales of other Services were retained at Rs. 1,100. The minimum of the scales of Engineering and Forest Services were raised from Rs. 500 and Rs. 350 respectively to Rs. 650. The raising of pay-scales in some cases has given rise to demands for similar revision in other cases. As recruitment qualifications prescribed for different services are different, a certain amount of variation at the starting level is unavoidable to meet the supply and demand position. We do not, however, think that such a disparity could be justified at the maximum level. On the recommendation of the Second Central Pay Commission the Government of India has prescribed a uniform scale of Rs. 400—400—450—30—510—700—40—1,100—50/2—1,250 for most of its Class I services. We consider that a revised scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 with a fixed pay of Rs. 380 during the period of probation will be suitable as a Standard Class I scale.

19 While the scale recommended above will be suitable for most of the posts particularly non-technical posts, we have thought it necessary to fix higher minimum for certain technical posts for which there is recruitment difficulty. Pay-scales of such posts are dealt with in the appropriate chapters.

20. In addition to posts on regular Class I scale there are several unclassified posts in several Departments carrying *ad-hoc* scales which are fragments of standard Class I scale. We have examined whether any of such posts could be brought on regular Class I scale and wherever possible we have recommended full Class I scale for them. In otner cases fragments of Class I scales have been retained taking into account the average age of entry in the scale, prospects of promotion to higher posts available in the Department, vertical and horizontal relativities etc.

Class II scales.

21. The standard Class II scale adopted in the general revision of 1962 was Rs. 250—270—15—450—20—490—25—715 but several scales varient from the standard pattern have been sanctioned for various services to suit individual needs. The following are some of the important scales in force at present:—

Police Service	..	Rs. 300—300—350—20—550—30—820
Education Service (Technical)	...	Rs. 350—20—550—30—880.
Engineering Service	...	Rs. 300—325—25—575—30—815
Forest Service	...	Rs. 320—360—15—450—20—490—25—740—30—800
Accounts Service	..	Rs. 300—330—15—450—20—490—25—715
Agricultural Service	..	Rs. 300—15—450—20—490—25—765
Veterinary Service	...	Rs 300—15—450—20—490—25—765
Education Service (Non-Technical).	..	Rs. 250—270—15—450—20—490—25—715
Medical Service	...	Rs. 250—270—15—450—20—490—25—715

22. The Government of India have sanctioned one uniform scale for all its Class II services viz. Rs. 350—25—500—30—830—35—900. We have examined the feasibility of covering all the existing Class II scales by a single uniform scale but in view of the acute recruitment difficulty experienced by Government in the case of some services we consider it necessary to prescribe two scales for Class II services. The scales recommended are :—

Engineering, Medical and a few other services.		Rs. 325—25—550—30—610—E.B.—30—850 (fixed pay of Rs. 325 during the period of probation).
Standard Class II.	...	Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 280, Rs. 300 during the period of probation).

23. In the case of individual services we have made variations in the minimum pay according to needs. We have also recommended fragments of the above scales to suit individual requirements of the Department. All such variations will be discussed in the appropriate chapters.

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CHAPTER 18

PAY SCALES OF COMMON CATEGORIES OF POSTS

Posts such as those of Peons, Naiks, Clerks, Typists and Stenographers are common to all or most of the Departments of Government. In this Chapter we propose to deal with pay scales of such common categories of posts. Pay scales of posts peculiar to individual Departments will be considered in the subsequent chapters dealing with those Departments.

(A) *Class IV Posts.*

2. Common categories of Class IV posts include those of Peons, Attendants, Naiks, Havildars and Daftaries.

3. *Peons.*—Peons are unskilled workers and constitute the largest single category of Class IV employees. Prior to 1947 peons were on varying rates of pay from Department to Department. In the general revision of pay scales in 1947 the then Government of Bombay sanctioned a uniform scale of Rs. 30—½—35 for all peons in the mofussil, the corresponding uniform scale for peons in the offices in the City of Bombay being Rs. 35—½—40. The mofussil scale was the same as the revised scale sanctioned by the Government of India for its Peons and other unskilled workers following the recommendations of the First Central Pay Commission. In the revision of 1962 the scale was revised to Rs. 65—1—75 against the revised scale of Rs. 70—1—85 sanctioned by the Government of India on the recommendation of the Second Central Pay Commission. In April 1965 Government has sanctioned a temporary additional pay of Rs. 5 to be finally adjusted against our recommendations. A newly recruited Peon is thus in receipt of a basic pay of Rs. 70 exclusive of allowances.

4. The Maharashtra State Government Employees' Confederation has suggested a revised scale of Rs. 128—2—168—3—195 for Peons and unskilled workers against the existing scale of Rs. 65—1—75. The revised pay suggested by the Maharashtra Rajya Laghu-vetan Sarkari Karmachari Sangh is Rs. 100—3—115—5—140—8—180. The Employees' Associations have their own reasons for demanding such higher scales but having regard to the limited resources of the State Government and the general economic conditions of the country we are unable to support a pay-scale of the proposed order. Normally a Class IV employee enters Government service at the age of 18 when his commitments are few. Without entering into the controversy relating to "Minimum Wage" (which we want to avoid as we have no jurisdiction on Dearness Allowance) we consider that a minimum basic pay of Rs. 70 should be an adequate remuneration for an unskilled worker at the entry stage. On this basis we recommend a 15 year's scale of Rs. 70—1—80—E.B.—2—90 for the post. The employees will thus start on a salary of Rs. 108 inclusive of current Dearness Allowance and exclusive of Compensatory Local Allowance and House Rent Allowance. In Bombay city all Class IV Employees get rent-free quarters or House Rent Allowance in lieu thereof. The starting Emoluments inclusive of Dearness Allowance, Compensatory Local Allowance and House Rent Allowance (in lieu of rent-free quarters) for a Peon working in Bombay city will be Rs. 130·50; in Poona and Nagpur he will get Rs. 129. We are aware that the rates along with the Dearness Allowance and bonus are higher in textile industries, Life Insurance Corporation, Reserve Bank and other banking companies, and a few commercial and industrial organisations. However, the pensionary benefits and other conditions of service are also important considerations which have to be taken into account for comparison of the emoluments of the lowest paid employee in Government and Private service.

5. For under-age employees appointed as Boy Peons we recommend a scale of Rs. 55—1—60.

6. *Attendants.*—The cadre of Attendants was introduced in 1955 as a measure of economy to replace Peons attached to non-gazetted touring officers. When the cadre was introduced, it had been thought that they would be having only part-time Government work and that a part of their time would be occupied in attending to the personal work of the officers to whom they are attached. As it was expected that they would receive some payment from their officers for the private work done for them, a consolidated rate of pay of Rs. 45 per month was considered adequate and sanctioned. This rate has been increased from time to time, the present rate (i.e. inclusive of the increase given from 1st July 1966) being Rs. 83 per month.

7. We have received suggestions from several quarters for converting the posts of Attendants into those of Peons. All our witnesses including some Heads of Departments were unanimous in emphasising that attendants have not less than 8 hours' work either in office or outside. It is obviously inconsistent to have a category of full-time employees on a pay lower than minimum pay. We fully sympathise with the lot of these employees and find justification for improving their remuneration. There are, however, difficulties for us in accepting the proposal to reconvert the posts into those of Peons. Conversion of posts of Attendants into those of Peons would involve a decision of allowing to non-gazetted officers a facility of having a Peon to attend on them during their tour. Government will have to consider whether such a course would be appropriate. Government will have also to examine whether all non-gazetted officers should have this facility of Attendants and whether any of them could not execute their job efficiently by taking help from staff of Zilla Parishads or of Kotwals available in the villages.

8. As observed earlier, the Attendants were originally intended to be part-time employees and their remuneration was fixed on that basis. It was expected, however, that they would be paid some remuneration by the officers to whom they were attached for tour purpose, for their private work. The position was anomalous in all aspects. When the Attendant accompanied an officer on tour, he should be considered as fully employed for those days. When the officer was in his head-quarters, the Attendant had no prescribed duties. Under the circumstances, the Attendant was not in a position to use his time gainfully, unless his services were utilised by the officer as was expected on payment of some remuneration. Apparently on days when not on tour, the Attendants attend office and do some work, presumably of the Peon, though they have no such prescribed duty.

9. During our discussions with witnesses at different places we were informed that the Attendants work in offices like Peons. This means that the regular Peons must remain idle to that extent. We are not sure whether such practice is obtaining in all offices and all officers take such work from the Attendants. We do not also know definitely whether no Attendant is left free to use his time in his own way when in head-quarters. There is no chart of prescribed duties for Attendants. Whole position requires to be examined by Government. Under these circumstances, we shall not be justified in presuming that every attendant is a peon and proposing the peon's scale for everyone of them. Whatever may be the situation, the patent fact is that the attendants when they work as peons should get the minimum basic remuneration proposed by us for Class IV service. We have not been able to investigate and ascertain which of the attendants are working at present as regular peons or are being utilised only on a part-time basis as was contemplated when this class of service was created. It is, therefore, necessary to investigate the whole question. It will be for Government to consider, after necessary investigation, how many of such attendants can be absorbed as peons. We recommend that attendants who are found eligible for absorption as peons should be given the pay scale proposed by us for the peons.

11. The revised scales proposed by us for other common categories are as follows:—

Designation	*Existing scale.*	*Proposed scale.*
1. Havildar ...	Rs. 87—2—107 (C). Rs. 80—2—100 (M).	Rs. 90—2—110.
2. Naik ...	Rs. 77—1—92 (C). Rs. 70—1—85 (M).	Rs. 80—2—100.
3. Daftari ...	Rs. 77—2—107 (C). Rs. 70—1—80—2—100 (M)	Rs. 80—2—100—E.B.—2—110

The posts of Havildars and Naiks are promotional posts for Peons while the posts of daftaries are filled by direct recruitment.

(B) *Clerical posts and clerical supervisory posts.*

12. *Junior Clerks.*—Clerks constitute the largest single group among employees of different grades in the State service. The minimum qualification is S. S. C. Appointment to the post is made by nomination through the Public Service Commission in the case of offices in Greater Bombay and through the Employment Exchange in the case of offices outside Bombay. At present there are three different pay-scales for Clerks as shown below:—

(a) Clerks in the Secretariat Departments (with city scale.) Rs. 120—5—180—8—260—10—270 (C).

(b) Clerks in certain Departments in Bombay outside Secretariat (with city scale.) Rs. 120—5—165—8—245 (C).

(c) Clerks in other offices whether in Bombay or in mofussil. Rs. 100—3—130—E.B.—4—170

The two-fold distinction between the city scales and mofussil scales on one hand and between the pay scales of clerks in the Secretariat and that of clerks in other offices in Bombay outside the Secretariat on the other has been a constant source of discontent and administrative inconvenience. There was a near unanimity among our witnesses that this distinction should be abolished. In a separate chapter we have recommended that the existing distinction between the city scales and the mofussil scales should be done away with and that there should be uniform scales for all offices in the whole of the State. We have also held that upto the level of junior clerks there is no justification for making a distinction in the pay-scales for the posts in the Secretariat and in offices outside the Secretariat. We, therefore, propose that the abovementioned three scales should be replaced by a single revised scale.

13. The Maharashtra State Government Employees' Confederation has suggested a revised scale of Rs. 200—400 for the lowest category of clerks. We, however, consider that any minimum basic pay for clerks to be recommended should have some relation

to the minimum basic pay admissible to clerks under the Government of India and other State Governments. The following table shows the scales of pay sanctioned by these Governments for their lowest categories of clerks :—

Government of India	Rs. 110—180.
Andhra Pradesh	Rs. 80—150.
Assam	Rs. 125—200.
Gujarat	Rs. 90—170.
West Bengal	Rs. 125—200.
Madhya Pradesh	Rs. 90—170.
Madras	Rs. 90—140.
Mysore	Rs. 80—150.
Punjab	Rs. 60—135.
Uttar Pradesh	Rs. 100—180.

We have noticed that there are a few private companies and Banking organisations paying their junior most clerks fairly high scales higher than those paid even by the Government of India but such high rates are based on the paying capacity of the private employer. A State Government with its limited resources cannot surely compete with such private undertakings.

14. The Second Pay Commission has recommended a scale of Rs. 110—3—131—4—155—E.B.—4—175—5—180 for clerks under the Government of India. They have also recommended a selection grade of Rs. 150—240 for junior clerks wherever the chances of promotion available are comparatively less. Representatives of several Service Associations whom we had occasion to hear in the course of our discussion have demanded provision of a long scale or institution of a selection grade for junior clerks since prospects of promotion available in many Departments are unsatisfactory. Our enquiry has shown that these prospects of promotions vary from Department to Department. We are not sure whether institution of a selection grade will meet the requirements of employees of all Departments in view of the rigid tests applied for grant of a selection grade in the case of each Department. We consider that instead of a selection grade a slightly longer scale designed to include an element of selection grade would be more appropriate. Taking all these factors into consideration we recommend a revised scale of Rs. 110—4—150—E.B.—5—200 for junior clerks in all offices.

15. We are aware that the revised scale as recommended by us would appear unattractive to the existing Junior Clerks in the city scales of pay particularly to the clerks in the Secretariat who are on the scale of Rs. 120—270 (C). Even with the addition of house rent allowance and compensatory local allowance which will be admissible on the revised mofussil scale at the maximum, total emoluments will be less than those now admissible in that scale. Considering the more or less unanimous demands from all sections of opinion and we ourselves having come to the conclusion that those scales are discriminatory and offend sound principles of pay structure in public service, we had no alternative but to recommend abolition of these scales. We have, however, taken care that in the process of fixation of pay an employee on a city scale should not be prejudiced as regards his emoluments. His retirement benefits have been protected. We have also recommended that the existing holders of city scales should be given an option to retain their city scales. We consider that these measures would be adequate to protect the interest of the existing Junior Clerks on city scales of pay.

16. Till April 1957 persons appointed to the posts of clerks and a few other posts used to be granted advance increments if they were graduates at the time of initial appointment or if they had graduated while in service. The object underlying this concession was to attract persons with higher educational qualifications. In April 1957 this concession was withdrawn by Government as recruitment in Bombay city (where bulk of clerks are recruited every year) was sought to be made through the Public Service Commission on the basis of a competitive examination. However, following a recommendation of Shri M. G. Pimputkar who had been appointed by Government as Special Officer for reviewing and reporting on district administration, the concession was restored so far as clerks of the Revenue Department were concerned. In 1964 the question of reviving the concession was reconsidered by some Departments and they were generally of the view that the calibre of S. S. C. holders recruited for various posts in Government offices was low and that it might be advantageous to revive the old practice of offering a higher starting pay to graduates recruited as clerks. We have been asked to express our view in the matter.

17. We are in general agreement with the view underlying Government's decision to discontinue the practice of granting a higher starting pay to graduate clerks viz. that such a practice is inconsistent with the scheme of making recruitment on the basis of merit as determined by means of a competitive examination. In a competitive examination graduates may not necessarily top the merit list and it will be difficult to maintain that a graduate who ranks, say, fifth in the merit list should be given a higher initial start than that admissible to a S. S. C. holder who may have ranked first in the same competitive examination. It is true that this argument would not apply in the case of offices outside Greater Bombay but it would be undesirable to have different rules for different places. Even on merits of the case we do not think that the work entrusted to Junior Clerks is such as would justify provision of special incentives to attract graduates. We believe that with the gradual adoption of Marathi as the State language for all administrative purposes clerks who are S. S. C. holders will turn out to be more and more useful to administration. We understand that there is no practice of giving any weightage in the form of a higher initial start to graduate clerks recruited for service in Central Government Offices and in offices of some State Governments for which we have information. We do not therefore, recommend any higher starting pay for graduate clerks.

18. *Typists.*—Typists are on the scale of pay prescribed for Junior Clerks (viz. Rs. 100—170) and in almost all the Departments they are also borne on the clerical cadre. Under the Central Government as also under other State Governments for which information is available, the pay-scales allowed to Typists and Clerks are the same. In the case of Typists selected for appointment in the Secretariat exclusively for typing work, a special pay of Rs. 15 has been sanctioned. No such special pay is admissible to Typists outside the Secretariat since, in the case of those latter offices, appointments are made for the combined duties of Clerks and Typists. Recruitment difficulties for Typists have been experienced periodically by offices particularly in Greater Bombay but they have not been of any serious nature. In any case, we do not consider it necessary to depart from the present practice of bracketing Typists with Clerks for the purpose of a pay-scale. We accordingly recommend a scale of Rs. 110—4—150—E.B.—5—200 for Typists all over the State.

In the case of Typists in the Secretariat for whom a special pay of Rs. 15 has been sanctioned we have recommended the continuance of the special pay on the ground that the typing work assumes a monotonous character if a person is put on it exclusively.

19. *Cashiers.*—Cashiers are usually on the scale of Junior Clerks and draw in addition a special pay at the rate depending on the amount of cash handled and other responsibilities. This arrangement has been found satisfactory and we therefore, recommend that the same may be continued.

20. *Senior Clerks.*—The post of a Senior Clerk is essentially a promotion post for Junior Clerks though provision does exist in the recruitment rules of one or two Departments for direct recruitment of graduates. The post carries different scales in different Departments. Even in the same Department posts carry several pay scales. The following are the scales of pay in force at present :—

Rs. 145—8—185—10—245
Rs. 145—5—170—6—230
Rs. 145—8—185—10—215
Rs. 145—8—185—10—195
Rs. 145—8—185
Rs. 137—8—185
Rs. 200—10—280 (C)
Rs. 190—8—270—10—320 (C)
Rs. 190—8—270 (C)
Rs. 165—10—255 or 15—300 (C)
Rs. 165—10—245 (C)
Rs. 160—10—270 (C)
Rs. 160—8—200—9—245 (C)
Rs. 160—9—205 (C)
Rs. 150—10—250 (C)
Rs. 120—10—280 (C)

Though there are several scales of Senior Clerks in force at present vast majority of them are on the scale of Rs. 145—8—185 which is only a five year scale. There is a general demand from the Senior Clerks for a uniform scale for all Departments with a sufficiently long span. Almost all the Departments which have two or more scales for their Senior Clerks have also suggested that all such scales be merged into one unified scale. We consider that the demand for one uniform scale for Senior Clerks in all Departments is well justified since in our opinion, the duties performed by Senior Clerks in all the Departments are essentially similar. We also consider that the post of Senior Clerk should have a longer scale having a span of 12-13 years to avoid stagnation. We accordingly recommend a revised scale of Rs. 150—8—190—10—220—E.B.—10—270 for the post of Senior Clerk.

21. The revised scale recommended by us would make a substantial improvement in most of the existing scales. While we ungrudgingly recommend this scale with due regard to the duties and responsibilities which the Senior Clerks have to shoulder, we consider that promotion to this scale should not be made as a matter of course without regard to the competence or capacities of the promotee to carry out the duties for which the scale is intended. In the course of our discussions, the representatives of the Departments in which the present scales for Senior Clerks are comparatively high (e.g. Revenue Department) have told us that it is only after passing a stiff departmental test that the Junior Clerks in those Departments can expect to be promoted as Senior Clerks. While our enquiries have shown that departmental examinations have been prescribed in other Departments also, we are not sure whether provision for such examinations exist in all the Departments and whether promotions to the post of Senior Clerk is conditional to passing the departmental tests. As uniformity of the pay-scale presupposes uniformity of conditions for being eligible for the scale, we suggest that the passing of the Departmental examination should be made a condition for promotion to the post of Senior Clerk on the scale recommended by us.

22. In some offices there are some Clerks who are on scales slightly higher than that of Junior Clerks. Such Clerks are entrusted with work higher than of a routine nature. They are not, however, comparable to Senior Clerks. In such cases we have recommended a revised scale of Rs. 130—5—150—8—174—E.B.—8—190—10—220.

23. *Supervisory posts.*—These consist of posts of Superintendents, Assistant Superintendents, Head Clerks, Heads of Branches and others carrying similar designations suggestive of supervisory functions. With exception in one or two Departments (e.g. Labour Department) the posts are filled by promotion from the lower clerical cadres. There is no uniformity in the designations and pay scales attached to the posts in different Departments. An idea of the multiplicity of pay-scales will be available from the following list of pay-scales applicable to the posts in various Departments:—

Rs. 430—30—610—40—730—45—820
Rs. 330—15—420
Rs. 300—15—345—20—425
Rs 270—15—435
Rs. 270—10—350—15—380
Rs. 270—10—350
Rs. 260—10—350
Rs. 250—10—350
Rs. 230—10—330
Rs. 230—10—300
Rs. 220—10—320
Rs. 210—10—290
Rs. 210—10—280
Rs. 200—10—300
Rs. 200—10—250—15—295
Rs. 195—10—245
Rs. 185—10—245
Rs. 185—10—235
Rs. 145—8—195—10—245
Rs. 145—8—185—10—215
Rs. 145—8—185—10—195

Rs. 370—20—490 (C)
Rs. 300—15—460 (C)
Rs. 350—20—550 (C)
Rs. 350—20—530 (C)
Rs. 250—15—370—20—490 (C)
Rs. 330—10—350—15—380 (C)
Rs 320—20—440 (C)
Rs. 320—15—410 (C)
Rs. 310—15—370 (C)
Rs. 300—20—400 (C)
Rs. 300—15—390 (C)
Rs 300—10—350—15—395 (C)
Rs. 300—10—350—15—380 (C)
Rs. 300—10—350 (C)
Rs 275—15—345 (C)
Rs. 270—10—350 (C)
Rs. 220—10—250—15—430 (C)
Rs. 270—10—370 (C)
Rs. 260—15—350 (C)
Rs. 250—15—350 (C)
Rs 250—10—300—15—330 (C)
Rs. 250—10—330 (C)
Rs. 250—10—295 (C)
Rs. 240—10—290 (C)
Rs. 230—10—370 (C)
Rs. 230—10—280 (C)
Rs. 220—10—330 (C)
Rs. 220—10—320 (C)
Rs. 220—10—300 (C)
Rs. 210—10—290 (C)
Rs. 200—10—300 (C)

Along with pay-scales, organisational set up and staffing pattern vary from Department to Department. While in some Departments the administrative units (called Branches or Sections) are directly under Superintendents in others they are under

Assistant Superintendents, Head Clerks or Heads of Branches, the Superintendents in such Departments being in over-all charge of 2 or more Branches or Sections. The supervisory load of Superintendent also varies from Department to Department as the size of the Branches in various Departments is far from uniform.

24. We have given considerable thought to the question of bringing uniformity in pay scales of Supervisory posts in all Departments of Government by the process of rationalisation but the differences in the administrative set ups of various Departments pointed out above make the task somewhat difficult. In our opinion any attempt at rationalisation of pay-scales of supervisory posts should be preceded by or done simultaneously with standardisation of staffing pattern of Government offices. As we are unable to go into the latter question, we have had to be content with grouping of posts by the process of broad banding. Following this process and prescribing long scales we have been able to cover the most of existing numerous scales by four scales. The four scales recommended for:—

Level I	...	Rs. 300—15—375—15—475
Level II	...	Rs. 260—10—290—15—410
Level III	...	Rs. 200—10—290—15—320
Level IV	...	Rs. 150—8—190—10—220—E.B.—10—270

25. We have received several requests for suggesting uniform designations for clerical posts as they differ from Department to Department. We also consider that along with the uniform pay-scales which we have recommended for all clerical posts in all Departments of Government, it should be possible and also desirable to prescribe uniform designations for the posts. We suggest the following standard designations for the clerical posts in all Government offices :—

Pay-scale of the post.	*Standard designation suggested.*
Rs. 300—15—375—20—475 Rs. 260—10—290—20—410	Superintendent.
Rs. 200—10—290—15—320	Head Clerk. or Assistant Superintendent (if working under the overall supervision of a Superintendent or there is a separate Superintendent in the office).
Rs. 150—8—190—10—220—E.B.—10—270	Head Clerk (if supervisory). Senior Clerk (if non-supervisory).
Rs. 110—4—150—E.B.—5—200	Clerk. Clerk-Typist (if being utilised both as a Typist and a Clerk) Typist (if being utilised as a Typist exclusively).

(C) *Store Keepers.*

26. The multiplicity of scales applicable to Store-Keepers in different Departments will be clear from the following table :—

Name of the Department or Office.	*Existing pay-scale.*
Buildings and Communications Department and Irrigation and Power Department.	Rs. 310—15—400 (C) etc.
Directorate of Publicity	Rs. 270—15—390
	Rs. 165—10—255—15—300 (C)
	Rs. 120—5—180
Home Guards	Rs. 300—15—390 (C)
Haffkine Institute	Rs. 250—10—350
... ...	Rs. 160—10—300 (C)
	Rs. 145—5—185—6—245 (C)
Industries Department	Rs. 220—10—350—15—350
	Rs. 100—3—130—E.B.—4—170
Education Department	Rs. 210—10—330
Geology and Mining Department ...	Rs. 200—10—260—15—350
Aviation Adviser's Office	Rs. 200—10—300
	Rs. 160—8—200—9—245
Medical Department	Rs. 195—10—245
Fisheries Department	Rs. 160—10—270 (C)
	Rs. 160—5—190 (C)
Police Department	Rs. 160—8—200—9—245
	Rs. 145—5—160
	Rs. 135—3—156—4—160
Technical Education Department ...	Rs. 145—5—245
	Rs. 115—5—145—8—185—10—195
Agriculture Department	Rs. 145—8—185—10—195
	Rs. 145—8—185
	Rs. 125—5—205
Public Health Department	Rs. 120—5—145—8—185—10—195
Archives Department	Rs. 120—5—180—8—260—10—270 (C)
Labour Department	Rs. 120—5—185—6—245 (C)

The biggest employers of Store Keepers are the Buildings and Communications and Irrigation and Power Departments, Technical Education Department, Police Department, Agriculture Department, Medical Department and Industries Department. The staffing pattern as also scales of pay are more or less parallel to those found in the case of

ministerial staff. At the lowest level is the Store Clerk, an untrained Secondary School Certificate holder on the scale of Junior Clerk. Higher up there are storekeepers on the scale of Senior Clerks or Head Clerks depending upon the size of the Store required to be handled. In a few bigger organisations there are stores Superintendents

27. No separate recruitment rules are available for the posts of Storekeepers except in a few cases where special knowledge of stores to be handled is required to be possessed by the incumbents. With due regard to the nature of duties and responsibilities attached to the posts in different Departments we have evolved a few common scales to be made applicable to Storekeepers in all Departments. The scales recommended are :—

Rs. 260—10—290—15—410

Rs. 200—10—290—15—320

Rs. 150—8—190—10—220—E.B.—10—270

Rs. 130—5—150—8—174—E.B.—8—190—10—220

Rs 110—4—150—E.B.—5—200

(D) *Steno-typists and Stenographers.*

28. *Steno-Typists.*—Steno-typists are generally attached to junior or lower officers for whom it is not considered necessary to sanction fully qualified and highly paid stenographers. No separate scale of pay has been attached to the post of a Steno-typist which usually carries the lowest scale of a clerk and a shorthand allowance depending on the speed of the incumbent. The prescribed rates of the allowances are Rs. 15, Rs. 30 and Rs. 40 per month, respectively for a shorthand speed of 80, 100 and 120 words per minute. These rates were prescribed several years ago and have continued unchanged. Considerable difficulty is being experienced, it is reported, in recruiting steno-typists on the existing scale and allowances.

29. Steno-typists have represented that they should be given the same scale of pay as is prescribed for stenographers as the nature of duties carried out by both are the same. We are unable to agree that the duties of all stenographers are equally onerous, but we consider that the existing practice of attaching a special pay or shorthand allowance which for all intents and purposes is in lieu of a higher scale of pay is not satisfactory. The existing practice may have some advantage when the Steno-typist is drawn from the clerical cadre of the Department or office and is required, in his own interest, to be kept on that cadre for the purposes of future promotions etc. As most of the Steno-typists are appointed by direct recruitment and as they generally look up for promotion to the post of Stenographers, we do not see any point in continuing the present arrangements. We accordingly recommend a consolidated scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270 for Steno-typists selected on a proficiency speed test of not less than 80 words per minute.

30. In the case of Steno-typists who are drawn from the clerical cadre of the Department and continue to remain on that cadre for the purpose of promotion etc., we recommend the following revised rates of short hand allowance :—

Shorthand speed.	*Rate of shorthand allowance.*
	Rs
80 words per minute	25
100 words per minute	40
120 words per minute	50

31. *Stenographers.*—Government has recently revised the pay scales of stenographers all over the State to meet the acute shortage of qualified stenographers. The existing revised scales prescribed for the posts are as follows :—

(i) Higher Grade (for Stenographers attached to Secretaries and Ministers in the Secretariat) with a minimum shorthand speed of 120 words per minute.	Rs. 250—10—350—E.B.—15—500 (C) with a selection grade of Rs. 350—20—550—25—600 (C) for 15 % posts.
(ii) Lower Grade (for Stenographers in the Secretariat and in the Offices outside the Secretariat in Greater Bombay) with a minimum shorthand speed of 100 words per minute.	Rs. 200—8—320—10—350 (C).
(iii) Common scale for Stenographers in the mofussil (with a minimum shorthand speed of 100 words per minute.)	Rs. 160—6—190—8—230—10—350.

The scale of pay referred to at (i) above is in force in Secretariat Departments and a few allied offices and the scales referred to at (ii) and (iii) are applicable to the generality of stenographers in the city and mofussil offices respectively. We find that the maximum of the mofussil scale is higher than the mofussil equivalent of the maximum of the city scale prescribed for lower grade stenographers in the city though the standard of the proficiency prescribed in both the cases is the same. We understand that the higher maximum is intended to cover an element of selection grade which is not specially provided for Stenographers in the mofussil. As stated above, Government has only recently revised the scales of Stenographers. However, the available information shows that recruitment difficulty still persists particularly in Bombay where there is a great demand for Stenographers from private employers. We also feel that further improvement in the scales is necessary since, as a class, the Stenographers have no outlets of promotion. Taking into account all relevant factors we recommend the following revised scales for the Stenographers in the two grades :—

Higher Grade : (for stenographers in the Secretariat with a minimum shorthand speed of 120 words per minute).	Rs. 240—10—290—15—350—E.B.—15—470 (with a selection grade of Rs. 340—20—500—25—575 for 15 % posts).
Lower Grade : (for Stenographers having a minimuum shorthand speed of 100 words per minute).	Rs. 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380.

As the distinction between city scales and mofussil scales is being removed, Compensatory Local Allowance and House Rent Allowance will be admissible on the above scales.

32. We have considered whether as in the case of higher grade stenographers in the Secretariat, there should be a selection grade for lower grade stenographers but since as pointed out above, the mofussil scale of stenographers is already inclusive of an element of selection grade, and since we have raised the maximum of the scale further, we do not recommend a separate selection grade for them.

33. A common standing grievance of the stenographers is that they have no prospects of promotion. We have received several representations suggesting that promotional outlets should be provided for stenographers or that absence of promotional prospects should be taken into account in prescribing a scale of pay for stenographers. We have examined this aspect and feel that it would be possible to provide promotional outlets to stenographers only in the case of a few departments e.g. Revenue Department where a fairly large number of higher posts are filled by promotion of ministerial staff. In the case of a large number of Departments (e.g. Judicial, Agriculture, Animal Husbandry, and Public Works Departments) the highest post available

for promotion of ministerial staff is that of a Superintendent and the maximum of the revised scale proposed by us for Stenographers is not far below the maximum of the revised scale recommended by us for the posts of Superintendents in these Departments. In the Government of India, the Secretariat Stenographers are provided with promotional avenues to the Secretariat posts. Such organisational matters are not within our terms of reference but Government may consider the representations of these stenographers. The alternative suggestion that the absence of promotional prospects be taken into account while prescribing a scale of pay for stenographers has already been met since, as pointed out above, the revised scale includes an element of selection grade.

(E) *Skilled Workers.*

34. Skilled workers include Turners, Fitters, Mechanics, Electricians, Carpenters and such other categories of employees who are required to bring to bear on their day to day work some amount of skill acquired by them either by undergoing institutional training or by actual practice. The Departments under the State Government which employ a large number of skilled workers are Industries, Technical Education, Agriculture, Dairy Development, Buildings and Communications, Irrigation and Power and Printing and Stationery Departments.

35. The features which were noticed in the case of clerical categories of posts viz. mutiplicity and diversity of pay scales are common to these categories of posts also. As the existing designations and scales are quite numerous, we have not considered it necessary to mention them here. They are shown in the schedules of the respective departments dealt with in the Departmental chapters which follow. In order to enable us to attempt a classification of posts into highly skilled, skilled, semi-skilled and unskilled categories on the basis of skill involved we had called for details of duties and recruitment qualifications in the case of each category of post in all Departments. The information received by us, however, shows that in a large number of cases no recruitment qualifications are laid down and where recruitment qualifications have been prescribed the existing incumbents do not necessarily possess them. The information furnished to us about the duties of various posts is also either vague or sketchy. Designations of posts do not take one any further as they are either general or related to the hierarchical position of the post in the set up. Thus, an "Assistant Fitter" in a bigger industry may be required to possess a higher degree of skill in his line than a "Fitter" in a smaller industry. We have not, therefore, been able to classify the posts obtaining in various Departments on the basis of skills involved. We may mention in this connection that both the First and Second Pay Commissions which had applied considerable thought to this problem had also faced the same difficulty. We reproduce below the observation made by the two Commissions in this regard :—

"A question has been raised whether there are any precise principles with reference to which trades and tradesmen can be graded and whether there is a clear line of demarcation between the semi-skilled and the skilled, and between the latter and the highly skilled. This question was considered by the Vardachariar Commission, and their conclusions are recorded in paragraphs 221-224 of their report. They did not accept the proposal that there should be no separate category designated as "semi-skilled", but observed that it might not be easy to say when exactly a worker crosses the dividing line between Semi-skilled and skilled. As regards classification into skilled and highly skilled, after discussing the various criteria suggested for adoption (such as some theoretical knowledge as well as practical skill, nature of preparatory training, a certificate from a recognized technical institute, etc.) the Commission concluded as follows:—

'We are inclined to think that the basis of differentiation must vary from industry to Industry. In some, theoretical training may be more essential, in the rest apprenticeship or practical experience may be more essential. The classification must, in the last resort, be based upon trade tests. The semi-skilled was generally recognised to be a person who had risen from the ranks of unskilled labour, after he had improved by experience.

Some workers' representatives suggested that particular occupation must be classified as semi-skilled and other occupations classified as skilled. We do not think that this will be a safe method of demarcation. In one and the same line of work, there may be different degrees of skill. It is on this confusion that the workers complained that an occupation classified as skilled in one locality or workshop was classified as semi-skilled in another workshop or locality. The assignment of a particular worker to one category or another must largely be a matter of opinion based on standards recognized in industry. In a matter of this kind, no differentiation can be made between the industrial employees of the Government and those employed in private industry. The differentiation between the skilled and the highly skilled is again a matter of degree, depending to a certain extent also upon experience and purposeful training. The extent to which a man can be trusted to work by himself, or required direction or guidance is also a material ingredient..... . It seems to us that it will be convenient if each important industral establishment will constitute a Board say of three of its officers, to determine the class in which every worker in that establishment is to be based. The classification will of course be reviewed from time to time.'

In substance, these conclusions continue to be valid, and the methods of recruitment and promotion followed in the Central Government's industrial establishments with which we are concerned are generally in accord with these conclusions. Selections for the various grades are usually made on the result of trade tests appropriate to the respective grades, and for promotion from a skilled to a highly skilled grade, passing a trade test is ordinarily a condition of eligibility even though seniority may thereafter influence the selection. Specifications of the tests vary according to the nature of an industry or even according to the nature of operations in different shops within the same industry, and this is as it should be."

36. While we have not been able to classify the posts on the basis of the skills involved, we have tried to bring about some order by following the method of broad banding. In this process we have been guided largely by the grouping suggested by the Departments. We have also tried to improve the scales in view of the increasing demand for this class of workers. The following are the revised scales recommended by us for the skilled, semi-skilled and unskilled posts :—

Skilled	...	Rs. 170—6—200—8—240
	...	Rs. 155—5—170—6—200—8—240
	..	Rs 155—5—170—6—200
	...	Rs. 145—4—165—5—180—E.B.—5—210
	...	Rs. 135—5—170—6—188—E.B.—6—200—8—240
	...	Rs. 135—5—170—6—200
	..	Rs. 125—4—157—E.B.—4—165—5—180
	...	Rs. 125—4—165
	...	Rs. 115—3—130—4—150
	...	Rs. 110—3—128—4—144—E.B.—4—180
	...	Rs. 110—3—128—4—136—E.B.—4—160
	...	Rs. 110—3—128—4—140
	..	Rs 100—3—130—E.B.—3—136—4—160
	...	Rs. 100—3—136—4—140
	...	Rs. 100—3—130
	...	Rs 90—2—100—3—115—E.B.—3—130
Semi-skilled	...	Rs. 80—2—100—E.B.—3—115
	...	Rs. 75—1—80—2—90—E.B.—2—100
Unskilled	...	Rs. 70—1—80—E.B.—2—100

The above scales are in fact parts of only 4 or 5 long scales. The existing scales against which they have been recommended and the extent to which they are an improvement over the existing scales will be clear from the schedule appended to the Departmental chapters.

(F) *Drivers of Motor Vehicles.*

37. In the revision of 1962 pay scales of Drivers were rationalised taking into account the recommendations of the Second Central Pay Commission in this regard. The pay scales adopted then were Rs. 100—3—130—4—150 for Drivers of heavy vehicles and Rs. 100—3—130 for others. A few drivers who could not be brought in the scope of the scheme of rationalisation have continued on different scales. We have now tried to cover all Drivers under the following two scales:—

Rs. 110—3—128—4—144—E.B.—4—180 ...	For Drivers of heavy vehicles and those whose duties are exceptionally arduous.
Rs. 110—3—128—4—140	For others.

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CHAPTER 19

SECRETARIAT DEPARTMENTS

We have discussed in detail the set up of Secretariat Departments in a separate chapter. The designations of the various posts in the Secretariat departments, their existing pay scales and the revised scales recommended by us for these posts are indicated in the accompanying schedule. Considerations underlying our recommendations in regard to the pay scales of some of the categories of posts are discussed below:—

Posts common to all Secretariat Departments.

2. *Deputy Secretary* (*Rs. 1,100—1,500 C*).—These posts are filled *either* by appointment of officers belonging to the cadres of—

(i) Indian Administrative Service.

(ii) Maharashtra Engineering Service Class I (only in Irrigation and Power Department and Buildings and Communications Department).

(iii) District Judges (only in Law and Judiciary Department).

or by promotion of Under Secretaries who belong to the Secretariat Subordinate Service.

Since the officers referred to at (i) to (iii) above do not draw pay in the scale of the post, we are confining ourselves here to the discussion of the pay scale of promoted Under Secretaries only.

The Deputy Secretaries have represented that the pay scale of the post should be Rs. 1,100—1,800 as is admissible to the Deputy Secretary under Government of India particularly in view of the fact that an I.A.S. Deputy Secretary under State Government draws his grade pay (Rs. 900—1,800) plus special pay of Rs. 200 per month. We feel that the post of Deputy Secretary is comparable to the posts of Heads of Departments. After taking into account the Government of India pay scale and the pay scale of I.A.S. Deputy Secretaries and on a proper evaluation of duties and responsibilities of the post, we recommend a revised scale of Rs. 1,100—50—1,300—60—1,600 for the post.

3. *Under Secretary* (*Rs. 730—1,180 C*).—These posts are filled in by promotion of Superintendents from Sachivalaya. Also some posts are filled in by appointment of I.A.S officers or Deputy Collectors or officers of Maharashtra Education Service, etc. We confine ourselves here to the pay scale applicable to the promoted Superintendent. We find that the Government of India scale of the post of Under Secretary is Rs. 900—1,200. After taking this into account and the fact that we have recommended a maximum of Rs. 1,150 for Class I officers, we sugest a revised scale of Rs. 695—45—1,100—50—1,150, i.e. the latter part of proposed Class I scale. We feel that it is but proper that a standard scale is prescribed for the post rather than have a separate scale only for this category of post. For the posts of Assistant Secretaries which are at present in the scale of Rs. 730—1,080 (C), we suggest a revised scale of Rs. 695—45—1,055.

4. *Assistant* (*Rs. 200—450—C*).—We understand that recently a revised scale of Rs. 200—450 (C) has been sanctioned for the post by amalgamating the then existing scales of Junior and Senior Assistants. We do not think it necessary to improve the scale much in view of the fact that the existing scale has only recently been sanctioned. We propose a revised scale of Rs. 180—425 for the post.

5. *Liftman and Darwan (Rs. 87—107 C), Assistant Darwan (Rs. 77—92 C).*— The Liftmen in Sachivalaya have represented that even though their services are treated as "technical", the existing pay scale of Rs. 87—2—107 (C) is not commensurate with the arduous nature of duties performed by them. They have also pointed out that the Liftmen in Life Insurance Corporation, Railways, Banks, etc. receive much higher emoluments. The duty hours in private companies are less than those in Sachivalaya, which are from 9-15 p.m. to 6-15 p.m. (10 hours). They have therefore suggested that their pay scale may be upgraded to Rs. 130—250.

The liftmen in Sachivalaya are selected from Class IV employees in various Secretariat Departments. The pay scale of the posts of Havildar, Darwan and Liftman before and after the 1962 revision are shown below:—

	Before 1962.	*Since 1962.*
Darwan	... Rs. 50—1—55 (C)	Rs. 87—2—107 (C)
Havildar	... Rs. 50—1—55 (C)	
Liftman	... Rs. 45—1—60 (C)	

There were some Liftmen in the scale of Rs. 45—1—50 (C), and Rs. 45—1—55 (C) also. A common rationalised scale of Rs. 87—107 (C) was prescribed in 1962, for Darwans, Havildars and Liftmen.

After taking into account all these facts, we suggest a standard scale of Rs. 90—110 for all these posts.

In regard to Darwans, it has been represented to us that they have 24 hours duty. After the 24 hours duty they get 24 hours off. They, therefore, claim to work longer hours in comparison to their other colleagues. They are also not entitled to any holidays.

It is possible to argue that Darwans are like Watchmen. The Watchmen are given same scale as is given to peons. The existing scale of Darwans is already high compared to the scale of peons and on this ground there seems no case for further upward revision of the pay scale. We however, feel that Government servants should not be required to work for "24 hours continuous duty". If, however, the duty hours of the Darwans are to remain unchanged there is need for an increase in the present special pay of Rs. 2 per month. After taking into account all facts, we feel that the pay scales of Rs. 90—110 for Darwan and Rs. 80—100 for Assistant Darwan with a special pay of Rs. 5 per month for both categories will be adequate.

6. *Packers and Binders.*—These posts in a few Secretariat Departments are in the scale of Rs. 87—107 (C). In the Directorate of Publicity, however, the posts of Head Packers and Packers are in the scale of Rs. 100—135 (C) and Rs. 77—107 (C) respectively. Some Packers have represented that their work is akin to the work of Binders (and not of Packers) at the Government Press and therefore, they sould be granted the same scale as may be granted to the Binders in the Press. There does not seem any valid ground for this claim. In most of the Secretariat Departments, the work done by them is done by the peons from the department itself. It is only because of the heavy work involved in despatching Government orders and circulars in a few departments, that these special posts of Packers have been created. At the most, their work can be compared to that of Packers in Government Press, though from the point of view of physical strain, the work in Press is more arduous. In the 1962 revision, the pay scale of these Packers was revised to Rs. 87—107 i.e. the same as that of Havildars. We see no reason why this equation should be disturbed and suggest the pay scale of Rs. 90—110, i.e. the same as proposed by us for Havildars, for these posts.

7. *Roneo Peons (Rs. 72—82—(C) plus roneo allowance).*—The Roneo Peons have represented that in the Government Central Press, persons working on rota machine are designated as operators and these Rota Print operators are in the scale of Rs. 115—180 (C). They have represented that they may be treated on par with Rota Print Operator.

Under the existing orders the roneo allowance is related to the type of machine (whether electrically operated or hand operated) and the average number of stencils roneoed on each working day. Thus, the allowance admissible is between Rs. 2 per month to Rs. 12·50 per month. When the regular roneo peon is absent on casual leave or short leave of less than 30 days the allowance @ 8 Paise to 50 Paise per day is granted depending upon the type of machine and the number of stencils roneoed. In view of the method of payment of allowance, it seems that it will not be possible to sanction a separate scale for the posts, except in those offices where the number of stencils roneoed on each working day is large. We would therefore, suggest that the present scheme for grant of the roneo allowance may continue but in the offices where the average number of stencils roneoed on each working day in the last three years has been large (say over 36) and the need for a whole-time operator is felt, a separate scale of Rs. 90—2—110 for both (Electrically and hand operated machine) roneo peon may be sanctioned.

8. We have discussed below some posts which are peculiar to some of the Secretariat Departments.

GENERAL ADMINISTRATION DEPARTMENT

9. In the Administrative Staff Training College the following posts are filled in by appointment of officers of Maharashtra Education Service who draw their grade pay in the parent department *plus* special pay.

(i) Director

(ii) Reader and Research Officer.

The present arrangement may be continued.

For direct recruits, we would suggest the following scales of pay:—

(i) Director: Rs. 1,000—50—1,300.

(ii) Reader and Research Officer : Rs. 560—30—650—45—965.

10. *Square Meal Canteen, Sachivalaya.*—We have proposed standard revised scales for the posts after taking into account the duties of the posts as also the existing scales.

11. *Sachivalaya Canteen.*—The revised pay scales sanctioned in 1962 were not made applicable to the Class III staff. We have, therefore, shown in the schedule the merger scales of pay admissible in 1962 revision and thereafter recommended the revised scales for the posts.

Manager (Rs. 120—170—C).—The pay scale of the Assistant Manager at present is Rs. 75—5—140—E.B.—6—200 (C) i.e. the same as that of Clerks. The maximum of Manager's scale is lower than the maximum of the scale of Assistant Manager. This appears to be anomalous. The Administrative Department has suggested that the post should be equated to the post of Assistant in Sachivalaya.

We, however, feel that the post could be compared to a Senior Clerk in the offices of heads of departments and hence we have suggested a revised scale of Rs. 150—270 for the post.

Class IV posts.—The Department has stated that the employees are on consolidated rates of pay, i.e. dearness allowance is included in the pay. We have not therefore recommended revised scales of pay for them.

12. *Junior Work Study Analyst and Senior Work Study Analyst.*—In the Work Study Unit at present the posts of Analysts are manned by Assistants with special pay of Rs. 30 or by Superintendents without special pay. The Under Secretary in charge of the units is eligible for special pay of Rs. 100 per month. Since the arrangement in regard to non-gazetted staff is said to be unsatisfactory, administrative department proposes to create posts of Junior Work Study Analysts and Senior Works Study Analysts in scales higher than those of Assistants and Superintendents respetively.

From the material available with us, we understand that the Study Units are required to undertake detailed studies or reviews of the organisations and methods of offices including simplification of routines, determination of the best division of duties, establishment of work load standards etc. We understand that persons trained in the job and having high merit and having special aptitude for this type of work are appointed to the post. In view of this special pay of Rs. 100 for the Under Secretary and Rs. 30 for the Assistant was sanctioned.

It seems to us that though the work of these Work Study Units calls for a certain type of aptitude and a certain amount of specialisation, it is not on the whole of such a character as needs to be differentiated by creation of posts outside the standard organisational pattern. We are therefore, unable to recommend the proposal in this case. We have separately recommended that the special pay of Rs. 100 at present admissible to the Under Secretaries in charge of the units should be discontinued.

FINANCE DEPARTMENT

13. *Assistant Insurance Officer (Rs. 450—730—C).*—The post is filled by nomination of graduates with three years' experience of underwriting general insurance business. We suggest a revised scale of Rs. 460—20—500—25—650—E.B.—30—800 for the post.

INDUSTRIES AND LABOUR DEPARTMENT

14. *Technical Assistant (Rs. 300—550—C).*—The post is filled by nomination from among persons possessing a degree or diploma in Textile Technology. The Department has stated that the present incumbent of the post was appointed after granting him 10 advance increments in the scale and that the period of probation was reduced in his case, from 2 years to 6 months. This was done in view of recruitment difficulty. There are also no prospects of promotion. Taking into account all these factors, we have suggested a revised scale of Rs. 300—550 for the post.

LAW AND JUDICIARY DEPARTMENT

15. *Joint Secretary, Law and Judiciary Department and Solicitor to Government* (Rs. 900—1,800—C plus special pay of Rs. 300).—The pay-scale and special pay are personal to the present incumbent. We consider that a revised mofussil scale of Rs. 900—50—1,000—60—1,600—50—1,800 would be adequate for the post.

16. *Assistants in Law and Judiciary Department* (Rs. 200—450—C).—At present there is common recruitment for Assistants in all Departments of the Secretariat and after selection they are appointed in different departments. They are recruited by means of a competitive examination through Public Service Commission. Under these circumstances, a separate scale for Legal Assistants cannot be proposed. If in future such Legal Assistants are separately recruited on the basis of their legal qualifications Government can consider providing of a separate scale for them. In the context of present mode of recruitment, we can only recommend that Legal Assistants to be appointed in Legal Department should be given two advance increments in the scale proposed by us for Assistants. When a separate scale is given to Legal Assistants Government will have to consider upward revision of pay scales of Superintendents in Law and Judiciary Department.

URBAN DEVELOPMENT, PUBLIC HEALTH AND HOUSING DEPARTMENT

16-A. *Land Surveyor* (*Rs. 250—375*).—As he is drawn from the cadre of Mamlatdars, the revised scale of Mamlatdars has been proposed for him.

RURAL DEVELOPMENT DEPARTMENT

17. *Accounts Officer* (Rs. 600—1,300).—We understand that the post is at present held by an officer of the Audit Department. However, no specific conditions are prescribed for appointment to the post. We are of the view that it is undesirable to have a post on an *ad-hoc* scale and consider that the post should be manned by a person belonging to Maharashtra Finance and Accounts Service.

SPECIAL PAYS (SECRETARIAT DEPARTMENTS).

18. *Special Pays.*—At present special pay is granted to Deputy Collectors, Executive Engineers, Officers of Maharashtra Education Service and Officers of Judiciary when they are appointed as Under Secretaries, Deputy Secretaries or Joint Secretaries in Sachivalaya.

We feel that on their appointment to these posts the officers are required to perform more responsible duties than the duties which they have to perform in their parent Department. We, therefore, suggest that the existing arrangement in regard to special pays to these officers may continue.

In addition to these there are few other posts in Sachivalaya which carry special pays. Our views on them are mentioned below.

BUILDINGS AND COMMUNICATIONS DEPARTMENT AND IRRIGATION AND POWER DEPARTMENT

19. *Superintending Engineer.*—We understand that at present for two out of the four posts of Superintending Engineers and Deputy Secretaries in the Irrigation and Power Department special pay of Rs. 200 has been sanctioned. The administrative Department has proposed that special pay should be granted to all the four posts of Superintending Engineers and Deputy Secretaries. We are of the view that the duties and responsibilities of Deputy Secretaries are not higher than the duties and responsibilities which the Superintending Engineers have to perform outside the Secretariat. Further, the pay-scale of Superintending Engineers are higher than that of promoted Deputy Secretaries. We are, therefore, of the view that Superintending Enigneers appointed as Deputy Secretaries should not be held eligible to draw any special pay.

20. *Deputy Engineers.*—A special pay of Rs. 80 per month has been sanctioned for Deputy Engineers working in the Secretariat. We are of the view that these Deputy Engineers appointed in the Secretariat for performing technical and administrative duties (i.e. table work) do not have to perform more arduous duties than those they would be required to shoulder when they are posted in sub-divisional or divisional offices. As, in our view, the condition for grant of special pay is not satisfied, in the case of these Deputy Engineers, we recommend that these special pays may be discontinued.

FINANCE DEPARTMENT

21. *Officer on Special Duty and Special Assistant.*—This staff is drawn from the office of Commissioner of Sales Tax and they draw their grade pay plus special pay of Rs. 150 per month and 20 per cent. of grade pay respectively.

Officer on Special Duty.—The pay-scale of the post in the parent Department is Rs 1,100—1,600 (For Deputy Commissioner of Sales Tax) whereas in the Secretariat he would be discharging the duties at the most of a Deputy Secretary. It cannot be

said that as Officer on Special Duty, he is doing more arduous duties than those of a Deputy Commissioner of Sales Tax. The posts are more or less of equal status. We, therefore, feel that there is no justification for the grant of special pay to this officer.

22. *Special Assistant.*—We understand that in the parent Department he is in the scale of a Sales Tax Officer. In the Finance Department he discharges the duties of a post which would generally be held by a Superintendent, the pay-scale of which is lower than the proposed scale of Sales Tax Officers. In this case also, therefore, we feel that special pay is not justified.

23. *Finance Officer.*—This is a gazetted post and a Superintendent appointed to it gets special pay equal to 20 per cent. of the grade pay. We recommend that the post may carry special pay of Rs. 100 per month with the proviso that the pay of the Superintendent *plus* special pay should not exceed the minimum of Under Secretary's scale.

24. *Planning Supervisor.*—At present no scale has been prescribed for the post and the persons appointed are allowed to draw grade pay plus special pay equal to 20 per cent. of their grade pay. We understand that the present arrangement is only temporary and it is intended to upgrade the posts to the level of Under Secretaries. In view of this we do not wish to make any recommendations in regard to the continuance or otherwise of the special pay in these cases.

URBAN DEVELOPMENT, PUBLIC HEALTH AND HOUSING DEPARTMENT

25. *Planning Supervisor.*—This post is sanctioned on the lines of similar posts in the Finance Department. The supervisor is attending to the work of Greater Bombay Development Scheme. Since this post is created for a short period, we do not wish to make any recommendation in regard to the continuance or otherwise of the special pay in this case.

GENERAL ADMINISTRATION DEPARTMENT

26. *Under Secretaries and Work Study Officers.*—These officers are granted special pay of Rs. 100 per month for performing arduous duties. As far as we are aware, work of similar nature is also done by Under Secretaries in charge of Evaluation work and Investigation Officers in some other Departments, without special pay. We are of the view that it is rather difficult to measure the difference at this level in the duties and responsibilities of various Under Secretaries. We are, therefore, of the view that as a rule special pay to officers at this level should not be granted. The existing special pays may, therefore, be discontinued.

The special pay of Rs. 100 per month granted to the Under Secretary in the Administrative Staff Training College may also be discontinued.

27. *Special Officer (Protocol).*—At present a Superintendent appointed to the post draws his grade pay *plus* special pay at 20 per cent. of his grade pay. We recommend that special pay may be Rs. 100 per month with the proviso that pay of Superintendent *plus* special pay should not exceed the minimum of the Under Secretary's scale.

28. *Staff on establishment of Ministers.*—At present the Government servants on deputation on this establishment draw their grade pay plus special pay equal to 20 per cent. of their pay or Rs. 50 per month whichever is less. We recommend that the present arrangement may continue.

HOME DEPARTMENT

29. The staff working in the Home Department (Special) gets special pay at the following rates:—

Superintendent : Rs. 50

Assistants : Rs. 30

Clerk-Typist : Rs. 15

Home Department has suggested that the rates may be increased to 20 per cent. of grade pay in view of the following:—

(i) The present rate was sanctioned more than 40 years back and since then circumstances have changed considerably.

(ii) Nature of work is getting more and more arduous and the persons are required to work for longer hours, and under great pressure.

Taking into account the fact that the staff in other Secretariat Departments or even in Home Department (proper) do not get any special pay even if their work is equally arduous or tiresome, and the need for strict observance of the rule for the grant of special pay and its amount, we feel that the special pays may at the most be continued on the existing rates. Home Department has also suggested that Under Secretary (Home Department, Special) may also be granted special pay equal to 20 per cent. of his grade pay, since the work is taxing, arduous and of a secret nature, involving heavy responsibilities. No special pay is at present admissible. We have mentioned earlier that as a rule we are opposed to the grant of special pay to officers at this level who are expected to be responsible and alive to their special duties. We do not think that there is a case for making an exception in this case. We would not, therefore, support the proposal.

Stenographers.—At present Stenographers attached to the following Secretaries draw special pay in addition to pay in the higher grade of Stenographer or in Selection Grade of Stenographer:—

Stenographer of:—		
Chief Secretary	...	Rs. 70 (for attending work of the Cabinet and Chief Secretary)
Secretary, Finance Department	...	Rs. 30
Secretary, Home Department	...	Rs. 30
Secretary, Law and Judiciary Department.		Rs. 30

These special pays have been granted because of additional responsibilities and may be continued.

Typists.—The Typists working in Sachivalaya Departments and allied offices are granted special pay of Rs. 15 per month. Such special pay is not granted to Typists in other offices. The Special pay was originally sanctioned in October 1949 and has been continued since then. The Typists and the lower division clerks are borne on common cadre and the special pay is given for onerous duties. This facilitates transfer of Clerks to the Typing Section and of typists to the Clerical Section according to the exigencies of work and also provides promotional opportunities to the typist-clerks. The special pay may in view of the monotonous duties to which they are subjected be continued.

In addition to the above mentioned posts the following posts in all Secretariat Departments carry special pay:—

Designation of posts.	*Rate of special pay.*
Assistant in charge of Registry ...	Rs. 50 or 20 per cent. whichever is less.
Confidential Clerk	Rs. 20
Librarian and Stationery Clerk ..	Rs. 20
Library Clerk, Librarian	Rs. 20
Cash Accountant	Rs. 50 or 20 per cent. whichever is less.
Cashier	Rs. 50
Assistant Cashier	Rs. 20
Bill Accountant	Rs. 20
Accounts Clerk	Rs. 20
Head Typist	Rs. 30
Head Telephone Operator	Rs. 10
Clerk (Scarcity Branch of Revenue and Forests Department).	Rs. 10

These special pays may be continued at the existing rates.

LAW AND JUDICIARY DEPARTMENT

30. In view of the responsibilities and technical and arduous nature of work in legislation section, the following staff is granted special pay.

Post.	*No. of posts.*	*Special pay.*
Deputy Secretary ...	1	Rs. 100
Under Secretary ...	2	Rs. 75
Superintendent ...	4	Rs. 50
Assistant	8	Rs. 20 if they draw pay upto Rs. 280 and Rs. 30 after that stage.
Clerk	4	Rs. 15
Stenographer ...	1	Rs. 20

The Law and Judiciary Department has suggested continuance of the special pay. We concede that the work of Legislation Section is of more arduous nature than other work. The special pays may therefore be continued (They are less than 20 per cent. of the average of the scale). We have mentioned earlier that as a rule Officers at the level of Under Secretaries should not be granted special pay. Therefore, continuance of these special pays for both Deputy Secretary and Under Secretary would be only as an exception.

The special pay of Rs. 300 per month granted to the Joint Secretary and Solicitor to Government (C) seems to have been granted to the persons holding these posts on their promotion from the posts of Deputy Secretaries or equivalent status. As they were having special scales without any special pays in these former posts, the special pay on promotion to Joint Secretary's post or of equivalent status should have been only Rs. 100 (i.e. difference in the rates of special pays attached to the Deputy Secretary's post and Joint Secretary's post) and not Rs. 300.

REVENUE AND FORESTS DEPARTMENT

31. *Assistant Town Planner (Rs. 50), Town Planner (Rs. 25).*—We are of the view that these persons are not required to do any work which is of more arduous nature than the work done by them in their parent department. These special pays may, therefore, be discontinued.

32. *Aval Karkun (Rs. 70).*—The special pay is at present granted to the Aval Karkun posted in Revenue and Forests Department. We find that the special pay is too high. We suggest that the special pay may be reduced to Rs. 45 per month.

SECRETARIAT DEPARTMENTS

Posts common to all Departments.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Deputy Secretary ..	....	1,100—50—1,200—50—1,500 (C) (For Promotees)	1,100—50—1,300—60—1,600 (For Promotees).	
2	Under Secretary ..	....	730—50—1,180 (C) .. (For Promotees)	695—45—1,100—50—1,150 (For Promotees).	
3	Superintendent ..	290	370—20—490—E.B.—25—665 (C)	340—20—500—E.B.—25—650	
4	Assistant ..	1,174	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C)	180—10—290—E.B.—15—425	
5	Assistant in-charge Registry.	14	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C) Special pay of Rs. 50	180—10—290—E.B.—15—425 Special pay to continue.	
6	Cash Accountant ..	14	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C) Special pay of Rs. 50	180—10—290—E.B.—15—425 Special pay to continue.	
7	Stenographer (Higher Grade).	82	250—10—350—E.B.—15—500 (C)	240—10—290—15—350—E.B.—15—470	
	Selection Grade 25%		350—20—470—E.B.—20—550—25—600 (C)	(Selection grade for 25 % posts: 340—20—500—25—575)	
8	Stenographer (Lower grade).	71	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
9	Steno-Typist ..	26	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) *Plus* shorthand allowance according to speed. *Plus* typing allowance of Rs. 15 per month.	(*i*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 for direct recruits. (ii) 110—4—150—E.B.—5—200 (*plus* short hand allowance according to speed and typing allowance of Rs. 15) for those borne on the Clerical Establishment.	
10	Clerk-Typist ..	1,586	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) Special pay of Rs. 15 for typist.	110—4—150—E.B.—5—200 Special pay of Rs. 15 for typist.	
11	Bill Accountant ..	32	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) Special pay of Rs. 20.	110—4—150—E.B.—5—200 Special pay to continue.	
12	Cashier ..	14	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) Special pay of Rs. 50	110—4—150—E.B.—5—200 Special pay to continue.	
13	Telephone Operator.	10	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) Special pay of Rs. 10 for two posts.	110—4—150—E.B.—5—200 Special pay to continue.	

SECRETARIAT DEPARTMENTS—*contd.*

Posts common to all Departments—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV		Rs.	Rs.	
14	Chobdar ..	31	100—2—110 (C)	100—3—115	
15	Mukadam ..	2	100—2—110 (C)	90—2—100—E.B.—3—115	
16	Packer-*cum*-Binder	8	87—2—107 (C)	90—2—110	
17	Havaldar ..	9	87—2—107 (C)	90—2—110	
18	Darwan ..	4	87—2—107 (C) .. .. Special pay of Rs. 2	90—2—110 Special pay of Rs. 5	
19	Liftman ..	14	87—2—107 (C)	90—2—110	
20	Assistant Darwan ..	13	77—1—87—E.B.—1—92 (C) .. Special pay Rs. 2	80—2—100 Special pay of Rs. 5	
21	Naik, Head Hamal, Head Sweeper.	30	77—1—87—E.B.—1—92 (C) ..	80—2—100	
22	Peon, Hamal, Sweeper, Attendant, Messenger	936	72—1—82 (C)	70—1—80—E.B.—2—90	
23	Attendant ..	4	75 fixed	70—1—80—E.B.—2—90 Subject to remarks in the Chapter on Common Categories of Posts.	

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SECRETARIAT DEPARTMENTS —*contd.*

Posts Peculiar to Various Secretariat Departments.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
		AGRICULTURE AND CO-OPERATION DEPARTMENT			
	Gazetted.		Rs.	Rs.	
1	Secretary, Khar Land Development Board.	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay of Rs. 150	410—30—650—E.B.—45—1,100—50—1,150. (Probationary pay of Rs. 380) Special pay to continue.	
2	Accounts Officer ..	1	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Probationary pay of Rs. 380) For officers of Maharashtra Finance and Accounts Service.	
	Non-Gazetted.				
3	Accountant ..	3	260—15—350 (C) ..	260—10—290—15—410	
	BUILDINGS AND COMMUNICATIONS DEPARTMENT AND IRRIGATION AND POWER DEPARTMENT				
	Gazetted.				
1	Chief Engineer and Joint Secretary to Government.	6	1,800—100—2,000	1,800—100—2,000	
2	Superintending Engineer and Deputy Secretary to Government.	5	1,300—60—1,600 .. .. Special pay of Rs. 200 per month to Superintending Engineer (I) and Deputy Secretary.	1,300—60—1,600 Special pay to be discontinued.	
3	Deputy Secretary (Technical) (Irrigation).	1	650—(6th year)—40—730—45—1,000—50—1100 with minimum pay of Rs. 880 Special pay of Rs. 200.	650—(6th year)—45—1,100—50—1,150 with minimum pay of Rs. 880 Special pay to continue.	
4	Deputy Engineer ..	29	325—25—500—E.B.—25—575—30—635—E.B.—30—815 (Probationary pay Rs. 300) Special pay of Rs. 80.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation.) Special pay to be discontinued.	
5	Research Officer ..	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—550—E.B.—25—650—30—800 (Probationary pay of Rs. 280)	
6	Statistician ..	1	400—30—610—40—650—E.B.—40—730—45—1,000	410—30—650—E.B.—45—1,150 (Probationary pay of Rs. 380)	
	Non-Gazetted.				
7	Overseer ..	6	150—10—300—E.B.—15—360 Diploma holders to start on Rs. 180 and degree holders to start on Rs. 240.	150—10—290—E.B.—15—380 Diploma holders to start on Rs. 180 and degree holders to start on Rs. 240	
8	Head Draftsman ..	2	240—10—300—E.B.—15—360	250—10—290—15—380	
9	Draftsman ..	3	150—8—190—10—210—EB.—10—270	150—8—190—10—220—E.B.—10—270	
10	Assistant Draftsman.	5	115—5—155—E.B.—5—190 ..	130—4—150—5—175—E.B.—5—200—6—230	

SECRETARIAT DEPARTMENTS—*contd.*

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	BUILDINGS AND COMMUNICATIONS DEPARTMENT AND IRRIGATION AND POWER DEPARTMENT—*contd.*				
	Non-Gazetted		Rs.	Rs.	
11	Tracer ..	10	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
12	Personal Assistant to Chief Ports Officer.	1	370—20—490—E.B.—25—665 (C) *plus* special pay Rs. 75	340—20—500—E.B.—25—650. Special pay to continue.	
13	Research Assistant.	1	(i) 190—10—240—15—285—E.B.—15—390 (ii) 220—10—250—15—325—E.B.—15—430 (C)	200—10—290—E.B.—15—410	
14	Statistical Assistant.	2	190—10—240—15—285—E.B.—15—390	200—10—290—E.B.—15—410	
15	Research Assistant..	1	150—8—190—10—210—E.B.—10—270	150—8—190—10—220—E.B.—10—270	
16	Head Clerk ..	1	270—10—350—15—380 ..	260—10—290—15—410	
17	Senior Accounts Clerk.	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
18	Librarian ..	1	270—15—360—E.B.—15—450—(C)	210—10—290—15—320—E.B.—15—425	
19	Assistant Librarian.	1	165—10—225—E.B.—10—255—15—300 (C)	135—5—170—6—188—E.B.—6—200—8—240—10—270	
	CLASS IV				
20	Ferro Printer ..	3	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
	EDUCATION AND SOCIAL WELFARE DEPARTMENT				
	Non-Gazetted				
1	Accountant ..	1	325—15—400	300—15—375—20—475	
2	Senior Clerk ..	1	160—8—200—9—245 ..	150—8—190—10—220—E.B.—10—270	
	FINANCE DEPARTMENT				
	Gazetted				
1	Insurance Officer ..	1	900—50—1,350 (C) ..	900—50—1,300	
2	Special Officer ..	1	730—50—1,180 (C) .. (Probationary pay Rs. 730)	695—45—1,100—50—1,150 (Fixed pay of Rs. 695 during the period of probation)	
3	Deputy Insurance Officer.	1	680—40—1,080 (C) ..	695—45—1,055	
4	Assistant Insurance Officer.	2	450—490—30—610—40—730 (C)	460—20—500—25—650—E.B.—30—800 Fixed pay of Rs. 440 during the period of probation.	
5	Accountant ..	1	300—320—20—440—E.B.—25—665 (C)	340—20—500—E.B.—25—650	
6	Research Officer ..	1	250—270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Probationary pay of Rs. 280)	
	Non-Gazetted				
7	Librarian ..	1	270—15—360—E.B.—15—450(C)	210—10—290—15—320—E.B.—15—425	
8	Research Assistant ..	8	220—10—250—15—325—E.B.—15—430 (C)	200—10—290—E.B.—15—410	
9	Planning Supervisor.	14	Grade pay *plus* special pay equal to 20 per cent of grade pay.	Grade pay, special pay to be continued pending up-gradation of the posts.	

SECRETARIAT DEPARTMENTS--*contd.*

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			FOOD AND CIVIL SUPPLIES DEPARTMENT		
			Rs.	Rs.	
1	Director of Civil Supplies and Deputy Secretary.	1	1,300—60—1,600	1,300—60—1,600.	
2	Deputy Director, Civil Supplies (Statistics).	1	400—30—610—40—650—E.B.—40—730—45—1,000.	410—30—650—E.B.—45—1,100—50—1,150 Probationary pay of Rs. 380	
3	Public Relation Officer.	2	250—300—15—420—E.B.—15—450—20—550. Special pay of Rs. 100 or 20 per cent. of grade pay whichever is less.	300—20—460—E.B.—20—500—25—600 (Probationary pay of Rs. 280) Special pay to continue.	
4	Research Assistant	1	220—10—250—15—325—E.B.—15—430 (C)	200—10—290—E.B.—15—410.	
			GENERAL ADMINISTRATION DEPARTMENT		
	Gazetted				
1	Director of Studies and Research, Staff College.	1	(*i*) Grade pay *plus* special pay of Rs. 200 when held by Principal or Professor in Educational Service.	(*i*) Grade pay *plus* special pay of Rs. 200.	
			(*ii*) 1,100—100—1,400 (C) for direct recruits.	(*ii*) 1,000—50—1,300 for direct recruits.	
2	Reader and Research Officer.	1	(*i*) Grade pay *plus* special pay of Rs. 200 when held by officers of Educational Service.	(*i*) Grade pay *plus* special pay of Rs. 200.	
			(*ii*) 550—30—820—(C) for direct recruits.	(*ii*) 560—30—650—40—965 for direct recruits.	
3	Security Officer ..	1	470—20—550	Revised scale in the parent department.	
4	Special Officer (Protocol).	2	(*i*) 730—50—1,180 if Under Secretary is appointed.	(*i*) 695—45—1,100—50—1,150 if Under Secretary is appointed.	
			(*ii*) 370—20—490—E.B.—25—665 *plus* special pay of 20 per cent. of pay, if Sachivalaya Superintendent is appointed.	(*ii*) 340—20—500—E.B.—25—650 *plus* special pay of Rs. 100 if Sachivalaya Superintendent is appointed.	
			(*iii*) 350—400—30—610—E.B.—40—720—45—955 *plus* special pay of Rs. 150	(*iii*) 410—30—650—E.B.—45—956 if Deputy Collector is appointed. Special pay to be continued.	
5	Research Officer ..	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 Fixed pay of Rs. 280 during the period of probation.	
6	Lady Welfare Officer.	1	400—25—500—30—770 (C) ..	380—20—500—25—600—E.B.—25—650—30—800	

SECRETARIAT DEPARTMENTS—*contd.*

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			GENERAL ADMINISTRATION DEPARTMENT		
	Class III		Rs.	Rs.	
7	Research Assistant.	2	200—10—280—E.B.—10—300—15—360—E.B.—45—450 (C) Special pay of Rs. 30	180—10—290—E.B.—15—425 Special pay to be reviewed.	
8	Head Accountant ..	1	300—15—420—E.B.—15—450—20—490 (C)	300—15—375—20—475	
9	Accountant ..	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
10	Sanitary Sub-Inspector.	1	137—4—165—E.B.—5—205 *plus* special pay of Rs. 30 in lieu of deputation allowance.	145—4—165—5—185—E.B.—5—225 Special pay to be discontinued.	
	Class IV				
11	Fire Watcher ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
			ESTABLISHMENT OF MINISTERS AND DEPUTY MINISTERS		
	CLASS III				
1	Personal Assistant to Minister and Additional Personal Assistant.	51	(*i*) Grade pay *plus* special pay equal to 20 per cent. or Rs. 50 whichever is less.	(*i*) Grade pay *plus* special pay of Rs. 50.	
	Resident Personal Assistant to Minister.		(*ii*) 30—10—330—E.B.—10—360—15—450 (C) for direct recruits.	(*ii*) 210—10—290—15—320—E.B.—15—425 for direct recruits.	
2	Personal Assistant to Deputy Minister.	2	(*i*) Grade pay *plus* 20 per cent special pay or Rs. 50 whichever is less.	(*i*) Grade pay *plus* special pay equal to 20 per cent of grade pay or Rs. 50 whichever is less.	
			(*ii*) 190—8—254—E.B.—8—270—10—320 (C) for direct recruits.	(*ii*) 150—8—190—10—220—E.B.—10—270 for direct recruits.	
	CLASS IV				
3	Jamadar ..	2	110—2—126 (C) *plus* special pay equal to 20 per cent of grade pay.	As in Police Department.	
			SQUARE MEAL CANTEEN, SACHIVALAYA		
1	General Manager ..	1	370—20—490—E.B.—25—665 (C)	340—20—500—E.B.—25—650	
2	Manager ..	1	165—10—215 (C) ..	150—8—190—10—220—E.B.—10—270	
3	Accounts Clerk ..	1	110—5—120—5—160—E.B.—5—185—E.B.—6—203—E.B.—6—215 (C) Special pay of Rs. 20	110—4—150—E.B.—5—200 Special pay to continue.	
4	Storekeeper ..	1	120—5—160—E.B.—5—185—E.B.—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
5	Clerk ..	1	120—5—160—E.B.—5—185—E.B.—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
6	Head Cook ..	1	87—2—107 (C) ..	90—2—110	
7	Cook	7	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
8	Assistant Cook ..	8	72—1—82 (C) ..	70—1—80—E.B.—2—90	
9	Server ..	13	72—1—82 (C) ..	70—1—80—E.B.—2—90	
10	Hamal ..		72—1—82 (C)	70—1—80—E.B.—2—90	

SECRETARIAT DEPARTMENTS—*contd.*

PART B

Posts of which scales were not revised in 1962 revision.

SACHIVALAYA CANTEEN

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 General Revision	Merger scale of pay admissible in 1-7-1962 Revision	Recommended scale of pay
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Manager ..	1	120—10—170 (C) ..	165—10—215 (C) ..	150—8—190—10—220—E.B.—10—270
2	Assistant Manager	2	75—5—140—E.B.—6—200 (C)	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200
3	Accounts Clerk ..	1	75—5—140—E.B.—6—200 (C) *plus* special pay of Rs. 20	120—5—160—E.B.—5—185—6—203—E.B.—6—245(C)	110—4—150—E.B.—5—200 Special pay to continue.
4	Store Clerk ..	1	75—5—140—E.B.—6—200 (C)	120—5—160—E.B.—5—185—6—203—E.B.—6—245(C)	110—4—150—E.B.—5—200

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			INDUSTRIES AND LABOUR DEPARTMENT		
	Gazetted		Rs.	Rs.	
1	Textile Officer ..	1	730—50—1,180 (C) ..	695—45—1,100—50—1,150	
2	Productivity Officer.	1	610—40—730—45—865—E.B.—45—1,000—50—1,100	650—45—1,100—50—1,150	
	CLASS III				
3	Technical Assistant.	1	300—15—420—E.B.—15—450—20—550 (C)	300—15—390—20—430—E.B.—20—550	
4	Investigator ..	1	190—10—250—E.B.—10—300	200—10—290—15—320.	
5	Deputy Accountant.	1	185—10—245	200—10—290—15—320.	
			LAW AND JUDICIARY DEPARTMENT		
	Gazetted				
1	Joint Secretary ..	1	900—50—1,000—60—1,600—50—1,800 *Plus* special pay of Rs. 300	900—50—1,000—60—1,600—50—1,800 Special pay to continue.	
2	Solicitor and ex-Officio Joint Secretary.	1	900—50—1,000—60—1,600—50—1,800 (C) *Plus* special pay of Rs. 300	900—50—1,000—60—1,600—50—1,800 Special pay Rs. 100	
3	Joint Secretary ..	1	1,100—50—1,200—60—1,500 (C) *Plus* special pay of Rs. 300	1,100—50—1,300—60—1,600 Special pay of Rs. 100	
4	Assistant Solicitor ..	1	1,100—50—1,200—60—1,500 (C)	1,100—50—1,300—60—1,600	
5	Solicitor to Government.	1	Grade pay in the Judicial service *plus* special pay of Rs. 200	Grade pay in Judicial Department. Special pay to continue.	
6	Additional Solicitor to Government.	1	Grade pay in the Judicial service *plus* special pay of Rs. 200	Grade pay in Judicial Department Special pay to continue.	
7	Librarian and Reference Officer.	1	420—15—450—20—490—25—615—E.B.—25—815 (C)	380—20—500—25—600—E.B.—25—650—30—800	
	CLASS III				
8	Bill Clerk ..	1	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C)	180—10—290—E.B.—15—425	
	CLASS IV				
9	Shelf Attendant ..	1	77—2—97—E.B.—2—107 (C) ..	80—2—100—E.B.—2—110	
10	Filer ..	1	77—2—97—E.B.—2—107 (C) ..	80—2—100—E.B.—2—110	
11	Chowkidar ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	

SECRETARIAT DEPARTMENTS—*contd.*

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			REVENUE AND FORESTS DEPARTMENT		
			Rs.	Rs.	
	Gazetted				
1	Officer on Special Duty (Forests).	2	1,300—60—1,600	1,300—60—1,600	
2	Officer on Special Duty of the rank of Under Secretary.	3	350—400—30—610—E.B.—40—730—45—955 Special pay of Rs. 150	410—30—650—E.B.—45—965 (Probationary pay of Rs. 380) Special pay to continue.	
3	Land Reforms Implementing Officer.	2	350—400—30—610—E.B.—40—730—45—955 Special pay of Rs. 150	410—30—650—E.B.—45—965 (Probationary pay of Rs. 380) Special pay to continue	
4	Assistant Director of Town Planning.	1	500—550—30—310—40—730—E.B.—45—910 Special pay of Rs. 50	650—45—1,100—50—1,150 (Probationary pay of Rs. 600) Special pay to be discontinued	
5	Town Planner ..	2	350—390—15—450—20—490—25—540—E.B.—25—715 Special pay of Rs. 25	375—25—550—30—640—E.B.—30—806 (Probationary pay of Rs. 375) Special pay to be discontinued	
	Non-Gazetted				
6	Aval Karkun ..	2	145—8—185—10—215 Special pay of Rs. 70	150—8—190—10—220—E.B.—10—270 Special pay of Rs. 45 per month	
7	Surveyor ..	2	150—10—300—E.B.—15—360	180—10—290—E.B.—15—380 Engineering graduates to start on Rs. 240	
8	Clerk (Scarcity Branch).	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270(C) Special pay of Rs. 10	110—4—150—E.B.—5—200 Special pay to continue	
			RURAL DEVELOPMENT DEPARTMENT		
	Gazetted				
1	Accounts Officer ..	1	600—50—950—E.B.—50—1,150—E.B.—50—1,300	To be included in M.F. & A.S.	
2	Mamlatdar ..	1	250—300—15—375 ..	300—20—460—E.B.—20—500—25—600 (Probationary pay of Rs. 280)	
3	Officer on Special Duty.	1	250—300—15—420—E.B.—15—450—20—550 Special pay of Rs. 100	300—20—460—E.B.—20—500—25—600 (Probationary pay of Rs. 280) Special pay to continue	
4	Officer on Special Duty.	1	730—50—1,180 (C) .. Special pay of Rs. 100	695—45—1,100—50—1,150 Special pay to be discontinued	
	Non-Gazetted				
5	Statistical Assistant.	2	165—10—215—E.B.—10—225—15—300 (C)	150—8—190—10—220—E.B.—10—270	
6	Research Assistant.	2	200—10—250—15—325—E.B.—15—450 (C)	200—10—290—E.B.—15—410	
7	Aval Karkun ..	1	145—8—185—10—215 .. Special pay of Rs. 70	150—8—190—10—220—E.B.—10—270 Special pay of Rs. 45	
8	Driver ..	2	120—4—148 (C) ..	110—3—128—4—140	

SECRETARIAT DEPARTMENTS—*contd.*

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	URBAN DEVELOPMENT, PUBLIC HEALTH AND HOUSING DEPARTMENT				
			Rs.	Rs.	
	Gazetted				
1	Special Officer, Ownership Flat Committee.	1	350—400—30—610—E.B.—40—730—E.B.—45—1,000—50—1,100.	410—30—650—E.B.—45—1,100—50—1,150 (Fixed probationary pay of Rs. 380)	
2	Land Survey Officer.	1	250—300—15—375 ..	300—20—460—E.B.—20—500—25—600 (Fixed probationary pay of Rs. 280)	
3	Superintending Engineer-*cum*-Deputy Secretary (Reclamation Unit).	1	1,300—60—1,600 ..	1,300—60—1,600	
4	Deputy Engineer (Reclamation Unit).	1	325—25—500—E.B.—25—575—30—635—E.B.—30—815 (Probationary pay of Rs. 300) Special pay Rs. 80	325—25—550—30—610—E.B.—30—860 (Fixed pay of Rs. 325 during probation) Special pay to be discontinued	
	Non-Gazetted				
5	Planning Supervisor	1	370—20—490—E.B.—25—665 (C) *plus* special pay 20 %	340—20—500—E.B.—25—650 (Special pay to continue pending review)	
6	Draftsman ..	1	145—5—185—E.B.—6—215 ..	150—8—190—10—220—E.B.—10—270	
7	Assistant Draftsman.	1	115—5—155—E.B.—5—190 ..	130—4—150—5—175—E.B.—5—200—6—230	
8	Tracer ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
9	First Clerk ..	1	195—10—245	200—10—290—15—320	
10	Senior Accounts Clerk.	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
11	Senior Clerk ..	1	137—8—185	150—8—190—10—220—E.B.—10—270	
12	Junior Clerk ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	

CHAPTER 20

AGRICULTURE DEPARTMENT.

The Agriculture Department is one of the oldest Departments having its origin in 1883, when the post of Director of Agriculture was created with headquarters at the Bombay Secretariat. The work entrusted to the Director of Agriculture at that time was carried out by him with the help of the field staff of Revenue and Land Records Department. The Department gained momentum when the Director was made independent of the Land Records work in 1906 and subsequently when the office of the Principal, Agricultural College, Poona, was established in 1907 and the College itself in 1908. Since then the Department has developed gradually year after year though until 1940 the Department had comparatively a small staff. Under the stimulus provided by the Grow More Food Crops Campaign during the Second World War, the extension side of the Department was strengthened and with the introduction of Post War Reconstruction Schemes and the three Five-Year Plans, there has been a substantial all sided expansion of the Department. The strength of the staff of the Department has now gone up to more than 25,400 and the Annual Budget to about Rs. 30 crores. The rapid development and constant changes in the staff and structure of the Department have, however rendered the pay structure of the Department heterogenous and complicated.

2. The Department is headed by the Director of Agriculture who is assisted by an Additional Director, five Joint Directors and other Technical and Administrative Officers at the headquarters and four Superintending Agricultural Officers at divisional headquarters. The Department runs seven Agriculture Colleges.

3. In view of the importance which agriculture has received in recent years, Government has already accepted the need to strengthen the Agricultural services and make them attractive from the point of view of recruitment. Pay scales of all the three basic services (viz. Class I, II, and III) were improved in the general revision of 1962 and special pays sanctioned for certain higher posts. The Department however considers these improved scales inadequate and has asked for a radical upward revision of pay scales with a view to building up a strong Department and removing the extremely unsatisfactory conditions, low morale and frustration prevailing in the Department. In asking for a special treatment in its favour the department has argued that the majority of its officers have to work and reside in interior villages devoid of all amenities and are therefore, forced to maintain double establishments. This latter argument was emphasised by the representatives of the Service Associations of the Agriculture Department and of several other Departments (i.e. Land Records, Engineering etc.) but we have not been greatly impressed by it. After all, conditions in villages have their own compensating features. At any rate it is not possible to have separate scales for those who work in villages and for others who may be stationed in towns.

4. The designations of various posts in the Department, their existing pay scales and the revised scales recommended by us for them are shown in the appended schedule. The main considerations underlying our recommendations regarding the pay scales of some categories of posts are discussed in the paragraphs below.

5. *Director* (Rs. 1,800—2,000),
Additional Director (Rs. 1,800—2,000), and
Joint Director (Rs. 1,300—1,600).

The Secretariat Department has proposed an upward revision of the pay scales of Director and the Joint Director. Consistent with the principles enunciated by us elsewhere, we do not recommend any revision in these cases.

6. *Superindending Agricultural Officer, Principal* : (Rs. 880—1,300).

We do not consider any improvement necessary in these cases also. However, as a part of the scheme to standardise pay scales, we recommend a scale of Rs. 900—50—1,300 for these posts.

7. *State Level Specialists (excluding statistician)* : (Rs. 400—1,250 *plus* Special pay of Rs. 150).

These posts are filled either by promotion or by nomination, the qualifications prescribed for direct recruits being a second class Honours degree in Agriculture, and a post graduate degree in II Class in the relevant branch of the Agricultural Science with the necessary teaching and research experience. The posts, fifteen in number, carry the Class I scale of Rs. 400—1,250. Only recently (i.e. after 1-7-1965) Government has sanctioned a special pay of Rs. 150 for all these posts on the ground that the officers have been selected with due regard to their higher technical knowledge and experience in their respective field and that they have to represent the State Government at the meetings of the All-India Commodities Committees. The Department considers that it is necessary to bring these posts on a higher scale and has proposed that they may be grouped with the posts of Principals of Agriculture Colleges etc. for whom it has proposed a revised scale of Rs. 1,200—2,000. While we concede that both on the grounds of higher recruitment qualifications and higher type of duties attached to them, the posts of Specialists constitute a class by themselves and can be more appropriately brought on a regular time scale instead of the present Class I scale plus special pay, we are unable to accept the suggestion to include them in the higher group. In our opinion a pay scale slightly higher than the standard Class I scale would be adequate for these posts and accordingly we recommend a revised scale of Rs. 700—50—1,250 (fixed pay of Rs. 650 during the period of probation) for them. A higher minimum is proposed with due regard to the higher qualifications prescribed for direct recruits and to the fact that persons already in service in the Department and drawing a higher pay are likely to come in the posts both as promotees and as direct recruits.

The Department has suggested that the post of Statistician also be included among the specialists for the purpose of a revised scale. We are unable to accept the suggestion as the considerations on which a special pay was attached to the posts of State Level Specialists do not hold good in the case of this post.

8. *Deputy Directors and Extension Officers* : (Rs. 400—1,250 *plus* a special pay of Rs. 100).

These officers constitute the next lower group in the departmental hierarchy and include 18 Deputy Directors and 7 Extension Officers. The posts carry the Class I scale of Rs. 400—1,250 plus a special pay of Rs. 100 which has been recently granted. Recruitment to these posts is made both by promotion and nomination. As in the case of State level specialists, the Department has proposed that these posts together with certain other posts which carry no special pay at present be placed on a separate scale intermediate between the scales of specialists and regular Class I Officers. We do not however, think that from a practical point of view it will be desirable or necessary to prescribe a separate scale of pay for representing small difference in responsibilities, when the aim of the present revision is to reduce the multiplicity of pay scales. In our view though the recruitment rules for the posts provide for nomination, more often than not appointments would come to be made from among the departmental officers as the type of training and experience required for the posts is not likely to be available outside the Department. We feel that the present arrangement with Class I scale plus special pay will be of help in selecting the officer of the required experience from the Department. We, therefore, recommend that these posts be continued on the Class I scale (viz. Rs. 410—1,150) plus special pay of Rs 100 as at present.

9. *Maharashtra Agriculture Service Class I Officers.*

Prior to the general revision of pay scales, the posts carried the standard Class I scale of Rs. 300—1,100. In the general revision the maximum of the pay scale was raised to Rs. 1,250 only in the case of Agricultural and Animal Husbandry Class I services while the maximum of the Standard Class I scale as applicable to all other services remained unchanged at Rs. 1,100. We consider that such differenciation is undesirable as it raises unnecessary contraversies about relative importance of various services and leads to demands for levelling up from other services. We have evolved a Standard Class I Scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 with a fixed pay of Rs. 380 during the period of probation for all Class I Services and we consider that this scale will be adequate for Maharashtra Agriculture Service Class I posts also.

10. *Maharashtra Agriculture Service, Class II Officers.*

They carry a scale of Rs. 300—15—450—20—490—E.B.—25—765 as against the standard Class II scale of Rs. 250—715. We recommend that they be brought on the standard scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 300 during the period of probation).

11. *Agricultural Officers* (Rs. 270—375).

These posts are filled both by promotion and nomination. The qualifications prescribed for direct recruits are a First Class or Second Class Bachelors degree followed by a post graduate degree in Agriculture. We recommend a revised scale of Rs. 275—15—410 for these posts.

12. *Agricultural Supervisors*: (Rs. 190—310).

The posts of Agricultural Supervisors constitute the lowest category of posts for Agriculture graduates and the largest single category only next to that of Agriculture Assistants. The post is filled both by nomination and by promotion of Agriculture Assistants. In the last revision, the pay scale of the post was revised from Rs. 80—200 to Rs. 150—310 (with a higher start of Rs. 190 for Agriculture graduates). The Agriculture Supervisors' and Officers' Association has suggested that the pay scale of the post should be brought in line with that of Government of India viz. Rs. 210—425. We have elsewhere pointed out that the demand for parity with Government of India pay scales is untenable. Having regard to the fact that the officers have fairly good prospects of promotion, we do not consider that a long scale of pay is necessary. A revised pay scale of Rs. 160—10—270—E.B—10—290—15—320 with a higher starting pay of Rs. 200 for Agriculture graduates is recommended.

13. *Agricultural Assistants.*

Agricultural Assistants are on two grades, the first Grade comprising 120 posts carrying a scale of Rs. 145—8—185—10—215 and the Second Grade about 6,939 posts carrying a scale of Rs. 100—3—130—E.B.—4—170—5—180. While all the posts in Grade I are filled by promotion, posts in Grade II are filled either by promotion of Computors, Mukadams etc. or by nomination of candidates who have passed Vernacular Final Examination and have undergone 2 years course in Agriculture or those who have passed Secondary School Certificate Examination and have undergone 6 months' training at the Soil Conservation Training Institute. The Department has proposed that both these grades be amalgamated. As there is not much difference in duties of the posts in the two grades, we accept the proposal for amalgamation and recommend a revised scale of Rs. 110—4—150—E.B.—5—190—E.B.—5—220 for all the posts in the combined cadre.

14. *Junior Geologist* : (Rs. 270—375), *Geologist* : Rs. 220—380).

The posts are filled either by promotion or by nomination of candidates possessing a II Class Master's degree or I Class Bachelor's degree in Science with Geology. We consider that the existing scales are inadequate for the qualification prescribed for recruitment and accordingly recommend a revised scale of Rs. 275—15—470 for the posts.

15. *Artists/Photographers* :

There are 27 posts of Artists/Photographers on 10 different scales of pay. All post in the higher grades are generally filled by promotion and the lower ones by nomination of persons possessing a degree or diploma in Arts with experience in photography and in some cases by appointing candidates possessing only knowledge of photography and painting. The Department has proposed that all these posts be grouped and brought on five scales. We accept the suggestion and recommend that they may be brought on the following revised scales of pay :—

Existing Scales.	*Revised Scales recommended.*
Rs. 300—15—375—10—425	Rs. 300—15—390—20—450
Rs. 270—15—375	Rs. 275—15—410
Rs. 190—10—300	Rs. 200—10—290—15—320
Rs. 185—10—245	
Rs. 145—8—185—10—245	Rs. 135—5—170—6—188—E. B.—6—200—8—240—10—270
Rs. 150—4—210—5—225	
Rs. 145—8—185	
Rs. 126—4—190—5—200	Rs. 110—4—150—E.B.—5—200
Rs. 115—5—190	
Rs. 100—3—130—E.B.—4—170	

16. *Head Plate Maker* : (Rs. 145—8—185).

The post is filled both by promotion and nomination of persons having experience in the trade. He prepares Zinc Plates from the processed negatives. The Department has proposed that he be grouped with Photographers. We recommend a revised scale of Rs. 135—5—170—6—188—E.B—6—200—8—240—10—270 for the post.

17. *Librarian.*

The post is on the scale of a Head Clerk viz. Rs. 185—10—245 and is filled by promotion of a Senior Clerk or by nomination. As the qualification prescribed for direct recruitment is only Secondary School Certificate with a diploma in Library Science, we do not think that it is a good arrangement to waste a Head clerk in the post. We suggest that the post be filled by appointing a qualified Librarian for whom we recommend a revised scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270. For the existing incumbent we recommend a revised scale of Rs. 200—10—290—15—320 till he is replaced.

18. *Special Pays.*

The special pays admissible to the state level specialists, Extension Officers and Deputy Directors have been dealt with in the preceding paragraphs. The following are other officers who are in receipt of special pay for the reasons mentioned against them.

Designation	*Amount of special pay.*	*Reasons for grant of Special Pay.*
	Rs.	
Chief Sugarcane Development Officer.	100	In view of the heavy responsibilities involved in organising the special scheme for intensive sugarcane development.
Technical Officer (V) in the Office of the Director of Agriculture.	50	The special pay had been sanctioned originally when it was attached to the then Director of Agriculture (Engineering) who was exercising the powers of a Superintending Engineer.
Medical Officer	10	For loss of private practice.
Compounder	10	For carrying out the additional duties of a clerk.
Tracers in Soil Conservation Section.	20	The tracers in the Soil Conservation Section are required to attend to highly technical work.

We recommend that the special pay drawn by the above officers and the staff except by the Technical Officer be continued. As regards the special pay drawn by the Technical Officer we have not been able to ascertain exactly what additional duties or duties of a more onerous nature are involved. We suggest that Government may review the special pay in the light of the principles suggested by us for the grant of special pays.

SCHEDULE

AGRICULTURE DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	
	Gazetted		Rs.	Rs.	
1	Director of Agriculture.	1	1,800—100—2,000	1,800—100—2,000	
2	Additional Director of Agriculture.	1	1,800—100—2,000	1,800—100—2,000	
3	Joint Director	5	1,300—60—1,600	1,300—60—1,600	
4	Superintending Agricultural Officer.	4	880—40—1,000—50—1,300.	900—50—1,300	
5	Principal, Agriculture Colleges.	7	880—40—1,000—50—1,300.	900—50—1,300	
6	Superintending Soil Conservation Officer.	1	880—40—1,000	900—50—1,300	
7	Officer on Special Duty, Agricultural University.	1	880—40—1,000—50—1,300.	900—50—1,300	
8	Chief Project Officer, Package Programme.	1	880—40—1,000—50—1,300.	900—50—1,300	
9	Agronomist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special pay to be discontinued.	Special pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
10	Plant Pathologist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special pay to be discontinued.	Special pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
11	Agricultural Chemist	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special pay to be discontinued.	Special pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
12	Agricultural Economist.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special pay to be discontinued.	Special pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
13	Economic Botanist.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special pay to be discontinued.	Special pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
14	Horticulturist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special pay to Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special Pay to be discontinued.	Special Pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
15	Agricultural Entomologist.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special pay to be discontinued.	Special Pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
17	Sugarcane Specialist	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special Pay to be discontinued.	Special Pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
18	Millet Specialist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special pay to be discontinued.	Special Pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
19	Cotton Specialist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Speical Pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special Pay to be discontinued.	Special Pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
20	Oilseeds Specialist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special Pay to be discontinued.	Special Pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
21	Wheat Specialist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special Pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special Pay to be discontinued.	Special Pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
22	Rice Specialist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special Pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special Pay to be discontinued.	Special Pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
23	Soil Specialist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special Pay of Rs. 150 per month.	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation). Special Pay to be discontinued.	Special Pay of Rs. 150 to be taken into account for the purpose of initial pay fixation.
24	Deputy Director of Agriculture.	18	400—30—610—40—730—E.B.—45—1,000—50—1,250 Speoial Pay of Rs. 100 per month.	410—30—650—E.B.—45—1,100—50—1,150. (Fixed pay of Rs. 380 during the period of probation). Special pay to be continued.	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
25	Cotton Marketing Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special Pay of Rs. 100 per month.	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation). Special pay to be continued.	
26	Chief Plant Protection Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. (Special Pay of Rs. 100 per month).	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation). Special pay to be continued.	
27	Agriculture Information Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special Pay of Rs. 100 per month.	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation). Special pay to be continued.	
28	Potato Development Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special Pay of Rs. 100 per month).	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation). Special Pay to be continued.	
29	Oilseeds Development Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special Pay of Rs. 100 per month.	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation). Special Pay to be continued.	
30	Compost Development Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special Pay of Rs. 100 per month.	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation). Special Pay to be continued.	
31	Chief Sugarcane Development Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special Pay of Rs. 100 per month.	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation). Special Pay to be continued.	
32	Editor (Shetkari Magazine).	1	400—30—610—40—730—E.B.—45—1,000—50—1,250. Special Pay of Rs. 100 per month.	410—30—650—E.B.—45—1,100—50—1,150. (Fixed pay of Rs. 380 during the period of probation). Special Pay to be continued.	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
33	Officer on Special Duty (Irrigation).	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special Pay of Rs. 100 per month.	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation). Special Pay to be continued.	
34	Statistician ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special Pay of Rs. 100 per month.	410—30—650—E.B.—45 1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation). Special Pay to be continued.	
35	Deputy Statistician.	3	400—30—610—40—730—E.B.—45—1,000—50—1,250 Special Pay of Rs. 100 per month.	410—30—650—E.B.—45 1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation). Special Pay to be continued.	
36	Chief Training Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45 1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
37	Research Engineer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
38	Agricultural Bacteriologist.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
39	Horticulturist Pomology.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
40	Horticulturist Cytrus-Dye-Back.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
41	Cotton Extension Officer.	2	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
42	Horticultural Development Officer.	2	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
43	Principal, Gramsevak Training Centre.	8	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45 1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
44	Divisional Soil Conservation Officer.	33	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45 1,100—50—1,150 (Fixed pay of Rs. 380, during the period of probation).	
45	Parishad Agricultural Development Officer.	25	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
46	Professor, Agriculture College.	41	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
47	Wheat Rust Mycologist.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380, during the period of probation).	
48	Mycologist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
49	Officer Incharge National Centre.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380, during the period of probation).	
50	Agronomist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
51	Physiologist ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45 1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
52	Sugarcane Physiologist.	1	400—30—610—40—730 E.B.—45—1,000—50—1,250	410—30—650—E.B.—45 1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
53	Research Officer of Coordinate Project for crop logging.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380, during the period of probation).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
54	Project Officer, Dapoli.	1	400—30—610—40—730 E.B.—45—1,000—50—1,250	410—30—650—E.B.—45 1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
55	District Agriculture Information Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
56	Agriculture Engineer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
57	Deputy Director Co-operative Farming and Rehabilitation.	2	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45 —1,100—50—1,150 (Fixed Pay of Rs. 380 during the period of probation).	
58	Evaluation Officer ..	1	400—30—610—40—730—E.B.—45—1,100—50—1,250	410—30—650—E.B.—45 1,100—50—1,150 (Fixed Pay of Rs. 380 during the period of probation).	
59	Administrative Officer.	2	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45 1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
60	Accounts Officer ..	2	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45 965 (Fixed pay of Rs. 380 during the period of probation). For Officers belonging to Maharashtra Finance and Accounts Service.	
61	Irrigation Specialist.	1	325—25—500—E.B.—25 575—30—635—E.B.—30—815	(*i*) 325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). (For Engineering Graduates). (*ii*) 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation) (for others).	
62	Assistant Professor, Agriculture College.	50	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—50—800 (Fixed pay of Rs. 300 during the period of probation).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
63	Lecturer, Agriculture College.	205	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
64	Lecturer, Gram-sevak Training College.	40	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
65	Superintendent of Agriculture School.	22	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
66	Principal, Soil Conservation Training School.	9	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
67	Chief Inspectress Home Science Wing.	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
68	Extension Training Officer.	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
69	District Agricultural Officer.	23	300—15—450—20—490—EB.—25—765	300—20—460—E.B.—20 500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
70	Additional Agricultural Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
71	Sub-Divisional Soil Conservation Officer.	173	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
72	Land Utilisation Survey Officer.	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30 800 (Fixed pay of Rs. 300 during the period of probation).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
73	Soil Conservation Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
74	Campaign Officer ..	26	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
75	Assistant Cotton Extension and Development Officer.	17	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
76	Assistant Oilseeds Extension/Development Officer.	10	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30 800 (Fixed pay of Rs. 300 during the period of probation).	
77	Mass Training Officer	25	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
78	Plant Protection Officer.	7	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30 800 (Fixed pay of Rs. 300 during the period of probation).	
79	Divisional Supervisor (Varietal Trials).	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
80	Assistant Horticultural Development Officer.	9	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
81	Seed Development Officer.	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation.).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
82	Assistant Compost Development Officer	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
83	Sugarcane Development Officer.	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
84	Personal Assistant to Superintending Agriculture Officer.	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
85	Technical Officer ..	9	300—15—450—20—490 E.B.—25—765 Special Pay of Rs. 50 for one post.	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation). Special pay to be continued pending review by Government.	
86	Officer Incharge, Irrigation Unit.	4	300—15—450—20—490 E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
87	Officer for Revision and Compilation of the District Gazetter.	2	300—15—450—20—490 E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
88	Crop Competition Officer.	1	300—15—450—20—490 E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
89	Assistant Cotton Marketing Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
90	Regional Fertiliser Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
91	Regional Potato Development Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
92	Press Relation Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
93	Agricultural Editor, Mass Training (Publication).	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
94	Assistant Editor ..	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
95	Horticultural Specialist.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
96	Plant Protection Specialist.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
97	Deputy Chief Officer, Bhandara Project.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
98	Deputy Chief Officer, Package Programme	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
99	Assistant District Agricultural Information Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
100	Agronomist-*cum*-Farm Management Specialist.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
101	Agronomist ..	12	300—15—450—20—490—E.B.—25—765	300—20—450—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
102	Extra Assistant Director.	3	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
103	Farm Superintendent	3	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
104	Officer Incharge, Agriculture Research Station.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
105	Rice-Agronomist ..	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
106	Assistant Plant Pathologist.	6	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
107	Rice Pathologist ..	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
108	Sugarcane Disease Investigation Officer	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
109	Assistant Mycologist	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
110	Assistant Plant Pathologist (Virus).	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
111	Officer Incharge Bano Disease Investigation Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
112	Assistant Horticulturist.	8	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
113	Officer Incharge, Coconut Research Station.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
114	Garden Superintendent.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
115	Fruit Development Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
116	Cocoa Development Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
117	Statistician ..	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
118	Assistant Statistician.	21	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
119	Statistical Officer ..	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
120	Cotton Breeder ..	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
121	Plant Breeder ..	3	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
122	Assistant Wheat Breeder.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
123	Assistant Rice Specialist.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
124	Bio-Chemist ..	3	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
125	Assistant Micro Biologist.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
126	Agricultural Engineer.	17	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
127	Soil Chemist and Assistant Soil Chemist.	3	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
128	Soil Physicist ..	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
129	Soil Survey Officer ..	3	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
130	Soil Engineer ..	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommenced scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
131	Analytical Chemist.	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
132	Senior Geologist ..	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
133	Research Officer ..	9	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—EB.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
134	Khar Land Investigator.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
135	Onion Research Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—450—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
136	Agriculture Research Officer.	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
137	Officer Incharge Tomato Research.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
138	Officer Incharge, Economic of Bunding Scheme.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
139	Seed Testing Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
140	Cytogenetist ..	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
141	Rice Physiologist ..	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
142	Plant Physiologist ..	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
143	Assistant Sugarcane Botanist.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
144	Additional Crop Protection Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
145	Crop Protection Officer.	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
146	Assistant Entomologist.	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
147	Rice Entomologist..	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
148	Agricultural Officer	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
149	Farm Management Training Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
150	Assistant Administrative Officer.	1	250—270—15—390—E.B.—15—450—20—490——E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of training).	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
151	Organisation and Methods Officer.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of training).	
152	Planning Officer ..	1	250—270—15—390—E.B—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20 500—25—650—E.B.—30 800 (Fixed pay of Rs. 280 during the period of training).	
153	Assistant Accounts Officer.	10	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	340—20—500—25—550—E.B.—25—650—30—800 For officers of the Maharashtra Finance and Accounts Service. (Fixed pay of Rs. 320 during the period of probation).	
154	Labour Welfare Officer.	1	250—270—15—390—E.B 15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
	Non-Gazetted				
155	Agricultural Officer.	509	270—15—375 ..	275—15—410	
156	Lecturer ..	70	270—15—375 ..	275—15—410	
157	Demonstrator ..	1	270—15—375 ..	275—15—410	
158	Instructor in Agriculture.	16	270—15—375 ..	275—15—410	
159	Farm Superintendent	4	270—15—375 ..	275—15—410	
160	Superintendent ..	4	270—15—375 ..	275—15—410	
161	Garden Superintendent.	2	270—15—375 ..	275—15—410	
162	Dairy Manager ..	3	270—15—375 ..	275—15—410	
163	Assistant Farm Superintendent.	2	270—15—375 ..	275—15—410	
164	Agricultural Inspector.	2	270—15—375 ..	275—15—410	
165	Entomological Assistant.	1	270—15—375 ..	275—15—410	
166	Chemical Assistant.	3	270—15—375 ..	275—15—410	
167	Research Assistant.	13	270—15—375 ..	275—15—410	
168	Pathological Assistant.	1	270—15—375 ..	275—15—410	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
169	Crop Weather Assistant.	1	270—15—375 ..	275—15—410	
170	Horticultural Assistant.	1	270—15—375 ..	275—15—410	
171	Analytical Assistant	1	270—15—375 ..	275—15—410	
172	Botanical Assistant.	2	270—15—375 ..	275—15—410	
173	Additional Extension Officer.	2	270—15—375 ..	275—15—410	
174	Assistant Cotton Research Botanist.	1	270—15—375 ..	275—15—410	
175	Assistant Biochemist	1	270—15—375 ..	275—15—410	
176	Assistant Economic Botanist.	1	270—15—375 ..	275—15—410	
177	Senior Laboratory Assistant.	1	270—15—375 ..	275—15—410	
178	Senior Statistical Assistant.	23	270—15—375 ..	275—15—410	
179	Fertiliser Demonstrator.	5	270—15—375 ..	275—15—410	
180	Technical Assistant.	34	270—15—375 ..	275—15—410	
181	Assistant Agriculture Information Officer.	1	270—15—375 ..	275—15—410	
182	Translator ..	3	270—15—375 ..	275—15—410	
183	Assistant Instructor	6	200—10—300 ..	200—10—290—15—320	
184	Agricultural Supervisor.	1432	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to start on Rs. 190)	160—10—270—E.B.—10—290—15—320 (Agriculture graduates to start on Rs. 200)	
185	Plant [illegible] Breeding Assistant.	1	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to start on Rs. 190)	160—10—270—E.B.—10—290—15—320 (Agriculture graduates to start on Rs. 200)	
186	Analysist ..	5	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to start on Rs. 190)	160—10—270—E.B.—10—290—15—320 (Agriculture graduates to start on Rs. 200)	
187	Junior Laboratory Assistant.	2	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to start on Rs. 190)	160—10—270—E.B.—10—290—15—320 (Agriculture graduates to start on Rs. 200)	
188	Supervisor-*cum*-Field Investigator.	1	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to start on Rs. 190)	160—10—270—E.B.—10—290—15—320 (Agriculture graduates to start on Rs. 200)	
189	Fertiliser Inspector	3	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to to start on Rs. 190)	160—10—270—E.B.—10 290—15—320 (Agriculture graduates to start on Rs. 200)	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
190	Compost Inspector ..	25	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to start on Rs. 190)	160—10—270—E.B.—10—290—15—320 (Agriculture graduates to start on Rs. 200)	
191	Translator ..	1	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to start on Rs. 190)	160—10—270—E.B.—10 290—15—320 (Agriculture graduates to start on Rs. 200)	
192	Instructor ..	10	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to start on Rs. 190)	160—10—270—E.B.—10—290—15—320 (Agriculture graduates to start on Rs. 200)	
193	Demonstrator ..	48	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to to start on Rs. 190)	160—10—270—E.B.—10 290—15—320. (Agriculture graduates to start on Rs. 200)	
194	Junior Statistical Assistant.	70	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to start on Rs. 190)	160—10—270—E.B.—10—290—15—320 (Agriculture graduates to start on Rs. 200)	
195	Computor ..	24	150—8—190—10—250—E.B.—10—310 (Agriculture graduates to to start on Rs. 190)	160—10—270—E.B.—10—290—15—320 (Agriculture graduates to start on Rs. 200)	
196	Assistant District Co-operative Officer.	1	145—8—185 ..	150—8—190—10—220—E.B.—10—270	
197	Demonstrator ..	90	145—8—185—10—215 ..	110—4—150—E.B.—5——190—E.B.—5—220	
198	Agricultural Assistant (Grade I).	30	145—8—185—10—215 ..	110—4—150—E.B.—5—190—E.B.—5—220	
199	Agricultural Assistant (Grade II).	6,898	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
200	Herdsman ..	1	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
201	Livestock Supervisor.	9	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
202	Junior Soil Assistant.	5	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
203	Laboratory Assistant.	25	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
204	Garden Overseer ..	1	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
205	Agriculture Sub-Inspector.	6	100—3—130 ..	110—4—150—E.B.—5—190—E.B.—5—220	
206	Junior Geologist ..	4	270—15—375 ..	275—15—470	
207	Geologist ..	1	220—10—300—E.B.—10—350—15—380	275—15—470	
208	Civil Overseer ..	7	150—10—300—E.B.—15—360	180—10—290—E.B.—15—380	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—cont'd.		Rs.	Rs.	
209	Overseer ..	1	180—10—320 ..	180—10—290—E.B.—15—380	
210	Instructor in Rural Engineering.	11	150—8—190—10—250—E.B.—10—310 (For Agriculture Graduates)	(i) 200—10—290—15—320 (For Agriculture graduates)	
			130—5—150—8—190—E.B.—10—270—10—320 (For persons of Engineering qualifications)	(ii) 180—10—290—E.B.—15—320 (For diploma holders in Engineering)	
211	Draftsman ..	10	145—8—185—E.B.—10—205	150—8—190—10—220—E.B.—10—270	
212	Draftsman ..	1	145—8—185 ..	150—8—190—10—220—E.B.—10—270	
213	Draftsman ..	1	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
214	Draftsman (Tracer).	1	100—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
215	Tracer ..	1,357	100—3—130—E.B.—4—170 (Special pay of Rs. 20 for 244 posts in Soil Conservation Section)	110—4—150—E.B.—5—200 (Special pay to Tracers in Soil Conservation Section to continue)	
216	Chief Artist ..	2	300—15—375—10—425	300—15—390—20—450	
217	Artist (All State) ..	2	270—15—375 ..	275—15—410	
218	Press Photographer.	1	270—15—375 ..	275—15—410	
219	Press Supervisor ..	1	270—15—375 ..	275—15—410	
220	Movie Cameraman ..	1	270—15—375 ..	275—15—410	
221	Departmental Artist.	1	190—10—250—E.B.—10—300	200—10—290—15—320	
222	Artist (Divisional) ..	1	190—10—250—E.B.—10—300	200—10—290—15—320	
223	Artist ..	4	185—10—245 ..	200—10—290—15—320	
224	Photographer ..	1	135—10—245 ..	200—10—290—15—320	
225	Assistant Movie Cameraman.	1	185—10—245 ..	200—10—290—15—320	
226	Head Plate Maker ..	1	145—8—185 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
227	Artist-*cum*-Photographer.	1	145—8—185 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
228	Artist ..	1	126—4—166—E.B.—4—190—5—200.	135—5—170—6—188—E.B.—6—200—8—240—10—270	

Agriculture Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd		Rs.	Rs.	
229	Audio-Visual Assistant.	2	145—8—185—10—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
230	Audio-Visual Operater.	3	145—8—185 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
231	Musueum Assistant	1	150—4—190—E.B.—4—210—5—225	135—5—170—6—188—E.B.—6—200—8—240—10—270	
232	Assistant Artist ..	1	100—3—130—4—170 ..	110—4—150—E.B.—5—200	
233	Museum Artist ..	1	100—3—130—4—170 ..	110—4—150—E.B.—5—200	
234	Dark Room Assistant	2	115—5—155—E.B.—5—190	110—4—150—E.B.—5—200	
235	Foreman Supervisor	33	150—10—300—E.B.—15 375	160—10—290—E.B.—15 380 (Engineering diploma holders to start on Rs. 180)	
236	Mechanical Supervisor.	33	150—10—300—E.B.—15 375	160—10—290—E.B.—15 380 (Engineering diploma holders to start on Rs. 180)	
237	Mechanical Assistant	9	150—10—300—E.B.—15 375	160—10—290—E.B.—15 380 (Engineering diploma holders to start on Rs. 180)	
238	Boring Assistant ..	7	150—10—300—E.B.—15 375	160—10—290—E.B.—15 380 (Engineering diploma holders to start on Rs. 180)	
239	Workshop Superintendent	4	150—10—300—E.B.—15 375	160—10—290—E.B.—15 380 (Engineering diploma holders to start on Rs. 180)	
240	Research Assistant	1	150—10—300—E.B.—15 375	160—10—290—E.B.—15 380 (Engineering diploma holders to start on Rs. 180)	
241	Technical Assistant	1	150—10—300—E.B.—15 375	160—10—290—E.B.—15 380 (Engineering diploma holders to start on Rs. 180)	
242	Assistant Inspector	1	150—10—300—E.B.—15 375	160—10—290—E.B.—15 380 (Engineering diploma holders to start on Rs.180)	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
243	Assistant Instructor (Workshop).	3	200—10—300 ..	(*i*) 180—10—290—E.B.—15—380 For Engineering diploma holders	
244	Mechanical Assistant	9	145—8—190—10—210—E.B.—10—300	(*ii*) 160—10—270—E.B.—10—290—15—320 For others	
245	Senior Mechanic ..	51	145—5—175—E.B.—6—205	155—5—170—6—200—8—240	
246	Mechanic ..	80	145—8—185—10—205 ..	155—5—170—6—200—8—240	
247	Mechanic ..	14	145—8—185—10—195 ..	155—5—170—6—200—8—240	
248	Mechanic ..	18	125—10—195 ..	155—5—170—6—200—8—240	
249	Mechanic ..	9	145—8—185 ..	155—5—170—6—200—8—240	
250	Mechanical Fitter-*cum*-Tractor Driver.	1	150—5—190 ..	155—5—170—6—200—8—240	
251	Automobile Mechanic	3	145—5—175—E.B.—6—205	155—5—170—6—200—8—240	
252	Boring Mechanic ..	1	145—5—175—E.B.—6—205	155—5—170—6—200—8—240	
253	Boring Mechanic ..	1	145—8—185 ..	155—5—170—6—200—8—240	
254	Fitter Operator Mechanic.	4	145—5—175—E.B.—6—205	155—5—170—6—200—8—240	
255	Fitter ..	11	145—5—175—E.B.—6—205	155—5—170—6—200—8—240	
256	Fitter-*cum*-Mechanic	1	145—8—185 ..	155—5—170—6—200—8—240	
257	Tractor Mechanic ..	2	125—10—195 ..	155—5—170—6—200—8—240	
258	Tractor Operator ..	1	145—8—185 ..	155—5—170—6—200—8—240	
259	Tractor Driver ..	1	145—8—185 ..	155—5—170—6—200—8—240	
260	Machinist ..	1	145—5—175—E.B.—6—205	155—5—170—6—200—8—240	
261	Electrician ..	4	145—5—175—E.B.—6—205	155—5—170—6—200—8—240	
262	Welder ..	4	145—5—175—E.B.—6—205	155—5—170—6—200—8—240	
263	Miling Operator ..	1	145—8—185—E.B.—10—205	155—5—170—6—200—8—240	
264	Turner ..	8	145—8—185—E.B.—10—205	155—5—170—6—200—8—240	

Agriculture Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
265	Bulldozer Operator.	130	125—5—160 ..	125—4—157—E.B.—4—165—5—180	
266	Tractor Driver ..	3	120—5—145 ..	125—4—157—E.B.—4—165—5—180	
267	Tractor Driver ..	131	115—5—145 ..	125—4—157—E.B.—4—165—5—180	
268	Boring Operator ..	61	115—5—145 ..	125—4—157—E.B.—4—165—5—180	
269	Boaring Mechanic ..	4	115—3—130—4—138—4—166	125—4—157—E.B.—4—165—5—180	
270	Boring Operator ..	6	115—3—145 ..	125—4—157—E.B.—4—165—5—180	
271	Air Compressor Driver.	275	115—5—145 ..	125—4—157—E.B.—4—165—5—180	
272	Machineman ..	1	115—5—145 ..	125—4—157—E.B.—4—165—5—180	
273	Welder ..	3	117—4—141—E.B.—4—161	125—4—157—E.B.—4—165—5—180	
274	Moulder ..	2	117—4—141—E.B.—4—161	125—4—157—E.B.—4—165—5—180	
275	Painter ..	4	117—4—141—E.B.—4—161	125—4—157—E.B.—4—165—5—180	
276	Black Smith ..	32	117—4—141—E.B.—4—161	125—4—157—E.B.—4—165—5—180	
277	Carpenter-*cum*-Smith.	4	117—4—141—E.B.—4—161	125—4—157—E.B.—4—165—5—180	
278	Carpenter ..	28	117—4—141—E.B.—4—161	125—4—157—E.B.—4—165—5—180	
		1	117—4—141—E.B.—5—161—6—185	125—4—157—E.B.—4—165—5—180	
		1	100—3—130—E.B.—4—170	125—4—157—E.B.—4—165—5—180	
279	Gas Mechanic ..	1	100—3—130—E.B.—4—170—5—180	125—4—157—E.B.—4—165—5—180	
280	Tractor Driver Mechanic.	1	100—3—130—E.B.—4—170	125—4—157—E.B.—4—165—5—180	
281	Gas Man ..	2	100—3—130—E.B.—4—170	110—3—128—4—144—E.B.—4—180	
282	Jeep-Driver ..	322	100—3—130—4—150 ..	110—3—128—4—144—E.B.—4—180	
		1	100—3—130—E.B.—4—170—5—180	110—3—128—4—144—E.B.—4—180	
		7	100—3—130—E.B.—4—170	110—3—128—4—144—E.B.—4—180	
283	Driver (Truck, Van, Lorry, Transport).	54	100—3—130—E.B.—4—150	110—3—128—4—144—E.B.—4—180	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
284	Blasting Van Driver	33	100—3—130—E.B.—4—150	110—3—128—4—144—E.B.—4—180	
285	Driller ..	550	100—3—130—E.B.—4—150	110—3—128—4—136—E.B.—4—160	
286	Tractor Mechanic Operator.	16	100—5—145 ..	110—3—128—4—136—E.B.—4—160	
287	Junior Mechanic ..	23	100—3—130 ..	110—3—128—4—140	
288	Welder ..	1	100—3—130 ..	110—3—128—4—140	
289	Electrician-*cum*-Welder.	1	100—3—130 ..	110—3—128—4—140	
290	Turner-*cum*-Fitter ..	1	100—3—130 ..	110—3—128—4—140	
291	Mechanical Fitter ..	7	100—3—130 ..	110—3—128—4—140	
292	Fitter ..	3	100—3—130 ..	110—3—128—4—140	
293	Blacksmith ..	1	100—3—130 ..	110—3—128—4—140	
294	Smith ..	8	100—3—130 ..	110—3—128—4—140	
295	Carpenter-*cum*-Smith	3	100—3—130 ..	110—3—128—4—140	
296	Assistant Tractor Operator.	14	100—3—130 ..	110—3—128—4—140	
		1	70—1—80—E.B.—1—85	110—3—128—4—140	
297	Carpenter ..	1	100—3—130 ..	110—3—128—4—140	
298	Gasman ..	2	100—3—130 ..	110—3—128—4—140	
299	Bulldozer Operator..	2	100—3—130 ..	110—3—128—4—140	
300	Assistant Bulldozer Operator.	142	100—3—130 ..	110—3—128—4—140	
301	Turner ..		100—3—130 ..	110—3—128—4—140	
302	Operator for Electric Motor.	2	100—3—130 ..	110—3—128—4—140	
303	Assistant Tractor Driver.	116	100—3—130 ..	110—3—128—4—140	
304	Junior Mechanic Operator.	2	100—3—130 ..	110—3—128—4—140	
305	Mechanic-*cum*-Driver	1	100—3—130 ..	110—3—128—4—140	
306	Machanic-*cum*-Operator.	6	100—3—130 ..	110—3—128—4—140	
307	Engine Driver ..	32	100—3—130 ..	110—3—128—4—140	
308	Gas Plant Driver ..	1	100—3—130 ..	110—3—128—4—140	
309	Driver, Truck ..	2	100—3—130 ..	110—3—128—4—140	
310	Motor Truck Driver	16	100—3—130 ..	110—3—128—4—140	
311	Truck Driver ..	29	100—3—130 ..	110—3—128—4—140	
312	Blasting Van Driver	33	100—3—130 ..	110—3—128—4—140	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
313	Explosive Van Driver	1	100—3—130 ..	110—3—128—4—140	
314	Tractor Cleaner ..	3	100—3—130 ..	110—3—128—4—140	
315	Mochi (Upholster) ..	2	100—3—130 ..	110—3—128—4—140	
316	Plate Maker ..	1	91—3—130 ..	110—3—128—4—140	
317	Boring Mechanic ..	2	70—1—125 ..	90—2—100—3—115—E.B.—3—136—4—140	
318	Auxiliary Hand ..	8	85—2—105—E.B.—3—125	90—2—100—3—115—E.B.—3—136—4—140	
319	Superintendent ..	80	270—10—350 ..	260—10—290—15—410	
320	Head Assistant ..	1	270—10—250 ..	260—10—290—15—410	
321	Instructor in Accounts Matters.	4	270—10—350 ..	260—10—290—15—410	
322	Compilation Officer.	1	270—10—350 ..	260—10—290—15—410	
323	Senior Assistant and Head Clerk.	291	185—10—245 ..	200—10—290—15—320	
324	Senior Auditor ..	1	185—10—245 ..	200—10—290—15—320	
325	Head Clerk-*cum*-Accountant.	4	185—10—245 ..	200—10—290—15—320	
326	Junior Assistant, Junior Auditor and Storekeeper, Cashier.	148	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
327	Senior Clerk ..	597	145—8—185 ..	150—8—190—10—220—E.B.—10—270	
328	Storekeeper/Clerk. ..	6	145—8—185 ..	150—8—190—10—220—E.B.—10—270	
329	Storekeeper ..	2	125—5—205 ..	150—8—190—10—220—E.B.—10—270	
330	Junior Clerk, typist and Storekeeper.	1,600	100—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
331	Storekeeper ..	15	100—3—130—E.B.—4—160—5—170	110—4—150—E.B.—5—200	
332	Junior Storekeeper.	1	100—3—130—E.B.—4—160—5—170	110—4—150—E.B.—5—200	
333	Store Clerk ..	23	100—3—130—E.B.—4—160—5—170	110—4—150—E.B.—5—200	
334	Weighman ..	1	100—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
335	Timekeeper ..	1	100—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
336	Stenographer ..	26	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10 330—E.B.—10—350—15—380	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
337	Steno-typist ..	6	145—8—185 ..	(*i*) 110—4—150—E.B.—5—200 *plus* shorthand allowance according to speed for those borne on the clerical cadre of the Department. (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 for others.	
338	Steno-typist ..	14	100—3—130—E.B.—4—170	(*i*) 110—4—150—E.B.—5—200 *plus* shorthand allowance according to speed for those borne on the clerical cadre of the Department. (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 for others.	
339	Librarian ..	2	185—10—245 ..	(*i*) 200—10—290—15—320. For existing incumbent. (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270. For others.	
340	Compounder ..	3	100—3—130—E.B.—4—130 Special pay Rs. 10	110—4—150—E.B.—5—200 Special pay to continue	
341	Compounder ..	1	91—3—130—E.B.—4—150 Special pay of Rs. 10	110—4—150—E.B.—5—200 Special pay to continue	
342	Medical Officer ..	1	160—7—230—E.B.—8—310—E.B.—10—350 Special pay of Rs. 10	Pay scale in the parent Department. Special pay to continue	
343	Physical Training Instructor.	1	130—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270	
344	Proof Reader ..	3	115—3—130—4—150—E.B.—4—170	110—4—150—E.B.—5—200	
345	Copy Holder ..	3	100—3—130—E.B.—4—150	110—3—128—4—136—E.B.—4—160	
	CLASS IV.				
348	Counter ..	73	75—2—95—E.B.—2—105	80—2—100—E.B.—3—115	
349	Mukadam ..	148	75—2—95—E.B.—2—105	80—2—100—E.B.—3—115	
350	Fieldman ..	7	75—2—95—E.B.—2—105	80—2—100—E.B.—3—115	
351	Agricultural Mukadam	7	75—2—95—E.B.—2—105	80—2—100—E.B.—3—115	

Agriculture Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
352	Plant Collector ..	9	75—2—95—E.B.—2—105	80—2—100—E.B.—3—115	
353	Laboratory Assistant	2	75—2—95—E.B.—2—105	80—2—100—E.B.—3—115	
354	Dairyman ..	1	75—2—95—E.B.—2—105	80—2—100—E.B.—3—115	
355	Mazdoor (Trained) ..	4	75—2—95—E.B.—2—105	80—2—100—E.B.—3—115	
356	Hammerman ..	7	70—1—80—2—100 ..	80—2—100—E.B.—2—110	
357	Daftarband ..	5	70—1—80—2—100 ..	80—2—100—E.B.—2—110	
358	Daftari ..	1	70—1—80—2—100 ..	80—2—100—E.B.—2—110	
359	Naik ..	12	70—1—75—E.B.—1—85	80—2—110	
360	Dresser ..	1	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
361	Zoo Keeper ..	1	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
362	Managerie keeper ..	1	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
363	Cook ..	1	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.2—100	
364	Inferior staff ..	3	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
365	Gasman ..	1	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
366	Store Kamgar ..	1	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
367	Store Helper ..	2	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
368	Mali ..	203	65—1—75—E.B.—1—85	70—1—80—E.B.—2—100	
369	Malan ..	1	65—1—75—E.B.—1—85	70—1—80—E.B.—2—100	
370	Peon-*cum*-Choukidar	3	65—1—75 ..	70—1—80—E.B.—2—90	
371	Peon	1,628	65—1—75	70—1—80—E.B.—2—90	
372	Watchman ..	610	65—1—75	70—1—80—E.B.—2—90	
373	Choukidar ..	12	65—1—75	70—1—80—E.B.—2—90	
374	Field Watchman ..	7	65—1—75	70—1—80—E.B.—2—90	
375	Laboratory Assistant.	6	65—1—75	70—1—80—E.B.—2—90	
376	Laboratory Servant.	26	65—1—75	70—1—80—E.B.—2—90	
377	Laboratory Boy ..	109	65—1—75	70—1—80—E.B.—2—90	
378	Laboratory Attendant.	26	65—1—75	70—1—80—E.B.—2—90	
379	Laboratory keeper ..	39	65—1—75	70—1—80—E.B.—2—90	
380	Fieldman ..	1	65—1—75	70—1—80—E.B.—2—90	
381	Field servant ..	2	65—1—75	70—1—80—E.B.—2—90	
382	Jamadar ..	11	65—1—75	70—1—80—E.B.—2—90	
383	Farm Jamadar ..	9	65—1—75	70—1—80—E.B.—2—90	
384	Nakadar ..	170	65—1—75	70—1—80—E.B.—2—90	

Agriculture Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
385	Dresser ..	2	65—1—75	70—1—80—E.B.—2—90	
386	Veterinary Assistant.	3	65—1—75	70—1—80—E.B.—2—90	
387	Dispensary servant.	1	65—1—75	70—1—80—E.B.—2—90	
388	Harbarian ..	5	65—1—75	70—1—80—E.B.—2—90	
389	Dairyman ..	4	65—1—75	70—1—80—E.B.—2—90	
390	Hcardsman ..	3	65—1—75	70—1—80—E.B.—2—90	
391	Dairy-boy ..	18	65—1—75	70—1—80—E.B.—2—90	
392	Gavali ..	5	65—1—75	70—1—80—E.B.—2—90	
393	Trained Mazdoor ..	17	65—1—75	70—1—80—E.B.—2—90	
394	Gas Mistry ..	1	65—1—75—E.B.—1—85.	70—1—80—E.B.—2—90	
395	Gas Mistry ..	2	65—1—75	70—1—80—E.B.—2—90	
396	Cleaner ..	14	65—1—75	70—1—80—E.B.—2—90	
397	Engine Cleaner ..	16	65—1—75	70—1—80—E.B.—2—90	
398	Khalashi ..	2	65—1—75	70—1—80—E.B.—2—90	
399	Farash ..	4	65—1—75	70—1—80—E.B.—2—90	
400	Messenger ..	2	65—1—75	70—1—80—E.B.—2—90	
401	Hostel Servant ..	2	65—1—75	70—1—80—E.B.—2—90	
402	Book bearer ..	2	65—1—75	70—1—80—E.B.—2—90	
403	Hamal ..	5	65—1—75	70—1—80—E.B.—2—90	
404	Beldar ..	8	65—1—75	70—1—80—E.B.—2—90	
405	Sweeper ..	12	65—1—75 ..	70—1—80—E.B.—2—90	
406	Scavenger ..	2	65—1—75	70—1—80—E.B.—2—90	
407	Flockman ..	4	65—1—75	70—1—80—E.B.—2—90	
408	Calfman ..	2	65—1—75	70—1—80—E.B.—2—90	
409	Ploughman ..	8	65—1—75	70—1—80—E.B.—2—90	
410	Grazer ..	1	65—1—75	70—1—80—E.B.—2—90	
411	Bullockman ..	107	65—1—75	70—1—80—E.B.—2—90	
412	Labourer (Farm servant).	121	65—1—75	70—1—80—E.B.—2—90	
413	Farm servant ..	18	55—1—65	70—1—80—E.B.—2—90	
414	Mazdoor (Grade I) ..	2381	65—1—75	70—1—80—E.B.—2—90	
415	Mazdoor (Grade II)	1070	55—1—65	70—1—80—E.B.—2—90	
416	Attendant ..	1104	75	70—1—80—E.B.—2—90 (Subject to remarks in the Chapter on Common categories of Posts).	

Agriculture Department—contd.

PART B.

Posts of which scales were not revised in 1962 revision

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision.	Revised scale of pay admissible in 1-7-1962 revision	Recommended scale of pay
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Mechanical Assistant	1	100—5—150—E.B.—5—200 (Ex-Hyderabad)	145—5—195—E.B.—10—245	155—5—170—6—200—8—240
2	Fieldman ..	20	30—1—40—E.B.—1—50 (Ex-Hyderabad)	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220
3	Kamgar ..	22	35—1½—50—E.B.—2—60—2½—65 (Ex-Madhya Pradesh)	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220
4	Demonstration Kamgar.	7	30—1—40—E.B.—1—50 (Ex-Hyderabad)	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220
5	Demonstration Kamgar (III).	20	25—½—30—1—40 .. (Ex-Hyderabad)	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220
6	Storekeeper ..	1	35—1½—50—E.B.—2—60 (Ex-Hyderabad)	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220
7	Engineman ..	5	55—3—85	100—3—130 ..	110—3—128—4—140
8	Oil Engine Driver ..	1	50—2—60 .. .. (Ex-Madhya Pradesh)	100—3—130 ..	110—3—128—4—140
9	Transport Driver ..	11	40—5—60 .. .. (Ex-Hyderabad)	100—3—130 ..	110—3—128—4—140
10	Turner-*cum*-Fitter ..	4	50—2—60—2½—75 .. (Ex-Madhya Pradesh)	100—3—130 ..	110—3—128—4—140
11	Blacksmith ..	1	40—1—50—2—60 .. (Ex-Madhya Pradesh)	100—3—130 ..	110—3—128—4—140
12	Junior Mechanic ..	1	30—1—50	100—3—130 ..	110—3—128—4—140

CHAPTER 21

AGRICULTURAL IRON AND STEEL SUPPLY OFFICE.

The Agricultural Iron and Steel Supply Office looks after the work of three different schemes, viz:—

(i) the Scheme for supply of Iron and Steel,

(ii) the Scheme for distribution of fertilisers, and

(iii) the Scheme for distribution of Cement.

2. The office is under the Agricultural Iron and Steel Supply Officer who is on the standard Class I scale. Designations of the various posts in the office, their existing pay scales and the pay scales recommended for them are shown in the appended schedule. Most of the posts in the office are of a common nature. There are 24 posts of Inspectors which are on a scale of Rs. 175—10—245. These are filled both by promotion and by nomination, the prescribed qualification for nomination being a degree in Arts, Science, etc. We have recommended a revised scale of Rs. 150—8—190—10—220—E.B.—10—270 for all these posts. The Department has proposed that the Inspectors should be paid a Special pay of Rs. 75 whenever they work outside the State. We are unable to support the proposal as the duties performed outside the State are not necessarily more onerous and as travelling allowance is admissible for journeys outside the place of head quarters.

3. *Special pay.*—The post of Agricultural Iron and Steel Supply Officer (II) carries a Special pay of Rs. 50 which is stated to have been sanctioned in view of the increased responsibility and additional work entrusted to the officer. We have been informed that the officer continues to shoulder the additional work for which the special pay was granted to him in 1952 and that he has been entrusted with the additional work of despatch of fertilisers to places all over the State. The Department has proposed that the special pay be raised by Rs. 100. We are unable to support this proposal but recommend that the existing rate be continued.

4. The Department has proposed that the post of Cashier which is on the scale of Junior Clerks with a special pay of Rs. 25 be upgraded and placed on a revised scale of Rs. 200—10—320 with a reasonable special pay. Cashiers are on the scale of Junior Clerks and granted special pay according to the amount of cash handled by them. We do not consider it justifiable to make any departure from the common practice and see no necessity for upgrading the post.

SCHEDULE

AGRICULTURAL IRON AND STEEL SUPPLY OFFICE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Agricultural Iron and Steel Supply Officer.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
2	Agricultural Iron and Steel Supply Officer.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay Rs. 50 per month.	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation). Special pay to continue.	
	Non-Gazetted				
3	Assistant Agricultural Iron and Steel Supply Officer.	1	260—10—350	260—10—290—15—410	
4	Supervisor ..	1	185—10—245	200—10—290—15—320	
5	Head Clerk-*cum*-Accountant.	1	210—10—280 (C)	200—10—290—15—320	
6	Head Clerk ..	1	210—10—280 (C) ..	200—10—290—15—320	
7	Accountant ..	1	210—10—280 (C) ..	200—10—290—15—320	
8	Store-keeper ..	1	185—10—245 (C) ..	150—8—190—10—220—E.B.—10—270	
9	Senior Clerk ..	4	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270	
		4	165—10—245	150—8—190—10—220—E.B.—10—270	
10	Inspector ..	24	175—10—245	150—8—190—10—220—E.B.—10—270	
11	Cashier-*cum*-Clerk ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 25.	110—4—150—E.B.—5—200 Special pay to continue.	
12	Godown-keeper ..	8	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
13	Clerk	7	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
14	Typist	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
15	Driver	1	100—3—130—4—150 ..	110—3—128—4—144—E.B.—4—180	
16	Naik	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
17	Peon	4	72—1—82 (C)	70—1—80—E.B.—2—90	
		2	65—1—75	70—1—80—E.B.—2—90	
18	Watchman ..	4	65—1—75	70—1—80—E.B.—2—90	
19	Attendant ..	10	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to remarks in chapter on common category of posts.)	

CHAPTER 22

ANIMAL HUSBANDRY DEPARTMENT

The Animal Husbandry Department has two branches viz. Veterinary Branch and Animal Husbandry Branch. The two Branches between them deal with all livestock activities in the State, including breeding of animals, treatment, prevention and control of diseases, production of biological products required for protection of cattle, veterinary research and education, scientific research into problems of breeding, feeding and management of livestock, and expert advice and guidance to private enterprise in the animal industry. The Department runs 2 Veterinary Colleges, 197 Taluka Dispensaries, 73 Branch Veterinary Dispensaries and 619 Veterinary Aid Centres in the State.

The Director of Animal Husbandry, with headquarters at Poona, is in charge of the Department. He is assisted by a Joint Director and 4 Deputy Directors at headquarters and 4 Deputy Directors in charge of 4 Divisions.

2. The designations of various posts in the Department, their existing pay scales and the revised pay scales recommended by us for them are shown in the appended schedule. Pay scales of some of the posts are discussed in paragraphs below.

3. *Director of Animal Husbandry.*

The post is in the scale of Rs. 1,600—100—1,800. Appointment is made either by promotion from among the members of Maharashtra Animal Husbandry Service Class I who are of proved merit and efficiency or by nomination. For nomination a candidate is required to hold a degree or diploma in Veterinary Science and considerable experience in the profession. Consistent with the stand taken by us in the case of high salaried posts, we do not recommend any revision of the pay scale of the post.

4. *Joint Director of Animal Husbandry.*

The post is in the scale of Rs. 1,300—60—1,600. We do not recommend any revision of scale in this case also.

5. *Principal, Veterinary College* (Rs. 880—1,200).

The post is filled by nomination of a candidate possessing a Ph.D. or equivalent qualification in addition to a degree or diploma in Veterinary Science and 10 years' research and teaching experience. In the case of the Principals of the Agriculture Colleges we have recommended a revised scale of Rs. 900—50—1,300. We consider that the same scale will be adequate in this case also.

6. *Deputy Directors and other Class I Officers* (Rs. 400—1,250).

In the revision of 1962 the pay scale of Class I posts in the Agriculture and Veterinary Departments was revised from Rs. 350—1,100 to Rs. 400—1,250. We do not think that it is a happy arrangement to have different minima and maxima for Class I scales in different Departments. In the case of other Departments we have suggested a revised scale of Rs. 410—1,150 with a fixed pay of Rs. 380 during the period of probation for Class I Officers. We recommend the same scale in this case also. Any temporary difficulty in recruitment of suitably qualified personnel should be met by grant of extra increments.

7. *Class II Officers*:

The existing scale is Rs. 300—765. The revised standard Class II scale viz. Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 300 during the period of probation) is recommended for these posts.

8. *Veterinary Officers* :

The Maharashtra Animal Husbandry Service, Class III consists of two grades. Prior to revision, the higher grade posts carried a scale of Rs. 210—10—300 and the lower grade posts a scale of Rs. 80—200 (with a higher starting pay of Rs. 100 to

Veterinary graduates). In the general revision, the two scales were revised to Rs. 290—15—410 and Rs. 150—9—195—10—285—15—360 (with a higher starting pay of Rs. 215 for Veterinary Graduates) respectively. The higher grade posts are filled by promotion and lower ones by nomination of Veterinary graduates. After considering the duties and responsibilities of the posts in the two grades, we recommend revised scales of Rs. 290—15—425 and Rs. 160—10—290—E.B.—15—380 (with a higher starting pay of Rs. 220 for Veterinary graduates) respectively.

9. The Department has proposed that about 49 specified posts out of the total number of posts in the lower grade, should be included in the higher grade, the reason being that they carry duties and responsibilities comparable to those attached to the posts in the higher grade. We, however, notice that some of these posts have been recently created, in the lower grade evidently after taking into account the nature of their duties and responsibilities. As pointed in the preceding paragraph all the higher grade posts are filled by promotion from lower grade, there being no separate recruitment rule for the posts in the higher grade. We are, therefore, unable to support the proposal made by the Department in this regard.

10. *Hospital Surgeon* (Rs. 290—15—410) :

The Department has proposed that the post of Hospital Surgeon at the Bombay Veterinary College which is on the higher grade of Veterinary Officers should be included in Maharashtra Animal Husbandry Service, Class II. In support of the proposal the Department has furnished the details of the Hospital Surgeon's duties which show that he has to attend to all emergency calls and perform operations outside the visiting hours of the teaching staff of the College, that he is wholly responsible for the treatment in out-patient Department and that he has also to impart training in clinical practice to the college students. However, as the question of raising the status of a post is not within our terms of reference we suggest the departmental recommendation may be considered by Government. On the basis of the present scale of pay of the post and its relative position with other posts, we recommend a revised scale of Rs. 290—15—425.

11. *Poultry Assistant* (Rs. 154—215—*Ex-Hyderabad*) :

This post was allocated from the former State of Hyderabad. We have equated the post with the post of Veterinary Officer in the lower grade and recommended a revised scale of Rs. 160—380 for it.

12. *Technical Assistant* (Rs. 140—245) :

The post is filled by direct recruitment of a person who has studied upto Secondary School Certificate Examination and has training in Wool Textile and about 2 years experience in different spinning processes. We recommend a revised scale of Rs. 150—8—190—10—220—E.B.—10—270 for the post.

13. *Live Stock Supervisor (Higher Grade), etc.* (Rs. 125—245) :

The post is filled by promotion of Live Stock Supervisors in the lower grade. A revised scale of Rs. 130—270 is recommended for the post.

14. *Live Stock Supervisor (Lower Grade), etc.* :

The posts carry a scale of Rs. 100—3—130—E.B.—4—170—5—180 and are filled by nomination of candidates who have completed Stockmen's Training course conducted by the Department. We recommend a revised scale of Rs. 110—4—150—E.B.—5—190—E.B.—5—220 for the post.

15. *Head Laboratory Assistant—Bombay Veterinary College* :

The post is on a scale of Rs. 260—10—350 (C) and is filled by nomination of a graduate in Science with special training in handling and repairing scientific equipment and apparatus. The Head Laboratory Assistant is concerned with the maintenance of scientific equipments and handling of projectors. Having regard to these duties we have recommended a revised scale of Rs. 220—10—290—15—320 for the post.

16. *Photo Artist/Artist* :

The post at Nagpur Veterinary College carries the scale of Rs. 155—215 while the post at the Bombay Veterinary College is on the scale of Rs. 160—245 (C). The former post is filled by nomination of a candidate possessing diploma in photography and the latter by a candidate having a diploma in Art. A common revised scale of Rs. 155—5—170—6—200—E.B.—8—240—10—270 is recommended for both the posts.

17. *Head Nalband* (Rs. 120—4—152 C), *Nalband* (Rs. 100—3—130) :

The posts are filled by nomination of persons having necessary experience of a Farrier's job and shoeing of horses. A common revised scale of Rs. 110—3—128—4—140 is recommended for both the posts.

18. *Librarian* :

The post in the Bombay Veterinary College carries the scale of Rs. 160—245 (C) and the post at Nagpur Veterinary College is on a scale of Rs. 145—195. Both the posts are filled by nomination of candidates possessing a diploma in Library Science. We recommend a revised scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270 for both the posts.

19. *Special pays* :

The following officers and staff of the Animal Husbandry Department are in receipt of special pay for the reasons mentioned against them:—

Designation.	*Amount of special pay.*	*Reasons for the grant of special pay.*
	Rs.	
Principal, Veterinary College, Bombay.	150	For the additional work in connection with issue of health certificates for animals and their products.
District Animal Husbandry Officer and Deputy Superintendent, Bombay City and Harbour Department, Bombay.	50	For additional duties connected with inspection of animals and their products, imported from abroad and those to be exported.
Veterinary Officers (8) Kalyan/Nasik/Malegaon/Dhulia/Ahmednagar/Sholapur/Poona.	30	For attending to the slaughter house duty.
Head Clerk, Bombay Veterinary College.	50	On account of increase in work due to starting of Diploma course in Bombay Veterinary College.
Accountant, Bombay Veterinary College.	30	
Senior Clerk, Bombay Veterinary College.	30	

We recommend that the Special pay granted to the Principal, Bombay Veterinary College, District Animal Husbandry Officer, Bombay City and Harbour Department and the eight Veterinary Officers be continued. As regards the special pay granted to the clerical staff of the Bombay Veterinary College we are not sure whether the clerical work arising from the Diploma course is substantial justifying a special pay. As the scale of pay of the post is intended to remunerate a Government servant for his full day's work, no special pay would seem to be justifiable unless the work is consistently more than the Government servants' full day's work. Even if there is such work more hands should be employed instead of granting a special pay. We are, therefore, unable to recommend the continuance of these special pays.

20. The special pay drawn by the clerical staff handling cash and doing shorthand work may be continued.

SCHEDULE

DIRECTOR OF ANIMAL HUSBANDRY

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Animal Husbandry.	1	1,600—100—1,800	1,600—100—1,800	
2	Joint Director, Animal Husbandry.	1	1,300—60—1,600 ..	1,300—60—1,600	
3	Principal of Veterinary Colleges at Bombay and Nagpur.	2	880—40—1,000—50—1,200 .. Special pay of Rs. 150 to Principal, Bombay-Veterinary College.	900—50—1,300 Special pay to Principal, Bombay Veterinary College to continue.	
4	Deputy Director of Animal Husbandry.	9	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
5	Poultry Development Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
6	Poultry Marketing Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
7	Sheep Development Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100 —50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
8	Wool Survey Officer	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100 —50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
9	Professor of Veterinary Colleges.	25	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100 —50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
10	Production Officer, Institute of Veterinary Biological Products.	2	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100 —50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
11	Research Development and Standardisation Officer at Institute of Veterinary Biological Products.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100 —50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
12	Animal Husbandry *cum*-Dairy Project Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100 —50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
13	Principal, Training Centre in Sheep and Wool Production.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100 —50—1,150 (Fixed pay of Rs. 380 during the period of probation).	

Animal Husbandry Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
14	Professor, Training Centre in Sheep and Wool Production.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
15	General Manager, Bacon Factory.	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
16	Project Officer, Intensive Cattle Development Blocks.	3	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
17	District Animal Husbandry Officer.		300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during period of probation).	
18	District Animal Husbandry Officer and Deputy Superintendent, Bombay City and Husbandry Department.	26	300—15—450—20—490—E.B.—25—765 Special pay of Rs. 50 per month	300—20—460—E.B.—20—500—25—650—E.B.—30—800 Fixed pay of Rs. 300 during the period of probation). Special pay to continue.	
19	Superintendent Incharge, Cattle Breeding Farm.	6	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
20	Assistant Professor of Veterinary College.	42	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
21	Assistant Pathologist.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
22	Reader ..	3	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
23	Fodder Development Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
24	Artificial Insemination Officer.	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
25	Technical Officer to the Director.	1	300—15—450—20—490—E.B.—25—765 (Probationary pay of Rs. 200).	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
26	Statistical Officer ..	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	

Animal Husbandry Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
27	Superintendent at Institute of Veterinary Biological Products.	4	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
28	Assistant Disease Investigation Officer (Poultry, Cattle Sheep and Goats).	8	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
29	Assistant Rinderpest Officer.	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
30	Research Officer, Sheep Farms.	2	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
31	Assistant Research Officer in charge work Analysis Laboratory.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
32	Assistant Research Officer, Disease Investigation Section	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
33	Assistant Poultry Marketing Officer.	3	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
34	Milk Competition Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
35	Poultry Project Officer.	10	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
36	Production Manager, Bacon Factory.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
37	General Manager, Poultry Dressing Plant.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
38	Manager, Poultry Co-operative Projects.	5	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
39	Lecturer, Gramsevak Training Centre.	14	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
40	Professor/Assistant Professor/Lecturer in Animal Husbandry and Veterinary Science at the College of Agriculture and Gramsevak Training Centre.	14	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	

Animal Husbandry Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
41	Assistant Manager, Piggery Development Scheme (redesignated as Officer in charge Piggery Breeding Farm and Piggery Development Block).	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
42	Officer in charge of Semen Collection Centre, Incentive Cattle Development Block.	3	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
43	Personal Assistant to the Director of Animal Husbandry.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
44	Organisations and Methods Officer.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
45	Audit Officer ..		270—15—390—E.B.—15—450—20—490—E.B.—25—715	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation) for Officers belonging to the Maharashtra Finance and Accounts Service.	
46	Accounts Officer ..		250—450	340—20—500—25—550—E.B.—25—650—30—800. (Fixed pay of Rs. 320 during the period of probation). For Officers belonging to the Maharashtra Finance and Accounts Service.	
	Non-Gazetted				
47	Hospital Surgeon ..	1	290—15—410	290—15—425	
48	Veterinary Officer in charge Epizootic Control Units.	4	290—15—410	290—15—425	
49	Assistant Artificial Insemination Officer	4	290—15—410	290—15—425	
50	Agricultural Officer/Veterinary Officer, Kudal Farm.	1	290—15—410	290—15—425	
51	Purchase Officer, Bacon Factory.	1	290—15—410	290—15—425	

Animal Husbandry Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
52	Veterinary Officer in charge Intensive Piggery Development Blocks and Bacon Factory.	2	290—15—410	290—15—425	
53	Lecturer at Veterinary College.	28	290—15—410	290—15—425	
54	Research Assistant at Veterinary College.	5	290—15—410	290—15—425	
55	Research Assistant at the Disease Investigation Section and Institute of Veterinary Biological Products.	23	290—15—410	290—15—425	
56	Senior Lecturer at the Livestock Supervisor Training Centre.	7	290—15—410	290—15—425	
57	Wool Technologist ..	3	290—15—410	290—15—425	
58	Organiser (Becon Factory).	1	290—15—410	290—15—425	
59	Technical Assistant..	9	215—10—285—E.B.—15—360	160—10—290—E.B.—15—330 (Veterinary graduates to start on Rs. 220.)	
60	Technical Assistant incharge Histological Studies of Sheep.	1	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220.	
61	Veterinary Physician.	3	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220.)	
62	Veterinary Surgeon at the Poly Clinic.	3	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220.)	
63	Veterinary Officer Sheep Breeding Farm, Padegaon.	1	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220.)	
64	Cattle Registration Officer.	1	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220.)	
65	Livestock Inspector, Udgir.	4	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
66	Livestock Inspector in key Village Scheme.		215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
67	Livestock Inspector in Mutton Production Scheme.	4	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	

Animal Husbandry Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
68	Veterinary Officer in charge Poultry Research Scheme.	1	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
69	Veterinary Officer-in charge Improvement of Poultry and Encouragement in Pedegreel Poultry Keeping.	1	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
70	Veterinary Officer in charge Sheep Breeding Farm, Pohra.	1	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
71	Veterinary Officer in in charge Cattle Breeding Farm, Junoni.	1	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
72	Veterinary Officer in charge scheme for Sheep and Wool Improvement.	1	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
73	Superintendent, Cattle Breeding Farms.	5	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
74	Assistant Superintendent, Cattle Breeding Farm, Igatpuri.	1	215—10—285—E.B.—15—360	160—10—290—E.B.—15—380 (Veterinary graduates to start on on Rs. 220).	
75	Additional Hospital Surgeon.	1	215—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
76	Veterinary Officer, Eggs Collection Scheme.	3	215—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
77	Senior Demonstrator	1	260—15—350	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
78	Veterinary Officer in charge Day Old Chick Scheme.	2	150—9—195—10—285—E.B.—15—360. (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
79	Veterinary Officer, Cattle Breeding Farm, Kudal.	1	150—9—195—10—285—E.B.—15—360. (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
80	Farm Superintendent in charge Cattle Breeding Farm.	2	150—10—310	160—10—290—E.B.—15—380 (Agriculture graduates to start on Rs. 200).	
81	Livestock Inspector, Bull Depot.	1	150—10—310 .. .. (Agriculture graduates to start on Rs. 190).	160—10—290—E.B.—15—380 (Agriculture graduates to start on Rs. 200).	

Animal Husbandry Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
82	Veterinary Officer at Various Veterinary dispensaries and Veterinary Institutions.	364	150—9—195—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215). Special pay of Rs. 30 for Veterinary Officer on Slaughter House Duty.	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220). Special pay to Veterinary Officer on Slaughter house duty to continue.	
83	Veterinary Inspector under Glanders and Farcy Act at Bombay.	4	150—9—195—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
84	Veterinary Officer, Poly Clinic.	6	150—9—195—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
85	Assistant Fodder Development Officer.	9	150—9—195—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
86	Junior Lecturer, (Stockman Training Centre).	7	150—9—195—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
87	Graduate Assistant.	1	150—9—195—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
88	Research Assistant at the Artificial Insemination Centre in Disease Investigation Section.	4	150—9—195—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
89	Statistical Assistant, Director's Office.	1	150—9—195—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
90	Veterinary Surgeon, Vaccine Institute.	1	150—9—195—10—285—E.B.—15—360 (Veterinary graduates to start on Rs. 215).	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220).	
91	Technical Assistant incharge Wool Utilisation Researc Centre.	2	140—5—145—8—185—E.B.—10 245	150—8—190—10—220—E.B.—10—270	
92	Livestock Supervisor, (In Egg. Collection and marketing).	30	125—5—145—8—185—E.B.—10 245	130—5—150—8—190—E.B.—10—270	
93	Cattle Yard Supervisor.	1	125—5—145—8—185—E.B.—10 245	130—5—150—8—190—E.B.—10—270	
94	Pig Purchase Supervisor and Livestock Supervisor (Bacon Factory).	4	125—5—145—8—185—E.B.—10 245	130—5—150—8—190—E.B.—10—270	
95	Storekeeper in Intensive Poultry Development Block.	11	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270	

Animal Husbandry Department—contd.

Serial No.	Designation	No. posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
96	Agricultural Supervisor.	1	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270	
97	Dairy Supervisor, Cattle Breeding Farm.	1	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
98	Assistant Farm Superintendent, Buffalow Breeding Farm.	2	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
99	Farm Supervisor ..	4	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—220	
100	Manager incharge Poultry Breeding Station.	4	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
101	Livestock Supervisor.	806	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
102	Livestock Supervisor *cum*-Laboratory Assistant.	59	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
103	Livestock Supervisor-*cum*-clerk.	3	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
104	Laboratory Assistant Wool Analysis Laboratory.	15	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
105	Milk Recorder in Veterinary Village Scheme.	32	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
106	Dairy Room Assistant.	1	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
107	Livestock Supervisor-*cum*-Storekeeper.	1	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
108	Poultry Organiser ..	3	125—4—165—E.B.—5—220 ..	110—4—150—E.B.—5—190—E.B.—5—220	
109	Compounder ..	114	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160	
110	Compounder/Additional Compounder, Bombay Veterinary College.	3	111—3—120—4—144—E.B.—4—160—5—180 (C)	100—3—130—E.B.—3—136—4—160	
111	Head Laboratory Assistant, Bombay Veterinary College.	1	260—10—350 (C)	220—10—290—15—320	
112	Laboratory Assistant.	1	120—5—155—E.B.—5—190 ..	130—5—150—8—174—E.B.—8—190—10—220	
113	Junior Demonstrator, Bombay Veterinary College.	1	160—9—205 (C)	130—5—150—8—174—E.B.—8—190—10—220	
114	Laboratory Assistant.	8	100—3—130—E.B.—4—170. (For holder of Secondary School Certificate) 91—3—130—E.B.—4—150 .. (For others).	110—4—150—E.B.—5—200 110—4—150—E.B.—5—200	

Animal Husbandry Department—contd.

Serial No.	Designation.	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
115	Laboratory Assistant.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (For Secondary School Certificate holders).	110—4—150—E.B.—5—200	
			111—3—120—4—144—E.B.—4—160—5—180 (C) (For others).	110—4—150—E.B.—5—200	
116	Laboratory Assistant.	6	111—3—120—4—144—E.B.—4—160—5—180 (C)	110—4—150—E.B.—5—200	
117	Photo Artist, Veterinary College, Nagpur	1	155—5—185—6—215 ..	155—5—170—6—200—E.B.—8—240—10—270	
118	Artist, Bombay Veterinary College.	1	160—5—175—7—203—E.B.—7—245 (C)	155—5—170—6—200—E.B.—8—240—10—270	
119	Refrigeration Mechanic.	1	137—4—165—5—190 ..	145—4—165—5—180—E.B.—5—210	
120	Tractor Driver, Sheep Breeding Farm.	1	115—5—145	125—4—157—E.B.—4—165—5—180	
121	Head Wireman, U.B.P.	1	117—4—145—E.B.—4—165—5—170	125—4—157—E.B.—4—165—5—180	
122	Jeep driver (under Sheep Development Officer).	1	100—3—130—4—150 ..	110—3—128—4—144—E.B.—4—180	
123	Driver, Bombay Veterinary College.	3	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
124	Driver, Bacon Factory.		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
125	Engine-Driver-*cum* Mechanic.	2	105—4—145 .. .	110—3—128—4—136—E.B.—4—160	
126	Engine Driver ..	5	100—3—130	110—3—128—4—140	
127	Van Driver ..	81	100—3—130	110—3—128—4—140	
128	Wireman ..	1	100—3—130	110—3—128—4—140	
		1	106—3—130	110—3—128—4—140	
129	Boiler Attendant ..	1	100—3—130	110—3—128—4—140	
130	Boiler Attendant-*cum* Bulk Sterilizer Operator.	1	100—3—130	110—3—128—4—140	
131	Weaving Assistant ..	1	106—3—130	110—3—128—4—140	
132	Head Nalband, Bombay Veterinary College.	1	120—4—152 (C)	110—3—128—4—140	
133	Nalbund, Nagpur Veterinary College.	1	100—3—130	110—3—128—4—140	
134	Carpenter ..	2	91—3—130	100—3—136—4—140	
135	Dairy man ..	4	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
136	Mukadam Cattle Breeding Farm.	7	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	

Animal Husbandry Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
137	Untrained Stockmen.	1	70—1—80—E.B.—1—85 ..	80—2—100—E.B.—3—115	
138	Daftarband ..	5	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
139	Superintendent ..	9	260—10—350	230—10—290—15—410	
140	Senior Assistant/Head Clerk/Accountant.	56	195—10—245 .. .. Special pay of Rs. 50 to Head Clerk at Bombay Veterinary College.	200—10—290—15—320 Special pay to be discontinued.	
141	Accountant, Nagpur Veterinary College.	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
142	Senior Clerk/Head Clerk/Junior Accountant/Accountant.	15	145—8—185—10—195 .. Special pay of Rs. 30 to the Accountant at Bombay Veterinary College.	150—8—190—10—220—E.B.—10—270 Special pay to be discontinued.	
143	Senior Clerk ..	150	145—8—185 .. .. Special pay of Rs. 30 to the Senior Clerk at Bombay Veterinary College.	150—8—190—10—220—E.B.—10—270 Special pay to be discontinued.	
144	Junior Clerk ..	337	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
145	Stenographer ..	8	160—6—190—8—230—E.B.—10—320—E.B.—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
146	Librarian, Bombay Veterinary College.	1	160—5—175—7—203—E.B.—7—245 (C)	135—5—170—6—188—E.B.—6—200—8—240—10—270	
147	Librarian, Nagpur Veterinary College.	1	145—8—185—10—195 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
148	Assistant Librarian.	1	120—5—160 (C)	110—4—150—E.B.—5—200	
	Class IV				
149	Counter ..	3	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
150	Poultry man ..	3	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—2—115	
151	Naik	3	70—1—80—E.B.—1—85 ..	80—2—100	
		1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
152	Fitter	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
153	Mason	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
154	Rough Rider ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
155	Farrier ..	3	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
156	Assistant Nalband ..	1	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
157	Shearing Operator ..	12	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
158	Spinning Assistant ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	

Animal Husbandry Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
159	Spinner ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
160	Forest Guard ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
161	Poultry Attendant ..	4	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
162	Dresser of Veterinary Dispensary.	131	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
163	Mali	8	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
164	Gardener ..	2	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
165	Head Mali ..	1	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
166	Mali	6	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
167	Head Mali ..	1	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
168	Mali	10	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
169	Ward Mazdoor, Mazdoor, Labourer.	5	65—1—75	70—1—80—E.B.—2—90	
170	Laboratory Boy ..	1	65—1—75	70—1—80—E.B.—2—90	
171	Laboratory Boy ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
172	Farm Jamadar ..	1	65—1—75	70—1—80—E.B.—2—90	
173	Peon . ..	721	65—1—75	70—1—80—E.B.—2—90	
174	Peon	15	72—1—82 (C) ..	70—1—80—E.B.—2—90	
175	Peon (Cattle Breeding Farm, Igatpuri).	1	70—1—80—E.B.—1—85 ..	70—1—80—E.B.—2—90	
176	Attendant ..	721	65—1—75	70—1—80—E.B.—2—90	
177	Attendant, Senior Flockman, Sweeper, Watchman.	127	65—1—75	70—1—80—E.B.—2—90	
178	Boiler Attendant (Piggery Scheme).	2	65—1—75	70—1—80—E.B.—2—90	
179	Mechanical Attendant (Piggery Scheme).	1	65—1—75	70—1—80—E.B.—2—90	
180	Pig Attendant ..	7	65—1—75	70—1—80—E.B.—2—90	
181	Poultry Attendant ..	58	65—1—75	70—1—80—E.B.—2—90	
182	Bull Attendant, Bullman.	292	65—1—75	70—1—80—E.B.—2—90	
183	Gatekeeper ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
184	Night Watchman ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
185	Sweeper ..	17	65—1—75	70—1—80—E.B.—2—90	

Animal Husbandry Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
186	Sweeper ..	5	72—1—82 (C)	70—1—80—E.B.—2—90	
187	Mehtara ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
188	Senior Flockman ..	1	65—1—75	70—1—80—E.B.—2—90	
189	Flockman ..	5	65—1—75	70—1—80—E.B.—2—90	
190	Junior Flockman/ Flockman.	10	65—1—75	70—1—80—E.B.—2—90	
191	Packer/Packing Boy	32	65—1—75	70—1—80—E.B.—2—90	
192	Worker (Bacon Factory) Skilled Worker.	67	65—1—75	70—1—80—E.B.—2—90	
193	Inferior servant ..	1	65—1—75	70—1—80—E.B.—2—90	
194	Messenger (Hill Cattle Development Scheme).	2	65—1—75	70—1—80—E.B.—2—90	
195	Laboratory-*cum*-Bull Attendant (Artificial Insemination Centre)	2	65—1—75	70—1—80—E.B.—2—90	
196	Animal Attendant I. V. B.	2	65—1—75	70—1—80—E.B.—2—90	
197	Post Mortem-Room Attendant.	1	65—1—75	70—1—80—E.B.—2—90	
198	Attendant-*cum*-Mazdoor.	1	72—1—82 (C)	70—1—80—E.B.—2—90	
199	Museum Attendant	1	72—1—82 (C)	70—1—80—E.B.—2—90	
200	Laboratory Attendant	24	72—1—82 (C)	70—1—80—E.B.—2—90	
201	Cattle Attendant ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
202	Field Attendant ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
203	Attendant ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
204	Post-Mortem Room Attendant.	4	72—1—82 (C)	70—1—80—E.B.—2—90	
205	Night Watchman/ Chowkidar.	28	65—1—75	70—1—80—E.B.—2—90	
206	Shroff at the Cattle Breeding Farm.	1	65—1—75	70—1—80—E.B.—2—90	
207	Cleaner ..	3	65—1—75	70—1—80—E.B.—2—90	
208	Cook ..	2	65—1—75	70—1—80—E.B.—2—90	
209	Syce	36	72—1—82 (C) 65—1—75 ..	70—1—80—E.B.—2—90	
210	Gowala ..	8	65—1—75	70—1—80—E.B.—2—90	
211	Attendant ..	3	75 fixed	70—1—80—E.B.—2—90 Subject to remarks in Chapter on Common Categories of Posts.	

PART B

Animal Husbandry Department—contd.

Posts of which scales were not revised in 1962 revision.

Serial No.	Designation	No. of posts.	Scale of pay which remained to be revised in 1962 general revision.	Merger scale of pay admissible in 1-7-1962 revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Poultry Assistant, Aurangabad.	1	154—4½—176—E.B.—6½—215 (Ex-Hyderabad).	200—6—230—7—265 ..	160—10—290—15—380 (Veterinary graduates to start on Rs. 220).

सत्यमेव जयते

CHAPTER 23

CO-OPERATIVE DEPARTMENT

The Co-operative Department is responsible for the promotion of and control over the co-operative movement and for the administration of the Maharashtra Co-operative Societies Act of 1960. It is also concerned with the organisation of rural finance, regulation of the marketing of agricultural produce, licensing of warehouses for agricultural commodities and control over professional moneylenders.

The Registrar of Co-operative Societies, Poona, is the Head of the Department and he is assisted in his duties by six Joint Registrars at Headquarters and four Joint Registrars at four divisional headquarters.

2. The designations of various posts in the Department, their existing pay scales and the revised pay scales recommended by us for them are shown in the appended schedule. The considerations underlying our recommendations in regard to the pay scales of some posts are discussed in paragraphs below.

3. *Joint Registrar* :

Out of the 11 posts of Joint Registrars, one post (Joint Registrar—Sugar) is held by an I.A.S. Officer. One is in the scale of Rs. 1,300—60—1,600 and all the remaining nine posts carry a pay scale of Rs. 900—50—1,300. The Department considers that all these ten posts carry duties and responsibilities of a comparable nature and has suggested that all of them be placed in the scale of Rs. 1,300—60—1,600. In our view, if a common scale is to be prescribed for all these posts, such a common scale should appropriately be Rs. 900—1,300. This would, however, lead to down-grading of the only higher grade post available for promotion of the Departmental Officers. We are, therefore, reluctant to suggest a merger of the two grades. We recommend that the existing arrangements may continue and if necessary the post in the scale of Rs. 1,300—1,600 may be redesignated as Senior Joint Registrar for the sake of differenciation.

4. *Deputy Registrars and other Class I posts except that of Accounts Officer* :

These posts carry the pay scale of Rs. 350—460—30—610—40—730—E.B.—45—1,000—50—1,100, which is slightly different from the standard Class I scale (viz. Rs. 350—400—30—610—40—730—E.B.—45—1,000—50—1,100). Recruitment to the cadre is made both by nomination and promotion in the ratio of 1:3. A candidate for nomination is required to have Bachelor's degree in at least II Class in Arts or Science or Agriculture or Commerce or Law. Having regard to the recruitment rules and nature of duties and responsibilities attached to the posts, we recommend the revised Class I scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 (fixed pay of Rs. 380 during the period of probation) for them.

5. *Accounts Officer* :

The post has been included in the Maharashtra Finance and Accounts Service Class I (Junior). A revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) is accordingly recommended for the post.

6. *Civil Engineer, Deputy Engineer (Civil), Deputy Engineer (Mechanical)* :

These posts are borne on the cadres of Buildings and Communications Department and Irrigation and Power Department. We have, therefore, recommended the revised scales proposed by us for the appropriate cadres.

7. *Assistant Registrars and other Officers in Standard Class II Scales* :

These posts carry the pay scale of Rs. 270—715. Recruitment to the posts is partly by nomination and partly by promotion. A candidate for nomination is required to hold a Bachelor's Degree in Arts and Science etc. in II Class. The duties are

administrative and supervisory. We recommend the revised standard Class II scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 280 during the period of probation) for the posts.

8. The Department has suggested that the posts of Information Officer (Rs. 270—550), Senior Marketing Officer (Rs. 270—450), Technical Assistant (Rs. 270—450), Research Assistant (Rs. 250—350), Grading Officer (Rs. 250—350), Technical Assistant (Powerloom) (Rs. 250—350), Display Officer (Rs. 250—350), Manager (Emporia) (Rs. 250—350), and Marketing Officer (Rs. 210—330) and Mechanical Supervisor (Rs. 200—320) be brought on a common revised scale. The details regarding recruitment qualifications and duties furnished to us, however, show that they differ from post to post. We consider that it will not be possible to cover all these heterogenous posts by a single scale as proposed. We have recommended for them four revised scales viz. Rs. 275—570, Rs. 275—470, Rs. 250—380 and Rs. 200—380.

9. *Office Superintendent, Co-operative Officer (Grade I), Auditor (Grade I)* :

All these posts are on a common scale of Rs 250—10—350 against which a revised scale of Rs. 200—570 has been proposed by the Department. While the posts of Superintendents are filled entirely by promotion, the posts of Co-operative Officer (Grade I) and Auditor (Grade I) are filled partly by promotion and partly by direct recruitment, the qualifications prescribed for direct recruits being a degree in Arts, Science, etc. Having regard to the duties and qualifications we recommend a revised scale of Rs. 260—10—290—15—410 for Superintendents and Rs. 200—10—290—E.B.—15—410 for Co-operative Officer (Grade I) and Auditor (Grade I) with a provision for a higher start of Rs. 260 for promotees in the latter scale. A lower minimum of Rs. 200 is suggested for direct recruitment as the qualifications prescribed for them are comparable to those prescribed for direct recruits in the posts in Grade II referred to in the next paragraph.

10. *Head Clerk, Co-operative Officer Grade II and Auditor Grade II* (Rs. 195—245) :

The Derpartment has proposed that these posts and certain other lower posts be brought on the common scale of pay proposed by it for Superintendents, Co-operative Officer (Grade I) and Auditor (Grade I) apparently on the ground that qualifications prescribed for direct recruits in both the grades are comparable. We are unable to accept this suggestion as it is not consistent with the relativities which we have accepted in the case of Superintendents and Head Clerks in other Departments. Co-operative Officers and Auditors in Grade I are entrusted with more important and complicated nature of work than that handled by corresponding Officers in Grade II. We, however, feel that the existing scale which has a span of only six years is short for direct recruits. Taking into account all these factors we recommend a scale of Rs. 200—10—290—15—320 for these posts.

11. At present posts in Grade I have not been declared as carrying higher responsibilities than those attached to posts in Grade II and consequently no officiating promotions are permissible from Grade II to Grade I. In view of the reasoning given in the preceding paragraph, we recommend that the holder of a post on the recommended scale of Rs. 200—320 when appointed to a post carrying the recommended scale of Rs. 200—410 be considered to be assuming higher responsibilities provided that such appointment involves a physical transfer and provided that the posts on the higher scale are clearly specified in advance.

12. *Textile Inspector* (Rs. 160—220) :

A revised scale of Rs. 170—6—200—8—240 is recommended having regard to the qualifications prescribed for direct recruits viz. a diploma or a certificate in weaving course and experience in weaving industry.

13. *Field Assistant* (Rs. 145—185) :

The post is filled either by promotion or by direct recruitment. The direct recruits are required to have passed the Intermediate Examination in Arts, Science or Agriculture. We recommend a revised scale of Rs. 130—5—150—8—174—E.B.—8—190—10—220 for the post.

14. *Assistant Textile Inspector* (Rs. 117—161), *Stamping Inspector* (Rs. 120—5—145):

The qualification prescribed for recruitment to both the posts is the same viz. a diploma or a certificate in weaving. A common scale of Rs. 125—4—157—E.B.—4—165—5—180 is accordingly recommended for both the categories.

15. *Grading Assistant* (Rs. 100—170) :

The posts are filled by nomination of persons who have passed the Secondary School Certificate Examination with Agriculture as a subject or who hold a diploma in Agriculture. We recommend a revised scale of Rs. 110—4—150—E.B.—5—200 for the post.

16. *Special pays*:—

The following Officers are in receipt of special pays for the reasons shown against them :—

Designation.	*Amount of special pay.*	*Reasons for grant.*
	Rs.	
Special Forest Officer ...	150	For rendering necessary technical guidance in the exploitation of coupes and other matters.
Personal Assistant to the Registrar of Co-operative Societies.	75	In view of the higher responsibilities as compared with those of his counterparts.
Four Divisional Assistant Registrars.	50	The work involved in the divisional office is of a more responsible nature.
Assistant Registrar, Khadi and Village Industries.	75	For additional work.
Assistant Accounts Officer ...	75	For higher responsibilities.

From the discription of the work entrusted to the special Forest Officer we do not consider that his duties are in any way different from those of a Divisional Forest Officer in the Forest Department from which the officer is drawn. There are other officers working in the Co-operative Department who have been drawn from the Buildings and Communications Department, Irrigation and Power Department, etc. and they are not in receipt of any special pay. We are, therefore, unable to recommend the continuance of the special pay attached to this post. The Secretariat Department has recommended discontinuance of special pay granted to the four Divisional Assistant Registrars but has recommended its continuance in other cases. We are in agreement with the suggestion made by the Secretariat Department in the case of the four Divisional Assistant Registrars but we see no justification for making a distinction between these officers and others. Having regard to the considerations which we have dealt with at length in the Chapter on 'Special pays', we do not think that grant of special pay is justifiable in their cases. We, therefore, recommend that special pay be withdrawn in all the above cases.

17. Special pay drawn by clerical personnel for dealing with pension cases, handling cash may continue.

SCHEDULE

CO-OPERATIVE DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Registrar of Co-operative Societies.	1	Senior Time Scale—I.A.S. ..	....	
2	Joint Registrar (Sugar).	1	Senior Time scale—I.A.S. ..	....	
3	Joint Registrar (Administration). ..	1	1,300—60—1,600	1,300—60—1,600	
4	Joint Registrar ..	9	900—50—1,300	900—50—1,300	
5	Special Forest Officer	1	650—40—730—45—1,000—50—1,150 Special pay Rs. 150.	650—45—1,100—50—1,150 Special pay to be discontinued.	
6	Executive Engineer (Electric).	1	650—40—730—45—1,000—50—1,150	650—45—1,100—50—1,150	
7	Deputy Registrar ..	36	350—460—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
8	Special Auditor ..	16	350—460—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
9	Statistician ..	1	350—460—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
10	Textile Expert ..	1	350—460—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
11	Marketing Officer ..	1	350—460—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
12	Accounts Officer ..	1	350—460—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation). (For officers belonging to Maharashtra Finance and Accounts Service).	
13	Civil Engineer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
14	Deputy Engineer (Civil).	1	300—325—25—500—E.B.—25—575—30—635—E.B.—30—815	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
15	Deputy Engineer (Mechanical). ..	1	300—325—25—500—E.B.—25—575—30—635—E.B.—30—815	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	

Co-operative Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
16	Assistant Accounts Officer.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Special pay Rs. 75.)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation). (For officers belonging to Maharashtra Finance and Accounts Service). Special pay to be discontinued.	
17	Mechanical Engineer.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
18	Assistant Registrar.	74	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay of Rs. 50 for Divisional Assistant Registrars (4 posts) and Rs. 75 for Assistant Registrar (One post)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation). Special pay to be discontinued.	
19	Personal Assistant to the Registrar.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay Rs. 75	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation). (Special pay to be discontinued).	
20	Assistant Statistician		250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
21	Textile Officer ..	5	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
22	Special Auditor ..	88	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
23	Senior Grading Officer	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
24	Assistant Marketing Officer.	5	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
25	Co-operation and Industries Officer (Zilla Praishads).	25	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
	Non-Gazetted				
26	Information Officer	1	270—15—390—E.B.—15—450—25—550	275—15—425—E.B.—15—530—20—570	
27	Senior Marketing Officer.	1	270—15—360—E.B.—15—450	275—15—470	

Co-operative Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
28	Technical Assistant	4	270—15—360—E.B.—15—450	275—15—470	
29	Research Assistant	1	250—10—350	250—10—290—15—380	
30	Grading Officer ..	1	250—10—350	250—10—290—15—380	
31	Technical Assistant (Powerlooms).	7	250—10—350	250—10—290—15—380	
32	Display Officer ..	1	250—10—350	250—10—290—15—380	
33	Manager (Emporia)..	1	250—10—350	250—10—290—15—380	
34	Marketing Officer ..	1	210—10—270—10—330 ..	250—10—290—15—380	
35	Office Superintendent	46	250—10—350	260—10—290—15—410	
36	Co-operative Officer (Grade I).	24	250—10—350 .. .. Special pay for Rs. 50 for Co-operative Officer (L. I.).	200—10—290—E.B.—15—410 (Promotees to start on Rs. 260) Special pay drawn by Co-operative Officer (L. I.) to be discontinued.	
37	Auditor (Grade I) ..	57	250—10—350	200—10—290—E.B.—15—410 (Promotees to start on Rs. 260).	
38	Mechanical Supervisor.	6	200—10—260—E.B.—10—320	200—10—290—E.B.—15—380	
39	Head Clerk ..	150	195—10—245	200—10—290—15—320	
		1	185—10—215	200—10—290—15—320	
40	Co-operative Officer (Grade II).	105	195—10—245	200—10—290—15—320	
41	Auditor (Grade II) ..	308	195—10—245	200—10—290—15—320	
42	Assistant Dairy Development Officer	1	195—10—245	200—10—290—15—320	
43	Organiser (Dairy) ..	1	195—10—245	200—10—290—15—320	
44	Assistant Manager (Emporia).	1	195—10—245	200—10—290—15—320	
45	Procurement Officer	1	195—10—245	200—10—290—15—320	
46	Assistant Manager ..	1	195—10—245	200—10—290—15—320	
47	Marketing Officer ..	1	195—10—245	200—10—290—15—320	
48	Jobber (Powerloom)	40	195—10—245	200—10—290—15—320	
49	Grading Inspector ..	2	195—10—245	200—10—290—15—320	
50	Grading Supervisor	8	195—10—245	200—10—290—15—320	
51	Inspector ..	4	195—10—245	200—10—290—15—320	
52	Special Liquidation Officer.	13	195—10—245	200—10—290—15—320	
53	Inspector (Supervisor)	5	165—10—225—15—300 ..	200—10—290—15—320	
54	Civil Overseer ..	5	150—360	160—10—290—E.B.—15—380 (Engineering Diploma holders to start on Rs. 180).	

Co-operative Department—contd

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
55	Textile Inspector ..	11	160—6—220	170—6—200—8—240	
56	Assistant Chemist ..	3	145—8—195—E.B.—10—245 ..	160—10—250—E.B.—10—300	
57	Senior Clerk ..	47	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
		261	145—8—185	150—8—190—10—220—E.B.—10—270	
58	Assistant Co-operative Officer.	21	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
		141	145—8—185	150—8—190—10—220—E.B.—10—270	
59	Statistical Assistant	2	150—8—190—10—210—E.B.—10—270	150—8—190—10—220—E.B.—10—270	
		1	145—8—185	150—8—190—10—220—E.B.—10—270	
60	Junior Marketing Superintendent.	3	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
61	Assistant Marketing Superintendent.	12	145—8—185	150—8—190—10—220—E.B.—10—270	
62	Industrial Supervisor.	43	145—8—185	150—8—190—10—220—E.B.—10—270	
63	Graduate Assistant	1	165—10—225	150—8—190—10—220—E.B.—10—270	
64	Manager-*cum*-Salesman.	3	145—8—185	150—8—190—10—220—E.B.—10—270	
65	Computor ..	3	145—8—185	150—8—190—10—220—E.B.—10—270	
66	Sub-Auditor ..	54	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
		410	145—8—185	150—8—190—10—220—E.B.—10—270	
67	Field Assistant ..	5	145—8—185	130—5—150—8—174—E.B.—8—190—10—220	
68	Assistant Draughtsman.	1	115—3—130—4—150 ..	130—4—150—5—175—E.B.—5—200—6—230	
69	Sub-Overseer ..	1	115—3—130—4—150—E.B.—5—185	130—4—150—5—175—E.B.—5—200—6—230	
70	Assistant Textile Inspector.	1	117—4—141—E.B.—4—161 ..	125—4—157—E.B.—4—165—5—180	
71	Stamping Inspector.	8	120—5—145	125—4—157—E.B.—4—165—5—180	
72	Junior Clerk ..	986	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
73	Telephone Operator	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
74	Computor ..	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
75	Tracer-*cum*-Computor	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
76	Tracer ..	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	

Co-operative Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
77	Draughtsman ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
78	Statistical Investigator.	18	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
79	Industrial Supervisor (Grade II).	15	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
80	Supervisor ..	711	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
81	Industrial Supervisor (Grade III) and Junior Supervisor.	64	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
82	Handloom Supervisor	15	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
83	Supervisor-*cum*-Clerk	18	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
84	Laboratory Assistant *cum*-Clerk.	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
85	Grading Assistant ..	18	100—3—130	110—4—150—E.B.—5—200	
86	Stenographer ..	14	160—6—190—8—230—E.B.—10 320—15—350	180—6—210—8—250—E.B.—10 330—E.B.—10—350—15—380	
		1	145—8—185	180—6—210—8—250—E.B.—10 330—E.B.—10—350—15—380	
87	Steno-typist ..	42	100—3—130—E.B.—4—170 .. *Plus* shorthand Allowance.	110—4—150—E.B.—5—200 *Plus* shorthand Allowance according to speed. (For persons borne on the Clerical cadre of the Department). Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For others)	
88	Refinery Attendant	5	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
89	Grader ..	52	190 ..	110—4—150—E.B.—5—200	
90	Laboratory Assistant	6	190	110—4—150—E.B.—5—200	
91	Grading Attendant	46	115	70—1—80—E.B.—2—90	
92	Laboratory Attendant	8	115	70—1—80—E.B.—2—90	
	CLASS IV				
93	Driver/Driver-*cum*-Mechanic/Driver-*cum* Peon.	29	100—3—130	110—3—128—4—140	
94	Daftarband ..	2	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
95	Naik	32	70—1—80—E.B.—2—85 ..	80—2—100	
96	Peon	941	65—1—75	70—1—80—E.B.—2—90	
97	Peon	6	72—1—82 (C)	70—1—80—E.B.—2—90	
98	Cleaner ..	2	65—1—75	70—1—80—E.B.—2—90	
99	Chowkidar ..	1	65—1—75	70—1—80—E.B.—2—90	
100	Attendant ..	713	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to remarks in Chapter on Common categories of posts).	

CHAPTER 24

DAIRY DEVELOPMENT DEPARTMENT

The Dairy Development Department came into existence in October 1958. Prior to 1-10-1958, there was a Milk Department under the Agriculture and Forests Department and a small Dairy Development Section under Director of Agriculture who was administering a few local schemes including the Poona Milk Scheme. On 1-10-1958 the Greater Bombay Milk Scheme and the Dairy Development Section under the Agriculture Department were transferred under the control of the Dairy Development Department and the Milk Commissioner, who was later on designated as the Dairy Development Commissioner, was entrusted with the Dairy Development work throughout the State. The Dairy Development Commissioner, who is the head of the organisation, is assisted at the Head Office by a Deputy Dairy Development Commissioner who attends to all technical matters regarding procurement of milk, processing, quality control etc., and by other officers.

2. In July 1964, Government had appointed a Committee to go into the job classification and revision of pay-scales of employees in the Dairy Development Department. As the Committee has submitted its recommendations regarding job classification and revision of pay-scales of the bulk of the non-gazetted staff of the Department, we enquired of the Government whether Government proposes to exclude from the purview of the Pay Commission, the question of revision of pay-scales of the employees covered by the recommendations of the Job Classification Committee. The Commission was informed that except for a few categories of ministrial and other posts for which there were comparable posts in other Departments of Government, the Pay Commission need not go into the question of pay revision of the staff covered by the recommendations of the Job Classification Committee. Government also forwarded a list of non-gazetted posts for which the Commission was requested to recommend revised scales along with its recommendations for revision of scales in other Departments. We have, therefore, while considering the question of revision of pay-scales in this Department, made recommendations only in respect of gazetted posts which were excluded from the purview of the Job Classification Committee and such of the non-gazetted posts as were specifically referred to us for our consideration.

3. The designations and existing pay-scales of various categories of posts in the Department which we have covered and the revised pay scales which we are recommending for these posts are shown in the appended schedule. In the following paragraphs we refer to a few important points in connection with revision of pay-scales of some of the categories of posts:—

4. (1) *Dairy Development Commissioner* : (Rs. 1,800—2,000).

(2) *Deputy Dairy Development Commissioner* (Rs. 1,300—1,600).

(3) *Director, Greater Bombay Milk Scheme* (Rs. 1,300—1,600).

Government has recently raised the pay-scale of the Dairy Development Commissioner to Rs 1,800—2,000. We consider that pay-scales of all these higher categories of posts in this Department are adequate.

5. *Controller of Milk Accounts and Financial Adviser* :

This post is included in the Maharashtra Finance and Accounts Service Class I (Sr.). We have, therefore, recommended the revised scale which we have proposed for posts in that service.

6. (1) *Joint Director/Dairy Engineer/General Manager* (Rs. 680—1,300—C).

(2) *Dairy Development Officer/Controller of Milk Transport* : (Rs. 680—1,200—C).

All these officers are at present drawing pay scales over the standard Class I scale in view of the supervision which they are exercising over Class I officers. We have

recommended a revised scale of Rs. 700—1,250 (fixed pay of Rs. 650 during the period of probation) for the posts in question with due regard to the duties and responsibilities attached to them.

7. *Regional Dairy Development Officer, Poona and Nagpur* (Rs. 350—1,100).

These posts are at present on the standard Class I scale. The responsibilities attached to the posts have considerably increased as a result of the expansion of the milk scheme in mofussil areas. The officers are also supervising the work of Class I officers under their jurisdiction. We have, therefore, recommended a scale of Rs. 700—1,250 (fixed pay of Rs. 650 during the period of probation) for these posts also.

8. All the remaining gazetted posts have been grouped taking into account the prescribed recruitment rules and the duties and responsibilities attached to them and have been brought on common scales.

9 As stated above, bulk of the non-gazetted staff is excluded from the purview of the Pay Commission. The posts which have been referred to the Pay Commission are mostly ministerial posts and are on scales common to other Government Departments. We have, therefore, recommended appropriate scales for these posts.

10. *Special Pays* :

The following officers and the staff of the Department are in receipt of special pays for the reasons mentioned against them :—

Designation	Amount of special pay	Reasons for the grant of special pay
1. Controller of Milk Transport ..	10 per cent of basic pay ..	For attending to transport work in respect of mofussil milk scheme in addition to his own duties.
2. Chief Executive Officer ..	Rs. 100	For additional duties and responsibilities.
3. Labour Welfare Officer ..	Rs. 50	For attending to the labour matters pertaining to all mofussil milk schemes.
4. Land Survey Officer	20 percent of the grade pay	In view of the change in nature of duties.
5 Veterinary Officers (14) ..	Rs. 25	For loss of private practice.
6. Head Clerk-*cum*-Superintendent ..	Rs. 20	For attending to confidential work.
7. Head Typist	Rs. 20	For supervision on the work of Typists.
8. Naik	Rs. 5	For maintaining cash collection, office keys and attending office for that purpose early in the morning.

The special pays drawn by the Controller of Milk Transport, the Chief Executive Officer, Labour Welfare Officer, Land Survey Officer, Veterinary Officer, Head Typist, Naik may continue as they have been sanctioned either in view of additional work or arduous nature of duties performed by these employees. The rate of special pay admissible to the Controller of Milk Transport may be fixed at Rs. 100 and the rate of special pay of Land Survey Officer may be restricted to a fixed amount equal to 20 % of the average of the revised scale of the post. As regards the special pay drawn by the Head Clerk-cum-Superintendent, it is stated that the special pay is granted in view of confidential nature of work. It is not usual to sanction special pay for supervisory personnel whose duties even normally include confidential duties. We recommend that this special pay may be withdrawn.

11. The special pays drawn by the staff handling cash and doing accounts duties and for doing shorthand work may continue.

SCHEDULE

DAIRY DEVELOPMENT DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Dairy Development Commissioner.	1	1,800—100—2,000 ..	1,800—100—2,000	
2	Deputy Dairy Development Commissioner.	2	1,300—60—1,600 ..	1,300—60—1,600	
3	Director, Greater Bombay Milk Scheme.	1	1,300—60—1,600 ..	1,300—60—1,600	
4	Controller, Milk Accounts and Financial Adviser.	1	680—50—980—E.B.—50—1,180 —60—1,300	740—45—1,100—50—1,150. (For Officers of the Maharashtra Finance and Accounts Service Class I Senior)	
5	Joint Director ..	1	680—50—980—E.B.—50—1,180 —60—1,300 (C)	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation)	
6	Dairy Engineer ..	1	680—50—980—E.B.—50—1,180 —60—1,300 (C)	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation)	
7	General Manager (Aarey and Worli Dairies).	1	680—50—980—E.B.—50—1,180 —60—1,300 (C)	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation)	
8	Dairy Development Officer (extension).	1	680—50—1,080—60—1,200 ..	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation)	
9	Controller, Milk Transport.	1	680—50—1,080—60—1,200. Special pay 10 cent per of the grade pay	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation) Special pay to continue at the fixed rate of Rs. 100 per month.	
10	Regional Development Officer, Poona/ Nagpur.	2	350—400—30—610—40—730— E.B.—45—1,000—50—1,100	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation)	
11	Works Manager ..	1	680—50—1,080—60—1,200 ..	700—50—1,250 (Fixed pay of Rs. 650 during the period of probation)	
12	Dairy Manager (Worli Dairy).	1	635—730—45—1,000—50—1,100	650—45—1,100—50—1,150 (Fixed pay of Rs. 600 during the period of probation)	
13	Animal Nutrition Officer.	1	365—730—45—1,000—50—1,100	650—45—1,100—50—1,150 (Fixed pay of Rs. 600 during the period of probation)	
14	Principal, Dairy Technology Institute.	1	665—730—45—1,000—50—1,100	650—45—1,100—50—1,150 (Fixed pay of Rs. 600 during the period of probation)	
15	Controller (Procurement and distribution).	1	665—730—45—1,000—50—1,100	650—45—1,100—50—1,150 (Fixed pay of Rs. 600 during the period of probation)	

Dairy Development Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
16	Executive Engineer.	2	650—40—730—45—820—E.B.—45—1,000—50—1,100	650—45—1,100—50—1,150 (Fixed pay of Rs. 600 during the period of probation)	
17	Deputy Director, Dairy Economics and Statistics.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
18	Quality Control Officer.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
19	Chief Executive Officer (Colony).	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay of Rs. 100	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	
20	Principal Agricultural Officer.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
21	Animal Husbandry Officer.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
22	Dairy Development Officer.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
23	Superintendent, Poona Milk Scheme.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
24	Accounts Officer (Mofussil).	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
25	Deputy Controller, Milk Accounts.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
26	Deputy Dairy Engineer.	4	610—30—670—40—890—E.B.—40—1,070	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
27	Deputy Dairy Manager.	1	610—30—730—40—890—E.B.—40—1,070	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
28	Training Superintendent.	5	400—30—610—40—730 .. (Two years probation on Rs. 400)	410—30—650—E.B.—45—830 (Fixed pay of Rs. 380 during the period of probation)	

Dairy Development Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
29	Deputy Engineer (Civil).	10	325—25—500—E.B.—25—575—30—635—E.B.—30—815 (Probation on Rs. 300 for two years)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
30	Deputy Engineer (Electricity).	1	325—25—500—E.B.—25—575—30—635—E.B.—30—815. (Probation on Rs. 300 for two years)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
31	Assistant Executive Officer.	1	250—300—15—450—E.B.—20—490—25—690—E.B.—25—815 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
32	Manager, Transport Depot.	2	250—300—15—450—E.B.—20—490—25—690—E.B.—25—815. (C) (Probation ary pay of Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
33	Accounts Officer ..	10	250—300—15—450—E.B.—20—490—25—690—E.B.—25—815 (C) (Probationary pay Rs. 250)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation) (For Officers of the Maharashtra Finance and Accounts Service)	
34	Stores Officer ..	1	250—300—15—450—E.B.—20—490—25—690—E.B.—25—815 (C) (Probationary pay of Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
35	Dairy Chemist ..	1	250—300—15—450—E.B.—20—490—25—690—E.B.—25—815 (C) (Probationary pay of Rs. 250.)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
36	Milk Procurement and Distribution Officer.	3	250—300—15—450—E.B.—20—490—25—690—E.B.—25—815 (C) (Probationary pay of Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
37	Licensing Officer ..	1	375—25—550—30—610—E.B.—30—880 (C) (Rs. 375 probationary pay)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
38	Officer in charge Pilot Manure Scheme.	1	250—270—15—390—E.B.—450—20—490—25—715 (Probationary pay of Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
39	Assistant Animal Husbandry Officer.	1	250—300—15—450—E.B.—20—690—E.B.—25—815 (C) (Probationary pay of Rs. 250) (Special pay of Rs. 35).	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation) (Special pay to continue)	
40	Research Chemist-*cum*-Dairy Bacteriologist.	1	250—300—15—450—E.B.—20—690—E.B.—25—815 (C) (Probationary Pay Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	

Dairy Development Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remark
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
41	Assistant Manager, Pig Breeding Farm.	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B—30—800 (Fixed pay of Rs. 280 during the period of Training)	
42	Assistart Dairy Manager, Students Dairy.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of Training)	
43	Manager, Cow Unit.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
44	Farm Superintendent of Palghar.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
45	Project Officer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
46	Research Officer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
47	Assistant Dairy Development Officer (Technical) Poona/Nagpur.	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
48	Assistant Dairy Development Officer (Administration) Poona.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
49	Dairy Manager, Poona Milk Scheme.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
50	Dairy and Transport Engineer.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
51	Milk Procurement Distribution Officer	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
52	Chief Officer Krishna Valley Milk Project-Miraj.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
53	Manager, Government Milk Supply Scheme Sholapur/Nagpur/Kolhapur/Akola/Amravati/Nasik/Aurangabad/Dhulia.	8	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	

Dairy Development Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
54	Assistant Dairy Development Commissioner.	1	250—300—15—450—E.B.—20—490—25—690—E.B.—25—815 (C) (Probationary period 2 years on Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
55	Assistant Director ..	4	250—300—15—450—E.B.—20—490—25—690—E.B.—25—815 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
56	Public Relation Officer.	1	250—300—15—450—E.B.—20—490—25—690—E.B.—25—815 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
57	Labour Welfare Officer.	1	270—15—390—E.B.—15—450—25—550 Special pay Rs. 50	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation) Special pay to continue.	
58	Land Survey Officer	1	315—15—375 .. .. Special pay @ 20 per cent	300—20—500 (Fixed pay of Rs. 280 during the period of probation). Special pay to continue at the fixed rate equal to 20 percent of the average of the revised scale of pay.	
59	Additional Land Survey Officer.	1	315—15—375	300—20—500 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
60	Assistant Labour and Welfare Officer.	2	270—10—350	260—10—290—15—410	
61	Agricultural Officer (Dairy Farming and Husbandry).	3	260—10—350	260—10—290—15—410	
62	Dairy Husbandry Supervisor.	1	260—10—350	260—10—290—15—410	
63	Overseer ..	41	150—10—300—15—360 (C) ..	160—10—290—E.B.—15—380 (Higher starting pay of Rs. 180 to Engineering Diploma holders)	
64	Forester ..	1	130—4—170	110—4—150—E.B.—5—200.	
65	Field Assistant ..	2	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270	
66	Inspector, Sample and Price Control.	2	160—5—190 (C) ..	150—8—190—10—220—E.B.—10—270	
67	Superintendent ..	4	320—20—440 (C) ..	260—10—290—15—410	
68	Superintendent ..	2	270—10—350	260—10—290—15—410	

Dairy Development Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
69	Head Clerk-*cum*-Superintendent.	8	250—10—350 (C) .. Special pay of Rs. 20 for one post.	200—10—290—15—320 Special pay to be discontinued.	
70	Head Accountant ..	14	325—15—400 (C) ..	260—15—380—E.B.—20—500 For persons belonging to Maharashtra Finance and Accounts Service.	
71	Head Accountant ..	1	270—10—350	260—15—380—E.B.—20—500. For persons belonging to Maharashtra Finance and Accounts Service.	
72	Head Clerk-*cum*-Accountant.	11	270—15—450 (C) ..	260—15—380—E.B.—20—500. For persons belonging to Maharashtra Finance and Accounts Service.	
73	Head Clerk-*cum*-Accountant.	11	185—10—245	200—10—290—15—320	
74	Labour Assistant ..	1	190—8—270 (C) ..	150—8—190—10—220—E.B.—10—270	
75	Establishment Assistant.	2	190—8—270	150—8—190—10—220—E.B.—10—270	
76	Senior Purchase Assistant.	1	145—6—187—E.B.—6—205—8—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
77	Senior Stock Verifier	1	250—15—370—E.B.—15—400—20—500 (C)	260—15—380—E.B.—20—500	
78	Stock Verifier (Junior).	5	165—10—245—E.B.—15—320 (C)	150—8—190—10—230—E.B.—10—300	
79	Senior Auditor ..	8	250—15—370—E.B.—15—400—20—500 (C)	260—15—380—E.B.—20—500	
80	Auditor ..	1	185—10—245	200—10—290—15—320	
81	Stenographer ..	1	250—15—370—E.B.—15—400—20—500 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
82	Stenographer ..	10	200—8—280—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
83	Stenographer ..	1	145—275 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
84	Accountant ..	2	225—15—375 (C) ..	200—10—290—15—320	
85	Accountant ..	4	185—10—245	200—10—290—15—320	
86	Accountant ..	5	145—8—185	150—8—190—10—220—E.B.—10—270	
87	Assistant Accountant	4	190—8—270 (C)	150—8—190—10—220—E.B.—10—270	
88	Junior Accountant ..	22	250—15—295 (C)	200—10—290—15—320	

Dairy Development Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs	
89	Junior Accountant ..	2	145—8—185	150—8—190—10—220—E.B.—10—270	
90	Deputy Accountant	31	190—8—270 (C)	150—8—190—10—220—E.B.—10—270	
91	Head Clerk ..	1	185—10—225	200—10—290—15—320	
92	Head Clerk ..	1	185—10—245	200—10—290—15—320	
93	Head Clerk ..	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
94	Senior Clerk ..		165—300 (C)	150—8—190—10—220—E.B.—10—270	
95	Senior Clerk ..	24	145—8—185	150—8—190—10—220—E.B.—10—270	
96	Senior Clerk ..	4	137—8—185	150—8—190—10—220—E.B.—10—270	
97	Senior Accounts Clerk.		160—295	150—8—190—10—220—E.B.—10—270	
98	Senior Clerk/Accounts Clerk.	180	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) *Plus* Special pay Rs. 20.	110—4—150—E.B.—5—200 Special pay to continue.	
99	Accounts Clerk ..	30	100—3—130—E.B.—4—170 .. *Plus* Special pay of Rs. 20.	110—4—150—E.B.—5—200 Special pay to continue.	
100	Clerk	181	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
101	Junior Clerk ..	49	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
102	Stationery Clerk ..		130—4—170	130—5—150—8—174—E.B.—8—190—10—220	
103	Audit Clerk ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
104	Head Cashier ..	2	185—10—245 (C) .. .. *Plus* Special pay Rs. 30.	150—8—190—10—220—E.B.—10—270 Special pay to continue.	
105	Head Cashier ..	2	185—10—245 (C)	150—8—190—10—220—E.B.—10—270	
106	Supervising Cashier	1	160—5—175—7—203—E.B.—7—245 (C) Special pay Rs. 20.	110—4—150—E.B.—5—200 Special pay to continue.	
107	Collecting Cashier ..		120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C).	110—4—150—E.B.—5—200	
108	Ward Office Cashier		120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C). Special pay Rs. 20.	110—4—150—E.B.—5—200 Special pay to continue.	
109	Senior Cashier ..		137—8—185	150—8—190—10—220—E.B.—10—270	

Dairy Development Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
110	Junior Cashier ..		100—3—130—E.B.—4—170 .. Special pay Rs. 10.	110—4—150—E.B.—5—200 Special pay to continue.	
111	Cashier/Cashier-*cum* Clerk.	48	100—3—130—E.B.—4—170 .. Special pay Rs. 30. 120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C) Special pay Rs. 30.	110—4—150—E.B.—5—200 Special pay to continue. 110—4—150—E.B.—5—200 Special pay to continue.	
112	Typist	40	120—5—160—E.B.—5—185—6 203—6—245 (C)	110—4—150—E.B.—5—200	
113	Typist	14	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
114	Steno-typist ..		145—8—185	(*i*) 110—4—150—E.B.—5—200 *Plus* Shorthand Allowance according to speed for persons borne on the Clerical cadre of the Department. (ii) 135—5—170—6—188—E.B. —6—200—8—240—10— 270 (For others).	
115	Steno-typist ..	9	100—3—130—E.B.—4—170 ..	(*i*) 110—4—150—E.B.—5—200 *Plus* Shorthand Allowance according to speed for persons borne on the clerical cadre of the Department. (*ii*) 135—5—170—6—188—E.B. —6—200—8—240—10—270 (For others).	
116	Clerk typist ..	12	109—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
117	Typist-*cum*-Despatcher.		100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
118	Librarian ..	1	105—4—137—4—165—5—170—5—215	135—5—170—6—188—E.B.—6 200—8—240—10—270	
119	Surveyor ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	CLASS IV				
120	Naik	3	77—1—87—1—92 (C) ..	80—2—100	
121	Naik	1	70—1—85	80—2—100	
122	Peon	94	72—1—82 (C)	70—1—80—E.B.—2—90	
123	Peon	59	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 25

FISHERIES DEPARTMENT

The Fisheries Department was started in 1945 initially as a Section in the Department of Industries and later developed into a full fledged Department. The main functions of the Department are to develop and utilise the natural fishery resources of the State both marine and fresh water and to improve the socio-economic conditions of fishermen. The Department is headed by the Director of Fisheries who is assisted by two Deputy Directors and other scientific and technical staff at the headquarters. The Department controls 22 fish curing yards, one Fisheries High School, 8 Fisheries schools, a well equipped Fisheries Technological Laboratory at Sassoon Dock and several other research demonstration and training centres.

2. The designations of various posts in the Department, their existing pay scales, and the pay scales recommended by us for the posts are shown in the appended schedule. The considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed in the paragraphs below :—

3. *Director* :

Prior to the revision of 1962 the post carried a scale of Rs. 1,000—100—1,400 (C). In the general revision the scale was revised to Rs. 1,100—50—1,300—E.B.—60—1,600—100—1,800 (C). The Secretariat Department has now proposed that the scale be further revised to Rs. 1,800—100—2,000. The recruitment rule for the post provides for direct recruitment of a candidate possessing a M.Sc. or a higher degree in Zoology, practical training and experience in various problems connected with development of fishery industry and knowledge of Government rules and procedures. We do not think that a person possessing these qualifications is likely to be easily available outside the Department. Nor do we consider that the pay scale of the post as already revised is inadequate for the prescribed qualification or for the Head of a medium size Department. Consistent with the principles which we have followed in the case of high salaried posts, we do not recommend any upgrading for this post. As the present scale is a city scale, a revised mofussil scale of Rs. 1,100—50—1,300—60—1,600 is suggested in its place.

4. *Deputy Director* :

The post carries a scale of Rs. 550—650—40—730—45—865—E.B.—45—1,000—50—1,100. The post is filled either by promotion of an Assistant Director or by nomination from among candidates possessing a post graduate degree in Zoology and practical experience of five years. In our opinion the present scale is adequate but the difference of Rs. 100 between the fixed pay prescribed for the period of probation and the minimum of the time scale should be narrowed down. We accordingly recommend a revised scale of Rs. 650—45—1,100—50—1,150 (fixed pay of Rs. 600 during the period of probation) for the post.

5. *Superintendent of Fisheries (Offshore)* :

The post carries a scale of Rs. 450—20—490—25—640—E.B.—30—880 with a provision of higher start of Rs. 550 and is filled by direct appointment of a candidate possessing a degree in Mechanical or Electrical Engineering or a certificate of competency of I Class awarded by the Ministry of Transport. The post is an isolated one and the chances of promotion available to the incumbent in the Department are limited. We recommend a revised scale of Rs. 400—25—550—30—640—E.B.—30—820—40—900 for the post and also suggest that the existing provision for the higher starting pay of Rs. 550 may continue.

6. *Other Class II Posts* :

Posts of Accounts Officer/Accountant and Statistical Officer are borne on the Finance and Accounts cadre and Statistical cadre respectively. The revised scales suggested by us for those services will apply to these posts. Similarly the revised scale recommended by us for Class II posts in the Buildings and Communications Department will apply to the post of Assistant Survey Engineer. For all the remaining posts the revised standard Class II scale viz. Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 286 during the period of probation) is recommended.

7. *Biologist/Biochemist/Pisciculturist* :

The posts of Biologist and Biochemist carry a scale of Rs. 250—400 and are filled either by promotion of Assistant Superintendents or by direct appointment of candidates possessing M.Sc. degree in Zoology etc. The post of Biochemist is stated to have remained vacant inspite of advertisements. We consider some improvement is justified in the pay scale of these posts which are the highest non-gazetted posts available for promotion for the lower scientific staff. We accordingly recommend a revised scale of Rs. 275—15—470 for these posts.

8. *Senior Research Assistant* (Rs. 190—300); *Gear Technician* (Rs. 225—325) :

These are promotion posts for Assistant Superintendents though the recruitment rule for the post of Senior Research Assistant provides for direct appointment of a candidate possessing a M.Sc. degree in Zoology and research experience of 3 years. A revised scale of Rs. 200—10—290—E.B.—15—380 is recommended for these posts. We also suggest that candidates holding a M.Sc. degree in Zoology be given a higher starting pay of Rs. 250 in the recommended scale.

9. *Headmaster; Assistant Superintendent of Fisheries* (Rs. 160—290) *and Research Assistant* (Rs. 145—225) :

These posts costitute the basic administrative-*cum*-scientific cadre from which appointments to higher posts are made by promotion. Persons holding a B.Sc. degree in Zoology are directly appointed to these posts. The Department is keen to have the scales improved as several posts have remained vacant and as the present scales have failed to attract persons of the required calibre. Having regard to all these factors we recommend a revised scale of Rs 170—10—250—E.B.—10—290—15—350 for all these posts.

In the context of improvement of the scale of pay and prospects of promotion of Assistant Superintendents, the Department has proposed that the cadre of Assistant Superintendents be split up into two grades—a higher grade and a lower grade—the posts in the higher grade being redesignated as Deputy Superintendents. These Deputy Superintendents are proposed to be placed incharge of fishing vessels and of Districts which are held by Assistant Superintendents in an independent capacity (there being no Superintendent for these Districts). As the proposed division of the cadre will result in changing the present administrative set up of the Department, we do not wish to make any recommendation on the proposal.

10. *Supervisor* (Rs. 160—290) :

This post has been recently created on the scale of pay of Assistant Superintendent for supervising the work of the fish cannery. The recruitment rule provides for promotion from the lower laboratory personnel or direct appointment of a candidate having adequate experience in a cannery in a supervisory capacity. We recommend a revised scale of Rs. 170—320 for the post.

11. Oil Supervisor (Rs. 150—5—200 C):

The post is filled by promotion of members of staff at the fisheries Technological Laboratory having adequate experience in extraction of Shark Liver Oil etc. We recommend a scale of Rs. 130—5—170—6—200 for the post.

12. *Senior Laboratory Assistant* (Rs. 150—5—200 C) :

This is a promotion post for the Laboratory Assistants. A revised scale of Rs. 135—5—170—6—200 is recommended.

13. *Foreman* (Rs. 300—550)

The post is filled by direct recruitment of candidates having a diploma in Mechanical Engineering or First Class Driver's Certificate of Mercantile Marine Department with practical experience of at least 10 years in installation, overhaul and repairs to Marine Diesel Engines. He is incharge of Government Service Station and has to carry out repairs to engines of the mechanised fishing boats. A long scale spreading over 25 years has been sanctioned presumably as the Foreman has no prospects of promotion in the Department. We consider that a revised scale of Rs. 300—20—460—E.B.—20—500—25—600 would be adequate.

14. *Foreman (Refrigeration)* (Rs. 300—550) :

This post is filled by direct recruitment of a candidate having a diploma in Electrical Engineering and adequate experience in Refrigeration Engineering. The foreman is in-charge of refrigeration machinery. A revised scale of Rs. 300—20—460—E.B—20—500—25—600 is recommended for the post.

15. *Assistant Manager* (Rs. 250—10—350 C) :

The post is filled by promotion of a suitable Class III member of the staff or by direct recruitment of a candidate having two years experience in Government or semi Government Department. The Assistant Manager is responsible for supervision over bulk purchase of fish and its distribution and over the Department's fish stalls in Greater Bombay. A revised scale of Rs. 200—10—290—15—320 is recommended for the post.

16. *Inspector (Fish stalls)* (Rs. 145—185) :

The post is filled by promotion of members belonging to the ministerial cadre of the Department. He has to assist the Assistant Manager in his work. A revised scale of Rs. 150—8—190—10—220—E.B.—10—270 is recommended for the post.

17. *Bosum* (Rs. 350—10—400) :

Appointment is made by direct recruitment of a candidate having a Second Hand Fishing Mate's Ticket from the Board of Trade with about 7 years' experience. He is incharge of a trawler and has to supervise navigation and fishing operations. The present scale which is a six year scale is rather short and we recommend a revised scale of Rs. 350—10—450 for the post.

18. *Senior Artist* (Rs. 250—450) :

The post is filled either by promotion or by direct appointment of a candidate having a diploma in drawing and painting and possessing practical experience for five years. He has to prepare drawings, posters and models for exhibition etc. A revised scale of Rs. 260—15—455 is recommended.

19. *Artist* (Rs. 155—215 C) :

The post is filled by direct appointment of a candidate possessing a diploma in drawing and painting. A revised scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270 is recommended for the post.

20. *Assistant Statistician* (Rs. 220—350 C) :

The post is filled either by promotion or by nomination of a candidate having a first Class Bachelor's degree or a Master's degree in Statistics, Mathematics etc. We recommend a revised scale of Rs. 200—10—290—15—320 for the post.

21. *Inspector (Statistics)* (Rs. 165—300) :

The post is filled either by promotion of a Statistical Investigator or by direct appointment of a candidate having a Bachelor's degree in Zoology. He has to organise and supervise the work of field staff in the collection of statistical information. A revised scale of Rs. 170—10—250—E.B.—10—290—15—350 is recommended for the post.

22. *Special pays*:

The following staff is in receipt of special pay for the reasons mentioned against it.

Designation.	*Amount of special pay.*	*Reason for the grant of special pay.*
Oil Supervisor	Rs. 25	For attending to the additional work of maintenance of and minor repairs to the machinery at Fisheries Technological Laboratory, in addition to his own duties.
Acquarium keeper	Rs. 10	For attending to the pump room duty in addition to his own work.

As the special pays have been granted in view of specific additional duties we recommend their continuance.

Special pays drawn by Cashier, Clerk-cum-Cashier, and Account Clerks may continue.

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SCHEDULE

FISHERIES DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Fisheries.	1	1,100—50—1,300—E.B.—60—1,600—100—1,800 (C)	1,100—50—1,300—60—1,600	
2	Deputy Director of Fisheries.	3	550—650—40—730—45—865—E.B.—45—1,000—50—1,100	650—45—1,100—50—1,150 (Fixed pay of Rs. 600 during the period of probation)	
3	Senior Scientific Officer.	1	550—650—40—730—45—865—E.B.—45—1,000—50—1,100	650—45—1,100—50—1,150 (Fixed pay of Rs. 600 during the period of probation)	
4	Refrigeration Engineer.	1	550—650—40—730—45—865—E.B.—45—1,000—50—1,100	650—45—1,100—50—1,150 (Fixed pay of Rs. 600 during the period of probation)	
5	Survey Engineer ..	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
6	Assistant Director of Fisheries.	6	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
7	Research Officer ..	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
8	Superintendent of Fisheries (Off Shore)	1	450—20—490—25—640—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900 (Fixed pay of Rs. 400 during the period of probation)	
9	Assistant Survey Engineer.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
10	Personal Assistant to Director.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
11	Recovery Officer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
12	Superintendent of Fisheries/Fisheries Training Officer.	14	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
13	Planning Officer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
14	Assistant Research Officer (Fresh Water Biology).	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	

Fisheries Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
15	Processing Technologist.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
16	Superintendent of Fisheries (Technology).	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
17	Manager, Quick Freezing Plant, Cold Storages.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
18	Curator ..	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
19	Manager ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
20	Special Officer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
21	Statistical Officer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
22	Accounts Officer/Accountant.	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	
	Non-Gazetted				
23	Biolcgist ..	2	250—10—370—E.B.—10—400	275—15—470	
24	Biochemist ..	3	250—10—370—E.B.—10—400	275—15—470	
25	Pisciculturist ..	2	240—10—320—E.B.—10—370—15—400	275—15—470	
26	Superintendent (Government Fisheries Hign School).	1	250—10—400	275—15—470	
27	Senior Research Assistant.	2	190—10—250—E.B.—10—300	220—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 to M. Scs.)	
28	Gear Technican ..	1	225—10—325	220—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 to M. Scs.)	
29	Assistant Superintendent of Fisheries	35	160—10—230—E.B.—10—290..	170—10—250—E.B.—10—290—15—300	

Fisheries Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
30	Head Master ..	8	160—10—230—E.B.—10—290	170—10—250—E.B.—10—290—15—350	
31	Research Assistant	9	145—8—185—10—225 ..	170—10—250—E.B.—10—290—15—350	
32	Supervisor ..	1	160—10—230—E.B.—10—290	170—10—250—E.B.—10—290—15—350	
33	Oil Supervisor ..	1	150—5—200 (C) .. (Special pay Rs. 25 p.m.)	135—5—170—6—200 (Special pay to continue)	
34	Senior Laboratory Assistant.	1	150—5—200 (C) .. (Special pay of Rs. 25 p.m.)	135—5—170—6—200 (Special pay to continue)	
35	Laboratory Assistant	4	91—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
36	Foreman ..	3	300—10—380—E.B.—10—400—E.B.—10—550	300—20—460—E.B.—20—500—25—600	
37	Foreman (Refrigeration).	1	300—10—350—E.B.—10—460—E.B.—10—550	300—20—460—E.B.—20—500—25—600	
38	Electrical and Mechanical Superintendent.	4	240—10—300—E.B.—15—360 (Government of India scale)	250—10—290—15—380	
39	Mechanical Instructor.	4	250—10—350	250—10—290—15—380	
40	Foreman Engineer ..	1	250—10—350 (C) ..	250—10—290—15—380	
41	Mechanic ..	2	200—10—300	(*i*) 200—10—290—E.B.—15—380 (For diploma holders in Engineering)	
		1	145—4—165—5—190 ..	(ii) 155—5—170—6—200 (For others)	
42	Overseer ..	3	150—10—300—E.B.—15—360	180—10—290—E.B.—15—380 (Engineering graduates to start on Rs. 240)	
43	Operator for Ice Plant.	1	115—3—130—4—134—E.B.—4—158	(*i*) 180—10—290—E.B.—15—380. (For diploma holders in Mechanical Engineering) (*ii*) 135—5—170—6—200. (For others)	
44	Turner-*cum*-Shaper.	1	185—5—215	170—6—200—8—240	
45	Assistant Mechanic.	1	145—4—165—5—190 ..	155—5—170—6—200	
46	Refrigeration Mechanic.	4	140—5—175	155—5—170—6—200	
47	Oilman ..	1	125—5—155—E.B.—7—190 ..	135—5—170—6—200	
48	Welder ..	3	117—4—141—E.B.—4—161 ..	125—4—157—E.B.—4—165—5—180	
49	Electrician-*cum*-Mechanic.	1	137—4—165—E.B.—5—190 (C)	125—4—157—E.B.—4—165—5—180	

Fisheries Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
50	Mechanic (Acquarium).	1	135—4—155—5—170 (C) ..	125—4—157—E.B.—4—165—5—180	
51	Mechanic ..	1	105—4—145	125—4—157—E.B.—4—165—5—180	
52	Tracer ..	1	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
53	Shark liver Oil Unit Operator.	2	100—3—130—E.B.—4—170 ..	(*i*) 110—4—150—E.B.—5—200 (For Secondary School Certificate holders) (*ii*) 110—3—128—4—144—E.B.—4—180 (For others)	
54	Maistry ..	3	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
55	Boiler Attendant ..	1	120—4—148 (C) ..	110—3—128—4—140	
56	Van Driver-*cum*-Cleaner.	4	120—4—148 (C) ..	110—3—128—4—140	
		13	100—3—130	110—3—128—4—140	
57	Assistant Manager ..	1	250—10—350 (C) ..	200—10—290—15—320	
58	Inspector (Fish Stall).	2	145—8—185	150—8—190—10—220—E.B.—10—270	
59	Salesman ..	13	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
60	Yard Officer ..	7	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
61	Supervisor ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
62	Acquarium Supervisor.	1	125—5—165—8—205 (C) ..	110—4—150—E.B.—5—200	
63	Field Collector ..	2	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
64	Bosum ..	4	350—10—400	350—10—450	
65	Assistant Bosum ..	4	180	150—5—200	
66	Tindel ..	1	165—10—245 (C) ..	150—5—200	
		2	160	150—5—200	
		2	150	150—5—200	
67	Senior Artist ..	1	250—10—340—E.B.—10—360—15—450.	260—15—455	
68	Artist ..	1	155—5—185—E.B.—6—215 (C)	135—5—170—6—188—E.B.—6—200—8—240—10—270	
69	Assistant Statistician.	1	220—10—260—E.B.—15—350 (C)	200—10—290—15—320	
70	Statistical Assistant .	1	165—10—225—10—255—E.B.—15—300 (C)	150—8—190—10—220—E.B.—10—270	
71	Research Assistant (Statistics).	2	145—8—185—10—225 ..	150—8—190—10—220—E.B.—10—270	

Fisheries Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
72	Coding Assistant ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
73	Inspector (Statistics) (Statistical Investigation).	2	165—10—225—E.B.—10—255—15—300	170—10—250—E.B.—10—290—15—350	
74	Statistical Investigator.	6	145—10—225	150—8—190—10—220—E.B.—10—270	
75	Fisheries Enumerator	12	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
76	Master Craftsman Teacher.	1	135—5—150—8—190—10—210—E.B.—10—300	135—5—170—8—186—E.B.—8—250—10—300	
77	Assistant Teacher ..	85	Junior Trained :— 50—1½—65—2½—70—S.G.—2½—90 Senior Trained :— 56—1½—65—2½—70—S.G.—2½—160	Revised scales prescribed for Primary Teachers in the Education Department.	
78	Craft Instructor ..	12	155	110—3—128—4—144—E.B.—4—180	
79	Assistant Craft Instructor.	2	120	100—3—136—4—140	
80	Gear Supervisor ..	1	160 (Fixed)	150—5—200	
81	Mechanic Driver ..	7	215 (Fixed)	170—6—200—8—240	
82	Mechanic-*cum*-Engine Driver.	2	150 (Fixed)	125—4—157—E.B.—4—165—5—180	
83	Deck Hand-*cum*-Fisherman.	16	160 (Fixed)	150—5—200	
84	Fisherman Expert ..	4	180 (Fixed)	150—5—200	
85	Boatman/Deck hand.	2	135 (Fixed)	100—3—136—4—140	
86	Office Superintendent	1	320—20—440 (C)	260—10—290—15—410	
87	Superintendent/Plan Supervisor.	3	300—15—390—(C) ..	260—10—290—15—410	
88	Junior Superintendent. Accounts Supervisor Superintendent in-charge Registry.	6	250—10—350 (C)	200—10—290—15—320	
89	Head of Branch/Supervisor.	2	220—10—300 (C)	200—10—290—15—320	
90	Head Clerk ..	2	195—10—245	200—10—290—15—320	
91	Recovery Inspector..	7	220—10—300 (C)	200—10—290—15—320	
			195—10—245	200—10—290—15—320	
92	Inspector ..	1	195—10—245	200—10—290—15—320	
93	Senior Clerk ..	26	200—10—280 (C)	150—8—190—10—220—E.B.—10—270.	
		1	160—8—200 (C)	150—8—190—10—220—E.B.—10—270.	

Fisheries Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
94	Senior Clerk ..	10	145—8—185	150—8—190—10—220—E.B.—10—270	
95	Clerk-*cum*-Cashier ..	1	145—8—185 .. .. (Special pay of Rs. 20 p.m.)	150—8—190—10—220—E.B.—10—270 (Special pay to continue)	
96	Accountant ..	1	160—8—200—9—245 ..	150—8—190—10—220—E.B.—10—270	
97	Supervisor ..	1	160—8—200—9—245 ..	150—8—190—10—220—E.B.—10—270	
98	Inspector ..	1	165—10—245 (C)	150—8—190—10—220—E.B.—10—270	
99	Store-keeper ..	1	160—10—210—E.B.—10—270 (C)	150—8—190—10—220—E.B.—10—270	
100	Store-keeper ..	1	160—5—190 (C)	130—5—150—8—174—E.B.—8—190—10—220	
101	Store-keeper ..	1	145—4—165—5—190 ..	130—5—150—8—174—E.B.—8—190—10—220	
102	Junior Clerk/Cashier.	1	110—3—131—4—155—E.B.—4—175—5—180 (*Plus* special pay)	110—4—150—E.B.—5—200 (Special pay to continue)	
103	Junior Clerk ..	45	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (Special pay of Rs. 10 for five posts)	110—4—150—E.B.—5—200 (Special pay to continue)	
104	Tally Clerk ..	24	100—3—130—E.B.—4—170 (Special pay of Rs. 10 for two posts)	110—4—150—E.B.—5—200 (Special pay to continue)	
105	Typist	9	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
106	Clerk-Typist ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		6	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
107	Cashier, Clerk-*cum*-Cashier.	4	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (Special pay of Rs. 30 for three posts) (Special pay of Rs. 20 for one post)	110—4—150—E.B.—5—200 (Special pay to continue)	
108	Telephone Operator.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
109	Stenographer ..	2	190—8—254—E.B.—8—270—10—320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
110	Stenotypist ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (Special pay of Rs. 15 p.m.)	(*i*) 110—4—150—E.B.—5—200 (Plus shorthand allowance according to speed for persons borne on the clerical establishment of the Department) (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For others)	
111	Librarian ..	1	160—5—175—7—203—E.B.—7—245 (C)	135—5—170—6—188—E.B.—6—200—8—240—10—270	

Fisheries Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV		Rs.	Rs.	
112	Petty Yard Officer ..	18	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
113	Cook ..	1	120	90—2—100—3—115—E.B.—3—130	
114	Net Maker ..	7	120	90—2—100—3—115—E.B.—3—130	
115	Daftary ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
116	Manual Assistant ..	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—2—110	
117	Sales Assistant ..	1	82—2—102—E.B.—2—112 (C)	80—2—100—E.B.—2—110	
118	Laboratory Boy ..	12	82—2—102—E.B.—2—112 (C)	80—2—100—E.B.—2—110	
119	Machine Operator ..	2	82—2—102—E.B.—2—112 (C)	80—2—100—E.B.—2—110	
120	Operator ..	2	75—2—105	80—2—100—E.B.—2—110	
121	Naik ..	2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
122	Aequarium Keeper.	9	77—1—87—1—92 (C) .. (Special pay of Rs. 10 for one post).	75—1—80—2—90—E.B.—2—100 (Special pay for one post to continue)	
123	Liftman-*cum*-Watchman.	4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
124	Laboratory Attendant.	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
125	Fieldman/Fisherman	46	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
126	Gardener ..	1	72—1—82—1—92 (C) ..	70—1—80—E.B.—2—100	
127	Peon	40	72—1—82 (C) ..	70—1—80—E.B.—2—90	
128	Peon	77	65—1—75	70—1—80—E.B.—2—90	
129	Manual Assistant ..	10	65—1—75	70—1—80—E.B.—2—90	
130	Hamal ..	5	72—1—82 (C)	70—1—80—E.B.—2—90	
131	Watchman ..	9	72—1—82 (C)	70—1—80—E.B.—2—90	
132	Khalasi ..	17	72—1—82 (C)	70—1—80—E.B.—2—90	
133	Watchman ..	50	65—1—75	70—1—80—E.B.—2—90	
134	Tank Chowkidar ..	33	65—1—75	70—1—80—E.B.—2—90	
135	Sweeper ..	4	72—1—82 (C)	70—1—80—E.B.—2—90	
136	Mazdoor ..	38	72—1—82 (C) .. .. 65—1—75	70—1—80—E.B.—2—90	
137	Attendant ..	23	75 fixed	70—1—80—E.B.—2—90 (Subject to the remarks in the Chapter on common categories of posts)	

CHAPTER 26

BUILDINGS AND COMMUNICATIONS DEPARTMENT AND IRRIGATION AND POWER DEPARTMENT.

COMMON CATEGORIES OF POSTS.

The erstwhile Public Works Department at the Secretariat level was bifurcated into two Departments viz. Buildings and Communications Department and Irrigation and Power Department after the formation of the Maharashtra State in 1960. Between themselves, these two Departments control the following establishments:—

Buildings and Communications Department :—

(i) Establishments pertaining to territorial charges viz Circles, Divisions and Sub-Divisions in charge of Buildings and Communications works.

(ii) Architect to Government.

(iii) Chief Ports Officer.

(iv) Director, Development Department Chawls.

(v) Electrical Engineer to Government.

(vi) Superintendent, Parks and Gardens.

Irrigation and Power Department :—

(i) Establishments on the territorial charges viz. Circles, Divisions and Sub-Divisions attending to irrigation and power works.

(ii) Maharashtra Engineering Research Institute.

2. We have separately dealt with the Offices of the Architect to Government, Chief Ports Officer, Director, Development Department Chawls, Electrical Engineer to Government and Superintendent, Parks and Gardens. The common posts in Buildings and Communications and Irrigation and Power Departments are discussed in this chapter.

3. The designations of various posts, their existing pay scales and revised scales recommended by us for them are indicated in the accompanying schedule. Our views on a few posts are mentioned below :—

4. *Chief Engineer* (Rs. 1,800—2,000) :

The pay scale for an officer of the Indian Service of Engineers is Rs. 2,375—125—3,000 whereas for others it is Rs. 1,800—100—2,000. The Chief Engineers in Sachivalaya are also Joint Secretaries to Government. The administrative Departments have suggested a revised scale of Rs. 2,500—125/2—2,750 for the posts of Chief Engineer *plus* Secretariat Allowance of Rs. 300 per month for Chief Engineer and Joint Secretary.

We find that the scale suggested by the Departments is the sanctioned scale of an Indian Administrative Service Secretary to Government.

Since the Chief Engineers are only Joint Secretaries to Government, obviously it is not possible to agree to the proposal. Also, since a specific scale has been sanctioned for the posts, it is not possible for us to agree to the proposal of granting any Secretariat allowance to them. The present scale is the highest scale of Heads of Departments and hence we feel that no further improvement is called for

5. *Superintending Engineers* (Rs. 1,300—1,600) .

The present scale is the highest scale sanctioned for a regional Head of Department. We do not therefore consider it necessary to improve this scale.

Executive Engineer (Rs. 650—1,100) :

Assistant Engineer (Rs. 370—930) :

Deputy Engineer (Rs. 300—815) :

Overseer (Rs. 160—360) :

The pay scales of these posts were improved in the general revision of 1962 after taking into account the duties and responsibilities of the posts, the recruitment difficulties, prospects of promotions, pay scales of comparable posts under the Government of India, etc. We do not, therefore, consider it necessary to revise them further. We have now recommended for these posts the nearest standard revised scales evolved by us for our proposed pay structure.

6. *Electrical Supervisor* (Rs. 150—510) :

We understand that diploma holders and engineering graduates were given nigher starting pay when recruited as Overseers or Electrical Supervisors. They were then kept on that pay and allowed increment only after three year's duty and not after one years duty as in case of other employees. This practice, so far as Overseers was concerned was discontinued with effect from 1st July 1962 when the revised scales were sanctioned. But this practice is still continued in respect of Electrical Supervisors. We feel that this practice of stagnation should be discontinued.

After taking into account the recruitment rules and the existing scale we have proposed a revised scale of Rs. 160—10—290—E.B.—15—380—20—400—E.B.—20—500 for the posts with provision of higher start of Rs. 180 for diploma holders and Rs. 240 for degree holders.

7. *Foreman* (Rs. 190—320), (Rs. 125—245) .

These posts are under Superintending Engineer (Mechanical Circle) Poona. The Department has stated that the posts in the two different scales were sanctioned at different times and were for sometime in different circles. The Department has suggested a common revised scale for the post since their duties are alike.

We feel that the posts are comparable to Overseers and accordingly suggest a revised scale of Rs. 160—380 for the posts with provision for higher start of Rs. 180 for diploma holders and Rs. 240 for degree holders.

8. *Surveyor* (Rs. 150—300) :

The post is filled in by promotion of Technical Assistants (who are on work-charged establishment in the scale of Rs. 115—170) or by nomination of those who have passed Draftsman's or Surveyor's course (2 years) of an Industrial Training Institute. The Surveyors have represented that they should have the same scale as that of Overseers since persons with the same qualifications can be appointed to both the posts. The Administrative Department has stated that the surveyors assist overseers in the Survey, investigation and preparation of plans and estimates of projects and supervision of works. Accordingly we have suggested the scale of Rs. 160—320 for surveyors as against the scale of Rs. 160—380 for overseers.

9. *Sub-Overseer* (Rs. 115—190) :

The Administrative Department has stated that sub-overseers form a technical category. Technical Assistants (Scale Rs. 115—170) after passing qualifying examination are taken up as sub-overseers. Also, those who have passed Industrial Training Institute

course of 1½ years for Draughtsman or Surveyor are directly appointed to the post. The Department is, therefore, of the view that the scale for the post should be higher than the scale of clerk but lower than that of overseer. We have accordingly recommended a revised scale of Rs. 130—230 for the post.

10. *Computor* (Rs. 100—170) :

Since Secondary School Certificate holders are now appointed to these posts, we have proposed a revised scale of Rs. 110—4—150—E.B.—5—200 for the posts.

It has been represented that Computors do not have chances of promotion and hence cadres of computors and clerks may be amalgamated.

As the scale has now been improved materially, we think that it should now meet the grievance of computors. We do not, therefore, wish to make any recommendation on this representation.

11 *Scientists in Maharashtra Engineering Research Institute* :

The position in regard to pay scales of these posts is indicated below:—

Designation of the post.	*Pay scales on 30-6-1962.*	*Pay scale on 1-8-1965.*
(i) Senior Scientific Assistant.	Rs. 200—220—15—400.	Rs. 300—15—420—E.B.—15—450—20—550.
(ii) Junior Scientific Assistant.	Rs. 150—10—310.	Rs. 200—10—300—E.B.—10—350—15—425.
(iii) Chemist	Rs. 150—10—310.	Rs. 200—10—360.
(iv) Research Assistant ...	Rs. 100—3—140—E.B.—10—200.	(*a*) Rs. 160—10—230—E.B.—10—290. (*b*) Rs. 195—10—245.

We find that the pay scales of these posts except that of Chemist have been recently improved.

The Director, Maharashtra Engineering Research Institute has stated that prospects of promotion for these scientists are limited. The staff of the institute has represented that Government should give due weight to the qualifications of science graduates and post graduates working in the institute. The problems referred to the Institute are of difficult nature and the problems need advance study, precise knowledge and neat work. The research staff has to keep its knowledge upto-date and is also required to tackle the problems arising in the fields (i.e. at the time of execution of the works). They have also pointed out that while science graduates do research work, they are not granted any special pay but some of the Engineering Officers posted as Research Officers get grade pay *plus* special pay. In their view the science graduates should also get special pay. After taking into account the recruitment rules of the posts, the pay scales suggested by the Second Central Pay Commission and the fact that the pay scales of the posts have been recently revised we have proposed the following revised scales for posts without special pay:—

(1) Senior Scientific Assistant ..	Rs. 300—20—460—E.B.—20—500—25—600.
(2) Junior Scientific Assistant . .	Rs. 210—10—290—15—320—E.B.—15—425.
(3) Chemist	Rs. 210—10—290—15—320—E.B.—15—425.
(4) Rsearch Assistant	Rs. 170—10—250—E.B.—10—290—15—320

12. *Special Superintendent* (Rs. 430—820)

This is the highest scale for a non-Gazetted ministerial post. The post had been originally sanctioned for the office of Chief Engineer, Koyna Project. We find that posts in this scale have thereafter been sanctioned for the offices of Chief Engineer, Defence Project also.

It is reported that Special Superintendent is for all practical purposes working as a Non-technical Personal Assistant, helping the Chief Engineer in administrative matters and he co-ordinates work in the office. For this post, we are suggesting the scale of Rs. 340—650, which is the highest scale of non-gazetted post of Superintendent proposed by us.

We feel that in view of the description of the duties, it would be desirable to redesignate the post as Personal Assistant (Non-technical) to Chief Engineer.

13. *Senior Acounts Clerk* (Rs. 145—195), *Senior Clerk* (Rs. 137—185) :

We have recommended a revised scale of Rs. 150—8—190—10—220—E.B.—10—270 for these posts.

While suggesting a common revised scale for the posts, the Administrative Department had proposed that the Senior Accounts Clerk doing accounts work in the divisions and sub-divisions may be given special pay of Rs. 20 per month, since the accounts work of the department is of a specialised nature.

We feel that since the pay scale of the post has been substantially improved, special pay is not justified.

14. *Miscellaneous Posts* :

At present there are posts both ministerial and technical in the same scale of Rs. 100—3—130—E.B.—4—170. Where according to the recruitment rule, Secondary School Certificate holders are appointed to the posts, we have now proposed revised scale of Rs. 110—4—150—E.B.—5—200.

For other posts for which Secondary School Certificate is not the minimum qualification but which are at present in the scale of Rs. 100—170, however, we have proposed a revised scale of Rs. 110—3—128—4—144—E.B.—4—180.

15. *Special Pays* :

At present the following officers of the department are in receipt of special pay on the ground that they have to perform arduous and responsible nature of technical duties:—

Designation of the post.	*Rate of special pay per month.*
I. *Posts under Central Designs Organisation.*	
1. Suprintending Engineer	Rs. 200.
2. Executive Engineer	Rs. 150.
3. Assistant Engineer	Rs. 80
4. Deputy Engineer	Rs. 80.

Posts under Mahtarashtra Engineering Research Institute.

1.	Director (Officer of Superintending Engineer's rank).	Rs. 250 subject to the condition that pay *plus* special pay does not exceed Rs. 1,750.
2.	Deputy Director (Officer of Executive Engineer's rank).	Rs. 200.
3.	Research Officer (Officer of Executive Engineer's rank).	20 per cent. of grade pay subject to the maximum of Rs. 150 per month.
4.	Assistant Research Officers (Officer of Deputy Engineer's rank).	20 per cent. of grade pay subject to the maximum of Rs. 80 per month.

Other Special pays :

1.	Superintending Engineer (Hydro) ...	Rs. 200.
2.	Deputy Engineers in all Circle Offices.	Rs. 50.
3.	Deputy Engineer in Technical Examiner's Unit.	Rs. 50.
4.	Deputy Engineer (Marine Survey Sub-Division).	Rs. 80.
5.	Overseer (Technical Examiner's Unit).	Rs. 20.
6.	Head Draftsman	Rs. 50.

In our chapter on special pay we have indicated our approach to the question of grant of special pays. Our views in regard to special pay to officers mentioned above are mentioned below:—

16. *Special Pay to posts under Designs Organisation* .

We are of the view that the work of officers in the Designs Organisation is of specially arduous and responsible nature. We, therefore, recommend that the special pay granted to Superintending Engineers, Executive Engineers, Deputy Engineers in this organisation may be continued at the existing rates. On the lines of the existing special pays the administrative department has proposed that special pay may be granted to staff of Designs Division of Koyna Project. We recommend that Superintending Engineers, Executive Engineers and Deputy Engineers working in the designs organisation at Koyna may be granted special pay at the rate of Rs. 200, Rs. 150 and Rs. 80 respectively.

Similarly, the special pay granted at the existing rates to Superintending Engineer (Hydro) may also be continued.

17. *Special pay to officers in the Maharashtra Engineering Research Unit* :

We feel that only those persons who have scientific bent of mind and aptitude for research work would be of use to the institute. The work in the institute would also be of a different nature than the normal field work of the officers. In view of this and since research work is of great importance, we recommend that the special pay at the existing rates may be continued. We understand that some officers working as Assistant Research Officers from the Engineering cadre are granted special pay while few others though they too are from the Engineering cadre and doing identical work are not granted the special pay. We recommend that all these officers may be held eligible for the special pay.

18. *Other Special Pay* :

We have separately suggested that special pay to Deputy Engineer in Sachivalaya should be discontinued. In regard to Deputy Engineers working in Circle Offices also we are of the view that they do not have to perform more arduous duties than those which they would be required to shoulder while working in sub-divisional or divisional offices. Therefore, we see no justification for the grant of special pay to Deputy Engineers appointed in Circle Offices also. We recommend that these special pays may, therefore, be discontinued.

Similarly special pay granted to Deputy Engineer, Technical Examiner's Unit and Marine Survey, Sub-Division, given on the anology of special pay granted to Deputy Engineers in Sachivalaya or Circle Offices may also be discontinued.

Special pay of Rs. 20 per month is granted to Overseer (Technical Examiner's Unit) in view of arduousness of duties in that he has to undertake tours at work sites situated at out of the way places, etc. The expenses on tours are required to be met out of daily allowance, incidentals, etc. We are unable to recommend the continuance of this special pay.

From the material furnished to us we find that under the Ex-Madhya Pradesh Government orders, Head Draftsman electing the Ex-Madhya Pradesh scale of post is eligible to draw special pay of Rs. 50 per month. We suggest that this special pay may be reviewed in the light of principles laid down by us.

Schedule showing (i) all posts under the Chief Engineers, Superintending Engineers, Director, Maharashtra Engineering Research Institute, Technical Examiner and (ii) common posts (e.g. Peons, Clerks, etc.) under all Heads of Departments and Offices under the Buildings and Communications Department and Irrigation and Power Department.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Chief Engineer and Joint Secretary to Government.	7	1,800—100—2,000	1,800—100—2,000	
2	Superintending Engineer.	48	1,300—60—1,600	1,300—60—1,600	
3	Director, Maharashtra Engineering Research Institute.	1	1,300—60—1,600 .. .. Special pay of Rs. 250 subject to the condition that pay *plus* special pay does not exceed Rs. 1,750.	1,300—60—1,600 Special pay to continue on present conditions.	
4	Deputy Director Maharashtra Engineering Research Institute.	1	800—50—1,200 .. .. *Plus* special pay Rs. 200	900—50—1,300 Special pay to continue.	
5	Executive Engineer,	326	650 (6th year)—40—730—45—1,000—50—1,100	650—(6th Year)—45—1,100—50 1,150	
6	Assistant Engineer ..	67	400—30—610—E.B.—40—930. (Probationary pay Rs. 370)	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
7	Plant Engineer ..	1	400—30—610—40—730 ..	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
8	Deputy Engineer ..	1427	325—25—500—E.B.—25—575—30—635—E.B.—30—815 (Fixed pay of Rs. 300 during the probationary period of two years)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
	Non-Gazetted				
9	Senior Scientific Assistant.	20	300—15—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500 25—600	
10	Station Superintendent.	1	250—12—346—E.B.—12—370—15—460—E.B.—15—550	275—15—425—E.B.—15—530—20—570	
11	Head Draftsman ..	37	240—10—300—15—360 ..	250—10—290—15—380	
12	General Foreman ..	1	225—15—375	250—10—290—15—380	
13	Junior Scientific Assistant.	37	200—10—300—E.B.—10—350—15—425	210—10—290—15—320—E.B 15—425.	
14	Chemist ..	1	200—10—280—E.B.—10—360	210—10—290—15—320—E.B 15—425.	
15	Laboratory Technician.	5	190—10—260—E.B.—10—320	200—10—290—15—320	

Buildings and Communications Department and Irrigation and Power Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
16	Hydrological Investigator.	3	200—10—280—E.B.—10—360	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and Degree holder to start on Rs. 240)	
17	Foreman/Line Foreman.	49	190—10—260—E.B.—10—320	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 130 and Degree holders to start on Rs. 240)	
		41	125—5—145—8—185—E.B.—10—245	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and Degree holders to start on Rs. 240)	
		1	230—10—320	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and Degree holders to start on Rs. 240)	
18	Workshop Foreman.	1	200—5—230—10—260—E.B.—10—350 (C)	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and Degree holders to start on Rs. 240)	
19	Draftsman ..	226	150—8—190—10—270	180—10—290—E.B.—15—380 (For Diploma holders in Engineering) 150—8—190—10—220—E.B.—10—270 (For others)	
20	Custodian ..	1	165—10—215	170—8—250	
21	Model Maker ..	1	165—10—225	170—8—250	
22	Overseer ..	5,436	150—10—300—E.B.—15—360 (With higher start of Rs. 160, 180 and 240 to persons holding 2 years course certificate, D.C.E Examination and degree respectively)	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and Degree holders to start on Rs. 240)	
23	Divisional Artificer.	1	150—10—300—E.B.—15—360	160—10—290—E.B.—15—380 (Diploma holder to start on Rs. 180 and Degree holder to start on Rs. 240)	
24	Geological Overseer.	1	150—10—300—E.B.—15—360	160—10—290—E.B.—15—380 (Diploma holder to start on Rs. 180 and Degree holder to start on Rs. 240)	
25	Soil Classifier/Soil Analyst.	16	160—10—240—E.B.—10—320	180—10—290—E.B.—10—380	
26	Electrical Supervisor	72	150—12—270—E.B.—12—390—E.B.—12—510	160—10—290—E.B.—15—380—20—400—E.B.—20—500 (Diploma holder to start on Rs. 180 and Degree holder to start on Rs. 240)	
27	Mechanical Engineer	5	150—12—270—E.B.—12—390—E.B.—12—510	160—10—290—E.B.—15—380—20—400—E.B.—20—500 (Diploma holder to start on Rs. 180 and Degree holder to start on Rs. 240)	

Buildings and Communications Department and Irrigation and Power Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
28	Surveyor ..	197	150—8—190—10—220—E.B.—10—300.	160—10—270—E.B.—10—290—15—320	
29	Sanitary Sub-Inspector.	2	137—4—165—E.B.—5—205 ..	145—4—165—5—185—E.B.—5—225	
30	Photographer ..	1	160—8—200—9—245 ..	150—8—190—10—220—E.B.—10—270	
		1	155—10—225	150—8—190—10—220—E.B.—10—270	
31	Head Meter Repairer.	3	137—8—185	150—5—190—E.B.—5—200—6—230	
32	Senior Assistant Mechanic.	9	135—5—180	145—4—165—5—180—E.B.—5—210	
33	Shift Engineer ..	35	115—5—145—8—169—E.B.—8—185—10—245	130—5—150—8—190—E.B.—10—270	
34	Filter Inspector ..	6	115—5—145—8—169—E.B.—8—185—10—245	130—5—150—8—190—E.B.—10—270	
35	Inspector (Distribution).	3	115—5—145—8—169—E.B.—8—185—10—245	130—5—150—8—190—E.B.—10—270	
36	Head Laboratory Assistant.	7	137—4—165—5—170 ..	130—5—150—8—174—E.B.—8—190—10—220	
37	Electrician ..	5	130—5—145—5—160 ..	145—4—165—5—180—E.B.—5—210	
		9	137—4—165—5—190 ..	145—4—165—5—180—E.B.—5—210	
		4	125—4—157—E.B.—4—165—5—180	145—4—165—5—180—E.B.—5—210	
38	Senior Survey Assistant.	14	125—4—145—E.B.—5—180 ..	145—4—165—5—180—E.B.—5—210	
39	Assistant Draftsman.	277	115—5—155—E.B.—5—190 .. (Rs. 125 for qualified)	130—4—150—5—175—E.B.—5—200—6—230	
40	Sub-Overseer ..	1,087	115—3—130—E.B.—4—150—5—190	130—4—150—5—175—E.B.—5—200—6—230	
41	Assistant Shift Operator.	4	105—3—132—E.B.—3—150—5—160—E.B.—5—190	130—4—150—5—175—E.B.—5—200—6—230	
42	Technical Assistant..	19	115—3—130—E.B.—4—150 ..	125—4—135	
43	Maistry/Maistry-*cum*-Plumber/Licensed Plumber.	193	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
			90—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
		131	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
			100—3—130—E.B.—4—146 ..	110—3—128—4—144—E.B.—4—180	

Buildings and Communications Department and Irrigation and Power Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
44	Junior Survey Assistant.	21	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
45	Guide ..	2	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
46	Water Rate Collector.	20	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
47	Water Level Observer.	18	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
48	Signaller ..	76	91—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
49	Measurer ..	274	91—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
50	Mechanic/Junior Assistant Mechanic/ Boring Mechanic.	6	125—4—145—5—160 ..	125—4—157—E.B.—4—165—5—180	
		10	105—4—133—E.B.—4—161 ..	125—4—157—E.B.—4—165—5—180	
		19	100—3—130—E.B.—4—150 ..	125—4—157—E.B.—4—165—5—180	
		6	125—10—165	125—4—157—E.B.—4—165—5—180	
		1	120—3—135	125—4—157—E.B.—4—165—5—180	
51	Steam Road Roller Driver.	19	115—5—150	125—4—157—E.B.—4—165—5—180	
52	Driver (Vechicle) or Mack Driver.	66	105—4—145	110—3—128—4—144—E.B.—4—180	
53	Driver (Pump and Engine).	47	105—4—145	110—3—128—4—144—E.B.—4—180	
54	Driver ..	45	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
55	Fitter ..	147	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
56	Turner ..	2	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
57	Boring Fitter ..	25	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
58	Fitter Mechanic, Auto Mechanic, Diesel Mechanic, Meter Repairer, Pump Operator, Boiler Attendant, Crusher Driver, Pump Driver, Head Fitter, Junior Fitter, Turner, Black Smith, Moulder, Welder, Senior Carpenter.	31	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	

Buildings and Communications Department and Irrigation and Power Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
59	Welder ..	2	100—3—130	110—3—128—4—140	
60	Operator ..	51	100—3—130	110—3—128—4—140	
61	Ambulance Driver ..	2	100—3—130	110—3—128—4—140	
62	Switch Board Operator.	4	100—3—130	110—3—128—4—140	
63	Lineman ..	163	100—3—130	110—3—128—4—140	
64	Filter Attendant ..	4	100—3—130	110—3—128—4—140	
65	Attendant ..	17	100—3—130	110—3—128—4—140	
66	Assistant Photographer.	1	100—3—130	110—3—128—4—140	
67	Assistant Inspector.	1	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160	
68	Meter Reader ..	36	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160	
69	Artisan Grade I ..	3	115—3—130—4—150 ..	100—3—130—E.B.—3—136—4—160	
70	Artisan Grade II ..	5	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160	
71	Canal Inspector ..	371	91—3—130	100—3—136—4—140	
		2	91—3—130—E.B.—4—170 ..	100—3—136—4—140	
72	Sectional Inspector	5	100—3—130	110—3—128—4—140	
73	Black Smith/Moulder	5	91—3—130	100—3—136—4—140	
74	Wireman ..	106	91—3—130	100—3—136—4—140	
75	Plumber ..	7	91—3—130	100—3—136—4—140	
76	Chlorinator ..	3	91—3—130	100—3—136—4—140	
77	Plumber-*cum*-Pump Attendant.	1	91—3—130	100—3—136—4—140	
78	Binder ..	1	91—3—130	100—3—136—4—140	
79	Delivery Clerk ..	1	111—3—120—4—148 (C) ..	100—3—136—4—140	
80	Painter ..	15	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
81	Carpenter ..	35	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
82	Polishman ..	1	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
83	Mason ..	20	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
84	Fitter ..	15	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	

Buildings and Communications Department and Irrigation and Power Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
85	Amin ..	63	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
86	Fireman ..	44	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
87	Special Superintendent.	1	430—30—610—E.B.—40—730—45—820	340—20—500—E.B.—25—650. Post to be redesignated as Personal Assistant to Chief Engineer (Non-Technical)	
88	Superintendent ..	4	330—15—420	300—15—375—20—475	
89	Superintendent of Stores.	1	310—15—400 (C)	260—10—290—15—410	
90	Manager, M.L.A.'s Hostel.	1	250—15—370—E.B.—15—400—20—500 (C)	260—15—380—E.B.—20—500	
91	Assistant Manager, Majestic Hotel.	1	230—10—330—E.B.—10—360—15—450 (C)	210—10—290—15—320—E.B.—15—425	
92	Manager, Bandra Quarters.	1	180—10—230—E.B.—15—400 (C)	160—10—290—E.B.—15—380	
93	Circle Head Clerk ..	35	270—10—350—15—380 ..	260—10—290—15—410	
94	First Clerk ..	32	195—10—245	200—10—290—15—320	
95	Divisional Head Clerk.	196	185—10—235	200—10—290—15—320	
96	Superintendent of Stores.	1	150—10—200—15—275 ..	200—10—290—15—320	
97	Librarian ..	1	220—10—310—E.B.—15—400	210—10—290—15—320—E.B.—15—425	
98	Stenographer ..	46	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E. B.—10—350—15—380	
		3	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E. B.—10—350—15—380	
99	Inspector ..	18	120—4—160—E.B.—5—200 (C)	Post to be abolished.	
100	Research Assistant	74	160—10—230—E.B.—10—290	170—10—250—E.B.—10—290—15—320	
		4	195—10—245	170—10—250—E.B.—10—290—15—320	
101	Senior Accounts Clerk/Cashier.	316	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
102	Senior Clerk ..	1731	137—8—185	150—8—190—10—220—E.B.—10—270	
		1	220—10—300 (C) ..	150—8—190—10—220—E.B.—10—270	
103	Senior Receptionist..	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
104	Junior Receptionist..	1	137—8—185	150—8—190—10—220—E.B.—10—270	

Buildings and Communications Department and Irrigation and Power Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
105	Statistician ..	17	130—5—150—8—190—E.B.—10—270—E.B.—10—320	150—8—190—10—220—E.B.—10—270	
106	Statistical Assistant	2	150—8—190—10—270 ..	150—8—190—10—220—E.B.—10—270	
		2	130—5—150—8—190—10—300	150—8—190—10—220—E.B.—10—270	
107	Water Rate Superintendent.	3	160—9—205	150—8—190—10—220—E.B.—10—270	
108	Storekeeper ..	171	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
109	Computor ..	249	100—3—130—E.B.—4—170 .. (For Secondary School Certificate holder)	110—4—150—E.B.—5—200	
			91—3—130—E.B.—4—150 .. (For others)	110—4—150—E.B.—5—200	
110	Tracer	1190	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
111	Librarian ..	1	105—4—137—4—165—5—170—8—215	135—5—170—6—188—E.B.—6—200—8—240—10—270 (For Secondary School Certificate holder with diploma)	
112	Assistant Librarian	1	115—5—145—8—169—E.B.—8—185—10—245	135—5—170—6—188—E.B.—6—200—8—240—10—270 (For Secondary School Certificate holders with diploma)	
113	Accomodation Inspector.	1	150—5—190 (C)	130—5—150—8—174—E.B.—8—190—10—220	
114	Daftar Karkoon ..	166	100—3—130—E.B.—4—170 .. / 91—3—130—E.B.—4—170	110—4—150—E.B.—5—200 (Minimum qualification for future recruit will be Secondary School Certificate)	
115	Junior Clerk ..	3,533	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
		22	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
116	Store Clerk ..	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
117	Record Keeper ..	2	100—3—130	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
		2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	

Buildings and Communications Department and Irrigation and Power Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
118	Delivery Clerk ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200 (Minimum qualification for future recruit will be Secondary School Certificate)	
119	Bin-Card Clerk ..	32	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
120	Sectional Karkoon	65	100—3—130—E.B.—4—170 .. (For qualified).	110—4—150—E.B.—5—200 (Minimum qualification for future recruit will be Secondary School Certificate)	
			91—3—130—E.B.—4—150 .. (For non-qualified).	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
121	Muster Karkoon ..	97	100—3—130—E.B.—4—170 .. (For qualified.)	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
			91—3—130—E.B.—4—150 .. (For non-qualified).	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
122	Ledger Karkoon ..	1	100—3—130—E.B.—4—170 .. (For qualified).	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
			91—3—130—E.B.—4—150 .. (For non-qualified).	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
123	Works Karkoon ..	1	110—3—130—E.B.—4—170 .. (For qualified).	110—4—150—E.B.—5—220 (Minimum qualification for future recruits will be Secondary School Certificate)	
			91—3—130—E.B.—4—150 .. (For non-qualified.)	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
124	Reservoir Karkoon	1	100—3—130—E.B.—4—170 .. (For qualified).	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
			91—3—130—E.B.—4—150 .. (For non-qualified).	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
125	Karkoon ..	625	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	

Buildings and Communications Department and Irrigation and Power Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
126	Time-keeper ..	3	91—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
127	Gauge Karkoon ..	15	91—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200 (Minimum qualification for future recruits will be Secondary School Certificate)	
128	Statistical Assistant	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
129	Assistant Storekeeper	100	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
130	Steno-typist ..	21	100—3—130—E.B.—4—170 .. *Plus* Shorthand Allowance	(i) 135—5—170—6—188—E.B. 6—200—8—240—10—270 (For direct recruits).	
		1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) *Plus* shorthand allowance	(*ii*) 110—4—150—E.B.—5—200 (*Plus* Shorthand Allowance for those borne on the Departmental cadre)	
131	Typist ..	393	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
132	Cashier	1	130—4—170 .. .. *Plus* special pay	110—4—150—E.B.—5—200 *Plus* special pay	
133	Laboratory Assistant	27	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
134	Junior Laboratory Assistant.	26	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
135	Telephone Operator	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
		4	137—4—165—5—180 (C) ..	110—4—150—E.B.—5—200	
136	Telephone Attendant	1	91—3—130	100—3—136—4—140	
	CLASS IV.				
137	Liftman ..	15	87—2—107 (C)	90—2—110	
			75—1—80—2—90—E.B.—2—100	90—2—110	
138	Daftary ..	159	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
139	Havaldar, Gatekeeper	2	87—2—107 (C)	90—2—110	
140	Naik	122	70—1—80—E.B.—1—85 ..	80—2—100	
		2	77—1—87—E.B.—1—92 (C)	80—2—100	
141	Head Hamal ..	2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
			70—1—80—E.B.—1—85 ..	80—2—100	
142	Telephone Operator.	10	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
143	Keyman ..	69	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	

Buildings and Communications Department and Irrigation and Power Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
144	Nalla-Keeper ..	16	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
145	Mukadam ..	160	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
146	Pump Attendant ..	93	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
147	Oilman ..	70	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
148	Mali ..	46	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
149	Khalashi ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
150	Tapali ..	55	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
151	Sweeper ..	5	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
152	Darwan; Messmon; Caretaker; Sluice Keeper; Gauge Recorder; Moulder, Measurer; Khansama.		70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
153	Patkari ..	267	65—1—75	70—1—80—E.B.—2—90	
154	Sluice Keeper ..	41	65—1—75	70—1—80—E.B.—2—90	
155	Lineman ..	23	65—1—75	70—1—80—E.B.—2—90	
156	Line Helper ..	28	65—1—75	70—1—80—E.B.—2—90	
157	Boatman ..	2	65—1—75	70—1—80—E.B.—2—90	
158	Peon	3,886	65—1—75	70—1—80—E.B.—2—90	
159	Peon-*cum*-Laboratory Boy.	64	65—1—75	70—1—80—E.B.—2—90	
160	Chowkidar ..	1,660	65—1—75 .. / 72—1—82 (C)	70—1—80—E.B.—2—90	
161	Watchman ..	38	65—1—75	70—1—80—E.B.—2—90	
162	Turncock ..	1	65—1—75	70—1—80—E.B.—2—90	
163	Turnkey ..	1	65—1—75	70—1—80—E.B.—2—90	
164	Khalashi ..	99	65—1—75	70—1—80—E.B.—2—90	
165	Canal Chowkidar ..	42	65—1—75	70—1—80—E.B.—2—90	
166	Valveman ..	98	65—1—75	70—1—80—E.B.—2—90	
167	Bullockman ..	1	65—1—75	70—1—80—E.B.—2—90	
168	Cleaner ..	75	65—1—75	70—1—80—E.B.—2—90	

Buildings and Communications Department and Irrigation and Power Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
169	Mazdoor ..	1,553	65—1—75	70—1—80—E.B.—2—90	
170	Wireman Helper ..	3	65—1—75	70—1—80—E.B.—2—90	
171	Fitter helper ..	2	65—1—75	70—1—80—E.B.—2—90	
172	Aujar Operator ..	28	65—1—75	70—1—80—E.B.—2—90	
173	Peon ..	94	72—1—82 (C)	70—1—80—E.B.—2—90	
174	Sweeper ..	45	72—1—82 (C)	70—1—80—E.B.—2—90	
175	Treasury Guard ..	1	65—1—75	70—1—80—E.B.—2—90	
176	Room Boy; Peon-*cum*-Ferroprinter. Sweeper; Laboratory Bearer; Waterman Laskar; Assistant Darwan; Hamal; Messman.	41	65—1—75 .. } 72—1—82 (C) }	70—1—80—E.B.—2—90	
177	Attendant	1,546	75 fixed	70—1—80—E.B.—2—90 Subject to remarks in the Chapter on Common Categories of posts.	

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CHAPTER 27

ARCHITECT TO GOVERNMENT

The Architect to Government is a Specialist Officer having statewide jurisdiction, so far as the Government Building Programme is concerned. He is responsible for designing and Planning Government buildings costing more than Rs. 2 lakhs. He is required to check all draft tender papers of building projects costing Rs. 10 lakhs or more. Additional responsibilities recently entrusted to the Architect to Government are of attending to architectural work relating to defence projects under execution on behalf of the Central Government. The Architect serves on several Committees and Boards. He is assisted by one Deputy Architect, seven Assistant Architects in Class I service and two Architectural Assistants in Class II service and non-gazetted staff.

2. The scales of pay proposed by us for the different posts in this Office have been shown in the appended Schedule.

No special comments seem necessary in these proposals except the following :—

Head Clerk (Rs. 200—270) :

The Architect has proposed a revised scale of Rs. 320—20—440 for the post. It has been pointed out that originally in 1946, the pay scale of Head Clerk was the same as that of Head Clerk in Superintending Engineer's Office i.e. Rs. 220—300. This was downgraded to Rs. 150—220 in 1951 as a measure of retrenchment. It is also pointed out that due to expansion of office (from staff of 11 in 1946 to 74 now) the quantum of work and responsibilities of Head Clerk have increased considerably. We feel that there should be now no objection to sanction the same scale to both Head Clerk in Superintending Engineer's Office and Head Clerk in Architect's Office. Accordingly we have suggested a revised scale of Rs. 260—410 for this post.

SCHEDULE

ARCHITECT TO GOVERNMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Architect to Government.	1	1,300—60—1,600	1,300—60—1,600	
2	Deputy Architect ..	1	1,250—50—1,450 (C) ..	1,100—50—1,400	
3	Assistant Architect.	7	550—30—610—40—730—45—820—E.B.—45—1,000—50—1,100	350—45—1,100—50—1,150	
4	Architectural Assistant.	2	400—20—540—25—615 (C) ..	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
	Non-Gazetted				
5	Junior Architectural Assistant.	30	350—10—450 (C)	320—15—440—20—500	
6	Head Clerk ..	2	200—10—270	260—10—290—15—410	
7	Senior Clerk ..	1	195—10—245 (C)	150—8—190—10—220—E.B.—10—270	

CHAPTER 28

CHIEF PORTS OFFICER

The ports organisation is headed by the Chief Ports Officer, who is a Mercantile Marine Officer. He is assisted by three Ports Officers and three Assistant Port Officers and other staff. The organisation is responsible for port development, which implies the construction of Docks quays, wharfs, jetties etc.

2. The designations of the various posts in the Department, their existing pay scales and the revised scales recommended by us for these posts are indicated in accompanying schedule. Considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed below.

3. At the outset it may be mentioned that apparently no recruitment rules for various posts in the organisation have been framed by Government since nothing about it is mentioned by the Department. Government may take steps to frame the recruitment rules for various posts if they have not already been framed.

4. It has been reported by the Chief Ports Officer that all technical personnel of the organisation are engaged in field service, viz. ports, creeks, rivers etc. They are exposed to grave risk of health for want of basic amenities such as food, accommodation etc. and as such, they may be compensated by grant of a compensatory allowance to be named as "Field Allowance". The rate of this allowance proposed by the Chief Ports Officer is one-third of the basic pay for the period for which the staff is on field services (such concession is granted by the Government of India to the survey staff and Flotila staff of the Senior Marine Survey). The officer has stated that recruitment difficulty may be met by the grant of this allowance. The staff also would then be kept efficient.

5. We feel that merely improvement of the scales or grant of an allowance as suggested will not affect the recruitment position. One should have a liking for job on sea as also physical fitness to stand the conditions at sea. Further, when the staff is recruited on the basis of their field duties and responsibilities, it would be difficult to justify this extra allowance to these persons as in Government service there are several others who have to do field duty.

6. *Ports Officer* (Rs. 680—1,200) :

It is stated that the person must have a Master Marine (foreign-going steamship) Certificate of competancy and experience as commandant of vessels.

It has been represented that pay scale of comparable officers in Port Trust of Bombay, Calcutta, Madras and Cochin is Rs. 800—1,750 plus various allowances, and that the ports Officer under Gujarat Government draws more pay and allowances.

These Port Officers are in charge of a group of ports and have a jurisdiction of about 125 to 175 miles. It is pointed out that the places at which they work are most under developed where minimum comforts and conveniences are lacking, and that they have no prospects of promotion. In view of these considerations, a better scale has been asked for by the Department for these posts. After taking these factors into account and the pay-scales of comparable posts under the Maharashtra Government, we feel that a pay-scale of Rs. 700—1,300 is adequate for the post

It has been represented that Port Officer, Redi may be allowed to retain 50 % of Pilotage fees collected. We feel that this question is not within our terms of reference.

7. For various other posts in the organisation, we have proposed revised scales on the basis of the existing scales and the pay-scales recommended by us for comparable posts. As no recruitment rules appear to have been framed by Government for posts in this Department, the precise evaluation of posts becomes difficult.

SCHEDULE

CHIEF PORTS OFFICER

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Chief Ports Officer ..	1	1,600 –100–2,000	1,600—100—2,000	
2	Marine Engineer ..	1	880—40—1,200	900—60—1,300	
3	Ports Officer ..	3	680—50—1,080—60—1,200 ..	700—50—1,300	
4	Harbour Engineer ..	1	550—30—610—40—730—45—820—E.B. —45—1,000—50—1,100	650—45—1,100—50—1,150	
5	Assistant Ports Officer.	2	400—30—610—40—650—E.B.—40—730—45—1,000	4.0—30—650—E.B. —45—1,100 50—1,150 (Probation pay of Rs. 380.)	
6	Hydrographic Surveyor.	1	400—30—610—40—730—E.B.—45—1,000—50—1,100	410—20—650—E.B.—45—1,100 50—1,150 (Probation pay of Rs. 380)	
7	Accounts Officer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—430—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probation period.)	
	Non-Gazetted				
8	Superintendent of Light.	1	250—10—290—E.B.—15—380—E.B.—15—470	260—15—380—E.B.—20—500	
9	Deputy Hydrographic Surveyor.	1	270—15—360—E.B.—15—450	260—15—380—E.B.—20—500	
10	Deputy Marine Surveyor.	1	270—15—360—E.B.—15—450	260—15—380—E.B.—20—500	
11	Dredger Master ..	3	250—10—350	250—10—290—E.B.—15—380	
12	Dredger Engineer ..	3	250—10—350	250—10—290—E.B.—15—380	
13	Port Supervisor ..	2	185—10—235	200—10—290—15—320	
14	Boring Operator ..	1	250—10—350	250—10—290—E.B.—15—380	
15	Crane Operator ..	3	190—10—260—E.B—10—320	200—10—290—15—320	
16	Mechanical Overseer	3	150—10—300—E.B.—15—360	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and degree holders to start on Rs. 240)	
17	Assistant Marine Surveyor.	5	150—10—300—E.B.—15—360	160—10—290—E.B.—15—380	
18	Sarang	4	160—5—190	160—5—220	
19	Engine Driver ..	4	160—5—190	160—5—220	
20	Mechanic, 1st Class..	1	145—5—190	155—5—170—6—200	
21	Sextant Reader ..	12	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270	135—5—170—6—188—E.B.—6—200—8—240—10—270	
22	Assistant Port Supervisor.	17	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	

Chief Ports Officer—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
23	Tindel	4	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
24	Boring Tide Watcher	1	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160	
25	Tide Watcher ..	17	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160	
	CLASS IV				
26	Boring Khalashi ..	4	85—2—105	90—2—100—3—115	
27	Greaser ..	9	85—2—105	90—2—100—3—115	
28	Oilman ..	1	85—2—105	90—2—100—3—115	
29	Light Keeper ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
30	Khalashi ..	92	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
31	Deck-hand ..	15	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
32	Assistant Light Keeper.	4	65—1—75	70—1—80—E.B.—2—90	

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CHAPTER 29

DIRECTOR, DEVELOPMENT DEPARTMENT CHAWLS.

There are 207 chawls, with 16,545 tenements, situated at Worli, Delisle Road, Naigaum and Sewri in Bombay City. Some of the rooms are allotted rent free to Class IV employees of State Government and other rooms are allotted to persons of low income group who are required to pay economic rent.

The Executive Engineer, Presidency Division is in administrative charge of the chawls. He is assisted by a Deputy Engineer, designated as Manager and some other staff.

The recovery of rents of rooms is done through Chawl Superintendents.

The designation of the various posts peculiar to this office, their existing pay scales and revised scales recommended by us for these posts are indicated in the accompanying schedule. Considerations underlying our recommendations in regard to the pay scales of some of the categories of posts are discussed below :

2. *Director's Clerk* (Rs. 200—280 : C) ; *Examining Cashier* (Rs. 185—245) ; Senior *Clerk* (Rs. 160—270 : C) :

The posts are promotion posts for Clerks. They are, therefore, akin to the posts of Senior Clerks in other departments. We have, therefore, proposed a revised scale of Rs. 150—270 for all these posts.

3. *Chawl Superintendent* (Rs. 125—245 : C) :

They are at present on the clerical scale. They are given rent free quarters. They were paid commission on certain basis from the beginning and thereafter on the percentage of rent recovery made by each chawl superintendent compared with the assessment. The commission varied from Rs. 15 to Rs. 40. This system of payment of commission was stopped from 1957. The Director has proposed a revised scale of Rs 170—335 for the post whereas the Secretariat Department has proposed that the posts should be in Clerk's scale (Rs. 140—270 : C) but should carry special pay of Rs. 50. We feel that the post would be compared to the post of cashier and would accordingly suggest that it may be in the scale of Rs. 110—200 with special pay based on cash collected.

4. *Sanitary Inspector* (Rs. 130—270: C) :

The proposed scale for Sanitary Inspector in Public Health Department is Rs. 145—4—165—5—225. However, considering the fact that the Sanitary Inspectors in this Department have to supervise the work of large number of Sweepers and look after the sanitation of large number of chawls, we have proposed a revised scale of Rs. 130—5—150—8—190—E.B.—10—270 for these posts.

5. *Special pays* :

The Executive Engineer, Presidency Division gets special pay of Rs. 150 for management of the chawls. It has been proposed that the special pay be increased by 50 per cent. The special pay appears to have been sanctioned for additional duties and may be continued at the existing rate only.

Special pay granted for handling cash may be continued.

SCHEDULE

DIRECTOR, DEVELOPMENT DEPARTMENT CHAWLS

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director, Development Department Chawls.	1	650—(6th year)—40—730—45—1,000—50—1,100 Special pay of Rs. 150.	650—(6th year)—45—1,100—50—1,150 Special pay to continue.	
2	Manager, Development Department Chawls.	1	325—25—500—E.B.—25—575—30—635—E.B.—30—815 (Fixed pay of Rs. 300 during probation)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
	CLASS III				
3	Assistant Manager ..	1	260—15—350 (C) ..	250—10—290—15—350	
4	Sanitary Inspector ..	3	130—5—150—8—190—10—270 (C)	130—5—150—8—190—E.B.—10—270	
5	Director's Clerk .	1	200—10—280 (C) ..	150—8—190—10—220—E.B.——10—270	
6	Examining Cashier.	1	185—6—245 (C) .. Special pay Rs. 30.	150—8—190—10—220—E.B.—10—270 Special pay to continue.	
7	Senior Clerk ..	1	160—6—190—8—206—8—270 (C)	150—8—190—10—220—E.B.——10—270.	
8	Chawl Superintendent.	16	120—5—160—5—185—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
9	Sanitary Mukadam	11	77—1—87—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	

CHAPTER 30

ELECTRICAL ENGINEER TO GOVERNMENT

The department is headed by the Electrical Engineer to Government. The jurisdiction of the department extends to the whole State and it carries out advisory, administrative, and executive functions. The advisory part consists of advising Government on all electrical matters regarding grant and revocation of licenses to private companies, scrutiny of condition of supply and miscellaneous charges and accounts etc. The administrative part involves supervision of the working of the electric supply companies and general enforcement of the statutory provisions including those pertaining to electricity duty.

2. There are two wings in the office of the Electrical Engineer viz. Executive Wing and Inspection Wing. The Executive Wing is under the control of the Buildings and Communications Department and the Inspection Wing is under the Industries and Labour Department. The designations of various posts in the department, their existing pay scales and the revised scales recommended by us for these posts are indicated in the enclosed schedule. Considerations underlying our recommendations in regard to the pay-scales of some posts are discussed below.

3. *Electrical Supervisor, Electrical Sub-Inspector (qualified)* (Rs. 150—510) :

We understand that diploma holders and graduates were given higher starting pay when recruited as Overseers or Electrical Supervisors. They were then kept on that fixed pay and allowed increment after 3 years' duty and not after one year's duty as in other cases. This practice as far as Overseers are concerned, was discontinued with effect from 1st July 1962, when the revised scales were sanctioned. But the same has been continued in respect of the Electrical Supervisors. We suggest that this practice of stagnation should be discontinued. For these posts we suggest the revised scale of Rs. 160—10—290—E.B.—15—380—20—400—E.B.—20—500 (Higher start of Rs. 180 for those having a diploma in Electrical/Mechanical Engineering and Rs. 240 for Engineering Graduates.)

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4. *Chief Auditor* (Rs. 350—955) :

The existing scale shown is the scale of the post in Maharashtra Finance and Accounts Service (Class I Junior). This scale has been shown as the present scale of the post because at one time the post had been included in the abovementioned service. The Administrative Department has stated that the post is now excluded from the Maharashtra Finance and Accounts Service. It will not be, therefore, correct to treat the scale of Rs. 350—955 as the scale of the post. The pay scale of the post of Chief Auditor, prior to 1962 revision was Rs. 350—785 (C). Therefore, Rs. 400—860 (C) can be assumed to be its post—1962 revised scale. On this basis and taking into account the duties and responsibilities of the post, we recommend a revised scale of Rs. 410—965 for the post.

5. *Senior Auditor* (Rs. 250—350 C) ; *Junior Auditor* (Rs. 160—245 C) :

The post of Junior Auditor is filled in by nomination from among Bachelors of Commerce and the post of Senior Auditor is filled in by promotion. We recommend revised scales of Rs. 200—320 and Rs. 150—270 for these posts, on the basis of similar scales suggested by us for comparable posts in other department.

SCHEDULE

ELECTRICAL ENGINEER TO GOVERNMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted				
1	Electrical Engineer to Government.	1	1,300—60—1,600	1,300—60—1,600.	
	Non-Gazetted				
2	Electrical Supervisor	68	150—12—270—E.B.—12—390—E.B.—12—510 (Higher start of Rs. 174 for diploma holders and Rs. 246 for degree holders)	160—10—290—E.B.—15—380—20—400—E.B.—20—500 (Diploma holders to start on Rs. 180 and Engineering Graduate to start on Rs. 240)	
3	Electrician ..	4	137—4—165—E.B.—5—190 ..	145—4—165—5—180—E.B.—5—210	
4	Electrician and Electric Mechanic.	4	137—4—165—E.B.—5—190 ..	145—4—165—5—180—E.B.—5—210	
5	Refrigeration Mechanic.	2	137—4—165—E.B.—5—190 ..	145—4—165—5—180—E.B.—5—210	
6	Lift Mechanic ..	6	137—4—165—EB.—5—190 ..	145—4—165—5—180—E.B.—5—210	
7	Head Wireman ..	26	117—4—145—E.B.—4—165—E.B.—5—170	125—4—157—E.B.—4—165—5—180	
8	Mechanic ..	4	105—4—133—E.B.—4—161 ..	125—4—157—E.B.—4—165—5—180	
9	Clock Repairer ..	1	105—4—133—E.B.—4—161 ..	125—4—157—E.B.—4—165—5—180	
10	Armature Winder ..	3	117—4—145	125—4—157—E.B.—4—165—5—180	
11	Pattern Maker ..	1	117—4—145	125—4—157—E.B.—4—165—5—180	
12	Pump Driver ..	3	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
13	Pump Attendant ..	10	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
14	Assistant Armature Winder.	2	100—3—130	110—3—128—4—140	
15	Electroplater ..	1	100—3—130	110—3—128—4—140	
16	Lineman ..	1	100—3—130	110—3—128—4—140	
17	Electric Fitter ..	2	100—3—130	110—3—128—4—140	
18	Wireman ..	98	91—3—130	100—3—136—4—140	
	CLASS IV				
19	Cleaner ..	4	85—2—105 (C)	75—1—80—2—90—E.B.—2—100	
20	Oilman ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	

Electrical Engineer to Government—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	ELECTRICAL ENGINEER (INSPECTION WING)				
	Gazetted		Rs.	Rs.	
1	Electrical Inspector.	5	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
2	Assistant Electrical Inspector.	19	325—25—500—E.B.—25—575—30—635—E.B.—30—815 (Probationary period of 2 years on Rs. 300)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
3	Electricity Duty Inspector.	4	250—270—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
4	Chief Auditor ..	1	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965. (Fixed pay of Rs. 380 during the period of probation)	
	Non-Gazetted				
5	Electrical Sub-Inspector (Qualified).	100	150—12—270—E.B.—12—390—E.B.—12—510	160—10—290—E.B.—15—380—20—400—E.B.—20—500 (Diploma holders to start on Rs. 180 and Engineering graduates to start on Rs. 240)	
6	Electrical Sub-Inspector (Non-qualified).	46	137—4—165—E.B.—5—190 ..	145—4—165—5—180—E.B.—5—210	
7	Instrument Repairer.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
8	Superintendent ..	1	325—15—400	300—15—375—20—475	
9	Accountant ..	4	230—10—300	200—10—290—15—320	
10	Electricity Duty Assistant.	8	210—10—280	200—10—290—15—320	
11	Senior Auditor ..	1	250—10—350 (C) ..	200—10—290—15—320	
12	Junior Auditor ..	2	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270	

CHAPTER 31

SUPERINTENDENT, PARKS AND GARDENS.

The organisation is responsible for planning and establishing gardens and parks belonging to the State. It helps the local bodies and the public to plan and build new gardens and open spaces.

2. The Superintendent works under the direct control of the Chief Engineer and Joint Secretary to Government (Buildings and Communications Department). The gazetted posts in the Department are those of (i) Superintendent, (ii) Assistant Superintendent and (iii) Deputy Engineer.

3. The designations of various posts in the Department, their existing pay scales and the revised scales recommended by us for these posts are indicated in the appended schedule. Considerations underlying our recommendations in regard to the pay scales of some of the categories of posts are discussed below.

4. *Superintendent, Parks and Gardens* (Rs. 400—1,100—Probationary pay Rs. 350):

The post is filled by promotion from among suitable Assistant Superintendents or by nomination of a candidate possessing a degree in Agriculture or Horticulture or a post-graduate degree in Botany with experience in the management of well-known parks and gardens for at least 5 years and administrative experience for at least 3 years.

In our opinion, the post is comparable to a Class I Officer of the Agriculture Department and accordingly, we recommend a scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 (fixed pay of Rs. 380 during probation).

5. *Assistant Superintendent* (Rs. 270—715) :

Appointment to this post is made by promotion from amongst suitable members of proved merit in the subordinate service in the Buildings and Communications Department and/or Irrigation and Power Department or by transfer of suitable persons of proved merit in the subordinate service under Agriculture Department or by nomination. He is required to possess a degree in Agriculture or Horticulture or a post-graduate degree in Botany of a recognised University with an experience in the management of well-known parks and gardens for not less than 3 years.

He has to assist Superintendent, Parks and Gardens in his work. The Buildings and Communications Department has proposed a scale of Deputy Engineer for this post. We feel that the post is not comparable to a Deputy Engineer. We have proposed a revised scale of Rs. 300 —20—460—E.B.—25—500—25—650—E.B.—30—800 (fixed pay of Rs. 300 during the period of probation) for the post.

6. *Supervisor* (Rs. 240—480) :

The post is filled by promotion of a suitable Agricultural Overseer working in Parks and Gardens or by nomination of a candidate possessing a degree in Agriculture of a recognised University and experience for a period of not less than 3 years in the management of a well-known garden or park or group of small parks and gardens and having practical knowledge of growing ornamental plants. He has to execute new works of gardens and has to look after the maintenance and development of Government/Public gardens and residential bungalow gardens. We feel that a scale of Rs. 260—15—380—E.B.—20—500 is adequate for the post.

7. For other posts in the office we have proposed standard revised scales after taking into account the existing scales, duties and responsibilities of the posts, etc.

SCHEDULE

SUPERINTENDENT, PARKS AND GARDENS

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted				
1	Superintendent, Parks and Gardens.	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 350)	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
2	Assistant Superintendent, Parks and Gardens.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay Rs. 250)	300—20—460—E.B—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
	Non-Gazetted				
3	Supervisor ..	2	240—10—330—E.B.—15—480	260—15—380—E.B.—20—500	
4	Technical Assistant	1	220—10—290—E.B.—10—350 (C)	200—10—290—E.B.—15—380	
5	Agricultural Overseer	5	130—5—150—8—190—E.B.—10—270—E.B.—10—320	160—10—270—E.B.—10—290—15—320 (Agricultural Graduates to start on Rs. 200)	
6	Horticultural Officer	1	125—5—145—8—185—E.B.—10—245	160—10—270—E.B.—10—290—15—320 (Agricultural Graduates to start on Rs. 200)	
7	Garden Overseer ..	3	150—8—190—E.B.—10—250—E.B.—10—310	160—10—270—E.B.—10—290—15—320 (Agricultural graduates to start on Rs. 200)	
8	Park Warden ..	6	145—8—185—10—215 ..	160—10—270—E.B.—10—290—15—320 (Agricultural graduates to start on Rs. 200)	
9	Park Supervisor ..	2	130—4—170	135—5—170—6—200	
10	Garden Architect ..	1	220—10—290—E.B.—10—350 (C)	200—10—290—E.B.—15—380	
11	Agricultural Assistant	1	100—3—130—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
	CLASS IV				
12	Head Mali ..	7	77—2—97—E.B.—2—107 (C) ..	80—2—100—E.B.—2—110	
			95—2—115—E.B.—2—125	100—3—130	
13	Mali	118	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
			70—1—80—E.B.—1—85 ..	70—1—80—E.B.—2—100	

CHAPTER 32

ADMINISTRATOR, ULHASNAGAR TOWNSHIP

The Administrator, Ulhasnagar, functions under the Displaced Persons Act, 1954. He is a Sub-Divisional Magistrate exercising jurisdiction over the area comprising the limits of Ulhasnagar Township. The administrator also exercises general supervision over the working of the Kopri Colony and the Shanti Bhavan Home. The Office attends to recovery of loans and rents from the occupants of the Township and deals with the accounts and administrative matters pertaining to the Township.

2. The Administrator is an officer of the status of the Deputy Collector in the Revenue Department and is assisted by two Assistant Administrators of the rank of Mamlatdars. The Officer-in-charge of the Kopri Colony is also drawn from the Revenue Department and is in the grade of Mahalkari. At the Office level also, the posts of Aval-Karkun, Deputy Accountants, Inspectors, Rent Collectors, etc. are comparable to those in the Revenue Department. We have, therefore, recommended the same scales of pay as are applicable to corresponding posts in the Revenue Department. The posts of Superintendent, Accountant, Clerks, etc. have been given common scales of pay as in other departments of Government. As regards the posts of Accounts Clerks, Plot Clerks, Rent Clerks, Typists, etc. it appears from the existing scale of pay viz. Rs. 91—170 that the incumbents of the posts are not matriculates nor does the recruitment rule provide for the minimum qualification of matriculation or Secondary School Certificate. We have recommended a scale of Rs. 110—3—128—4—144—E.B.—4—180 for them on that assumption. The regular scale admissible to a matriculate clerk is Rs. 110—4—150—E.B.—5—200. The same holds good in respect of Plot Inspectors, Rent and Accommodation Inspectors. For Rent Collectors we have recommended a scale of Rs. 90—140.

3. *Special pays* :

The Administrator, Ulhasnagar is in receipt of a special pay of Rs. 100 per month in addition to his grade pay of the post of Deputy Collector. In view of the nature of his duties and responsibilities, and the independent charge held by him, the special pay may continue.

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SCHEDULE

ADMINISTRATOR, ULHASNAGAR TOWNSHIP

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Administrator ..	1	350—400—30—610—E.B.—40—730—45—955. Special pay of Rs. 100.	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation). Special pay to continue.	
2	Assistant Administrator and Assistant *cum*-Personal Assistant.	2	250—300—15—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600	
3	Officer in Charge ..	1	225—15—300	220—10—290—15—320	
	Non-Gazetted				
4	Loan Inspector ..	4	145—8—185	150—8—190—10—220—E.B.—10—270.	
5	Plot Inspector ..	5	120—5—145	110—3—128—4—144—E.B.—4 180	
6	Rent and Accommodation Inspector.	3	120—5—145	110—3—128—4—144—E.B.—4—180	
7	Rent Collectors ..	13	85—2—105	90—2—100—3—115—E.B.—3—136—4—140	
8	Superintendent ..	1	250—15—325	260—10—290—15—410	
9	Accountant ..	1	290—10—350	260—10—290—15—410	
10	Senior Accountant ..	1	195—10—245	200—10—290—15—320	
11	Aval Karkun ..	4	145—8—185	150—8—190—10—220—E.B.—10—270	
12	Account Supervisor	1	185—10—215	200—10—290—15—320	
13	Deputy Accountant	1	145—8—185	150—8—190—10—220—E.B.—10—270	
14	Cashier ..	1	120—5—145	110—3—128—4—144—E.B.—4 180	
15	Accounts Clerk ..	3	91—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
16	Clerk, Register and Record Clerk, Plot Clerk, Rent Clerk, Accommodation Clerk, Revenue and Magisterial Clerk, Typist, Clerk typist.	28	91—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
17	Driver	1	105—5—130	110—3—128—4—140	
	CLASS IV				
18	Naik	1	70—1—80—E.B.—1—85 ..	80—2—100	
19	Lady Sweeper, Wet Sweeper, Peon.	16	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 33

COMPETENT OFFICER

The Competent Officer's organisation was created for the administration of the Evacuee Interest Act, 1951. The office deals with the composite property cases of separation of interests and adjudication. Its jurisdiction extends to five States. The post of a Competent Officer carries the scale of pay prescribed by the Government of India and is held by an Officer of that Government. He is assisted by clerical staff consisting of a Head Clerk, a Shirastedar, Accounts Clerk, Typist, etc. Though the expenditure over this staff is initially met by the State Government, it is finally reimbursed by the Central Government.

2. The pay scales of the posts of Head Clerk, Shirastedar and Accounts Clerk do not appear to have been revised in the general revision of 1962. We have proposed suitable scales of pay for them on the basis of the scales arrived at after merging appropriate portion of Dearness Allowance in pay.

3. The existing scales of pay of the posts in the Competent Officer's Organisation and the revised scales recommended by us are shown in the appended statement.

SCHEDULE

COMPETENT OFFICER

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted.		Rs.	Rs.	
	CLASS III				
1	Junior Clerk ..	1	120—5—160—5—185 (C) ..	110—4—150—E.B.—5—200	
2	Typist ..	1	120—5—160—5—185 (C) ..	110—4—150—E.B.—5—200	
	CLASS IV				
3	Peon	2	72—1—82 (C)	70—1—80—E.B.—2—90	

PART 'B'.

Posts of which scales were not revised in 1962 revision

Serial No.	Designation	No. of posts	Pay scales which remained to be revised in 1962 revision	Merger scale of pay admissible in 1962 revision	Recommended scale of pay
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Head Clerk ..	1	160—10—230 (C) ..	210—10—280 (C) ..	200—10—290—15—320
2	Shirastedar ..	1	120—8—200 (C) ..	160—8—200—9—245 (C)	150—8—190—10—220—E.B.—10—270
3	Accounts Clerk ..	1	120—8—200 (C) ..	160—8—200—9—245 (C)	150—8—190—10—220—E.B.—10—270

CHAPTER 34

CHIEF OFFICER FOR CULTURAL ACTIVITIES AND SECRETARY, RECREATION COMMITTEE.

The office of the Chief Officer for Cultural Activities and Secretary, Recreation Committee was created in September 1959 to look after various schemes of Government, regarding Organisation of State Drama Festival, Dramatic Competitions among Marathi, Gujarati, Hindi and Sanskrit amateur institutions, State Sangeet Nritya Mahotsava, State Tamasha Mahotsava, State Festival of Marathi Films and State Festival of Folk Arts. This office also has under its administrative control the management of the two Theatres—Rangabhavan and Ravindra Natya Mandir, at Bombay. The office participates in Government of India schemes, such as grant of financial assistance to authors and artists in indigent circumstances; inter-State exchange of cultural troupes of outstanding artists, etc. Details of the staff in this office with their present pay scales and those recommended by us are given in the appended schedule. Comments on some of the posts are given below:—

1. *The Chief Officer and Secretary* (Rs. 440—30—650—45—920 C):

It has been represented that the present pay-scale is very low and not commensurate with the duties and responsibilities attached to the post. The Chief Officer is compared with posts of the Director of Publicity, Director of Education, Director of Soeial Welafre, etc. However, having regard to the recruitment qualifications, viz. a degree of a recognised University and knowledge of music, dramatics, dance, etc., duties and responsibilities of the post and the size of the office, we feel that the post cannot be equated to that of Director of Publicity, or the Director of Education, etc. We think that a scale of pay of Rs. 410—30—650—E.B.—45—965 is quite adequate to meet the requirements of the post.

2. *Assistant Chief Officer* (Rs. 330—15—450—20—530 C):

The post is filled by promotion of a suitable graduate from among the staff with sufficient experience in establishment matters and organisation of various festivals, or by nomination on the recommendations of the Public Service Commission, of a graduate with knowledge of cultural activities in Maharashtra and experience in establishment and organisational matters. Having regard to the mode of recruitment, qualifications, duties and responsibilities of the post, we recommend a scale of pay of Rs. 300—20—500 for the Assistant Chief Officer.

3. *Managers—Ravindra Natya Mandir and Rangabhavan*:

At present two different scales viz. Rs. 370—20—490—E.B.—25—665 (C) and Rs. 300—15—400 (C) respectively have been prescribed for these posts. Taking into consideration the educational qualifications and the comparable duties and responsibilities attached to these posts, there seems no justification to have two different and dissimilar scales of pay and, therefore, we recommend a common scale of pay of Rs. 275—15—410 for them.

4. The other posts sanctioned for this office are of a common nature and, therefore, the scales of pay for these posts have been suggested on the basis of scales adopted for similar other posts in other Government Departments/Offices.

SCHEDULE

CHIEF OFFICER FOR CULTURAL ACTIVITIES AND SECRETARY, RECREATION COMMITTEE.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Chief Officer and Secretary.	1	440—30—650—45—920 (C) ..	410—30—650—E.B.—45—965	
2	Assistant Chief Officer for Cultural Activities.	1	330—15—450—20—530 (C) ..	300—20—500	
	Non-Gazetted				
3	Manager, Ravindra Natya Bhavan.	1	370—20—490—E.B.—25—665 (C)	275—15—410	
4	Manager Rang Bhavan.	1	300—15—450 (C) ..	275—15—410	
5	Assistant Manager ..	1	260—15—350 (C) ..	200—10—290—15—320	
6	Electrician ..	2	137—4—165—E.B.—5—190 ..	145—4—165—5—180—E.B.—5—210	
7	Set Designer ..	1	137—4—165—E.B.—5—190 ..	145—4—165—5—180—E.B.—5—210	
8	Sound Technician ..	1	117—4—145—E.B.—4—165—5—170	125—4—157—E.B.—4—165—5—180	
9	Wireman ..	2	91—3—130	100—3—136—4—140	
10	Stage Servant ..	1	87—2—107 (C) ..	90—2—110	
11	Stage hand ..	3	87—2—107 (C) ..	90—2—110	
12	Curtain Raiser ..	1	87—2—107 (C)	90—2—110	
13	Superintendent ..	1	220—10—330 (C) ..	200—10—290—15—320	
14	Accountant ..	1	220—10—320 (C) ..	200—10—290—15—320	
15	Assistant ..	1	165—10—225—E.B.—10—250—15—300 (C)	150—8—190—10—220—E.B.—10—270	
16	Senior Clerk ..	2	165—10—225—E.B.—10—250—15—300 (C)	150—8—190—10—220—E.B.—10—270	
17	Store keeper-*cum*-Supervisor.	1	160—5—175—E.B.—7—203—7—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
18	Storekeeper ..	1	160—5—175—E.B.—7—203—7—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
19	Cashier ..	2	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) Special pay of Rs. 15	110—4—150—E.B.—5—200 Special pay to be continued	
20	Steno-Typist ..	1	145—5—165—E.B.—8—205 (C)	(*i*) 110—4—150—E.B.—5—200 (Plus Shorthand Allowance for those drawn from the clerical cadre) (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (if directly recruited)	

Chief Officer for Cultural Activities and Secretary, Recreation Committee—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
21	Clerk ..	2	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
22	Clerk-*cum*-Typist ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
23	Typist ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
24	Marathi Typist ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
25	Peon ..	5	72—1—82 (C)	70—1—80—E.B.—2—90	
26	Sweeper ..	6	72—1—82 (C) ..	70—1—80—E.B.—2—90	
27	Watchman ..	5	72—1—82 (C)	70—1—80—E.B.—2—90	

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CHAPTER 35

DEPARTMENT OF ARCHAEOLOGY

The State Department of Archaeology was created in September 1955. It looks after the monuments and sites which do not come within the purview of the Department of Archaeology, Government of India. Its important functions are, (i) village to village survey of Ancient and Historical monuments and sites ; (ii) exploration and preservation of antiquities ; (iii) excavation and (iv) maintenance of monuments and protection of sites. There are four museums under the administrative control and supervision of this Department, viz. (i) Central Museum, Nagpur, (ii) Raja Kelkar Museum, Poona (iii) Archaeological Museum, Kolhapur and (iv) Shri Bhavani Museum and Library, Aundh. A new Museum of Maratha History is being established at Satara.

2. Details of the staff with their present pay-scales and those recommended by the Commission are shown in the appended schedules. The considerations underlying the revision of pay-scales of some of the posts are discussed below:—

3. *Director of Archives and Archaeology* (Rs. 550—1,150) :

The Department of Archaeology is headed by the Director of Archives and Archaeology (formerly the Director of Archives and Historical Monuments) who is also the head of the Archives Department (Secretariat Record Office). This post is under the administrative control of the General Administration Department and the pay and allowances are debited to the Budget Head of the Secretariat Record Office. It is not therefore, included under the Archaeological Department. The revised scale for the post is proposed under the Department of Archives.

4. *Deputy Director of Archaeology* (Rs. 400—1,100 C) :

The Deputy Director assists the Director of Archives and Historical Monuments in general supervision of the Department and attends to conservation, maintenance and repairs to monuments and exploration and excavation of sites. He also attends to numismatic publication and epigraphical works.

The post is filled either by promotion of a suitable officer in the Department of Archaeology or by nomination of a candidate holding a Master's degree in Second Class in History or Indology and possessing experience of exploration and excavation work for over 3 years.

The Department has suggested a scale of Rs. 880—1,200 for this post. In view of the above qualifications and the duties and responsibilities of the post we recommend a scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 for the Deputy Director. He will draw a fixed pay of Rs. 380 during the period of probation.

5. *Archaeological Assistant, Central Museum, Nagpur* (Rs. 275—450) :

He assists the Curator in the betterment of the galleries of the Museum and their display and management and is the sectional head of the Central Museum, Nagpur. Appointment to the post is made by nomination of a candidate possessing a Master's degree in Ancient History and Culture. The present scale is arrived at by merger of appropriate portion of Dearness Allowance in the ex-Madhya Pradesh pay scale of Rs. 225—400. We recommend a revised scale of Rs. 300—20—500 for this post with fixed pay of Rs. 280 during the probationary period.

6. *Anthropological Assistant, Central Museum, Nagpur* (Rs. 250—425) :

He is the sectional head in-charge of the Anthropological Section. He collects articles and record of anthropological interest for study and research and maintains the gallery. He is required to possess a Master's degree in Anthropology or Political

Science. Having regard to the duties and responsibilities attached to the post we recommend a scale of Rs. 260—15—455 for it.

7. *Publication Officer, Technical Assistant, Exploration Assistant and Senior Conservation Assistant* (Rs. 210—380 C) :

These posts carry identical scale of pay. The qualifications prescribed for the posts except that for Senior Conservation Assistant are also the same viz. possession of a Master's degree in History and experience in field archaeology. The Senior Conservation Assistant is required to possess a diploma or a certificate in Civil Engineering and five years experience as Conservation Assistant. We recommend a scale of Rs. 180—10—290—E.B.—15—380 for all posts.

8. *Senior Cameraman* (Rs. 210—380 C) ; *Photographer-cum-Draftsman* (Rs. 145—380 C) ; *Photographer, Central Museum* (Rs. 185—225) :

The duties, responsibilities and qualifications of these posts are not the same. The Senior Cameraman has to prepare layouts for publications. A matriculate with 2 years experience in indoor and outdoor photography or a certificate in photography is appointed. We recommend a scale of Rs. 200—10—290—E.B.—15—380 for the post. The Photographer-cum-Draftsman is expected to possess a diploma in Architectural drawing and knowledge of surveying archaeological sites besides training in the Art of photography. A scale of Rs. 150—8—190—10—220—E.B.—10—270 is recommended for the post.

The Photographer, Central Museum is in-charge of Photography Section. He prepares photographic record of museum exhibits and makes enlargements for display in the galleries. He is required to possess a diploma in Art and a certificate of proficiency in Photography. The present incumbent draws pay in the scale of Rs. 145—245 whereas the regular scale attached to the post is Rs. 185—5—225. We recommend a scale of Rs. 200—8—240—10—270 for this post.

9. *Taxidermist* (Rs. 145—225) :

His duties involve collection of natural History specimens and their arrangement for display in the galleries. He attends to stuffing of wild beasts, birds, etc. and their mountings. He is required to possess a degree in Science with Zoology and Botany. Having regard to the qualifications and the duties which the Texidermist has to perform, we recommend a scale of Rs. 150—8—190—10—220—E.B.—10—270 for this post.

10. *Artist* (Rs. 145—245) :

He prepares maps, charts, mural and landscape paintings and assists the sectional heads in the artistic display of exhibits in the Museum. He should possess knowledge of Photography, micrography, modelling, etc. In view of the duties and qualification, a scale of Rs. 155—5—170—6—200—E.B.—8—240—10—270 is recommended.

11. *Special pays* :

Special pay in respect of handling of cash, for the speed in shorthand-writing etc. may be continued. The special pay of Rs. 50 p. m. sanctioned to the Superintendent of Records, for looking after the Kolhapur Museum work, in addition to his own work pertaining to Government records may be continued.

SCHEDULE

DEPARTMENT OF ARCHAEOLOGY

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Deputy Director Archaeology.	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (C) (Probationary pay Rs. 400)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
2	Assistant Director of Archaeology.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Rs. 270 fixed pay for 2 years)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probation)	
3	Curator, Central Museum Nagpur.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500 25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probation)	
4	Archaeological Assistant, Central Museum Nagpur.	1	275—275—300—15—360—E.B. 15—450	300—20—500 (Fixed pay of Rs. 280 during probationary period)	
	Non-Gazetted				
5	Anthropological Assistant Central Museum, Nagpur.	1	250—250—15—340—E.B.—15—400—25—425	260—15—455	
6	Assistant Curator ..	1	200—10—260—15—350 ..	220—10—290—E.B.—15—380	
7	Publication Officer ..	1	210—10—300—E.B.—10—380—(C)	180—10—290—E.B.—15—380	
8	Technical Assistant..	1	210—10—300—E.B.—10—380—(C)	180—10—290—E.B.—15—380	
9	Senior Conservation Assistant.	1	210—10—300—E.B.—10—380—(C)	180—10—290—E.B.—15—380	
10	Exploration Assistant	1	210—10—300—E.B.—10—380—(C)	180—10—290—E.B.—15—380	
11	Research Assistant ..	1	165—10—245—E.B.—15—350 (C)	180—10—290— E.B.—15—380	
12	Junior Research Assistant.	1	150—8—190—10—210—E.B.——270	150—8—190—10—230—E.B.—10—300	
13	Conservation Assistant.	1	145—6—175—7—196—E.B.—7 210—10—270 (C)	150—8—190—10—220—E.B.—10—270	
		1	145—6—187—E.B.—6—205—8 245	150—8—190—10—220—E.B.—10—270	
14	Guide Lecturer, Central Museum, Nagpur.	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
15	Senior Cameraman ..	1	210—10—300—E.B.—10—380 (C)	200—10—290—E.B.—15—380	
16	Photographer Central Museum, Nagpur.	1	145—5—195—E.B.—5—245 .. (Present incumbent) 135—5—225 (For the post)	200—8—240—10—270	

Department of Archaeology—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
17	Photographer-*cum*-Draftsman.	1	145—6—175—7—196—E.B.—7 210—10—270 (C)	150—8—190—10—220—E.B.—10—270	
18	Surveyor ..	1	145—6—175—7—196—E.B.—7 210—10—270 (C)	150—8—190—10—220—E.B.—10—270	
19	Taxidermist ..	1	(*i*) 145—145—5—195—E.B.—5 245 (Present incumbent)	150—8—190—10—220—E.B.—270	
			(*ii*) 145—8—185—10—225 (Post)	150—8—190—10—220—E.B.—10—270	
20	Artist	1	145—145—5—195—E.B.—5—245	155—5—170—6—200—E.B.—8—240—10—270	
21	Surveyor-*cum*-Draftsman.	1	145—6—175—7—196—E.B.—7 210—10—270 (C)	150—8—190—10—220—E.B.—10—270	
22	Museum Assistant ..	1	100—3—130—4—170 .. Special pay Rs. 5	110—4—150—E.B.—5—200 Special pay to continue	
23	Sub-Overseer ..	1	120—5—155—E.B.—5—190 ..	130—4—150—5—175—E.B.—5—200—6—230	
24	Mistries ..	2	80—2—100—3—115 ..	90—2—100—3—115—E.B.—3—130	
25	Superintendent ..	1	370—20—490 (C)	340—20—500	
26	Senior Assistant ..	1	260—15—350 (C)	200—10—290—15— 320	
27	Junior Assistant ..	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
28	Accountant ..	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
29	Gallery Assistant ..	1	145—6—187—E.B.—6—205—8 245 Special pay Rs. 5 For handling cash	150—8—190—10—220—E.B.—10—270 Special pay to continue	
30	Senior Accounts Clerk.	1	145—8—185—10—195 .. Special pay Rs. 15	150—8—190—10—220—E.B.—10—270 Special pay to continue	
31	Head Clerk, Central Museum.	1	145—8—185 .. .. Special pay Rs. 15 For handling cash	150—8—190—10—220—E.B.—10—270 Special pay to continue	
32	Accounts Clerk ..	1	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C) Special pay Rs. 5	110—4—150—E.B.—5—200 Special pay to continue	
33	Clerk-Typist ..	1	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C) Special pay Rs. 5	110—4—150—E.B.—5—200 Special pay to continue	
		3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
34	Typist ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	

Department of Archaeology—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
35	Junior Clerk/Clerk ..	3	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
		9	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
36	Library Clerk-*cum*-Storekeeper-Caretaker.	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
		1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
37	Steno-typist ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) *Plus* shorthand allowance.	(*i*) 110—4—150—E.B.—5—200 *Plus* shorthand allowance. For those drawn from clerical cadre. (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270. For direct recruit.	
	CLASS IV				
38	Head Mali ..	1	80—2—100	90—2—110	
39	Daftari, Central Museum Nagpur.	1	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
40	Naik, Central Museum, Nagpur.	1	70—1—80—E.B.—1—85 ..	80—2—100	
41	Mali/Malan ..	7	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
42	Peon	1	72—1—82 (C)	70—1—80—E.B.—2—90	
		23	65—1—75	70—1—80—E.B.—2—90	
43	Farash	2	65—1—75	70—1—80—E.B.—2—90	
44	Watchman, Hamal	46	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 36

DIRECTORATE OF ARTS

The State Government has a comprehensive programme for integration and promotion of art education in the State. The Directorate of Art has been established with a view to co-ordinating and ensuring progressive development of all activities in the sphere of visual and plastic arts and bringing about administrative cohesion in them. The major functions of the Directorate pertain to (*a*) training in art, (*b*) art inspection, (*c*) financial assistance to art institutions and deserving artists, (*d*) public art examinations, and (*e*) cultural activities such as art exhibitions, art publications, museums, art seminars, art-galleries etc. The various arts which the Directorate deals with are drawing and painting, sculpture, architecture, applied arts, visual education, art-crafts and all graphic arts. It has under its control, Sir J. J School of Arts, Sir J. J. Institute of Applied Art and the Inspectorate of Drawing and Craft work.

2. The Director of Arts who is the head of the Department is assisted in the discharge of his duties and responsibilities by the Deputy Director and the Heads of the above Institutions, an Accounts Officer and a Personal Assistant.

3. The details of the designations of various posts in the Directorate, their existing scales of pay and scales proposed by us are shown in the appended schedule. Major considerations underlying our recommendations in respect of some categories of posts are discussed below :—

4. *Dirctor of Art* (Rs. 1,600—1,800) :

It has been suggested that this post should carry the same pay scale as would be prescribed for the post of Director of Technical Education. No recruitment rule has been framed for this post so far. In view of the present pay scale of Rs. 1,600—1,300, we do not recommend any change in it.

5. *Dean, Sir J. J. School of Art* (Rs. 1,100—1,300 C) ; *Deputy Director of Art ; Cultural Officer ; Dean of Sir J. J. Institute of Applied Arts ; Professors and Heads of Departments* (Rs. 880—1,200) :

The incumbents of these posts have to perform administrative and teaching duties. No recruitment rules have so far been framed for the posts of Deputy Director and Cultural Officer. The Dean is promoted from the Professors (Rs. 880—1,200) or appointed by nomination of a candidate who possesses second class degree or a diploma in Drawing and Painting/Sculpture/Arts Crafts/Pedagogy in Fine Arts or a diploma in commercial Art of the State Government. The candidate for the Dean's post should be an artist of recognised merit and possess teaching and administrative experience of 10 years. The Professors are either promoted from amongst the lecturers or appointed by nomination of a candidate possessing a second class degree or diploma in the relevant art with teaching experience of not less than seven years. The Administrative Department has proposed for these posts a scale that may be sanctioned for the posts of Professors in Engineering Colleges. The Dean has been recommended a special pay of Rs. 300 per month in addition. These posts (except that of Dean Sir J. J. School of Art) formerly carried a scale of Class I service (Rs. 300—1,100) which has recently been upgraded to Rs. 880—1,200. We recommend for all posts including that of Dean, Sir J. J. School of Art, a scale of Rs. 900—50—1,300. The Dean may be given a special pay of Rs. 200 per month (as in the case of the Dean of the Institute of Applied Art) for performing higher duties as Head of the Institution.

6. *Inspector of Drawing and Crafts Work* (Rs. 350—1,100) :

He is entrusted with the inspection of the subject of Drawing taught in the Secondary schools, Primary Training Institutes, Multipurpose Schools etc. and payment

of grants-in-aid to private art institutes in the State. He also deals with the organisation of the Drawing Grade Examinations.

The post is filled by nomination of a candidate who has passed the Secondary School Certificate Examination and who holds Government diploma in Drawing and Painting or in Applied Art plus Art Master's Certificate or a degree in Fine Arts. He must also possess knowledge of at least one Craft and five years' experience of teaching or inspection of Drawing.

The Administrative Department has recommended a pay scale equal to that of Professors in Engineering Colleges. We consider the scale of Class I service viz. Rs. 410—30—650—45—1,100—50—1,150 (with a fixed pay of Rs. 380 during the period of probation) adequate for this post.

7. *Lecturers in various departments* (Rs. 450—880) :

The posts are filled by promotion from amongst Assistant Lecturers in the concerned subject or by nomination of a candidate possessing a degree or a diploma in the subject in at least second class or Art Master's Certificate or a diploma in Fine Arts of a foreign University and five years' teaching or professional experience in a School of Art or a Studio.

The Administrative Department has suggested for these posts a scale of lecturers in Engineering Colleges. It appears that these posts carried a scale of Class II service (Rs. 220—650) prior to 1-7-1962 which has recently been upgraded to Rs. 450—880. Having regard to the qualifications mentioned above, we recommend a scale of Rs. 400—25—550—30—640—E.B.—30—820—40—900 for the posts of lecturers of Arts in the various Departments. The same scale is proposed by us for Lectures in Engineering Colleges.

8. *Controller of Examinations* (Rs. 270—715); *and Personal Assistant to Director* (Rs. 270—715) :

The Controller is in overall charge of conducting and organising the Drawing Grade and Higher Art Examinations for which as many as 70,000 students appear every year. Looking to the multifarious duties and higher responsibilities attached to the post, the Director has suggested a higher scale of Deputy Director (Rs. 880—1,200) for this post. Similarly the Director has proposed a higher scale of Rs. 650—900 for the Personal Assistant as in the case of Personal Assistant to Director of Technical Education. We note that no recruitment rule has been framed for these posts. We do not consider that a Class I scale of pay is called for in these cases. Instead we recommend a scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 for these posts.

9. *Assistant Lecturers in various subjects* (Rs. 300—400) :

There are 20 posts of this category. They are filled by promotion of a Fellow in the Department or by nomination of a candidate possessing a degree or diploma in Drawing and Painting or a diploma in Fine Arts of a foreign University and experience in a School of Art for not less than 3 years.

The present scale of pay is a short-scale of five years only and needs to be extended. Having regard to the above qualifications we suggest that a scale of Rs. 300—20—500 may be prescribed for the Assistant Lecturers.

The same scale may be adopted for the posts of Demonstrator and Studio Assistant who are required to pass the Secondary School Certificate Examination and possess diploma in commercial art of the Government of Maharashtra.

10. *Special pays* :

(1) The Dean, Sir J. J. Institute of Applied Art is in receipt of two special pays, each of Rs. 200 per month for shouldering higher responsibilities of the Head of the Institute and for performing additional duties in connection with the Morning and Evening Classes.

The Dean draws pay in the Professor's grade. We, therefore, recommend the retention of the special pay of Rs. 200 per month for the higher responsibilities of the office of the Dean.

He also receives a special pay of Rs. 200 for the additional duties performed by him in connection with the morning and evening classes. The working hours of the classes are 8-00 A.M to 10-00 A.M. and 5-30 P.M. to 7-30 P.M. daily, except on Saturdays. These classes are held beyond office hours. As the special pay is for additional work, it may continue. The special pay of Rs. 200 per month received by the Dean of Sir J. J. School of Art on similar grounds may also continue.

(2) For performing additional duties for 2 hours every day in connection with the morning and/or evening classes, the following staff is paid special pay at the rates indicated against them :—

Professors	...	... Rs. 200 p.m. (1 post)
		Rs. 100 p.m. (3 posts)
		Rs. 150 p.m. (1 post)
Lecturers	...	... Rs. 70 p.m. (7 posts)
Assistant Lecturers	...	... Rs. 50 p.m. (1 post)
		Rs. 20 p.m. (1 post)
Head Clerk/Secretary	...	... Rs. 40 p.m. (1 post)
		Rs. 30 p.m. (1 post)
Clerk	...	... Rs. 20 p.m. (2 posts)
Clas IV servants	...	... Rs. 10 p.m. (19 posts).

The special pays at the above rates may continue.

(3) The special pay of Rs. 15 given to accounts clerk for handling cash may continue subject to review by the Head of Department from time to time in accordance with the general orders of Government.

SCHEDULE

DIRECTORATE OF ARTS

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Art ..	1	1,600—100—1,800 ..	1,600—100—1,800	
2	Deputy Director of Art.	1	880—40—1,000—50—1,200 ..	900—50—1,300	
3	Cultural Officer ..	1	880—40—1,000—50—1,200 ..	900—50—1,300	
4	Dean, Sir J. J. School of Art.	1	1,100—50—1,300 (C) .. Special pay Rs. 200	900—50—1,300 (1) Special pay of Rs. 200 for higher responsibilities (2) Special pay of Rs. 200 for Additional work to continue	
5	Dean, Directorate of Art.	1	880—40—1,000—50—1,200 .. Special pay :— (1) Rs. 200 ; (2) Rs. 200	900—50—1,300 (1) Special pay of Rs. 200 for higher responsibilities (2) Special pay of Rs. 200 for Additional work to continue	
6	Professor and Head of the Department.	4	880—40—1,000—50—1,200 .. Special pay Rs. 100 for 3 posts	900—50—1,300 Special pay for additional duties to continue	
7	Professors, Bombay.	4	880—40—1,000—50—1,200 .. Special pay of Rs. 100	900—50—1,300 Special pay for additional duties to continue	
8	Inspector of Drawing and Crafts work.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the probationary period).	
9	Lecturer ..	13	450—25—550—30—670—E.B.—30—880 Specal pay Rs. 70 for 7 posts	400—25—550—30—640—E.B.—30—820—40—900 Special pay for additional work to continue	
10	Accounts Officer ..	1	270—15—390—E..B—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during period of probation).	
11	Controller of Examinations.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during period of probation).	
12	Personal Assistant to the Director.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during period of probation).	
13	Assistant Inspector of Drawing and Craft Work.	4	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probationary period).	
14	Registrar, Bombay (Administration Staff, Gazetted).	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probationary period).	
15	Registrar ..	1	250—270—15—390—E.B.—15—435	300—20—500 (Fixed pay of Rs. 280 during the probationary period).	

Directorate of Arts—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted				
16	Assistant Lecturer ..	13	300—20—400 .. Special pay Rs. 50 for 1 post, Rs. 20 for 1 post	300—20—500 (Fixed pay of Rs. 280 during probation) Special pay for additional work to continue for 2 posts	
17	Assistant Lecturer ..	4	320—20—400	300—20—500 (Fixed pay of Rs. 280 during probation)	
18	Demonstrator, Bombay.	2	320—20—400	300—20—500 (Fixed pay of Rs. 280 during probation)	
19	Studio Assistant Bombay.	1	320—20—400	300—20—500 (Fixed pay of Rs. 280 during probation)	
20	Superintendent ..	1	320—20—440 (C) ..	260—10—290—15—410	
21	Assistant Secretary to the Examination Committee.	1	260—15—350 (C) ..	200—10—290—15—320	
22	Supervisor ..	1	230—10—330 (C) ..	200—10—290—15—320	
23	Sectional Head ..	1	220—10—300 (C) ..	200—10—290—15—320	
24	Head Clerk ..	1	220—10—300 (C) .. Special pay Rs. 40	200—10—290—15—320 Special pay for additional work to continue	
25	Head Clerk, Bombay.	1	220—10—300 (C) .. Special pay Rs. 15 Special pay Rs. 40 for additional work	200—10—290—15—320 Special pays to continue	
26	Head Clerk ..	1	210—10—290 (C) .. Plus special pay	200—10—290—15—320 Special pay to continue	
27	Noting Assistant ..	3	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
28	Senior Clerk ..	1	210—10—290 (C) ..	150—8—190—10—220—E.B.—10—270	
29	Senior Clerk ..	1	160—6—190—8—230—10—270 (C)	150—8—190—10—220—E.B.—10—270	
30	Librarian ..	2	160—5—175—7—203—E.B.—7—245 (C)	150—8—190—10—220—E.B.—10—270 For promotees	
31	Secretary, Bombay.	1	160—5—175—7—203—E.B.—7—245 (C) Special pay Rs. 30	150—8—190—10—220—E.B.—10—270 Special pay to continue	
32	Accounts Clerk ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	

Directorate of Arts—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
33	Clerk ..	20	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20 for 2 posts.	110—4—150—E.B.—5—200 Special pay to continue.	
34	Clerk-typist ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20.	110—4—150—E.B.—5—200 Special pay to continue.	
35	Typist ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20.	110—4—150—E.B.—5—200 Special pay to continue.	
36	Accountant and Storekeeper,	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20.	110—4—150—E.B.—5—200 Special pay to continue.	
37	2nd Clerk ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 15.	110—4—150—E.B.—5—200 Special pay to continue.	
38	Stenographer ..	1	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	CLASS IV				
39	Naik ..	5	77—1—87—E.B.—1—92 (C) .. Special pay of Rs. 20 for 2 posts.	80—2—100 Special pay to continue.	
40	Head Mali/Mali ..	1/5	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
41	Peon ..	18	72—1—82 (C) .. .. Special pay Rs. 10 for 14 posts.	70—1—80—E.B.—2—90 Special pay to continue.	
42	Hamal ..	1	35 (fixed) unrevised ..	70—1—80—E.B.—2—90	
43	Hamal ..	18	72—1—82 (C) .. .. Special pay Rs. 10 for 3 posts.	70—1—80—E.B.—2—90 Special pay to continue.	
44	Ramoshi ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
45	Sweeper ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
46	Watchman ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 37

EDUCATION DEPARTMENT

The Directorate of Education is responsible for the promotion of education in the State in all its branches with the exception of technical education, medical education and the agricultural education. The Director of Education is the head of the Directorate. He advises the State Government in all matters relating to education and is responsible for execution of the policies of Government. The Director advises the State Government in matters relating to supervision and control over universities and administers the grant-in-aid to universities, non-Government Colleges and research institutions. In the field of secondary education, though the control over the schools has now been transferred to the Zilla Parishads, they are required to conform to the directions and technical advice of the Directorate. The Director is responsible for running of the training institutions for Primary Teachers. Certain special branches of education such as physical education, visual education, vocational guidance etc. are also the responsibility of the Directorate.

2. The Director of Education has his head-quarters at Poona and is assisted by two joint Directors, seven Deputy Directors and several other gazetted officers including a Special Officer, a Research Officer, an Accounts Officer, Statisticians and seven gazetted Superintendents.

The field organisation of the Education Department consists of Government Colleges and institutions, Institute of Science, Regional Directorates, Institute of Vocational Guidance and Inspectorates of Girls Schools, Visual Education and Physical Education.

3. The Education Department has two wings (i) administrative, and (ii) teaching, but several important posts in each wing are manned by officers drawn from the common cadres of Maharashtra Education Service Class I, Class II and Class III. Since this arrangement facilitates interchangeability of officers from one wing to the other, the Education Department is in favour of continuing the same. The Education Commission appointed by the Central Government has made recommendations in regard to the remuneration of teachers in Universities, Colleges, Secondary Schools and Primary Schools. We have dealt with the Education Commission's recommendations relating to Secondary and Primary School Teachers in a separate chapter. We will consider in subsequent paragraphs how far their proposals regarding college teachers can be accepted to suit the position referred to above.

4. The details of the existing scale of pay of the various categories of posts in the Education Department and the scales proposed by us are indicated in the appended schedule. Some of the important considerations underlying our recommendations are discussed below.

5. *Director of Education* (Rs. 1,800—2,000) :

The Director holds overall administrative control over the Department as Head of the Department. Appointment to the post is made by promotion of an officer in Maharashtra Education Service Class I, of proved merit and efficiency. The administrative department has recommended a still higher scale of pay for this post. As, however, the present scale of the post viz. Rs. 1,800—2,000 is one of the highest scale applicable to any officer of the State Services, we do not recommend any further improvement in it.

Similarly in accordance with the general principle followed by us in regard to revision of higher pay scales, we do not also recommend any change in the present scale of pay (Rs. 1,300—1,600) of the posts of Joint Director and Chairman, Secondary School Certificate Examination Board.

6. *Principal, Government Law College, Bombay* (Rs. 1,100—1,300) :

The Principal is in-charge of the College administration and himself teaches some subjects in Law. Appointment to the post is made by promotion of a full time Professor of Law (Rs. 595—865 : C) or by nomination of a second class law graduate or a Bar-at-law having not less than 5 years' practice as Advocate or Pleader or teaching experience in a Law College for not less than 5 years. A suitable person in the legal profession will not ordinarily be attracted to this post unless the pay-scale is equally attractive. Having regard to the qualifications, duties and responsibilities of the post of Principal, Government Law College, we recommend a scale of Rs. 1,100—50—1,400 for the post.

7. *Deputy Directors of Education* (Rs. 350—1,100 *plus* special pay of Rs. 150) :

There are seven posts of Deputy Directors and four posts of Regional Deputy Directors, which carry, in addition to the usual Maharashtra Education Service Class I scale of pay, a special pay of Rs. 150 per month. The Deputy Directors are appointed from among Maharashtra Education Service Class I Officers in the administrative Branch. The Deputy Directors may continue to draw pay in the Maharashtra Education Service Class I scale of pay which, on revision, would be Rs. 410—30—650—E.B.—45—1,100—50—1,150. They may also continue to receive a special pay of Rs. 150 in addition to their grade pay.

8. *Teaching posts (Collegiate Branch)* :

The teaching posts in the Collegiate Branch include the following main categories:—

(1) Principals of Government Arts,, Science and Commerce Colleges (Rs. 350—1,100 *plus* special pay of Rs. 100) ;

(2) Professors in Arts, Science and Commerce Colleges (Rs. 350—1,100) ;

(3) Lecturers in Government Arts, Science and Professional Colleges (Rs. 250—715).

The Principals who are in-charge of the College administration and teaching also, are senior officers in Maharashtra Education Service Class I. Appointments to posts in Maharashtra Education Service Class I (Collegiate) are made by promotion of a lecturer in Class II or by nomination of a candidate possessing a Ph.D. with a Bachelor's or Master's degree in the subject in second class and experience of teaching in a university or college for not less than 5 years.

A candidate for the post of Lecturer has to possess at least a Bachelor's degree in second class in the subject and Master's degree in pass class and experience of teaching in a college for at least 2 years.

The scales of pay for these posts suggested to us by the administrative department are :—

Principals—Rs. 1,300—100—1,600.

Professors—Rs. 1,000—50—1,500.

Lecturers—Rs. 400—30—640—40—800.

9. Framing of scales for the above categories of posts in Government Colleges presents a peculiar problem because of the existing set up of the Education Department. The Education Service at higher level is divided into Class I and Class II service like the services pertaining to other Departments. The services in the Education Department are further divided into two branches viz. Teaching Branch and Administrative Branch. As already mentioned, the posts in both the Branches are manned by officers drawn from the Maharashtra Education Service Class I and Class II. The existing scales of pay mentioned above against the posts of Principals, Professors and Lecturers also apply to administrative officers such as Deputy Directors, Education Officers, Deputy Education Officers, Assistant Secretary, S. S. C. Board, etc., borne on the same cadre.

10. The Colleges owned by Government are affiliated to universities according to their jurisdiction. There are six universities in the State having different scales for Teachers in affiliated Colleges. They do not follow the pattern of model and uniform scales recommended by the University Grants Commission. Nomenclatures of these posts also differ in different Universities. It is necessary that scales of pay of Lecturers in Colleges should conform to the scales prescribed by the respective Universities. Following are the existing scales of pay prescribed by the Universities in this State, for teachers in affiliated Colleges :—

Post.	Bombay.	Poona.	Nagpur.	Saivaji.	Marathwada.
Principals ..	600—25—800	Professor's pay *plus* Rs. 100.	600—40—800 ..	Professor's pay *plus* Rs. 100.	400—25—700
Professors ..	350—20—450—25—650	300—20—400—25—600	400—25—700 ..	300—20—400—25—600	300—20—400—25—600
Lecturers ..	250—15—400—20—500	200—15—380—20—400	200—15—320—20—500	200—15—380—20—400	200—15—380—20—400

As against the above scales, Principals and Professors in Government Colleges are in Class I Service (Rs. 350—1,100) and Lecturers in Class II Service (Rs. 250—715). Principals receive a special pay of Rs. 100 per month in addition to their grade pay.

The Education Commission has recommended the following scales of pay for teachers in affiliated Colleges :—

Lecturers—

Senior scale	...	...	Rs. 400—30—640—40—800
Junior scale	...	...	Rs. 300—25—600

Senior Lecturers—

Reader	...	...	Rs. 700—40—1,100
Principal I	...	...	Rs. 700—40—1,100.
Principal II	...	...	Rs. 800—50—1,250.
Principal III	...	...	Rs. 1,000—50—1,500.

11. The Education Minister has indicated to us Government's inclination to accept in principle the recommendations of the Education Commission in regard to the scales of pay of Teachers in affiliated Colleges. We would have gladly accepted the recommendations of the Education Commission, and recommended the above scales of pay for teachers in Government Colleges but for the following difficulties:—

(*a*) The existing set up of the Education Department provides for combined scales of pay for administrative and teaching branches to facilitate interchangeability of personnel.

(*b*) The present set up of College teachers does not include different levels of Lectures referred to by the Education Commission.

(*c*) If separate scales of pay are prescribed exclusively for Lecturers, the interchangeability of staff from the administrative wing to teaching wing and *vice versa* would be affected as the scales of pay of the two categories of posts are not likely to be identical and may not be adjustable.

(*d*) Any proposal on our part, on the lines of the Education Commission's recommendations is likely to disturb the pattern of organisation and structural set up of the Department. Our terms of reference do not give us this power of proposing structural changes in the set up of the Department or creation of posts. We are only enjoined to propose revised scales of pay for existing scales.

We, therefore, recommend the following scales of pay for Professors and Lecturers on the basis of the common education service as at present:—

(1) Professors (Maharashtra Education Service Class I).	Rs. 410—30—650—E.B.—45—1,100—50—1,150.
(2) Lecturers (Maharashtra Education Service Class II).	Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 280 during probation).

The junior and senior scales of Lecturers (Rs. 300—600 and Rs. 400—800) and the Senior Lecturer's scale (Rs. 700—1,100) as recommended by the Education Commission can be suitably carved out and adjusted in the above two scales.

12. As regards the Principals of Arts, Science and Commerce Colleges, they are also borne on the Maharashtra Education Service Class I and draw in addition to their grade pay, a special pay of Rs. 100 per month. For the same reasons for which we have not recommended separate scales of pay for Lecturers and Professors, we recommend that the Principals may continue to draw pay in the scale of Maharashtra Education Service Class I, viz. Rs. 410—30—650—E.B.—45—1,100—50—1,150 and receive a special pay of Rs. 100 in addition, for shouldering higher responsibilities of college administration.

13. *Professors in Institute of Science* (Rs. 880—1,200) :

The posts are filled by appointment of a suitable Officer in Maharashtra Education Service Class I (Collegiate Branch) or by nomination of a person possessing a D.Sc or Ph.D. after M. Sc, who has done research work of recognised merit. We recommend a scale of Rs. 900—50—1,300 for these posts.

14. *Full-time Professors of Law* (Rs. 595—685 C) :

Appointments to these posts are made by nomination of a LL.B. (II class) or Bar-at-law with five years' practice to his credit or a LL.M. with three years' practice. We recommend a scale of Rs. 560—30—650—45—965 for these post. The above scale is considered appropriate as candidates with qualifications lower than LL.M. are also eligible for appointment though the post is designated as that of a Professor. For L.L.M. degree holders we would have recommended a scale of Rs. 700—1,100.

15. *Associate Professors in the Institute of Science, Bombay* (Rs. 550—910) :

The Associate Professors teach the subject assigned to them, guide students in their research work and assist the head of the Department. Appointments to the posts are made by promotion of a suitable Lecturer in Maharashtra Education Service Class II, or by nomination of a candidate holding a Ph.D. in the subject with a Bachelor's degree in first class or a Bachelor's degree in second class and Master's degree by research in the subject and published work of merit. We consider that the scale of Rs. 560—30—650—45—965 would be adequate for the post.

16. *Head Masters* (Rs. 250—715) :

There are 193 posts of this category. The posts are filled by promotion of a suitable trained graduate in Maharashtra Education Service Class III or by nomination of a person holding a Bachelor's degree in II class or a Master's degree and B. T. with teaching experience of not less than 5 years. We recommend that the post may continue to be borne on Maharashtra Education Service Class II with the scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (probationary pay Rs. 280).

The Principals of basic Training Colleges who possess similar qualifications with special qualifications in Basic education may also be given the same scale of pay. The posts of Head Masters of M. R. High School, Gadhinglaj and M. R. High School, Kolhapur

carry unrevised scales of pay of Rs. 250—350 and Rs. 200—300 respectively. The posts are filled by promotion from the post of Assistant Masters or Assistant Deputy Education Inspectors or by nomination of a trained graduate with experience in the inspecting and teaching line. It is not clear why these posts should be in the lower scale when other posts of head masters are in the scale of Maharashtra Education Service Class II. The administrative department has now recommended that the post should be upgraded to Maharashtra Education Service Class II. Accordingly we recommend the scale of Rs. 300—800 (Propationary pay Rs. 280) for these posts.

17. *Registrar* (Rs. 250—455) :

We recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 280 during the period of probation) for these posts on the analogy, of the revised scale recommended for similar posts in the Technical Education Department.

18. *Assistant Lecturers* (Rs. 160—250) unrevised :

The Assistant Lecturers are required to teach students in the colleges. They are appointed by promotion from the Senior Assistant Deputy Educational Inspectors/ Assistant Masters possessing requisite qualifications or by nomination of a person possessing a Second Class degree with Second Class post-graduate degree in the subject. The existing scale of the post does not appear to have been revised in 1962. On the basis of the merger of Dearness Allowance in pay, the scale would be Rs. 210—10—300. On that basis and having regard to the scales of pay proposed for teachers possessing similar qualifications, we recommend a scale of Rs. 220—10—290—15—320 for these posts. The revised scale of pay should not however be operated unless the Assistant Lecturers who were in service on 1-7-1962 are first fixed in the merger scale applicable to the post on that date.

19. *Assistant Deputy Educational Inspectors and Administrative Officers of Municipal School Board (Lower Grade)* :

These posts at present carry the same scales of pay as those of Assistant Masters. The Assistant Deputy Educational Inspectors and Administrative Officers are required to be trained graduates, with three years post-B. T. teaching experience. The Assistant Deputy Educational Inspectors for physical education possess a diploma in Physical Education. The revision of pay scales of secondary school teachers is already discussed fully in a separate chapter. We recommend that the above posts may carry the scale of pay applicable to a Trained Graduate i.e. Rs. 130—6—190—E.B.—8—270—E.B.—10—320 plus dearness allowance at the rate admissible to secondary school teachers.

There are four posts of Lecturers in pre-primary Montessory school in the ex-Madhya Pradesh scale of Rs. 150—400. The Lecturers have to teach the pupil-teachers in Training Schools. Their duties are similar to those of Assistant Masters in Government Primary Training Colleges (Rs. 120—300). They are required to be trained graduates. We recommend a scale of trained graduate namely Rs. 130—320 for the Lecturers in Montessory Schools as well as the Assistant Masters in Government Primary Training Colleges, with Dearness Allowance at the rates admissible to Secondary School Teachers. Since the existing scale of pay of Lecturers in Pre-primary Montessory schools is higher, it is open to them to retain the existing scale of pay.

20. *Demonstrators* (Rs. 145—225) :

They have to demonstrate the experiments to students and issue instructions at the time of practicals regarding handling of instruments, and apparatus etc. They are required to possess a second class degree or a post-graduate degree. We feel that the existing scale of the post is inadequate even if it is intended for students who have just graduated. We recommend a revised scale of Rs. 160—10—250—E.B.—10—300 for these posts.

21. *Stores Officer, Institute of Science* (Rs. 210—330) :

He is in charge of stores worth about Rs. 80,000 in the Institute of Science. The Stores Officer has to make total purchases of about Rs. 2,50,000 per annum and has to arrange for the import of valuable apparatus from foreign countries. The post is filled by promotion of a Store Keeper or by nomination of a second class Science graduate with experience of purchase of stores etc. In view of his duties and responsibilities we recommend a scale of Rs. 260—10—290—15—410 for this post.

The Store Keeper working under him (Rs. 150—300) may get a scale of Rs. 150—8—190—10—240—E.B.—10—320.

22. *Aero Modelling Instructor-cum-Store Keepers in N. C. C. Units* (Rs. 145—205) :

There are three posts of this category. The Instructors prepare models of Aeroplanes and are in charge of stores in N. C. C. Units. The posts are filled by nomination of a Matriculate with experience of modelling and store keeping. The Education Department proposed a scale of Head Clerk for the posts. We recommend a scale of Rs. 155—5—170—6—200—8—240 for the posts.

23. *Special Pays* :

(*a*) A special pay of Rs. 100 per month is granted to incumbents of the following posts in the Maharashtra Education Service Class I for supervision and administration work :—

	Designation.	*No. of posts.*	*Existing scale of pay.*
1.	Principals of Government Arts, Science and Commerce Colleges.	7	Rs. 350—1,100
2.	Director, State Institute of Education.	1	Rs. 350—1,100
3.	Principals of Secondary Teachers Colleges and Graduate Basic Training Colleges.	9	Rs. 350—1,100
4.	Secretary, S. S. C. Examination Board.	2	Rs. 350—1,100
5.	Principal, Institute of Vocational Guidance and Selection, Bombay.	1	Rs. 350—1,100
6.	Director, State Institute of English, Bombay.	1	Rs. 350—1,100

Since we have not recommended a separate higher scale of pay for these posts, the special pay of Rs. 100 per month may continue.

(*b*) Similarly, the special pays attached to the following posts which carry higher responsibilities and duties than other posts in the general cadre may also continue at the rates mentioned against them :—

	Designation	No. of posts	Existing scale of pay	Special pay
				Rs.
1	Deputy Directors of Education ..	7	Rs. 350—1,100 ..	150
2	Regional Deputy Directors of Education ..	4	Rs. 350—1,100 ..	150
3.	Officer on Special Duty ..	1	Rs. 350—1,100 ..	150
4	Director, Evaluation Unit ..	1	Rs. 350—1,100 ..	150
5	Principal, Training Institute for Physical Education, Kandivali.	1	Rs. 350—1,100 ..	100
6	State Inspector for Physical Education ..	1	Rs. 350—1,100 ..	50

(c) *Director, Science Education Unit* (Rs. 880—1,200) :

The post carries a special pay of Rs. 100 per month for higher responsibilities and duties. The post is already in the higher scale of Rs. 880—1,200 (i.e. higher than the scale of Maharashtra Education Service Class I). We have recommended a scale of Rs. 900—1,300 for this post. We do not, therefore, consider it justifiable to continue the special pay of Rs. 100 per month which may be discontinued.

(d) *Senior Superintendent, Directorate of Education and Assistant Secretaries S. S. C. Examination Boards, Nagpur, Poona* (Rs. 250—715) :

The post of Senior Superintendent in the Director of Education's office carries a special pay of Rs. 30 per month. It is granted because the Senior Superintendent is in charge of a Branch in the Director of Education's office. The Assistant Secretaries of the S. S. C. Examination Boards at Poona and Nagpur are given a special pay of Rs. 60 per month because they assist the Secretary in the administration of the Board. (The posts of Secretaries of the S. S. C. Examination Board also get a special pay for the same reason). Both of the above posts are included in Maharashtra Education Service Class II. We have proposed a scale of Rs. 300—800 to replace the existing Class II scale of Rs. 270—715. These special pays may be discontinued as there does not seem to be sufficient justification for their continuance. The special pay granted to the Personal Assistant to Director of Education may also be discontinued for the same reason.

(e) The following employees draw special pay indicated against them for performing additional duties pertaining to the part-time posts held by them in addition to their own duties :—

Designation	*No. of posts*	*Special pay*
(1) Superintendent, Government Colleges Hostels, Bombay.	1	Rs. 100
(2) Superintendent, Maneck House Hostel, Govalia Tank, Bombay.	1	Rs. 50
(3) Superintendent, Telang Memorial Hostel. Bombay.	1	Rs. 50
(4) Superintendent, Government Temporary Hostel, Poona.	1	Rs. 40
(5) Clerk, Government Temporary Hostel, Poona.	1	Rs. 30
(6) Superintendent, Students' Hostel, Bandra.	1	Rs. 50
(7) Assistant Superintendent, Students' Hostel.	1	Rs. 20
(8) Watchman, Students' Hostel, Bandra. Bandra.	1	Rs. 10

The special pay may continue so long as the incumbents concerned perform the duties of the part-time post in addition to their own.

SCHEDULE

EDUCATION DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Education		1,800—100—2,000 ..	1,800—100—2,000	
2	Additional Director of Education.	1	1,800—100—2,000 ..	1,300—100—2,000	
3	Joint Director of Education.	1	1,300—60—1,600 ..	1,300—60—1,600	
4	Chairman, Poona Divisional Board of Maharashtra State Board of Secondary Education.	1	1,300—60—1,600	1,300—60—1,600	
5	Director of Institute of Science, Bombay.	1	1,300—60—1,600	1,300—60—1,600	
6	Principal, Government Law College, Bombay.	1	1,100—50—1,300	1,100—50—1,400	
7	Director, Science Education Unit.	1	880—40—1,000—50—1,200 .. Special pay Rs. 100	900—50—1,300 Special pay to be discontinued	
8	Professor, Institute of Science.	12	880—40—1,000—50—1,200 ..	900—50—1,300.	
9	Director, State Institute of English.	1	350—400—30—610—40—730—45—1,000—50—1,100 Special pay Rs. 100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	
10	Principal of Government Arts, Science and Commerce Colleges.	4	350—400—30—550—E.B.—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay Rs. 100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	
11	Director of State Institute of Education, Poona.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay of Rs. 100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) Special pay to coninute	
12	Deputy Director of Education. (Headquarters).	7	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay Rs. 150	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	
13	Regional Deputy Director of Education.	4	350—400—30—610—40—700—E.B.—45—1,000—50—1,100 Special pay Rs. 150	410—30—650—E.B.—45—1,100—50—1150 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	
	Director of Evaluation—Unit.	1			
14	Principal of Secondary Teachers Colleges and Graduate Basic Training Colleges.	9	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay Rs. 100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	

Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
15	Secretary, S.S.C. Examination Board, Poona, Nagpur.	2	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay Rs. 100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	
16	Professor in Arts, Science and Commerce Colleges.	66	350—400—30—550—E.B.—30—610—40—730—E.B.—45—1000 50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
17	Principal, Institute of Vocational Guidance and Selection, Bombay.	1	350—400—30—550—E.B.—30—610—40—730—E.B.—45—1000—50—1,100 Special pay Rs. 100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	
18	Curator of Libraries.	1	350—400—30—550—E.B.—30—610—40—730—E.B.—45—1000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
19	Research Officer ..	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
20	Inspector for Visual Education, Bombay.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
21	Inspector of Commercial Schools.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
22	State Inspector of Physical Education	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay Rs. 50	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	
23	Principal, Training Institute for Physical Education, Kandivali.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay Rs. 100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	
24	Inspectress of Girls Schools.	4	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
25	Educational Inspector, Greater Bombay.	2	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
26	Parishad Education Officer under Zilla Parishads.	25	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
27	Special Officer for Languages.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	

Education Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
28	Vice Principal and Professor in State Institute of Education.	3	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
29	Professor of Education in Secondary Teachers Colleges and Graduate Basic Training Colleges.	8	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
30	Associate Professor in the Institute of Science, Bombay.	6	550—30—610—40—730—45—910	560—30—650—45—965	
31	Full-time Professor of Law.	5	595—30—685—45—865 (C) ..	560—30—650—45—965	
32	Accounts Officer ..	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
	Maharashtra Education Service Class II				
33	Lecturers in Government Arts, Science and Professional Colleges.	534	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
34	Personal Assistant to Director of Education.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay Rs. 50	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation) Special pay to discontinue	
35	Accounts Officer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
36	Senior Superintendent.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay Rs. 30	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation) Special pay to discontinue	
37	Assistant Education Inspector.	5	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
38	Deputy Education Inspector.	5	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
39	Deputy Education Officer in Zilla Parishads.	54	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
40	Head Masters of Government Secondary Schools.	193	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	

Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	M.E.S. Class II—contd.		Rs.	Rs.	
41	Principal of Diploma Training Institution.	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
42	Community Centre Organiser.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
43	Evaluation Officer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
44	Science Consultant ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
45	Social Education Officer.	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
46	Technical Assistant.	2	270—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
47	Principal of Basic Training Colleges.	62	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
48	Assistant Secretary, S.S.C. Examination Board, Poona and Nagpur.	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay Rs. 60	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation) Special pay to discontinue	
49	Assistant Inspector of Commercial Schools.	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
50	Assistant Vocational Guidance Officer.	3	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
51	Assistant Curator of Libraries.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
52	Lecturer in Physical Education, Training for Physical Education, Kandivali.	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
53	Special Officer for Organisation and Methods, Director of Education's Office.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	

Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	M.E.S. CLASS II—*contd.*		Rs.	Rs.	
54	Statistician in Director of Education's office.	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
55	Lecturer, State Institute of Education.	6	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
56	Research Assistant, Sydenham College of Commerce.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
57	Junior Superintendent.	33	250—270—15—360—E.B.—15—435	300—20—500 (Fixed pay of Rs. 280 during the period of probation)	
58	Registrar in Government Colleges.	11	250—270—15—360—E.B.—15—435	300—20—460—E.B.—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
59	Vijnan Mandir Officer.	1	325—15—475	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	
60	Counseller ..	3	270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs 280 during the period of probation)	
61	Superintendent, Women Student Hostel.	1	400—15—550 (C) ..	340—20—500	
62	Assistant Superintendent, Women Students' Hostel.	1	270—15—360—E.B.—15—435 (C)	260—10—290—15—410	
63	Assistant Vijnan Mandir Officer.	1	210—425	240—10—290—15—350—E.B.—15—470	
64	Assistant to Assistant Vocational Guidance Officer.	3	210—300	220—10—290—15—320	
65	Assistant Editor ..	1	210—10—300	220—10—290—15—320	
66	Research Assistant.	1	210—10—300	220—10—290—15—320	
67	Publication Assistant, Vocational Guidance Institute.	1	210—10—300	220—10—290—15—320	
68	Demonstrator ..	61	145—8—185—10—225 ..	160—10—250—E.B.—10—300	
69	National Discipline Scheme Superviser.	1	325—15—475	300—20—500	
70	Senior Physical Training Instructor National Discipline Scheme.	1	210—10—290—15—320 ..	220—10—290—E.B.—15—380	

Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
71	Physical Training Instructor, Grade I, National Discipline Scheme.	30	110—4—150—E.B.—4—170—5—180—E.B.—5—200	130—4—150—5—175—E.B.—5—200—6—230	
72	Physical Training Instructor, Grade II, National Discipline Scheme.	140	100—3—130—4—170 ..	110—4—150—E.B.—5—200	
73	Coach ..	4	210—10—300	220—10—290—15—320	
74	Librarian in Government College.	18	155—5—170—6—206—E.B.—6—230—9—275	160—10—250—E.B.—10—300	
75	Librarian in Director of Education's office.	1	145—8—185	150—8—190—10—220—E.B.—10—270	
76	Assistant Librarian	2	125—4—153—E.B.—4—165—5—190	130—4—150—5—175—E.B.—5—200—6—230	
77	Stores Officer, Institute of Science.	1	210—10—270—E.B.—10—330	260—10—290—15—410	
78	Store Keeper, Institute of Science.	1	150—8—190—10—220—E.B.—10—300	150—8—190—10—240—E.B.—10—320	
79	Aero-modelling Instructor-*cum*-Store Keeper in N.C.C. Unit.	3	145—5—175—E.B.—6—205 ..	155—5—170—6—200—8—240	
80	Store Keeper in Government College.	2	100—3—130—4—170 ..	110—4—150—E.B.—5—200	
81	Work-shop Superintendent, College of Science, Nagpur.	1	165—6—213—E.B.—8—245 ..	170—8—210—10—270	
82	Artist-*cum*-Photographer and Artist	4	145—5—195—E.B.—5—245 ..	155—5—170—6—200—E.B.—8—240—10—270	
83	Senior Technician, Institute of Science	1	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
84	Carpenter, Institute of Science, Bombay.	2	125—4—145—5—160 ..	125—4—157—E.B.—4—165—5—180	
85	Mechanic, I.V.E., Bombay.	1	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
86	Museum Assistant ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
87	Taxidermist ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
88	Laboratory Mechanic/Mechanic	4	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
89	Instrument Player.	6	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
90	Weaver ..	2	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
91	Carpenter, V.M.V., Amravati.	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	

Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
92	Gas Mechanic, Government Arts and Science College, Aurangabad.	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
93	Gas Mechanic, V.M.V., Amravati.	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
94	Glass Blower, College of Science, Nagpur, Institute of Science, Bombay.	2	91—3—130	110—3—128—4—144—E.B.—4—180	
95	Tabalchi ..	11	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
96	Field Collector ..	7	80—2—100—3—115 ..	90—2—100—3—115—E.B.—3—130	
97	Resident Medical Officer, Training Institute of Physical Education, Kandivali.	1	130—5—145—6—175—E.B.—6—205—8—245—9—290	Revised scale of Maharashtra Medical Services Class III-A.	
98	Matron ..	4	105—4—137—E.B.—4—165—5—170—E.B.—5—215	130—4—150—5—175—E.B.—5—200—6—230	
99	Compounder, V.M.V., Amravati.	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
100	Personal Assistant to Director of Education.	1	270—10—350	260—10—290—15—410	
101	Higher Grade Clerk..	15	230—10—330	260—10—290—15—410	
102	First Grade Clerk/ Head Clerk.	23	195—10—245	200—10—290—15—320	
103	Head Clerk in N.C.C. Unit.	41	195—10—245	200—10—290—15—320	
104	Head Clerk in N.C.C. Unit in Greater Bombay.	16	210—10—290 (C) ..	200—10—290—15—320	
105	Junior Auditor ..	25	195—10—245	200—10—290—15—320	
106	Assistant Ststistician in Director of Education's office.	1	165—10—225—E.B.—10—255—15—300	170—10—250—E.B.—10—290—15—320	
107	Deputy Accountant	2	160—8—200—9—245 ..	150—8—190—10—220—E.B.—10—270	
108	Accountant in N.C.C. Unit.	42 16	145—8—185—10—195 210—10—290 (C)	150—8—190—10—220—E.B.—10—270	
109	Senior Clerk in Bombay City.	14	210—10—290 (C) ..	150—8—190—10—220—E.B.—10—270	
110	Senior Clerk ..	47	145—8—185 .. 145—8—185—10—195	150—8—190—10—220—E.B.—10—270	
111	Senior Clerk in N.C.C. Unit.	91	145—8—185 .. 210—10—290 (C)	150—8—190—10—220—E.B.—10—270	
112	Laboratory Assistant.	52	100—3—130—E.B.—4—170 (For S.S.C.) 91—3—130—E.B.—4—170 (For others)	110—4—150—E.B.—5—200	
113	Junior Clerk ..	229	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
114	Junior Clerk in N.C.C. Unit.	329	100—3—130—E B.—4—170 ..	110—4—150—E.B.—5—200	
115	Junior Clerk in Bombay City.	36	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
116	Record Keeper, Institute of Science	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
117	Stenographer ..	9	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380.	

Education Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
118	Steno-Typist ..	3	100—3—130—4—170 .. Special pay of Rs. 30	(*i*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (Directly recruited) (*ii*) 110—4—150—E.B.—5—200 (*Plus* shorthand allowance for those drawn from clerical cadre)	
	SCALES OF PAY IN WHICH DEARNESS ALLOWANCE IS NOT MERGED				
119	Assistant Master in Government Primary Training College.	559	120—5—170—E.B.—8—250—10—300 (Four advance increments to those having 3 years post B. T. experience).	M.A./M.Sc. II Class :— 190—8—230—10—280—E.B.—10—330—15—405—15—480 B.A./B.Sc./B.T./B.Ed. :— 130—6—190—E.B.—8—270—E.B.—10—320 B.A./B.Sc./S.T.C./T.D./Dip. T. 120—5—170—E.B.—5—190—6—220	
120	Assistant Master in Government High School.	29	120—5—170—E.B.—8—250—10—300 (For B.A., B.T.) 110—4—170—E.B.—6—200 (For B.A., S.T.C.) 70—3—100—E.B.—4—140—5—150 (For Matric, S.T.C.)	Matric S.T.C./T.D. :— 85—4—125—E.B.—5—180 Untrained Graduate :— 110—5—135 Untrained Matric :— 70—3—85	
121	Administrative Officers of Municipal Schools Boards (Lower Grade).	3	120—5—170—E.B.—8—250—10—300 (For B.A., B.T.) 110—4—170—E.B.—6—200 (For B.A., S.T.C.) 70—3—100—E.B.—4—140—5—150 (For Matric, S.T.C.)		
122	Commerce Graduate Teacher.	3	120—5—170—E.B.—8—250—10—300 (For B.A., B.T.) 110—4—170—E.B.—6—200 (For B.A., S.T.C.) 70—3—100—E.B.—4—140—5—150 (For Matric, S.T.C.)	M.A./M.Sc. II Class :— 190—8—230—10—280—E.B.—10—330—15—405—E.B.—15—480 B.A./B.Sc./B.T./B.Ed. :— 130—6—190—E.B.—8—270—E.B.—10—320	
123	Assistant Deputy Educational Inspector.	11	120—5—170—E.B.—8—250—10—300 (For B.A., B.T.) 110—4—170—E.B.—6—200 (For B.A., S.T.C.) 70—3—100—E.B.—4—140—5—150 (For Matric, S.T.C.)	B.A., S.T.C./T.D./Dip. T :— 120—5—170—E.B.—5—190—6—220 Matric, S.T.C./T.D. :— 85—4—125—E.B.—5—180 Untrained Graduate :— 110—5—125 Untrained Matric :— 70—3—85	
124	Assistant Deputy Educational Inspector for Physical Education.	8	120—5—170—E.B.—8—250—10—300 (For B.A., B.T.) 110—4—170—E.B.—6—300 (For B.A., S.T.C.) 70—3—100—E.B.—4—140—5—150 (For Matric, S.T.C.)		
125	Lecturer in Pre-Primary Montessary School.	4	150—400 (Ex. M.P.)		

Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
126	Craft Instructor and Craft Teacher who are trained graduates.	3	120—5—170—E.B.—8—250—10—300	130—6—190—E.B.—8—270—E.B.—10—320	
127	Art Instructor ..	1	120—5—170—E.B.—8—250—10—300	130—6—190—E.B.—8—270—E.B.—10—320	
128	Personal Assistant to Inspector for Visual Education.	1	120—5—170—E.B.—8—250—10—300	130—6—190—E.B.—8—270—E.B.—10—320.	
129	Drawing Teacher ..	47	70—3—100—E.B.—4—140—5—150 (For D.T.C./D.M.) 110—200 (For Art Masters)	D.T.C./D.M. :— 85—4—125—E.B.—5—180 A.M. :— 120—5—170—E.B.—5—190—6—220	
130	Music Teacher ..	52	110—4—170—E.B.—6—200 (For S.S.C. with Sangeet Visharad) 70—150 (For others)	S. S. C. with Sangeet Visharad : 120—5—170—E.B.—5—190—6—220 For others :— 85—4—125—E.B.—5—180	
131	Craft Teacher ..	84	70—3—100—E.B.—4—140—5—150	85—4—125—E.B—5—180	
132	Sanskrit Teacher ..	2	110—4—170—E.B.—6—200 ..	Shastri graduate without S.T.C. :—70—3—85 Shastri with S.T.C. :— 120—5—170—E.B.—5—190—6—220	
133	Shastri (graduate with S.T.C.).				
134	Hindi Teacher :—	60	110—4—170—E.B.—6—220 ..	Matric with Kovid or Visharad :— 70—3—85	
135	Graduate with Jr. H.S.S./Sr. H.S.S.			Matric with Bhushan :— 70—3—85 B.A. with Hindi without H.S.S. :— 110—5—135 Graduate Jr. H.S.S. :— 120—5—170—E.B.—5—190—6—220 S.S.C./H.S.S. :— 85—4—125—E.B.—5—180	

Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remark
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
136	Art Master and Drawing Teacher.	2	110—4—170—E.B.—6—220 ..	120—5—170—E.B.—5—190—6—220	
137	Sewing Mistress ..	2	70—3—100—E.B.—4—140—5—150	85—4—125—E.B.—5—180	
138	Needle work Mistress.	1	70—3—100—E.B.—4—140—5—150	85—4—125—E.B.—5—180	
139	Weaving Teacher ..	1	70—3—100—E.B.—4—140—5—150	85—4—125—E.B.—5—180	
140	Metal work and Manual Training Instructor.	4	70—3—100—4—140—5—150 ..	Matric with Craft Certificate :— 85—4—125—E.B.—5—180	
141	Craft Teacher ..	84	70—3—100—4—140—5—150 ..	85—4—125—E.B.—5—180	
142	Field Assistant ..	8	70—3—100—E.B.—4—140—5—150	85—4—125—E.B.—5—180	
143	Primary Teacher ..	43	50—1½—65—2½—70—S.G.—2½—90 (Junior Trained) 50—1½—65—2½—70—S.G.—3—100 (Senior Trained) Rs. 40 fixed untrained P.S.C.	Head Master of Primary School with VII standards and more than 300 students :— 90—4—130—E.B.—5—190 Senior Trained (S.S.C., Senior P.T.C.) :— 70—4—130—5—140—S.G.—5—170 Junior Trained (S.S.C., Junior P.T.C.) :— 65—3—80—4—120—S.G.—4—140—5—150 Junior Trained (P.S.C., Junior P.T.C.) :— 60—3—75—4—115—S.G.—4—135—5—140 Matric untrained :— 60—3—75 P.S.C. untrained :— 50—2—80	
	CLASS IV				
144	Liftman ..	3	87—2—107 (C)	90—2—110	
145	Daftary ..	7	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
146	Assistant Daftary in Director of Education's office.	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
147	Laboratory Attendant, Library Attendant.	109	70—1—80—E.B.—1—85 ..	80—2—100—E.B.—2—110	
148	Naik ..	8	70—1—80—E.B.—1—85 77—1—87—E.B.—1—92 (C)	80—2—100	
149	Lascar in N.C.C. Unit.	285	77—1—87—1—E.B.—1—92(C) 70—1—80—E.B.—1—85 70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
150	Agricultural Jamadar.	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
151	Sanitary Jamadar ..	1	70—1—85	75—1—80—2—90—E.B.—2—100	
152	Mali/Malan ..	19	72—1—82—E.B.—1—92 (C) 72—1—82—E.B.—1—92 (C) 65—1—75—E.B.—1—85 65—1—75—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
153	Book Bearer ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	

Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
154	Cook ..	6	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
155	Laboratory Hamal .. Weaving Hamal .. Manual Training Hamal.	107	70—1—80—E.B.—1—85 65—1—75 72—1—82 (C).	70—1—80—E.B.—2—90	
156	Peon and other posts.	575	72—1—82 (C) .. .. 65—1—75	70—1—80—E.B.—2—90	
157	Watchman, Night Watchman, Electric Watchman, Hostel Watchman.	33	72—1—82 (C) . 65—1—75	70—1—80—E.B.—2—90	
158	Sweeper ..	105	72—1—82 (C)	70—1—80—E.B.—2—90	
159	Chowkidar ..	47	65—1—75	70—1—80—E.B.—2—90	
160	Fieldman, Field Servant.	5	65—1—75	70—1—80—E.B.—2—90	
161	Farm Servant, Agricultural Assistant.				
162	Care Taker ..	1	65—1—75	70—1—80—E.B.—2—90	
163	Farash ..	40	65—1—75	70—1—80—E.B.—2—90	
164	Groundsman ..	4	65—1—75	70—1—80—E.B.—2—90	
165	Mazdoor ..	24	72—1—82 (C)	70—1—80—E.B.—2—90	
166	Kamathi ..	40	65—1—75	70—1—80—E.B.—2—90	
167	Call woman/Ayah ..	2	65—1—75	70—1—80—E.B.—2—90	
168	Saraf/Cashier ..	2	65—1—75	70—1—80—E.B.—2—90	
169	Laboratory Attendant.				
170	Agricultural Attendant.				
171	Home Science Attendant.	7	65—1—75	70—1—80—E.B.—2—90	
172	Craft Attendant				
173	Library Attendant				
174	Khadima				
175	Waterman	19	65—1—75	70—1—80—E.B.—2—90	
176	Coolie				
177	Woman Cleaner ..	9	72—1—82 (C)	70—1—80—E.B.—2—90	
178	Animal Boy ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
179	Pumpman-*cum*-Malt.	1	72—1—82 (C)	70—1—80—E.B.—2—90	
180	Games Boy ..	2	65—1—75	70—1—80—E.B.—2—90	
181	Plant Collector ..	2	65—1—75	70—1—80—E.B.—2—90	
182	Driver in N.C.C. ..	141	100—3—130	110—3—128—4—144—E.B.—4—180 (Heavy vehicles)	
			120—4—148 (C)	110—3—128—4—140 (For others)	

Education Department—contd.

PART B

Posts of which scales were not revised in 1962 revision.

Serial No	Designation	No. of posts.	Scale of pay which remained to be revised in 1962 revision	Merger scale of pay admissible in 1962 revision	Recommended scale of pay
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Head Master, M. R. High School, Gadhinglaj.	1	250—350 ..	300—20—400 ..	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probationary period)
2	Head Master, M. R. High School, Kolhapur.	1	200—300	250—10—350 ..	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probationary period)
3	Administrative Officer of Municipal School Board.	11	160—10—250 ..	210—10—300 ..	220—10—290—15—320
4	Assistant Lecturer.	54	160—10—250 ..	210—10—300 ..	220—10—290—15—320
5	Craft Organiser ..	1	160—10—250 ..	210—10—300 ..	220—10—290—15—320
6	Assistant Lecturer in Training Institute for Physical Education, Kandivali.	3	160—10—250 ..	210—10—300 ..	220—10—290—15—320
7	District Librarian ..	8	150—150—5—200—10—250	200—200—5—240—E.B.—5—250—10—300	220—10—290—15—320
8	Issue Assistant in Vidarbha.	8	100—100—5—150—5—200 (Ex-Madhya Pradesh)	145—145—5—195—E.B.—5—245	150—8—190—10—220—E.B.—10—270
9	Shorthand and Typewriting Instructor.	3	60—4—120—E.B.—5—170	105—4—137—E.B.—4—165—5—170—E.B.—5—215	135—5—170—6—188—E.B.—6—200—8—240—10—270
10	Expert Inspector at Training Institute for Physical Education, Kandivali.	1	70—5—130—E.B.—6—160—8—200	(i) *120—5—170—E.B.—8—250—10—300 (ii) *70—3—100—E.B.—4—140—5—150	*130—6—190—8—270—10—320 P. T. Instructor (Graduate) *65—3—155 For existing incumbents only. (Non-Matric P. T. Instructor.)
11	Physical Training Instructor.	19	70—5—130—E.B.—6—160—8—200	(iii) *60—3—150	*85—4—125—E.B.—5—180 Matric with short-term course in Physical Education. *85—4—125—E.B.—5—180 Matric with one year certificate course in Physical Education.
12	Sweeper, Institute of Science, Bombay.	1	35 fixed (C) ..	72 fixed (C) ..	70—1—80—E.B.—2—90
13	Mali, Institute of Science, Bombay.	1	35 fixed (C) ..	72 fixed (C) ..	70—1—80—E.B.—2—100

*These scales do not include any portion of D.A.

CHAPTER 38

REHABILITATION MAMLATDAR

The work of Rehabilitation started in 1947 with the mass migration of Displaced persons from Pakistan. Government established an Office of the Directorate of Rehabilitation in 1948, but the same was closed in 1952 and the work in Bombay and Bombay Suburban District transferred to the Collectorate of Bombay and Bombay Suburban Districts. The Collectorate has at present to look after the Colonies at Mulund, Chembur, Wadia Trust Estates at Kurla and also Thakkar Bappa and Koliwada Colonies. The Office mainly attends to the recovery of rents of the rents of the Government properties and the recovery of loans granted to displaced persons.

2. The Office is headed by a Rehabilitation Mamlatdar who is assisted by three Officers in charge of the Colonies, eight Rent Collectors, a few Loans and Accommodation Inspectors and other clerical staff.

3. The staff is mainly drawn from the Revenue Department and the pay scales are, therefore, those which are applicable to corresponding posts in the Revenue Department. We have recommended scales accordingly.

4. *Special pays* :

The special pay granted to the Clerk-*cum*-Cashier should be continued and regulated after it is reviewed by the 'Head of the Department' on the basis of the amount of cash handled in accordance with the general orders of Government in that behalf.

SCHEDULE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Rehabilitation Mamlatdar.	1	300—15—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600	
	Non-Gazetted				
2	Officer in charge ..	2	240—10—310 (C) ..	220—10—290—E.B.—15—380	
		1	275—15—350	220—10—290—E.B.—15—380	
3	Head Clerk ..	1	220—10—300 (C) ..	200—10—290—15—320	
4	Aval Karkun ..	1	190—8—270 (C)	150—8—190—10—220—E.B.—10—270	
5	Senior Clerk ..	4	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270	
6	Loan Inspector	2	145—8—185	150—8—190—10—220—E.B.—10—270	
7	Accommodation Inspector.		145—8—185	150—8—190—10—220—E.B.—10—270	
8	Loan Inspector ..	2	195—7—230 (C) ..	150—8—190—10—220—E.B.—10—270	

Rehabilitation Mamlatdar--contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
9	Rent Collector ..	8	85—2—105	110—4—150—E.B.—5—200	
10	Junior Clerk ..	7	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
11	Clerk ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
12	Clerk-Typist ..		100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
13	Rent Clerk ..	2	120—3—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
14	General Duty Clerk.	1	120—5—160—E.B.—5—185—6—203—6—245 (C)	110—4—150—E.B.—5—200	
15	Clerk-*cum*-Cashier ..	1	120—5—160—E.B.—5—185—6—203—6—245 (C) *Plus* special pay.	110—4—150—E.B.—5—200 Special pay to continue.	
16	Cashier ..	1	120—5—160—E.B.—5—185—6—203—6—245 (C)	110—4—150—E.B.—5—200	
17	Typist ..	1	120—5—160—E.B.—5—185—6—203—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
18	Peon	8	72—1—82 (C)	70—1—80—E.B.—2—90	
		1	65—1—75	70—1—80—E.B.—2—90	

सत्यमेव जयते

CHAPTER 39

SOCIAL WELFARE DEPARTMENT

The Directorate of Social Welfare was formed in 1957 after merging the old Backward Class and Juvenile and Beggars Departments into a single Department. The reorganised Social Welfare Department has three wings—one each for (1) Correctional Administration, (2) Backward Class Welfare and (3) Welfare of Physically and Mentally handicapped persons. The Department is headed by the Director (belonging to the Indian Administrative Service cadre) who is assisted by four Deputy Directors at headquarters and four Divisional Social Welfare Officers in charge of four Divisions

2. The designation of posts in the Department, their existing pay scales and the revised pay scales recommended by us are shown in the appended schedules. As the Department has inherited posts from several sources, there is considerable diversity in pay scales of posts which are more or less of a comparable nature. We have recommended revised pay scales for posts in all wings keeping in view the object of having an integrated pay structure for the entire department.

3. *Deputy Director of Social Welfare, Correctional Administration* (Rs. 730—1,100):

This post carried the designation of "Chief Inspector of Certified Schools" prior to merger of the Juvenile and Beggars Department with the Social Welfare Department, and was in the pay scale of Rs. 730—1,100. After merger, the post was designated as that of Deputy Director of Social Welfare (Correctional Administration) but still it carries the same scale of pay although other posts of Deputy Directors in the Department are in the scale of Rs. 400—1,100 (Standard Class I scale). The Social Welfare Department has suggested that as the duties and responsibilities of all posts of Deputy Directors are now identical, the posts should carry a common scale of pay.

The posts of Deputy Directors of Social Welfare are filled either by promotion of an Assistant Director of Social Welfare (Rs. 400—730) or by nomination of a graduate with honours degree or diploma in Sociology/Social Work/Social Administration and experience in the field of Social Welfare or Welfare of the Physically and Mentally Handicapped. The Deputy Directors are in charge of work under the Bombay Childrens Act, Prevention of Begging Act, Habitual Offenders Act, Rehabilitation work or work pertaining to Education and Rehabilitation of the physically handicapped or work in connection with the sanitation and scavenging scheme. We recommend a scale of Class I service viz. Rs. 410—30—650—E.B.—45—1,100—50—1,150 for all posts of Deputy Directors which are at present in the scale of Rs. 400—1,100. The same scale may apply to the post of Deputy Director of Social Welfare, Correctional Administration, also.

4. *Assistant Directors in the Backward Class Wing and the Correctional Wing* (Rs. 400—730 and Rs. 350—665) :

The two posts of Assistant Directors in the Backward Class Wing and the four posts in Correctional Wing at present carry different pay scales because rationalisation of cadres was not done after merger of the Juvenile and Beggars Department with the Social Welfare Department.

The Assistant Directors in the Backward Class Wing are in charge of the educational schemes or work is connection with Revenue and Land Matters, employment of Backward Classes, removal of untouchability, etc. In the Correctional Wing they are in charge of management and inspection of institutions under the respective Acts.

The posts are filled either by promotion of a suitable Social Welfare Officer or by transfer of suitable Class I or Class II Officer of the Revenue, Education or Co-operative Department or by nomination of candidates, who possess a degree in Social Science

and a degree or diploma in social work or 5 years experience of social work. The Social Welfare Department has proposed a scale of Deputy Collectors for these posts. Having regard to the scale of pay proposed for the posts of Deputy Directors and the qualifications, duties and responsibilities of the posts of Assistant Directors, we feel that a scale of Rs. 400—20—500—25—600—E.B.—25—650—30—800 (fixed pay of Rs. 380 during probation) would be adequate for the posts of Assistant Directors. The same scale may apply to the posts of Personal Assistant to Director and Probation Superintendent.

5. *Social Welfare Officer and Tribal Welfare Officers* (Rs. 250—550) :

The Social Welfare Officers are district Officers. They are responsible for the grant-in-aid to voluntary agencies for propaganda to eradicate untouchability and grant of loans and subsidies under the Economic Scheme. The Tribal Welfare Officers are in charge of welfare activities relating to scheduled tribes or the Vimukta Jatis. They are appointed by promotion of suitable non-gazetted officers of the Department or by nomination from amongst candidates who possess a degree in Social Sciences or social work. The Education and Social Welfare Department has proposed a full Class II scale of pay (at present Rs. 270—715) for Social Welfare Officers similar to district Officers in other Departments. Prior to 1st July 1962 these posts carried a scale of Rs. 200—325 which was thereafter upgraded to Rs. 250—550 (which is the same as the scale of Mamlatdars) i.e. the first half of the standard Class II scale. On that basis we recommend a scale of Rs. 300—20—460—E.B.—20—500—25—600 (fixed pay of Rs. 280 during probation) for these posts which is also the first part of the standard scale of Class II service proposed by us. In our opinion a still higher maximum is not justified.

6. *Superintendent, Beggars House for Males and Yeravda Industrial School* (Rs. 270—405) ; *Superintendent, State Homes/Protective Homes* (Rs. 270—390).

The duties of the Superintendents involve management of institution under the Prevention of Beggars Act, and Childrens Act. They have to attend to the ultimate rehabilitation of the inmates. Appointments are made by promotion of a suitable officer from the departmental cadres. For appointment by nomination a candidate should be a graduate or have a degree or post-graduate diploma in social work. The Social Welfare Department has recommended a scale of Rs. 250—550 for these posts and has also proposed grant of special pay to Superintendents of bigger institutes. We recommend a scale of Rs. 275—15—410 for these posts. We do not think that the grant of special pay is justified in the case of a few institutions on the basis of the number of inmates. Senior staff can be posted in bigger institutes. The posts of Chief Officers, Inspectors of Certified Schools (Junior), Superintendent, Reception centres, Superintendent, District Shelters, and Wardens of Hostels may carry the same scale.

7. *Social Welfare Inspectors, Circle Organisers, Tribal Welfare and Social Service Inspectors* (Rs. 145—245) :

Social Welfare Inspectors and Social Service Organisers assist the Social Welfare Officers in the implementation of Backward Class Welfare Schemes. Circle Organisers assist in the implementation of schemes for Scheduled Tribes.

Social Welfare Inspectors are appointed by transfer of a suitable Head Clerk or Senior Clerk. For appointment by nomination, the person should be a graduate. No recruitment rule is framed for the posts of Circle Organiser and Social Service Inspectors. However, appointments are made from amongst graduates having experience in Social and Tribal work.

We suggest a scale of Rs. 150—8—190—10—220—E.B.—10—270 for these posts.

Posts for similar work obtaining in Marathwada areas are designated as Social Service Inspectors (3 posts). The posts carry a scale of Rs. 200—325. The scale proposed by us will result in reduction of the scale. We have proposed the above scale after duly taking into account the duties and responsibilities of the above posts in all the regions of the State.

8. *Probation Officers, Case Workers* (Rs. 145--245 for graduates, and Rs. 145—205 for Matriculates) :

Probation Officers conduct enquiries of cases under the Bombay Childrens Act and submit reports to Juvenile Courts. Case Workers conduct similar enquiries under the Bombay Beggars Act. It is stated that qualified persons are not available for manning these posts. The posts are filled both by promotion and nomination. For appointment by nomination a candidate is required to be a graduate with diploma in social work or possess previous experience of social work. Degree or Diploma in social work is only a preferential qualification. The Social Welfare Department has recommended a scale of Rs. 200—400 for direct recruits to the posts of Probation Officers, Case Officers etc. It appears that matriculates are also appointed to these posts. Taking these factors into account, we do not think that a scale as high as the one proposed is called for. Having regard to the scale of pay recommended by us for the posts of Inspectors of Certified Schools whom they assist, a scale of Rs. 150—8—190—10—220—E.B.—10—270 is recommended for these posts.

9. *Youth Leader and Case Workers Juvenile Vagrancy Centre* (Rs. 150—300) :

The Youth Leader organises youth activities. The case workers do case work of the inmates of the Juvenile Vagrancy Centre. No recruitment rules are framed for these posts. The Social Welfare Department has grouped together all posts of Social Welfare Inspectors, Circle Organisers, Case Workers, Probation Officers, etc. including the post of Youth Leader and has recommended a common scale of Rs. 200—400 for them. As stated above, we have suggested that this group should carry a scale of Rs. 150—270. This scale will result in reduction of the existing scale of Youth Leader (Rs. 150--300). We do not know the circumstances under which a higher pay scale was prescribed for these posts. In view of the identical duties and responsibilities of the above posts grouped together, we do not consider it advisable to prescribe a higher scale for the post of youth leader only.

10. *Mukhya Sevikas* (Rs. 115—245) :

These are block level executive posts to which graduates or Secondary School Certificate qualified persons having rural background are appointed. The posts carry a special pay of Rs. 15 per month in addition to the scale of Rs. 115—245 in view of the nature of duties which the Mukhya Sevikas are required to perform amongst women and children in villages. We recommend a scale of Rs. 135--5—170—6—188—E.B.—6—200—8—240—10—270 for these posts which is higher than the usual clerical scale.

11. *Teaching Posts* :

This Department has got a large number of posts of Teachers The syllabus taught in the Government Certified Schools, Remand Homes, Beggars Homes, Institutions for the Physically Handicapped and Crippled, and Yeravda Industrial School corresponds to that prescribed for Primary Education. The existing scales of teachers in these schools, however, are not uniform. Some teachers are given merged scales of pay (i.e. a portion of Dearness Allowance is merged in pay) while some others draw pay in the scale of pay applicable to Senior Trained, Junior Trained and untrained Teachers under the Education Department. Two types of scales of pay have been adopted presumably because some teachers are drawn from the Education Department. The Social Welfare Department has proposed that the pay scales which may be prescribed for teachers in the Education Department may be prescribed for the posts of teachers in the Social Welfare Department in case they are higher than that of a Junior Clerk, otherwise the revised scale applicable to Junior Clerk may be made applicable to them. Some posts at present carry the scale of pay applicable to Junior Clerks. We have prescribed different scales of pay for Primary Teachers

in the Education Department according as they are Senior Trained, Junior Trained, Untrained, etc. Since we do not know the break up of teachers in the Social Welfare Department in terms of their qualifiaction, we cannot say which of the scales recommended by us for Primary Teachers would be applicable to them and whether they would be more advantageous to them. We have recommended suitable scales after duly taking into account the present parity. In the case of those who, are governed by the scales of Primary Teachers in Education Department, we have indicated the schedule of pay scales (unmerged scales) applicable to Primary Teachers.

12. We have been asked to make recommendations on pay scales of Teachers in the Aided Schools for the Blind, Deaf and Dumb and in the Vocational Instituions also. Our recommendations in respect of these teachers in Government Schools already stand included in the schedule pertaining to the Social Welfare Department. We recommend that the same scales may apply to teachers in comparable non-Government aided schools for the Physically Handicapped. It has been suggested to us that in view of the peculiar problems which the teachers have to experience in the school for the deaf, and the mentally handicapped, they may be given some advance increments. Since all schools under the Social Welfare Department are expected to present similar problems, we do not consider it necessary to grant special pay or advance increments to all those who are connected with such schools.

13. As regards our recommendations regarding the scales of pay of teachers in non-Government Vocational Institutions, we understand that Government has not prescribed any scales of pay for teachers in such institutions. We do not have any list of such non-Government institutions and the categories of teachers in them. We have already made our recommendations regarding the scales of pay for Vocational Teachers and Instructors in the Social Welfare Department, the Education Department and the Technical Education Department. Government may adopt and prescribe suitable scales from out of these scales, for comparable categories of teachers in non-Government Vocational Institutions.

14. *Guarding staff* :

The scales recommended by us for posts of Jamadars and Havildars are like those proposed for similar posts in the Jail Department. A common scale of Rs. 110—3—128—4—140 is recommended for Jamadars in the scales of Rs. 85—2—105, Rs. 105—110 and Rs.110 fixed. Similarly the posts of Junior Havildars and Senior Havildars carrying the scales of Rs. 80—100 and Rs. 85—105 are combined into a common scale of Rs. 90—2—100—3—115.

15. *Special pays* :

(1) *Junior Clerk-cum-Typist.*—The post carries a special pay of Rs. 20 per month sanctioned for supervision over and distribution of work amongst the typists. As this is done in addition to his own work, the special pay may continue.

(2) *Officers working in the Leprosy Section.*—The special pay at present granted to officers working in the Leprosy Section (viz. Superintendent, Beggars Home, Chembur, one Maharashtra Medical Services, Class II Officer, and eleven Maharashtra Medical Service Class III Officers) may continue at the existing rates

(3) *Physical Training Instructor-cum-Games Teacher, Yeravda Industrial School.*—We are informed that the special pay of Rs. 15 per month is granted to the teacher for imparting training to inmates of the school and for organising games in addition to his regular duties as teacher. Since he is a Physical Training Instructor--*cum*-Games Teacher his regular work consists of imparting physical training and organising games; in performing these duties he cannot be said to be doing any additional work. As such, we recommend that the special pay may be discontinued.

(4) *Mukhya Sevikas.*—These posts carry a special pay of Rs. 15 per month for the arduous nature of duties which the incumbents are required to perform amongst women and chidren in villages. The special pay may continue.

SCHEDULE

SOCIAL WELFARE DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Deputy Director Social Welfare (Correctional Administration).	1	730—45—1,000—50—1,100 .. (Probationary pay Rs. 730)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
2	Deputy Director, Social Welfare, (Education and Rehabilitation of Physically handicapped).	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 400)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay Rs. 380 during the period of probation)	
3	Deputy Director, Social Welfare (Research, Propaganda and Statistics).	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 400)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
4	Deputy Director Social Welfare (Sanitation and Scavanging Schemes).	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 400)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
5	Divisional Social Welfare Officer.	4	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 400)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
6	Chief Research Officer (Tribal).	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 400)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
7	Personal Assistant to Director Social Welfare.	1	400—30—610—40—730 .. (Probationary pay Rs. 400)	400—20—500—25—600—E.B.—25—650—30—800 (Fixed pay of Rs. 380 during the period probation)	
8	Assistant Director Social Welfare.	2	400—30—510—40—730 ..	400—20—500—25—600—E.B.—25—650—30—800 (Fixed pay of Rs. 380 during the period of probation)	
9	Assistant Director Social Welfare (Correctional Administration).	4	350—20—410—25—485—E.B.—30—665 (Probarionary pay Rs. 350)	400—20—500—25—600—E.B.—25—650—30—800 (Fixed pay of Rs. 380 during the period of probation)	
10	Probation Superintendent.	1	380—20—410—25—485—E.B.—30—665 (Probationary pay Rs. 350)	400—20—500—25—600—E.B.—25—650—30—800 (Fixed pay of Rs. 380 during the period of probation)	
11	Maharashtra Medical Service Class II.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay Rs. 50	325—25—550—E.B.—610—E.B.30—850 (Fixed pay of Rs. 325 during the period of probation. Special pay to continue.	

Social Welfare Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
12	Inspector of Institutions for Physically Handicapped.	4	250—270—15—300—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
13	Personal Assistant to Deputy Director, Social Welfare (Correctional Administration).	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
14	Special Officer (Sanitation and Scavanging Schemes).		270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
15	House Master ..	4	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
16	Research Officer ..	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
17	Statistical Officer ..	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay Rs. 270)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
18	Chief Audit and Accounts Officer.	1	350—20—410—25—485—E.B.—30—665	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during probationary period)	
19	Accounts Officer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probation)	
20	Social Welfare Officer.	26	250—300—15—420—E.B.—15—450—20—550 (Probationary pay Rs. 250)	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	
21	Nomadic Tribes Welfare Officer.	2	250—300—15—420—E.B.—15—420—E.B.—15—450—20—550 (Probationary pay Rs. 250)	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	
22	Vimukta Jatis Welfare Officer.	2	250—300—15—420—E.B.—15—450—20—550 (Probationary pay of Rs. 250)	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	
23	Area Organiser Tribal Welfare.	7	250—300—15—420—E.B.—15—450—20—550 (Probationary pay Rs. 250)	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	
24	Special Officer (Government of India Scholarship).	1	250—300—15—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	

Social Welfare Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
25	Superintendent Beggars House for Males and Yervada School.	12	270—15—405 .. .. (Probationary pay Rs. 270). Special pay Rs. 50 to Superintendent, Beggars Home for Males, Chembur.	275—15—410 .. (Fixed pay of Rs. 275 during the period of probation). Special pay for one post to continue.	
26	Superintendent Corrective Settlement.	1	270—15—405 .. .. (Probationary pay Rs. 270)	275—15—410 (Fixed pay of Rs. 275 during the period of probation)	
27	Junior Inspector of Certified Schools.	1	270—15—405	275—15—410	
28	Superintendent State Homes Protective Homes.	6	270—15—390 .. .. (Probationary pay Rs. 270)	275—15—410 (Fixed pay of Rs. 275 during the period of probation)	
	Non-Gazetted				
29	Cultural Officer ..	1	250—10—350 .. .. (Probationary pay Rs. 250)	275—15—410 (Fixed pay of Rs. 275 during the period of probation)	
30	Chief Officer ..	14	270—15—375 .. .. (Probationary pay Rs. 270)	275—15—410 (Fixed pay of Rs. 275 during the period of probation)	
31	Inspector of Certified Schools (Junior).	4	270—15—375	275—15—410	
32	Assistant Inspector of Certified Institutions.	1	270—15—405	275—15—410	
33	Superintendent, District-Shelters.	4	270—15—390 .. .. (Probationary pay Rs. 270)	275—15—410 (Fixed pay of Rs. 275 during the period of probation)	
34	Superintendent, Reception Centres.	10	270—15—390 .. .. (Probationary pay Rs. 270)	275—15—410 (Fixed pay of Rs. 275 during the period of probation)	
35	Officer in charge Juvenile Vagrancy Centre Bombay.	1	270—15—405	275—15—410	
36	Superintendent, Certified School for mentally deficient girls.	1	270—15—405	275—15—410	
37	Woman Inspector ..	1	270—15—405	275—15—410	
38	Superintendent, Home for crippled children.	2	270—15—405	275—15—410	
39	Warden, Government Backward Class hostel.	7	250—10—350 .. .. (Probationary pay Rs. 250)	275—15—410 (Fixed pay of Rs. 275 during the period of probation)	
40	Superintendent, Sheltered workshop.	1	250—10—350	275—15—410	
41	Superintendent, Beggers Home for Males.	1	250—10—350	275—15—410	

Social Welfare Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
42	Superintendent, Physically Handicapped	5	270—15—405	275—15—410	
43	Psychologist ..	1	250—10—350 .. .. (Probationary pay Rs. 250)	250—10—290—15—380	
44	Social Service Inspector.	3	200—6—230—9—257—E.B.—9 275—E.B.—10—325	150—8—190—10—220—E.B.—10—270	
45	Social Welfare Inspector.	35	145—145—5—195—E.B.—5—245 (Probationary pay Rs. 145)	150—8—190—10—220—E.B.—10—270 (Fixed pay of Rs. 150 during the period of probation)	
46	Assistant Inspector, Certified Schools.	3	195—10—245	150—8—190—10—220—E.B.——10—270	
47	Circle Organiser, Tribal Welfare.	19	145—145—5—195—E.B.—5—245	150—8—190—10—220—E.B.—10—270	
48	Deputy Superintendent, Receiving Centre, Worli.	1	200—10—270	150—8—190—10—220—E.B.—10—270	
49	Senior Supervisor, Beggars Home for Males.	2	160—8—200—10—220—E.B.—10—270	150—8—190—10—220—E.B.—10—270	
50	Youth Leader ..	1	150—8—190—10—220—E.B.—10—300	150—8—190—10—220—E.B.—10—270	
51	Case Worker ..	37	145—8—185—10—195—E.B.—10—245 (Probationary pay Rs. 125)	150—8—190—10—220—E.B.—10—270 (Fixed pay of Rs. 130 during the period of probation)	
52	Case Worker under Habitual Offenders Act.	2	145—8—185—10—245 .. (Probationary pay Rs. 125 for graduates)	150—8—190—10—220—E.B.—10—270 (Fixed pay of Rs. 130 during the period of probation)	
			For under graduates :— 145—5—165—8—205 .. (Probationary pay Rs. 115)	150—8—190—10—220—E.B.—10—270 (Fixed pay of Rs. 120 during the period of probation)	
53	Social Service Organiser.	6	150—4—170—6—182—E.B.—6 194—7—215	150—8—190—10—220—E.B.—10—270	
54	Probation Officer ..	64	145—8—185—10—195—E.B.—10—245 (Probationary pay Rs. 125 for graduates)	150—8—190—10—220—E.B.—10—270 (Fixed pay of Rs. 130 during the period of probation)	
			145—5—165—8—205 .. (Probationary pay Rs. 115)	150—8—190—10—220—E.B.—10—270 (Fixed pay of Rs. 120 during the period of probation)	
55	Superintendent of Minor Certified Schools.	14	145—8—185—10—195—E.B.—10—245 (Probationary pay Rs. 145)	150—8—190—10—220—E.B.—10—270 (Fixed pay of Rs. 150 during the period of probation)	
56	Superintendent of minor certified institutions.	2	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	

Social Welfare Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
57	Superintendent, Remand House.	1	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
58	Organiser-*cum*-Recreational Assistant.	1	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
59	Deputy Superintendent, Yervada Industrial School, Poona.	1	145—5—170—10—200—E.B.—10—270	150—8—190—10—220—E.B.—10—270	
60	District Probation Officer	10	145—8—185—10—195—E.B.—10—245 (Probationary pay Rs. 125)	150—8—190—10—220—E.B.—10—270 (Fixed pay of Rs. 130 during the period of probation)	
61	Assistant Superintendent, State Home and Protective Homes.	6	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
62	Superintendent, Shishu Sadan.	1	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
63	Liaison Officer ..	4	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
64	Lady Welfare Officer	3	195—10—245 .. .. (Probationary pay Rs. 195)	150—8—190—10—220—E.B.—10—270 (Fixed pay of Rs. 150 during the period of probation)	
65	Lady Welfare Worker.	1	190 (fixed)	150—8—190—10—220—E.B.—10—270	
66	Social Welfare Organiser.	1	150—10—250 (C) ..	150—8—190—10—220—E.B.—10—270	
67	Case Worker, Juvenile Vagrancy Centre.	2	150—8—190—10—220—E.B.—10—300	150—8—190—10—220—E.B.—10—270	
68	Investigator ..	4	145—8—185 .. .. (Probationary pay Rs. 145)	150—8—190—10—220—E.B.—10—270 (Fixed pay of Rs. 150 during the period of probation)	
69	Mukhya Sevika ..	206	115—5—155—E.B.—5—175—6—205—E.B.—8—245 (Higher start of Rs. 145 for graduates) Special pay Rs. 15.	135—5—170—6—188—E.B.—6—200—8—240—10—270 (Graduates to start on Rs. 150.) Special to continue.	
70	Special teacher ..	2	125—5—145—8—185—E.B.—10—245	135—5—170—6—188—E.B.—6—200—8—240—10—270 (Graduate to start on Rs. 150)	
71	Occupational Teacher	4	125—5—145—8—185—E.B.—10 245	135—5—170—6—188—E.B.—6—200—8—240—10—270 (Graduate to start on Rs. 150)	
72	Drawing Teacher ..	1	105—4—137—E.B.—4—165—5 170—E.B.—5—215	110—4—150—E.B.—5—190—E.B.—5—220	

Social Welfare Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
73	Special Teacher ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
74	Teacher ..	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
75	Literacy Teacher ..	18	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
76	Marathi Teacher ..	8	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
77	Language Teacher ..	5	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
78	Teacher-*cum*-House Master.	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
79	Urdu Teacher-*cum*-House Master.	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
80	Urdu Teacher ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
81	Gujarathi Teacher ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
82	Hindi Teacher ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
83	Kannad Teacher ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
84	Montessory Teacher	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
85	Physical Training Instructor-*cum*-Games Teacher.	1	100—3—130—E.B.—4—170 .. Special pay Rs. 15.	110—4—150—E.B.—5—200 Special pay to discontinue.	
86	Assistant Master, P. H. Institute.	6	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
87	Primary Teacher ..	10	85—2—105—E.B.—3—135 ..	110—4—150—E.B.—5—200	
88	Marathi Teacher ..	1	85—2—105—E.B.—3—135 ..	110—4—150—E.B.—5—200	
89	Senior Trained Teacher.	12	80—2—100—E.B.—3—115 ..	110—4—150—E.B.—5—200	
90	House Father ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
91	House Mother ..	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
92	House Master ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
93	Matron ..	7	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
94	Hostel Warden ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
95	Tradesman ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
96	Propagandist ..	8	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
97	Recreational Assistant.	1	115—3—130—4—138—E.B.—4—166	110—3—128—4—144—E.B.—4—180	
98	Pramukha Kalakar.	8	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
99	Band Master ..	1	145 (fixed)	110—3—128—4—136—E.B.—4—160	
100	Jamadar ..	1	105—1—110	110—3—128—4—140	

Social Welfare Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
101	Jamadar ..	8	Rs. 110 (fixed)	110—3—128—4—140	
102	Jamadar ..		85—2—105	110—3—128—4—140	
103	Senior Havildar ..	23	85—2—105	90—2—100—3—115	
104	Junior Havildar ..	22	80—2—100	90—2—100—3—115	
105	Kalakar ..	48	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
106	Woman Supervisor	7	80—2—100	85—2—105	
107	Senior Caretaker ..	299	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
108	Workshop Supervisor, Juvenile Centre, Bombay.	1	250—10—350	180—10—290—E.B.—15—380	
		1	160—6—190—8—206—E.B.—8—230—10—270	180—10—290—E.B.—15—380	
109	Cameraman-*cum*-Project Operator.	1	245 (fixed)	160—10—250—E.B.—10—300	
110	Laboratory Technician.	1	185—10—245	160—10—250—E.B.—10—300	
111	Compositor-*cum*-Instructor, Beggars Home.	1	150—10—250	150—8—190—10—220—E.B.—10—270	
112	Machinist-*cum*-Instructor.	1	150—10—250	150—8—190—10—220—E.B.—10—270	
113	Instructor ..	2	125—5—145—8—185—E.B.—10—245	135—5—170—6—188—E.B.—6—200—8—240—10—270	
114	Instructor in Armature Winding.	1	125—5—145—8—185—E.B.—10 245	135—5—170—6—188—E.B.—6 200—8—240—10—270	
115	Instructor, Wireman Course.	1	145—6—181—8—197—E.B.—8 245	135—5—170—6—188—E.B.—6 200—8—240—10—270	
116	Radio Mechanic ..	1	120—5—155—E.B.—5—190 ..	135—5—170—6—200	
117	Craft Instructor ..	135	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
118	Lady Tailoring Instructor.	5	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
119	Cinema Operator ..	5	105—105—3—129—E.B.—3—135—5—165	110—3—128—4—144—E.B.—4—180	
120	Building Works Mistry.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
121	Press Assistant ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
122	Driver (Class III and Class IV).	9	100—3—130	110—3—128—4—140	
123	Driver (Oil Engine)..	4	100—3—130	110—3—128—4—140	

Social Welfare Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
124	Laundry Instructor	1	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
125	Mechanic ..	1	85—2—105—E.B.—3—135 ..	90—2—100—3—115—E.B.—3—136—4—140	
126	Skilled Operator ..	2	85—2—105—3—135 ..	90—2—100—3—115—E.B.—3—136—4—140	
127	Medical Social Worker.	1	250—10—330—E.B.—10—400	260—15—455	
128	Physio Therapist ..	1	250—10—350	220—10—290—E.B.—15—380	
129	Medical Social Worker	1	195—10—245	200—10—290—15—320	
130	Physio Therapist ..	3	195—10—245	220—10—290—E.B.—15—380	
131	Occupational Therapist.	1	200—10—300	220—10—290—E.B.—15—380	
132	Occupational Therapist.	6	195—10—245	220—10—290—E.B.—15—380	
133	Medical Officer(M.M.S Class III)	14	160—7—230—E.B.—8—310—E.B.—10—350 Special pay Rs. 50 for two posts and Rs. 35 for 9 posts	180—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 for graduates) Special pay to continue	
134	Nurse	35	125—5—145	135—5—170—6—200	
135	Compounder ..	15	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
136	Farm Supervisor ..	1	125—5—145—8—185—E.B.—10—285. (Probationary pay Rs. 125)	160—10—270—E.B.—10—290—15—320 (Agricultural Graduate to start on Rs. 200)	
137	Agricultural Supervisor.	1	145—8—185—10—225 ..	160—10—270—E.B.—10—290—15—320 (Agricultural Graduate to start on Rs. 200)	
138	Agricultural Assistant	16	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
139	Health Inspector ..	1	137—4—165—E.B.—5—205 ..	145—4—165—5—185—E.B.—5—225	
140	Forest Ranger ..	1	165—165—6—195—10—235—E.B.—10—325	200—10—290—E.B.—15—380	
141	Junior Co-operative Inspector.	1	145—8—185	150—8—190—10—220—E.B.—10—270	
142	Manager, Printing Press, Beggars Home, Chembur.	1	250—10—450 ..	275—15—470	
143	Overseer ..	1	130—5—150—8—190—E.B.—10—270—E.B.—10—350	180—10—270—E.B.—10—290 15—380 (Engineering graduate to start on Rs. 240)	

Social Welfare Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
144	Overseer ..	1	130—5—150—8—190—E.B.—10—270—E.B.—10—320	180—10—270—E.B.—10—290—15—380 (Engineering graduate to start on Rs. 240)	
145	Accountant ..	1	250—15—335—15—420—20—550	260—15—380—E.B.—20—500	
146	Audit and Accounts Officer.	2	270—15—405 .. .. (Probationary pay Rs. 270)	300—15—375—20—475	
147	Office Superintendent	13	250—10—350	260—10—290—15—410	
148	Assistant Office Superintendent.	1	230—10—330	260—10—290—15—410	
149	Head Clerk ..	18	195—10—245	200—10—290—15—320	
150	Head Accountant ..	2	195—10—245 .. .. (Probationary pay Rs. 195)	200—10—290—15—320	
151	Indent Supervisor ..	1	195—10—245	200—10—290—15—320	
152	Claim Supervisor ..	1	195—10—245	200—10—290—15—320	
153	Statistician ..	3	195—10—245	200—10—290—15—320	
154	Statistical Assistant.	1	195—10—245	200—10—290—15—320	
155	Audit Officer ..	17	195—10—245	160—10—290—15—320 (Promotees to start on Rs. 200)	
156	Senior Clerk ..	97	145—8—185	150—8—190—10—220—E.B.—10—270	
157	Sub-Auditor ..	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
158	Index Clerk ..	2	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
159	Statistical Assistant.	2	150—8—190—10—210—E.B.—10—270	160—10—290—15—320 (Promotees to start on Rs. 200)	
160	Checkers ..	2	145—8—185	150—8—190—10—220—E.B.—10—270	
161	Record Keeper ..	1	145—8—185	150—8—190—10—220—E.B.—10—270	
162	Accountant ..	7	145—8—185	150—8—190—10—220—E.B.—10—270	
163	Head Clerk ..	5	145—8—185	150—8—190—10—220—E.B.—10—270	
164	Accountant ..	6	145—5—195—E.B.—5—245 ..	150—8—190—10—220—E.B.—10—270	
165	Head Clerk ..	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
166	Deputy Superintendents, Certified Schools.	10	120—5—155—E.B.—5—165—8—205	110—4—150—E.B.—5—200	

Social Welfare Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
167	Junior Supervisor ..	14	115—3—130—4—150—E.B.—4—170	110—4—150—E.B.—5—200	
168	Junior Clerk including Junior Clerk-*cum*-typist.	256	100—3—130—E.B.—4—170 Special pay Rs. 20 to Senior Typist	110—4—150—E.B.—5—200 Special pay to continue	
169	Steno typist ..	4	100—3—130—E.B.—4—170 ..	(*i*) 110—4—150—E.B.—5—200. *Plus* shorthand allowance for those drawn from clerical cadre. (*ii*) 135—5—170—6—188—E.B. 6—200—8—240—10—270. For d rect recruits	
170	Laboratory Assistant	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
171	Storekeeper ..	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
172	Stenographer ..	12	160—6—190—8—230—E.B.—10—320—15—350 (Probationary pay Rs. 160)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
173	Case Writer ..	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
	CLASS IV				
174	Daftari ..	2	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
175	Oilman ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
176	Naik	3	70—1—80—E.B.—1—85 ..	80—2—100	
177	Cook	113	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
178	Barbar ..	13	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
179	Mali	13	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
180	Gardener ..	6	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
181	Chowkidar ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
182	Peon	209	65—1—75	70—1—80—E.B.—2—90	
183	Faras	11	65—1—75	70—1—80—E.B.—2—90	
184	Attendant ..	29	65—1—75	70—1—80—E.B.—2—90	
185	Medical Attendant ..	6	65—1—75	70—1—80—E.B.—2—90	
186	Female Attendant ..	18	65—1—75	70—1—80—E.B.—2—90	
187	Helper ..	2	65—1—75	70—1—80—E.B.—2—90	
188	Workshop Attendant	1	65—1—75	70—1—80—E.B.—2—90	
189	Hostel Servants ..	15	65—1—75	70—1—80—E.B.—2—90	
190	Maid Servant ..	2	65—1—75	70—1—80—E.B.—2—90	
191	Junior Caretaker ..	164	65—1—75	70—1—80—E.B.—2—90	

Social Welfare Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—contd.		Rs.	Rs.	
192	Sweeper ..	86	65—1—75	70—1—80—E.B.—2—90	
193	Mukadam ..	14	65—1—75	70—1—80—E.B.—2—90	
194	Watchman ..	22	65—1—75	70—1—80—E.B.—2—90	
195	Assistant Cook ..	1	65—1—75	70—1—80—E.B.—2—90	
196	Mess Servant ..	1	65—1—75	70—1—80—E.B.—2—90	
197	Maid Servant ..	12	65—1—75	70—1—80—E.B.—2—90	
198	Male Cook ..	2	65—1—75	70—1—80—E.B.—2—90	
	Attendant ..	17	70 fixed pay	70—1—80—E.B.—2—90 Subject to remarks in the chapter on common categories of posts.	
			Scales in which dearness allowance is not merged :—		
199	Head Master, Primary School	167	(*i*) 40 (Untrained) (*ii*) 50—1½—65—1½—70—S G.—2½—90 (Junior trained) (*iii*) 56—1½—65—2½—70—S. G.—3—100 (Senior trained)	90—4—130—E.B.—5—190	
200	Assistant Master Primary School.	177	(*i*) 40. (Untrained) (*ii*) 50—1½—65—2½—70—S.G. —2½—90 (Junior Trained)	(*i*) Senior Trained :— 70—4—130—5—140—S.G. —5—170 (*ii*) Junior Trained S.S.C. :— 65—3—80—4—120—S.G. —4—140—5—150	
201	Service Teacher (including Village Teacher).	48	(*iii*) 56—1½—65—2½—70—S.G. —3—100 (Senior Trained)	(*iii*) Junior Trained P.S.C. :— 60—3—75—4—115—S.G. —4—135—5—140 (*iv*) Matric Untrained :— 60—3—75 (*v*) P.S.C. Untrained :— 50—2—60	

Social Welfare Department—contd.

PART B

Posts of which scales were not revised in 1962 revision

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962.	Merger scale of pay admissible in 1962 revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Printing Instructor	1	200—10—300 ..	250—10—350 ..	250—10—290—15—380
2	Warden, Backward Class Hostel.	1	100—5—130—E.B.—6—160—8—200	145—5—175—6—205—8—245	150—8—190—10—220—E.B.—10—270
3	Agriculture Farm Manager.	1	90—5—140 ..	135—5—185 ..	150—5—200
4	Deputy Forest Ranger.	1	75—3—120—5—125 ..	120—3—141—E.B.—3—153—4—165	125—4—157—E.B.—4—165—5—180
5	Handicraft Instructor	2	65—2½—90	110—3—137 ..	125—4—165
6	Stockman-*cum*-Health Assistant.	10	55—3—85—E.B.—4—125—5—140	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220
7	Matron ..	4	Rs. 100 (Fixed) ..	Rs. 145 (Fixed) ..	110—3—128—4—144—E.B.—4—180
8	Driver (Class IV) ..	1	45—3—60	100—3—130 ..	110—3—128—4—140
9	Jamadar ..	8	65 (Fixed)	110 (Fixed) ..	110—3—128—4—140
10	Assistant Propagandist.	12	45—3—85	91—3—130 ..	110—3—128—4—140
11	Settlement Inspectress.	1	40—1—50—2—60 ..	75—2—105 ..	80—2—100—E.B.—2—110
12	Dais (Tribal area) ..	13	40—2—50	75—2—95 ..	80—2—100—E.B.—2—110

CHAPTER 40

SUPERINTENDENT (WORKS) REHABILITATION PRODUCTION CENTRE, ULHASNAGAR, PIMPRY.

The Rehabilitation Production Centre was originally started by Government in the year 1949 for Rehabilitation of the Displaced persons, Destitutes and Widows from West Pakistan. Besides rehabilitating over 500 families, the Production Centre which is run on commercial basis has been catering to the needs of the Government Departments and Offices in Greater Bombay in respect of furniture and other articles. The trainees turned out by the Technical Education Department are given Inplant Training at the Centre. The Centre is said to have become self-sufficient since 1962.

2. The Rehabilitation Production Centres are situated at Ulhasnagar and Pimpri. They are under the Administrative control and supervision of the Superintendent (Works) who is assisted by an Assistant Manager (in-charge of the Centre at Pimpri) and other technical staff including Master cutters, Carpentry supervisors etc. and clerical staff.

3. The details of the various posts in the Rehabilitation Production Centre, their existing scales and the scales recommended by us are indicated in the appended Schedule. We would like to make the following observations pertaining to some categories of posts.

4. *Superintendent (Works)* (Rs. 270—450 *plus* Special Pay of Rs. 75 per month) :

The Superintendent is in overall administrative and technical charge of the scheme. He has to supervise the manufacture, purchases, and sales activities of the Centres at Ulhasnagar and Pimpri. He is appointed by nomination and is required to possess a diploma in the Technical Trades. Taking into account the duties and responsibilities of the post, we recommend a scale of Rs. 300—15—375—20—475 for the post.

5. *Assistant Manager* (Rs. 160—250) :

The Assistant Manager is in-charge of the Centre at Pimpri. His duties involve procurement of orders for the finished goods and manufacture of articles at the Centre. He is also appointed by nomination and is required to possess a diploma in the Technical Trade. A scale of Rs. 170—8—210—10—270 is recommended for the post.

6. *Carpentry Supervisor, Master Cutter, Tailoring* (Rs. 145—8—185) :

The Carpentry Supervisor looks after the production and manufacture of articles in the Carpentry Department and maintains all record regarding measurements specifications of furniture, etc. Master Cutter performs similar work in the Tailoring Department. We recommend a common scale of Rs. 155—5—170—6—200—8—240 for these posts.

7. The posts of Accountants, Clerks, Store-keeper, etc. are given common scales of pay.

8. *Special pay* :

(1) *Superintendent (Works).*—He is paid a special pay of Rs. 75 per month for operating and maintaining Personal Ledger Account for day to day running of the Centres. Since this involves additional responsibility, the Special pay may continue at the same rate.

(2) Special pay granted to Assistant Accountants for handling Cash may continue in accordance with the provisions of the general orders of Government.

SCHEDULE

SUPERINTENDENT (WORKS) REHABILITATION PRODUCTION CENTRE, ULHASNAGAR, PIMPRI

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Superintendent (Works), (Rahabilitation Production Centre).	1	270—15—360—E.B.—15—450 Special pay Rs. 75	300—15—375—20—475 Special pay to continue.	
	Non-Gazetted.				
2	Assistant Manager.	1	160—8—200—9—245 ..	170—8—210—10—270	
3	Supervisor, Carpentry.	1	145—8—185	155—5—170—6—200—8—240	
4	Master Cutter Tailoring.	1	145—8—185	155—5—170—6—200—8—240	
5	Master Cutter ..	1	145—8—185	155—5—170—6—200—8—240	
6	Accountant ..	1	195—10—245	200—10—290—15—320	
7	Assistant Accountant.	1	145—8—185 .. .. Special pay Rs. 15	150—8—190—10—220—E.B.—10—270 Special pay to continue.	
8	Assistant Accountant	1	145—8—185 .. .. Special pay Rs. 5	150—8—190—10—220—E.B.—10—270 Special pay to continue.	
9	Junior Store keeper-*cum*-Time-keeper.	1	117—5—145	110—4—150—E.B.—5—200	
10	Accounts-Clerk-*cum*-typist.	1	100—3—130—4—170 ..	110—4—150—E.B.—5—200	
11	Typist-*cum*-Clerk ..	1	100—3—130—4—170 ..	110—4—150—E.B.—5—200	
12	Driver ..	1	105—5—120	110—3—128—4—140	
	CLASS IV				
13	Peon ..	3	65—1—75	70—1—80—E.B.—2—90	
14	Chowkidar ..	3	65—1—75	70—1—80—E.B.—2—90	
15	Mazdoor ..	1	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 41

TECHNICAL EDUCATION DEPARTMENT

The Directorate of Technical Education with its Headquarters in Bombay was created in 1948 for providing efficient control over technical education at all stages. It controls various types of educational institutions such as the Technical High Schools, Industrial Technical Institutes, Arts and Crafts Schools, Handicrafts Schools, Polytechnic Institutes and Engineering Colleges. The power to recognise private institutions for payment of grant in aid also rests with the Directorate.

2. The Directorate is headed by the Director of Technical Education who is also adviser to Government in all matters pertaining to Technical Education. The higher institutions conducting courses upto the diploma level are directly under administrative control of the Director. He is assisted by three Regional Deputy Directors of Technical Education, one each at Bombay, Poona and Nagpur. These officers look after administration, supervision, control, payment of grant-in-aid, etc. of lower institutions. At Headquarters the Director is assisted by a Joint Director of Training-*cum*-Deputy Apprenticeship Adviser. The Department is controlling 10 Engineering and other Degree Colleges, 23 Engineering Polytechnics, 13 Institutions catering for diploma in subjects other than engineering, 90 Technical High Schools and 31 Industrial Training Institutes.

3. Designations of various posts in the Directorate, their existing pay scales and revised scales recommended by us for these posts are shown in the appended schedule. Considerations underlying some of the recommended scales are discussed in the following paragraphs.

4. *Director of Technical Education* :

The post at present carries a scale of Rs. 1,600—1,300, which is the scale now in force for Heads of medium Departments. In view of the tremendous expansion in Technical Education in recent years, we feel that the scale should be brought in line with the pay-scale of Head of major departments. We accordingly recommend a revised scale of Rs. 1,800—100—2,000 for this post.

5. *Joint Director of Training-cum-Deputy Apprenticeship Adviser* (Rs. 1,100—1,300):

This post is filled either by promotion of a suitable Officer from the Department of Technical Education or by nomination from among the candidates holding a degree, at least in Second Class, in Mechanical Engineering or in combined Mechanical and Electrical Engineering or a post-graduate degree in Mechanical Engineering of a recognised university and having experience of not less than 10 years in a supervisory capacity in a workshop or factory. The Officer is in charge of the entire Craftsmen Training Programme and of Apprenticeship Programmes of the Directorate General of Employment and Training at the State level. Having regard to the qualifications prescribed and the nature of duties of the post, we consider that a revised scale of Rs. 1,100—1,400 would be adequate for this post. The Officer is also in receipt of a special pay of Rs. 150 granted to him in view of the additional duties under Craftsmen Training Schemes. We recommend that the special pay may be continued.

6. *Principals, Engineering Colleges* (Rs. 900—50—1,300)/*Principal, Sir J. J. School of Art* (Rs. 900—1,300) :

These posts carry a scale of Rs. 900—1,300 which is the scale of Professors in the Engineering subjects and in addition a special pay of Rs. 200. We consider that the existing scale and special pay are adequate and recommend that they may be continued.

7. *Principal, Government Institute of Printing Technology* :

This post carries a scale of Rs. 880—1,200 and a special pay of Rs. 100. The special pay is sanctioned to the Principal for attending to the administration of the Institute in addition to his teaching duties. As the special pay is in lieu of a higher

pay scale, we suggest that a revised scale of Rs. 900—1,300 without any special pay may be attached to the post. The special pay may be taken into account for fixation of initial pay of the Officer.

8. *Principal Training Officer—Technical Teachers' Training Centre, Karad* (Rs. 880—1,200 *plus* Special pay of Rs. 150) :

In this case also we recommend a revised scale of Rs. 900—1,300 without any special pay. The special pay may be taken into account while fixing the initial pay of the Officer in the revised scale.

9. *Principal, Artisans' Technical Training Centre* (Rs. 880—1,200) :

A revised scale of Rs. 900—1,300 is recommended having regard to the duties and responsibilities of the post.

10. *Professors and Heads of Departments in Engineering Colleges* (Rs. 900—1,300) :

These posts are filled either by promotion from amongst Lecturers or by nomination from among candidates possessing a Second Class Bachelor's degree in Engineering and having an experience of 5 to 7 years. The Department considers that the existing scale is inadequate and has proposed a scale of Rs. 1,100—1,500 for the post. Having regard to the prescribed minimum academic qualifications, viz. a Second Class Bachelor's Degree in Engineering, we do not think that the existing scale of Rs. 900—1,300 is in any way inadequate, though the department considers that the scale needs improvement to meet the recruitment difficulty. We, however, feel that if higher minimum academic qualifications viz. a suitable post graduate degree could be prescribed for the post there would be a case for raising the scale to Rs. 900—1,400. We, therefore, suggest that the existing scale of Rs 900—1,300 may continue for those who hold prescribed qualifications but those possessing a Second Class post-graduate degree in Engineering may be given a scale of Rs. 900—50—1,400.

11. *Deputy Director of Technical Education* (Rs. 350—1,100 and a special pay of Rs. 150) :

Recruitment rules for the post provide for its being filled either by promotion or by nomination, the prescribed qualifications for direct recruits being a Second Class degree or a post-graduate degree in Engineering or Technology and experience as a teacher in an Engineering or Technological College for not less than 7 years, or experience in a position of responsibility for not less than 7 years including experience for not less than 4 years as a Technologist, or experience as an Engineer for not less than 7 years in an executive or administrative capacity, etc. These Officers function as Heads of regions for all purposes of administrative and financial rules. They have the powers to recognise non-governmental Technical High Schools, Industrial and Vocational Schools and other institutions under the Department of Technical Education (excepting Colleges and Polytechnics) and to sanction grant-in-aid to such institutions. The department has proposed that the posts should be brought on the revised scale to be prescribed for professors in Engineering subjects, as the recruitment qualifications prescribed are comparable to those of the latter. Having regard to the duties and responsibilities of these officers, we consider that they are more comparable to the posts of Deputy Directors in the Education Department than to those of Professors in Engineering Colleges. In the case of Deputy Directors in the Education Department, we are recommending a Class I scale of Rs. 410—1,150 with a special pay of Rs. 150. Since the existing arrangements in the Technical Education Department are analogous to those under Education Department, we recommend that they may continue, that is to say, the posts may be continued on the revised Class I scale of Rs. 410—1,150 (fixed pay of Rs. 380 during the period of probation) with a special pay of Rs. 150. If the Department finds it necessary to appoint professors to any of these posts for any reason, as it is reported to have now done in some cases, we would suggest that such professors may continue to draw their grade pay while holding these posts.

12. *Deputy Director of Technical Education (Administration)* (Rs. 730—50—1,030 C):

This post is an isolated one carrying the scale of Assistant Secretaries in the Secretariat. The Secretariat scale of an Assistant Secretary was apparently sanctioned to accommodate an Officer deputed from the Secretariat in the past. Having regard to duties and responsibilities attached to this post, we consider that this post should be brought on the standard class I scale. Accordingly, we recommend a revised scale of Rs. 410—1,150 (with a fixed pay Rs. 380 during the period of probation) for the post.

13. *Lecturers in Technical Subjects* (Rs. 400—880) :

Having regard to the prescribed qualifications etc., we consider that the existing scale is adequate and recommend a standard revised scale of Rs. 400—900 for these posts. We also recommend that the existing provision for a higher starting pay upto Rs. 450 to degree holders in Engineering subjects may continue.

14. *Assistant Lecturers* (Rs. 300—510) :

Government has recently revised pay scale of these posts taking into account the prescribed qualification etc. We recommend a revised scale of Rs. 300—550 in place of the existing scale.

15. The Department has proposed that several other posts which are at present on ad hoc scales should be brought on the revised scale of Assistant Lecturers on the ground that they carry comparable duties. We have accepted the proposed equation in some cases i.e. Assistant Lecturers in Mechanical and Electrical Engineering at the Institute of Leather Technology and Studio Assistants in Architecture where the prescribed qualifications and duties of the posts are comparable. In other cases we have recommended revised scales taking into account duties and responsibilities, prescribed qualifications, etc.

16. *Assistant Lecturers in non-technical subjects* :

These posts are on the scale of Rs. 210—300 which is applicable also to Assistant Lecturers in the Education Department. We have recommended a revised scale of Rs. 220—320 which is also the recommended scale for Assistant Lecturers in the Education Department.

17. *Craft Instructor* :

Appointment to these posts is made from amongst candidates possessing a Trade certificate in the appropriate trade and about 3 years' experience in the line. Government has recently revised the pay-scale of these posts to Rs. 130—270. Having regard to the qualifications prescribed and the nature of duties they have to perform, we consider that the scale already sanctioned by Government is adequate and does not need further improvement. We, therefore, recommend a slightly modified scale of Rs. 135—270 for these posts. At the instance of Government of India, the Department has proposed that the Instructors who pass the National Trade Certificate Test in another allied Trade be allowed one advance increment. We accept the Department's proposal in this regard.

18. The Director of Technical Education has proposed to bring on the revised scale to be prescribed for the Craft Instructors, all the remaining categories of technical posts in the Department on the ground that the duties attached to them and the qualifications prescribed for recruitment are the same. On going through details of recruitment rules furnished to us we, however, find that there is no uniformity in the recruitment rules prescribed for the various posts. We also understand that even where recruitment rules have been prescribed, existing incumbents were recruited even before these rules were framed. We are, therefore, unable to accept the proposal

to bring all the said posts on the scale of pay which we are recommending for Craft Instructors. If an equivalance of any of these posts with the posts of Craft Instructors could be established in terms of nature of duties and recruitment qualifications, there should, however, be no objection to bring the incumbents of such equivalent posts who possess the prescribed qualifications, on the scale recommended by us for the Craft Instructors. For the purpose of immediate revision, we are recommending revised pay scales based on the existing valuations. We recommend that the existing incumbents may first be brought on these scales initially and later on be allowed the pay-scale of the posts of Craft Instructors if they are found eligible for the scale on the basis of the equation of posts and the qualifications they possess.

19. *Special pays* :

One instructor at the Pre-Vocational Centre at Mahatma Gandhi Vidyalaya, Uralikanchan, is drawing a special pay of Rs. 30 for shouldering the additional responsibility of Senior Instructor. We recommend that this special pay may be continued. Special pays admissible for other categories of officers have been discussed in the above paragraphs.

SCHEDULE

TECHNICAL EDUCATION DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Technical Education.	1	1,600—100—1,800 ..	1,800—100—2,000	
2	Joint Director of Training-*cum*-Dy. Apprenticeship Adviser.	1	1,100—50—1,300 .. .. Special pay Rs. 150	1,100—50—1,400 Special pay to continue	
3	Principal of Engineering College.	4	900—50—1,300 .. .. Special pay Rs. 200	900—50—1,300 Special pay to continue	
4	Principal, Sir J. J. College of Architecture.	1	900—50—1,300. .. .. Special pay Rs. 200	900—50—1,300 Special pay to continue	
5	Principal of Government Polytechnics.	16	900—50—1,300	900—50—1,300	
6	Principal, Government Institute of Printing Technology.	1	880—40—1,000—50—1,200 .. Special pay Rs. 100	900—50—1,300 Special pay to be discontinued	
7	Principal Training Officer, Technical Teachers' Training Centre, Karad.	1	880—40—1,000—50—1,200 .. Special pay Rs. 150	900—50—1,300 Special pay to be discontinued	
8	Principal, Artisans' Technical Training Centre.	2	880—40—1,000—50—1,200 ..	900—50—1,300	
9	Professors and Heads of Departments in Engineering Colleges	12	900—50—1,300	900—50—1,300	
10	Professor of Architecture.	5	900—50—1,300	900—50—1,300	
11	Professor of Pharmacy.	1	900—50—1,300	900—50—1,300	
12	Head of Department of Sugar Technology.	1	880—40—1,200	900—50—1,300	
13	Deputy Director of Tech. Education.	4	350—400—30—610—40—730—E.B—45—1,000—50—1,100. Special pay Rs. 150	410—30—650—E.B.—45—1,100—50—1,150. (Fixed pay of Rs. 380 during the period of probation). Special pay to continue	
14	Deputy Director, Tech. Education (Admn).	1	730—50—1,030 (C) ..	410—30—650—E.B.—45—1,100—50—1,150. (Fixed pay of Rs. 380 during the period of probation).	
15	Deputy Apprenticeship Adviser.	2	650—40—730—45—1,000—50—1,100.	650—45—1,100—50—1,150.	
16	Planning Officer ..	1	650—40—730—45—1,000—50—1,100.		

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4		6
	Gazetted—contd.		Rs.	Rs.	
17	Principal, Kala Niketan Amravati.	1	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
18	Assistant Professors in Engineering Tech. Subjects.	23	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
19	Asstt. Professors in Pharmaceutical Chemistry.	1	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
20	Asstt. Professor in Organic Chemistry.	1	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
21	Asstt. Professor in Architecture.	1	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
22	Principal, Industrial training Institute	48	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
23	Head of Engg. Deptt. at Government Polytechnic.				
24	Head of Pharmacy ..	2	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
25	Workshop Supdt., at Government Engg. Colleges.	2	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
26	Reader in ore Dressing.	1	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
27	Research Officer ..	1	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
28	Placement Officer ..	1	650—40—730—45—1,000—50—1,100	650—45—1,100—50—1,150	
29	Administrative Officer Artisan's Technical Trg. Centre.	1	500—30—860	500—30—650—45—965	
30	Assistant Director of Training.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
31	Professor of Mathematics.	3	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
32	Asstt. Professor in Mathematics.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
33	Secretary, Board of Tech. Examination.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
34	Deputy Inspector of Tech. Education.	5	400—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900 (Higher starting pay of Rs. 450 to degree holders in Engg., subjects)	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
35	Jr. Inspector of Training	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	400—25—550—30—640—E.B.—30—820—40—900 (Higher starting pay of Rs. 450 to degree holders in Engg. subjects)	
36	Principal, Industrial Training Instt.	21	400—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900 (Higher starting pay of Rs. 450 to degree holders in Engg. subjects)	
37	Head Masters, Govt. Tech. High Schools/ Centres.	6	400—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900 (Higher starting pay of Rs. 450 to degree holders in Engineering subjects)	
38	Lecturers in Technical subject.	195	400—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900 (Higher starting pay of Rs. 450 to degree holders in Engg. subjects)	
39	Superintendent of Workshop at Govt. Polytechnics.	13	400—25—550—30—670—E.B.—30—880		
40	Lecturer in Applied Mechanics.	28	400—25—550—30—670—E.B.—30—880		
41	Lecturer in General Pharmacy.	3	400—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900	
42	Lecturer in Pharmacology.	3	400—25—550—30—670—E.B.—30—880		
43	Lecturer in Architecture.	7	400—450—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900	
44	Lecturer in Structural Design.	1	400—450—25—550—30—670—E.B.—30—880		
45	Lecturer in Art ..	5	400—450—25—550—30—670—E.B.—30—880		
46	Lecturer in Camera Operation and Plate making.	1	400—450—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900	
47	Lecturer in Lithography.	1	400—450—25—550—30—670—E.B.—30—880		
48	Lecturer in Photoengraving.	1	400—450—25—550—30—670—E.B.—30—880		
49	Lecturer in Binding.	1	400—450—25—550—30—670—E.B.—30—880		
50	Inplant Training Officer.	1	450—25—550—30—670—30—890		
51	Lecturer in Mining ..	2	450—25—550—30—670—30—880		
52	Lecturer in Surveying.	1	450—25—550—30—670—30—880		
53	Asstt. Director of Textile.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	400—25—550—30—640—E.B.—30—820—40—900	
54	Geo Chemist at College of Engineering, Poona.	1	450—25—530—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
55	Lecturer in Letter Press Machine.	1	400—450—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900	
56	Lecturer in Composing.	1	400—450—25—550—30—670—E.B.—30—880		
57	Workshop Instructor at J. J. College of Architecture.	1	400—450—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900	
58	Principal, Tech. Trg. Centre.	1	400—450—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900	
59	Engineering Supdt. at Vocational High School.	4	400—450—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900	
60	Leather Expert and Superintendent.	1	400—30—610—E.B.—40—730—45—865 (C)	400—25—550—30—640—E.B.—30—820—40—900	
61	Tanning Expert and Superintendent.	1	400—30—610—E.B.—40—730—45—865 (C)		
62	Accounts Officer	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	
63	Medical Officers Industrial Training Instts, M.M.S., Class II.	14	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
64	Dy. Inspectress of Tech. Education.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
65	Registrar (Colleges and Polytechnics).	19	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
66	Statistical Officer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
67	Lecturer in Physics and Chemistry.	19	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
68	Lecturer in Physics	4	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715		
69	Lecturer in Chemistry	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715		
70	Lecturer in Mathematics.	28	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
71	Lecturer in English	16	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715		
72	Lecturer, Botany and Zoology.	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715		
73	Lecturer in Biology	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
74	Lecturer in Economics in Engineering Colleges.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
75	Lecturer in Science	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
76	Lecturer in Sociology.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
77	Lecturer in Sociology and History of Culture.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—30—800 (Fixed pay of Rs. 280 during the period of probation)	
78	Principal, Government Girl's Vocational Institute, Aurangabad.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—35—715	300—20—460—E.B.—20—500—25—650—30—800 (Fixed pay of Rs. 280 during the period of probation)	
78A	Organisation and Method Officer.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—30—800 (Fixed pay of Rs. 280 during the period of probation)	
79	Assistant Director of Tech. Education (Administration).	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—30—800 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
80	Senior Technical Officer, Tech. Training Centre, Nasik.	3	500—30—860	500—30—650—45—875	
81	Lecturer for Short-Term Training Course.	13	350—20—490—E.B.—25—665..	360—20—500—25—550—E.B.—25—675	
82	Supdt. Grade I, Govt. Technical and Vocational High School/Centre.	30	350—20—490—E.B.—25—665	360—20—500—25—550—E.B.—25—675	
83	Deputy Manager, Industrial Training Institute.	1	350—20—490—E.B.—25—665	360—20—500—25—550—E.B.—25—675	
84	Vice-Principal, Industrial Institute.	2	350—20—490—E.B.—25—665	360—20—500—25—550—E.B.—25—675	
85	Jr. Apprenticeship Adviser/ Assittant. Apprenticeship Adviser.	29	350—20—490—E.B.—25—665	360—20—500—25—550—E.B.—25—675	
86	Foreman, Aircraft and Aeroengine Training	2	350—25—600	360—20—500—25—550—E.B.—25—675	
87	Foreman-Aircraft Electrician and Instrument Mech. Trg.	1	350—25—600	360—20—500—25—550—E.B.—25—675	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
88	Foreman, Instrument Mech. Training.	1	350—25—600	360—20—500—25—550—E.B.—25—675	
89	Foreman, Machine-Shop, Fitting Shop Training.	1	350—25—600 ..		
90	Foreman-Sheet Metal Training and Welding Shop Training.	2	350—25—600		
91	Foreman, Training and maintenance of Machine and Equipment.	1	350—25—600		
92	Stenographer Instructor.	5	300—10—380—E.B.—10—460—10—550	300—15—390—20—430—E.B.—20—550	
93	Instructor for Business Management at Training-cum-Orientation Centre.	1	300—10—380—E.B.—10—460—10—550	300—15—390—20—430—E.B.—20—550	
94	Foreman ..	5	300—15—390—E.B.—20—510.	300—15—390—20—430—E.B.—20—550	
95	Draftsman Instructor/Surveyor Instructor.	2	300—15—390—E.B.—20—510.	300—15—390—20—430—E.B.—20—550	
96	Asst. Engineering Supdt. and Asst. Supdt. in Govt. Tech. High School/Industrial Schools/Centre.	39	300—15—390—E.B.—20—510.	300—15—390—20—430—E.B.—20—550	
97	Foreman Instructor	44	300—15—390—E.B.—20—510.	300—15—390—20—430—E.B.—20—550	
98	Assistant Lecturer in Engineering subject.	311	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
99	Demonstrator in Engineering subject.	10	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
100	Junior Apprenticeship Adviser at Head Office.	1	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
101	Assistant Lecturer in Auto-Engineering.	2	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
102	Assistant Lecturer in Surveying.	2	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
103	Assistant Lecturer in Mining.	1	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
104	Assistant Lecturer in Pharmaceutical Chemistry.	1	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
105	Assitant Lecturer in Organic Chemistry.	1	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
106	Assistant Lecturer in Mechanical and Electrical Engineering, Institute of Leather Technology.	1	300—20—400	300—15—390—20—430—E.B.—20—550	
107	Assistant Lecturer, Mechanical Composing.	1	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
108	Assistant Lecturer in Letter Press Printing.	1	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
109	Assistant Lecturer in Offset and Printing.	1	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
110	Draftsman (Mechanical and Civil Engineering).	39	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
111	Assistant Superintendent of workshop, Government Polytechnic and Government Technical High Schools.	11	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
112	First Mechanician ..	1	300—15—390—20—510 ..	300—15—390—20—430—E.B.—20—550	
113	Studio Assistant in Architecture.	17	350—25—400 (C) ..	300—15—390—20—430—E.B.—20—550	
114	Studio Assistant and Technical Assistant in Art at Government Polytechnic, Nagpur.	2	300—20—400	300—15—390—20—450	
115	Head Master, Government Technical and Vocational High School.	1	300—20—400	300—15—390—20—450	
116	Foreman in Engineering College.	2	300—20—400	300—15—390—20—450	
117	Senior Chemist at Government Institute of Leather Technology.	1	300—20—400	300—15—390—20—450	
118	Senior Instructor, Artizen Technical Training Centre.	5	250—10—350—E.B.—10—450	270—15—390—20—450	
119	Career Master at Pre-Vocational Centre attached to Technical High School.	4	270—15—390	270—15—390—20—450	
120	Service Engineer ..	1	250—15—400	270—15—390—20—450	
121	Supervisor ..	1	250—10—350	260—10—290—15—410	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
122	Assistant Superintendent, Engineering	1	250—10—350	260—10—290—15—410	
123	Assistant Superintendent, Ceramics.	1	250—10—350	260—10—290—15—410	
124	Instructor in :— (*i*) Composing .. (*ii*) Letter Press .. (*iii*) Binding .. (*iv*) Lithography .. (*v*) Photography .. (*vi*) Design .. (*vii*) Monotype .. (*viii*) Linotype .. Trade subjects at Government Institute of Printing Technology.	11	250—10—350	260—10—290—15—410	
125	Assistant Lecturer in in Technical High School.	65	220—10—310—15—400 ..	220—10—290—15—320—E.B.—15—410	
126	Supervisor, Instructor, Industrial Technical Institute.	158	220—10—310—15—400 ..	220—10—290—15—320—E.B.—15—410	
127	Lecturer in Weaving	3	220—10—310—15—400 ..	220—10—290—15—320—E.B.—15—410	
128	Lecturer in Dyeing	1	220—10—310—15—400 ..	220—10—290—15—320—E.B.—15—410	
129	Technical Assistant at Head Office.	1	220—10—310—15—400 ..	220—10—290—15—320—E.B.—15—410	
130	Technical Assistant	1	225—15—300—10—350 ..	220—10—290—15—320—E.B.—15—410	
131	English Instructor ..	2	195—15—375	220—10—290—15—320—E.B.—15—410	
132	Instructor for Mathematics.	3	195—15—375	220—10—290—15—320—E.B.—15—410	
133	Instructor for Air-Frame Mechanical.	14	195—15—375	220—10—290—15—320—E.B.—15—410	
134	Instructor for Aero-engine Mechanical Training.	2	195—15—375	220—10—290—15—320—E.B.—15—410	
135	Instructor for Aircraft Electrical Training.	5	195—15—375	220—10—290—15—320—E.B.—15—410	
136	Instructor for Aircraft Institute Mech. Training.	5	195—15—375	220—10—290—15—320—E.B.—15—410	
137	Instructor for Lathe Operator Training.	2	195—15—375	220—10—290—15—320—E.B.—15—410	
138	Instructor for Milling Machine Operator Training.	2	195—15—375	220—10—290—15—320—E.B.—15—410	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
139	Instructor for Shapper and Planner.	1	195—15—375	220—10—290—15—320—E.B.—15—410	
140	Instructor for grinder Operator.	1	195—15—375	220—10—290—15—320—E.B.—15—410	
141	Instructor for Machine Tools Setter.	3	195—15—375	220—10—290—15—320—E.B.—15—410	
142	Instructor for Sheet-metal Training.	5	195—15—375	220—10—290—15—320—E.B.—15—410	
143	Instructor for Fitter Training and Welding Training.	4	195—15—375	220—10—290—15—320—E.B.—15—410	
144	Textile Designer ..	1	200—10—250—E.B.—15—325	220—10—290—15—320—E.B.—15—410	
145	Assistant Lecturer in Biology.	1			
146	Assistant Lecturer in Physics.	12			
147	Assistant Lecturer in Chemistry.	13			
148	Assistant Lecturer in Physics and Chemistry.	11			
149	Assistant Lecturer in Physics and Mathematics.	2	210—10—300	220—10—290—15—320	
150	Assistant Lecturer in Mathematics.	5			
151	Assistant Lecturer in English.	3			
152	Assistant Lecturer in General Science.	1			
153	Demonstrator in Science.	1			
154	Supervisor (Leather) Industrial Institute, Nagpur.	1	200—10—300	220—10—290—15—320	
155	Assistant Superintendent, Government Leather Working School, Khar and Tanning Institute, Bandra.	2	210—10—290 (C) ..	220—10—290—15—320	
156	Supervisor at Head Office and Supervisor for part-time classes for Industrial workers.	5	210—10—300 (C) ..	220—10—290—15—320	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
157	Technical Assistant.	1	195—10—245	220—10—290—15—320	
158	Mathematics Instructor at I.T.I.	33	150—5—170—8—226—E.B.—8—250—10—300	170—6—200—8—224—E.B.—8—240—10—300	
159	Technical Assistant to Wireless Operator	1	160—8—200—9—245 ..	170—6—200—8—224—E.B.—8—240—10—300	
160	Auto Mechanic ..	1	160—5—175—7—203—E.B.—7—245	170—6—200—8—224—E.B.—8—240—10—300	
161	Technical Assistant (Advanced Metallurgy Course).	1	160—5—175—7—203—E.B.—7 245	170—6—200—8—224—E.B.—8 240—10—300	
162	Chargeman ..	31	160—6—220	170—6—200—8—224—E.B.—8 240—10—300	
163	Technical Assistant.	1	160—6—220	170—6—200—8—224—E.B.—8 240—10—300	
164	Mechanic Grade 'A'.	2	160—6—220	170—6—200—8—224—E.B.—8 240—10—300	
165	Electrician, College of of Engineering, Poona.	1	160—6—220	170—6—200—8—224—E.B.—8—240—10—300	
166	Winder, College of Engineering, Poona.	1	160—6—220	170—6—200—8—224—E.B.—8—240—10—300	
167	Mechanic Advanced Electronics/ Instrument Mechanic/Mechanic.	5	160—6—220	170—6—200—8—224—E.B.—8—240—10—300	
168	Jr. Lecturer in Technical Drawing.	23	145—8—185—10—225 ..	170—6—200—8—224—E.B.—8 240—10—300	
169	Draftsman in Head Office.	1	145—5—165—8—185—E.B.—8—245	170—6—200—8—224—E.B.—8 240—10—300	
170	Technical Draftsman	3	145—8—185—10—225 ..	170—6—200—8—224—E.B.—8—240—10—300	
171	Chemical Assistant.	1	200—7—235—8—275 (C) ..	170—6—200—8—224—E.B.—8—240—10—300	
172	Cinema Project Operator.	1	200—10—280 (C)	170—6—200—8—224—E.B.—8—240—10—300	
173	Drawing Instructor	4	160—12—280—15—310 ..	160—10—270—E.B.—10—290—15—320	
174	Draftsman ..	3	160—12—280—15—310 ..	160—10—270—E.B.—10—290—15—320	
175	Physical Fitness Instructor.	3	160—12—280	160—10—270—E.B.—10—290—15—320	
176	Craft Instructor ..	847	130—5—170—E.B.—8—250—10 270	135—5—170—6—188—E.B.—6—200—8—240—10—270	
177	Drawing Instructor	52	130—5—170—E.B.—8—250—10 270	135—5—170—6—188—E.B.—6—200—8—240—10—270	
178	Draftsman Instructor /Instructor Surveyor.	29	130—5—170—E.B.—8—250—10 270	135—5—170—6—188—E.B.—6—200—8—240—10—270	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
179	Allied Trade Instructor.	15	130—5—170—E.B.—8—250—10—270	135—5—170—6—188—E.B.—6—200—8—240—10—270	
180	General Education Teacher attached to Pre-Vocational Centre.	8	120—5—170—E.B.—8—250—10—270	135—5—170—6—188—E.B.—6—200—8—240—10—270	
181	Weaving Demonstor.	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
182	Instructor/Storekeeper.	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
183	Research Assistant.	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
184	Hosiery Demonstrator.	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
185	Printing Demonstrator.	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
186	Dyeing Demonstrator.	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
187	Demonstrator in Dyeing.	1	145—8—185—10—225 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
188	Draftsman Instructor	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
189	Chemical Instructor.	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
190	Wood Work Machinist.	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
191	Investigator (Glazed Pottery)	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
192	Investigator (Lacquer work).	1	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
193	Mill wright ..	2	145—145—6—181—8—197—E.B.—8—245	135—5—170—6—188—E.B.—6—200—8—240—10—270	
194	Investigator (Village Pottery).	2	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
195	Instructor (Wood work).	9	145—5—195—E.B.—5—245 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
196	Junior Lecturer in Weaving.	1	145—6—181—8—197—E.B.—8—245.	135—5—170—6—188—E.B.—6—200—8—240—10—270	
197	Dyeing Demonstrator.	1	145—5—195—E.B.—5—225 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
198	Cotton Foreman ..	1	150—4—182	135—5—170—6—188—E.B.—6—200—8—240—10—270	
199	Woollen Maker ..	1	150—4—182	135—5—170—6—188—E.B.—6—200—8—240—10—270	
200	Tanning Foreman ..	1	150—4—182	135—5—170—6—188—E.B.—6—200—8—240—10—270	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
201	Leather-Goods Master.	1	150—4—182	135—5—170—6—188—E.B.—6—200—8—240—10—270	
202	Workshop Foreman.	1	150—4—182	135—5—170—6—188—E.B.—6—200—8—240—10—270	
203	Assistant Chemist ..	1	160—5—175—7—203—E.B.—7—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
204	Senior Laboratory Assistant.	1	120—5—155—E.B.—5—160—8—205 (C)	130—5—150—8—174—E.B.—8—190—10—220	
205	Fitter Instructor ..	159	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
206	Glass Blower ..				
207	Fitter and Turner Instructor.				
208	Foreman Fitter ..				
209	Turner Instructor ..				
210	Machine Shop Instructor.	1	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
211	Machinist Instructor		105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240.	
212	Turner Fitter ..	2	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
213	Mechanic Grade 'B'	3	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
214	Mechanic ..	5	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
215	IInd Mechanician ..	1	137—4—165—E.B.—5—190 ..	120—5—170—E.B.—6—200—8—240	
216	Survey Instrument Repairer.	6	137—4—165—E.B.—5—190 ..	120—5—170—E.B.—6—200—8—240	
217	Instrument Mechanic	4	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
218	Auto Mechanic ..	1	120—5—170	120—5—170—E.B.—6—200—8—240	
219	Auto Mechanic ..		120—5—170	120—5—170—E.B.—6—200—8—240	
220	Electrician ..	3	120—5—170	120—5—170—E.B.—6—200—8—240	
221	Instructor Blacksmith.	2	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
222	Instructor Carpentry	3	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
223	General Mechanic ..	12	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
224	Radio Mechanic ..	4	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	

Technical Education Department--contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
225	Pattern Maker ..	13	105—4—137—E.B.—4—165—5 170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
226	Welder ..	10	105—4—137—E.B.—4—165—5 170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
227	Tinsmith-*cum*-Welder	2	105—4—137—E.B.—4—165—5 170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
228	Tinsmith-*cum*-Plumber.	18	105—4—137—E.B.—4—165—5 —170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
229	Plumber ..	1	105—4—137—E.B.—4—165—5 170—E.B.—5—215	120—5—170—E.B.—6—200—8 240	
230	Gas and Electrical Welder.	10	105—4—137—E.B.—4—165—5 —170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
231	Technical Assistant..	1	105—4—137—E.B.—4—165—5 —170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
232	Mason ..	18	105—4—137—E.B.—4—165—5 —170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
233	Electrical Instrument Mechanic.	5	105—4—137—E.B.—4—165—5 —170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
234	Instrument Mechanic (Survey).	4	105—4—137—E.B.—4—165—5 —170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
235	Electric Maistry ..	18	105—4—137—E.B.—4—165—5 —170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
236	Electrician ..	18	105—4—137—E.B.—4—165—5 —170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
237	Electric Mechanic ..	1	145—5—185—E.B.—6—215 ..	120—5—170—E.B.—6—200—8 —240	
238	Head Motor Mechanician.	1	125—4—149—E.B.—4—165—5 —170	120—5—170—E.B.—6—200—8 —240	
239	Electrician Mechanician.	2	105—4—137—E.B.—4—165—5 —170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	
240	Motor Car Driving Instructor.	10	125—4—149—E.B.—4—165—5 —170	120—5—170—E.B.—6—200—8 —240	
241	Senior Electrician ..	1	125—4—149—E.B.—4—165—5 —170	120—5—170—E.B.—6—200—8 —240	
242	Machine Instructor	1	125—4—149—E.B.—4—165—5 —170	120—5—170—E.B.—6—200—8 —240	
243	Dyeing Instructor ..	1	125—4—149—E.B.—4—165—5 —170	120—5—170—E.B.—6—200—8 —240	
244	General Mechanic ..	1	125—4—149—E.B.—4—165—5 —170	120—5—170—E.B.—6—200—8 —240	
245	Mechanical Instructor.	1	125—4—149—E.B.—4—165—5 —170	120—5—170—E.B.—6—200—8 —240	
246	Metal Turning Instructor.	2	105—4—137—E.B.—4—165—5 —170—E.B.—5—215	120—5—170—E.B.—6—200—8 —240	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd		Rs	Rs	
247	Mechanical Fitter ..	1	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
248	Senior Electrician ..	3	125—125—4—165—E.B.—5—220	120—5—170—E.B.—6—200—8—240	
249	Boiler Attendant ..	13	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
250	Foreman at Government Training Institute.	2	120—5—130—E.B.—5—18—6—203—E.B.—6—245 (C)	120—5—170—E.B.—6—200—8—240	
251	Workshop Assistant	1	135—5—170—8—194—E.B.—8—250—10—270 (City)	120—5—170—E.B.—6—200—8—240	
252	Furnace Operator ..	13	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
253	Assistant Chargeman.	2	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
254	Workshop Instructor.	3	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
255	Assistant Draftsman.	2	125—125—4—135—E.B.—5—220	120—5—170—E.B.—6—200—8—240	
256	Animal House Keeper.	1	125—125—4—165—E.B.—5—220	120—5—170—E.B.—6—200—8—240	
257	Engine Attendant ..	14	105—4—137—E.B.—4—165—5—170—E.B.—5—215	120—5—170—E.B.—6—200—8—240	
258	Leather Work/Mochi Instructor.	2	125—125—4—165—E.B.—5—220	120—5—170—E.B.—6—200—8—240	
259	Tailoring Instructor .	1	125—120—4—165—E.B.—5—220	120—5—170—E.B.—6—200—8—240	
260	Fitter Instructor ..	13	126—4—166—E.B.—4—190—5—200	120—5—170—E.B.—6—200—8—240	
261	Machine shop Instructor.	2	126—4—166—E.B.—4—190—5—200	120—5—170—E.B.—6—200—8—240	
262	Oil Engine Mechanic Instructor.	1	126—4—166—E.B.—4—190—5—200	120—5—170—E.B.—6—200—8—240	
263	Electrical Shop Instructor.	1	126—4—166—E.B.—4—190—5—200	120—5—170—E.B.—6—200—8—240	
264	Cane Work Instructor.	2	126—4—166—E.B.—4—190—5—200	120—5—170—E.B.—6—200—8—240	
265	Cloth Weaving Instructor.	2	126—4—166—E.B.—4—190—5—200	120—5—170—E.B.—6—200—8—240	
266	Tailoring Instructor.	1	126—4—136—E.B.—4—190—5—200	120—5—170—E.B.—6—200—8—240	
267	Physical Training Instructor.	1	126—4—166—E.B.—4—190—5—200	120—5—170—E.B.—6—200—8—240	
268	Domestic Science Instructor.	3	126—4—166—E.B.—4—190—5—200	120—5—170—E.B.—6—200—8—240	

Technical Education Department—contd.

Serial No.	Designation	No of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd		Rs.	Rs.	
269	Fitter II ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
270	Fitter and Turner ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
271	Mechanical Fitter ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
272	Fitter ..	131	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
273	Fitter Instructor ..				
274	Turner Instructor ..				
275	Turner II ..				
276	Turner Fitter ..				
277	Pattern Maker ..	2	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
278	Carpentry Instructor	43	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
279	Machinist II ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
280	Machinist ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
281	Glass Blower ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
282	Maistry Mechanic ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
283	Moulder ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
284	Blacksmith ..	10	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
285	Skilled Artisan ..	13	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
286	Mason ..	19	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
287	Tin-Smith-*cum*-Plumber.		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
288	Plumber *cum*-Welder		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
289	Plumber for sanitary Fitting.		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
290	Assistant Mechanic		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
291	Mochi Instructor ..	2	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
292	Wire-man Class Teacher.		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd		Rs.	Rs.	
293	Trained Maistry ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
294	Machineshop Instructor.	3	100—3—130—E.B.—4—170 ..	100—3—128—4—144—E.B.—4—180	
295	Engine Attendant ..	9	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
296	Curator ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
297	Curator of Survey Instrument.	19	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
298	Curator of Instrument.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
299	Survey Instrument Mechanic.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
300	Curator of Apparatus	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
301	Electric Maistry ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
302	Electrician and Mechanician.		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
303	Electric Mechanic ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
304	Electrician ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
305	Junior Electrician ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
306	Head Motor Mechanic	1	125—5—170	110—3—128—4—144—E.B.—4 180	
307	Craft Instructor ..	5	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
308	Wireman ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
309	Machine Attendant	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
310	Machine Assistant ..	3	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
311	Hand-loom Weaving Instructor.	2	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
312	Metal Work Instructor.	9	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
313	Welding Instructor	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
314	Carpentry Instructor	10	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
315	Leather work Instructor.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
316	Tailoring and Cutting Instructor.	2	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
317	Tailoring Instructor .	4	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
318	Carpentry Instructor.	40	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
319	Toy making Instructor.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
320	Cane Work Instructor.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
321	Cotton Weaving Instructor.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
322	Carpentry and Navar Making Instructor.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
323	Wireman Class Teacher.		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
324	Trained Maistry Instructor.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
325	Assistant Plumber ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
326	Gas and Electric Welder.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
327	Carpenter Maistry ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
328	Carpenter ..	39	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
329	Carpenter Grade I ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
330	Printing Instructor .	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
331	Master Instructor ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
332	Electrical Instructor.	15	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
333	Motor Mechanic Instructor.		91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
334	Smithy ..		91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
335	Blacksmith ..	29	91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
336	Blacksmith and Moulder.		91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
337	Moulder Instructor.	13	91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
338	Blacksmith Moulder.	3	85—2—105—E.B.—3—135 ..	110—3—128—4—136—E.B.—4—160	
339	Assistant Tailoring Instructor.	1	85—2—105—E.B.—3—135 ..	110—3—128—4—136—E.B.—4—160	
340	Handicraft Assistant.	5	91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
341	Tailoring and Cutting Instructor.	8	120—5—145	110—3—128—4—136—E.B.—4—160	
342	Handloom and Powerloom Demonstrator.	2	120—5—145	110—3—128—4—136—E.B.—4—160	
343	Carpenter-*cum*-Fitter.	1	120—5—145	110—3—128—4—136—E.B.—4—160	
344	Junior Instructor (Glass Pottery).	1	120—5—145	110—3—128—4—136—E.B.—4—160	
345	Junior Instructor (Oil Ghani).	1	120—5—145	110—3—128—4—136—E.B.—4—160	
346	Instructor, Wood Work and Carpenter	2	120—5—145	110—3—128—4—136—E.B.—4—160	
347	Junior Fitter ..	3	120—5—145	110—3—128—4—136—E.B.—4—160	
348	Instructor, Blacksmithy-Tinsmithy.		120—5—145	110—3—128—4—136—E.B.—4—160	
349	Fitter ..	1	111—3—120—4—148 (City) ..	110—3—128—4—136—E.B.—4—160	
350	Dying Laboratory Assistant.	1	91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
351	Mechanic ..		91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
352	Carpentry Instructor in Kalaniketan,	1	91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
353	Pattern Maker ..		105—3—135	110—3—128—4—136—E.B.—4—160	
354	Moulder Instructor		105—3—135	110—3—128—4—136—E.B.—4—160	
355	Blacksmith ..		105—3—135	110—3—128—4—136—E.B.—4—160	
356	Welder ..		105—3—135	110—3—128—4—136—E.B.—4—160	
357	Fitter Instructor ..		105—3—135	110—3—128—4—136—E.B.—4—160	
358	Turner ..		105—3—135	110—3—128—4—136—E.B.—4—160	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
359	Motor Mechanic ..	3	105—3—135	110—3—128—4—136—E.B.—4—160	
360	Painter ..	1	105—3—135	110—3—128—4—136—E.B.—4—160	
361	Carpentry Instructor.		105—3—135	110—3—128—4—136—E.B.—4—160	
362	Electrician ..		105—3—135	110—3—128—4—136—E.B.—4—160	
363	Motor Mechanic Instructor.	3	105—3—135	110—3—128—4—136—E.B.—4—160	
364	Second Assistant Turner.	3	105—3—135	110—3—128—4—136—E.B.—4—160	
365	Switch Board Attendant.	2	100—3—130	110—3—128—4—136—E.B.—4 160	
366	Workshop Instructor.	2	105—3—135	110—3—128—4—136—E.B.—4—160	
367	Bioler Attendant ..	1	91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
368	Workshop Instructor	6	91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
369	Workshop Attendant	8	91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
370	Instructor in Blacksmithy and Moulding.	3	91—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
371	Cotton Artisan ..	2	110—3—137	110—3—128—4—136—E.B.—4—160	
372	Woollen Artisan ..	2	110—3—137	110—3—128—4—136—E.B.—4—160	
373	Tanning Artisan ..	1	110—3—137	110—3—128—4—136—E.B.—4—160	
374	Leather Goods Artisan.	1	110—3—137	110—3—128—4—136—E.B.—4—160	
375	Hosiery Artisan ..	1	110—3—137	110—3—128—4—136—E.B.—4—160	
376	Dyer and Printer ..	1	110—3—137	110—3—128—4—136—E.B.—4—160	
377	Carpenter ..	1	110—3—137	110—3—128—4—136—E.B.—4—160	
378	Machine Foreman ..	2	110—3—137	110—3—128—4—136—E.B.—4—160	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
379	Assistant Instructor, Blacksmithy, Tinsmithy, Carpentry, Hammerman, Storeman, Pottery, Chemical, Tailoring, Lecquer Work, Welding.	12	110—3—137	110—3—128—4—136—E.B.—4—160	
380	Museum Assistant (Colleges).	1	91—3—130	100—3—136—4—140	
381	Engine Assistant ..	1	91—3—130	100—3—136—4—140	
382	Beltman ..	2	91—3—130	100—3—136—4—140	
383	Semi Skilled Worker.	8	110—3—137	100—3—136—4—140	
384	Weaving Mechanic ..	1	91—3—130	100—3—136—4—140	
385	Winder ..	1	91—3—130	100—3—136—4—140	
386	Dyeing Instructor ..		91—3—130	100—3—136—4—140	
387	Engine Driver ..	1	91—3—130	100—3—136—4—140	
388	Assistant Engine Driver.	1	91—3—130	100—3—136—4—140	
389	Skilled Workman at Leather Working Institute.	7	95—2—105—E.B.—3—120 (C)	100—3—136—4—140	
390	Mason ..		91—3—130	100—3—136—4—140	
391	Assistant Handloom Weaving Instructor.		91—3—130	100—3—136—4—140	
392	Assistant Tailoring Instructor.		91—3—130	100—3—136—4—140	
393	Assistant Carpenter.	3	91—3—130	100—3—136—4—140	
394	Wireman-*cum*-Laboratory Assistant.		91—3—130	100—3—136—4—140	
395	Compositor ..	1	91—3—130	100—3—136—4—140	
396	Assistant Moulder ..	1	100—3—130	110—3—128—4—140	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
397	Assistant Pattern Maker.	1	100—3—130	110—3—128—4—140	
398	Assistant Blacksmith	1	100—3—130	110—3—128—4—140	
399	1st Assistant Turner.	1	100—3—130	110—3—128—4—140	
400	2nd Assistant Turner.	1	100—3—130	110—3—128—4—140	
401	Third Assistant Turner.	1	100—3—130	110—3—128—4—140	
402	Paid Apprentice ..	1	100—3—130	110—3—128—4—140	
403	Assistant Instrument Repairer.	2	100—3—130	110—3—128—4—140	
404	Assistant Fitter ..	1	100—3—130	110—3—128—4—140	
405	Motor Car Driver ..	3	100—3—130	110—3—128—4—140	
406	Junior Fitter in Carpentry, Blacksmithy, Tin Smithy.	3	91—3—130	100—3—136—4—140	
407	Physical Training Instructor.	5	(*i*) 115—115—3—145—E.B.—4—165	110—4—150—E.B.—5—200	
		1	(*ii*) 100—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
408	Laboratory Assistant and General Clerk.	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
409	Laboratory Assistant	145	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
410	Head Laboratory Attendant.	1	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160	
411	Compounder in Industrial Training Institutions.	22	100—3—130—E.B.—4—170 .. (For qualified)	110—4—150—E.B.—5—200 (For qualified)	
			85—2—105 .. .. (For non-qualified)	90—2—100—3—115—E.B.—3—130 (For non-qualified)	
412	Distributor ..		100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
413	Library Attendant ..	17	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
414	Store Attendant ..	1	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
415	Oil Engine Driver ..		80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
416	Wireman Instructor	7	91—3—130	100—3—136—4—140	
417	Oil Engine Driver ..	4	91—3—130	100—3—136—4—140	
418	Engine Driver ..		91—3—130	100—3—136—4—140	
419	Assistant Engine Driver.		91—3—130	100—3—136—4—140	
420	Engineering Assistant	1	91—3—130	100—3—136—4—140	
421	Machinist Grade II	1	91—3—130	100—3—136—4—140	
422	Carpenter ..	3	91—3—130	100—3—136—4—140	
423	Weaver ..	1	91—3—130	100—3—136—4—140	
424	Winder ..	1	91—3—130	100—3—136—4—140	
425	Fireman ..	3	85—2—105—E.B.—3—135 ..	100—3—136—4—140	
426	Fireman ..	3	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
427	Assistant Moulder and Pattern Maker.	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
428	Laboratory Attendant	13	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
429	Studio Attendant ..		75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
430	Assistant Blacksmith Instructor.	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
431	1st Assistant Turner. 3rd Assistant Turner.	2	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
432	Assistant Fitter ..	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
433	Paid Apprentice ..	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
434	Workshop Attendant	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
435	Assistant Instrument Repairer.	2	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
436	Teacher at Government Leather Working School.	1	120—5—170—E.B.—8—250—E.B.—10—300	Revised scale recommended for Teachers in Education Department.	
437	Assistant Master/Assistant Mistress.	55	120—5—170—E.B.—8—250—E.B.—10—300	Revised scales recommended for Teachers in Education Department.	
438	Medical Officer, M. M. S. Class III.	4	160—7—230—E.B.—8—310—E.B.—10—350	180—10—290—E.B.—15—380	
439	Office Superintendent	17	270—15—360—E.B.—15—435	300—15—375—20—475	
440	Office Superintendent	21	320—20—440 (C) ..	260—10—290—15—410	
441	Accountant ..		250—10—350	260—10—290—15—410	
442	Head Clerk/Head of Section.	9	220—10—300 (C) ..	200—10—290—15—320	
443	Auditor ..	1	250—10—350 (C) ..	200—10—290—15—320	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
444	Head Clerk/Senior Clerk.	51	195—10—245	200—10—290—15—320	
			145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
445	Accountant ..	1	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
446	Cashier ..	1	145—10—195	150—8—190—10—220—E.B.—10—270	
447	Senior Clerk/Noting Assistant.	160	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
			145—8—185—E.B.—10—215 ..	150—8—190—10—220—E.B.—10—270	
			145—8—185	150—8—190—10—220—E.B.—10—270	
448	Accountant ..	22	145—8—185	150—8—190—10—220—E.B.—10—270	
			145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
			145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
449	Senior Clerk/Noting Assistant.	67	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
450	Auditor-*cum*-Accountant/ Accountant.	4	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
451	Hostel Superintendent-*cum*-Physical Training Instructor.	19	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
452	Store-Keeper/Clerk-*cum*-Store-Keeper.	41	115—5—145—E.B.—8—185—10—195.	130—5—150—8—190—E.B.—10—270	
			100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
453	Clerk/Jr. Clerk/ Clerk-Typist/ Library Clerk/ Accounts Clerk/ Noting Clerk.	320	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
			120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
454	Stock Clerk/Store-Keeper.	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
			91—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
455	Stenographer ..	15	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
456	Stenographer ..	2	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—concld.		Rs.	Rs.	
457	Steno-Typist ..	6	100—3—130—E.B.—4—170 .. (*Plus* Shorthand Allowance)	(*i*) 110—4—150—E.B.—5—200. (*Plus* Shorthand Allowance according to speed) For those borne on the Clerical Cadre of the Department	
		3	120—5—160—E.B.—5—185—3—203—E.B.—6—245 (C) (Plus Shorthand allowance)	(*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 For others	
458	Librarian/Librarian at Board of Technical Examination.	26	155—5—170—6—206—E.B.—6—230—9—275	(*i*) 160—10—250—E.B.—10—300 For Graduates possessing a diploma or certificate in Library Science.	
			220—10—300 (C)		
			145—8—185	(*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270. For S.S.C. holders possessing a diploma or Certificate in Library Science.	
459	Librarian College of Engineering, Poona.	1	200—10—300	200—10—290—15—320	
460	Assistant Librarian	3	105—4—137—E.B.—4—165—5—170—E.B.—5—215	135—5—170—6—188—E.B.—6—200—8—240—10—270	
461	Cataloguer ..	1	145—8—185	135—5—170—6—188—E.B.—6—200—8—240—10—270	
462	Record Keeper ..	1	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160	
	CLASS IV				
463	Liftman ..	1	87—2—107 (C)	90—2—110	
464	Daftari ..	3	70—1—80—1—100 ..	80—2—100—E.B.—2—110	
			70—1—80—2—100 ..	80—2—100—E.B.—2—110	
465	Naik ..	5	77—1—87—E.B.—1—92 (C) ..	80—2—100	
		1	70—1—80—E.B.—1—85 ..	80—2—100	
466	Laboratory Attendant	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
467	Oilman ..	3	70—1—80—1—85 ..	75—1—80—2—90—E.B.—2—100	
468	Workshop Attendant	123	70—1—80—1—85	75—1—80—2—90—E.B.—2—100	
469	Dresser ..	17	70—1—80—E.B.—1—85 .. (For untrained)	75—1—80—2—90—E.B.—2—100 (For untrained)	
			75—2—95—E.B.—2—105 .. (For certificate holders)	80—2—100—E.B.—3—115 (For certificate holders)	

Technical Education Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
470	Workshop Attendant, Laboratory Attendant, Leather working School.	3	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
471	Hamal Grade I ..	3	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
472	Drawing Hall Attendant.	4	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
473	Survey Instrument Attendant.	3	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
474	Machine Attendant (Grade I).	136	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
475	Gas Plant Attendant	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
476	Head Mali ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
477	Assistant Mali ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
478	Mali ..	25	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
479	Mali ..	2	65—1—75	70—1—80—E.B.—2—100	
480	Machine Attendant (Grade II).	31	65—1—75	70—1—80—E.B.—2—100	
481	Peon ..	127	65—1—75	70—1—80—E.B.—2—90	
482	Technical Hamal ..	32	65—1—75	70—1—80—E.B.—2—90	
483	Hamal Grade II ..	420	65—1—75	70—1—80—E.B.—2—90	
484	Unskilled worker ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
485	Farrash (Hamal) ..	6	65—1—75	70—1—80—E.B.—2—90	
486	Peon/Hamal/Watchman.	185	72—1—82 (C)	70—1—80—E.B.—2—90	
487	Peon/Hamal/Watchman.	823	65—1—75	70—1—80—E.B.—2—90	
488	Manual Attendant/Machine Attendant.	2	65—1—75	70—1—80—E.B.—2—90	
489	Watchman/Chowkidar.	72	65—1—75	70—1—80—E.B.—2—90	
490	Sweeper ..	56	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 42

BUREAU OF ECONOMICS AND STATISTICS

The State Statistical Orgaisation came into existence in the year 1946. Its main functions are (i) to collect, compile, analyse statistical data and co-ordinate the statistical activities of different departments of Government, (ii) to keep liaison between the Central and State Governments in statistical matters, (iii) to conduct surveys for ascertaining various socio-economic aspects of the State economy, and (iv) to bring out statistical publications. When the Bureau was set up, it had a staff of not more than 15 persons which was confined to Bombay City. It has now about 800 members spread over the whole State. The organisation is controlled by the Director who is assisted by an Additional Director, two Joint Directors, eleven Deputy Directors, three Senior Research Officers and forty seven Class II Officers including District Statistical Officers.

2. The designations of posts in the department, their existing pay scales and the revised pay scales recommended by us are shown in the appended schedule. The considerations underlying our recommendations in regard to the pay scales of some posts are discussed in the following paragraphs :

3. *Director* (Rs. 1,100—1,350 C, *plus* special pay at 20 per cent.) :

Though the Statistical Organisation under the Director has developed considerably during the last three plan periods, the pay scale of the Director which was sanctioned in the year 1947 has not undergone any change. With the greater awareness on the part of the Sachivalaya Departments to lean on the statistical data in formulating various policies and schemes particularly in the context of planning, the responsibilities of the Director have increased. The present pay scale of the post is lower than that of the Joint Director in the Central Statistical Organisation (Rs. 1,100—1,800). It has therefore been proposed that the existing scale of pay should be suitably revised. Appointment to the post of Director is made either by promotion of a Deputy Director or by nomination from amongst candidates possessing a Master's degree in Mathematics or Economics and a diploma with Statistics as a special subject or actuarial qualifications and ten years administrative/field experience involving statistics. In view of these requirements and the technical nature of the work and having regard to the scale of pay recommended by us for other comparable heads of departments, we consider that the scale of Rs. 1,100—50—1,300—60—1,600 would be suitable for the Director of the State Organisation.

The Director is at present in receipt of a special pay at the rate of 20 % of his pay for doing additional work pertaining to the scheme of National Sample Surveys. The special pay is shared with the Government of India in the ratio of 2 : 1. Since the special pay is sanctioned for special work, it may be continued till the work is completed. It may, however, be fixed at Rs. 250 and not expressed at 20 % of pay.

4. *Additional Director* (Rs. 1,100—1,350 C) :

The post carries the same scale of pay as the Director. The recruitment qualifications for the two posts are roughly the same. We do not however agree that their duties and responsibilities are the same. Being the head of the department, the Director's overall responsibilities, particularly administrative, are bound to be higher than those of the Additional Director. We have, therefore, proposed a lower scale of Rs. 1,000—50—1,300 for the Additional Director.

5. *Joint Director* (Rs. 900—1,200 C) :

In view of the present hierarchy of posts including the Director, Additional Director, Joint Director and Deputy Directors and their present pay scales with small differentials, we feel that the charge of Joint Director is superfluous. We have, there-

fore, grouped this post with the posts of Deputy Directors and recommended Deputy Director's scale for it. The Joint Director's post may be redesignated as that of Deputy Director

6. *Deputy Director* (Rs. 400—1,000) :

It has been stated that the Deputy Directors have very limited prospects of promotion and therefore a selection grade should be provided for them. There are at present 11 posts of Deputy Directors who have 4 higher posts for which they can aspire. If the Joint Director's posts are downgraded, the proportion will be 13 : 2. We have already mentioned why the post of Joint Director should be down graded. Addition of a selection grade will only make the pay structure top heavy. We have not therefore, thought it fit to provide for a selection grade for Deputy Directors. Instead, we have recommended a full Class I scale for the posts of Deputy Directors thereby extending the present maximum from Rs. 1,000 to Rs. 1,150 (Rs. 410—30—650—E.B.—45—1,100—50—1,150).

7. *Senior Research Officer* (Rs. 400—1,000) :

Appointment to these posts is made either by promotion of a suitable Class II Officer in the Bureau or by nomination of a candidate possessing a Master's Degree in second class obtained by research in Economics or in Commerce or in Statistics and acquainted with development in the field of Economics and Commerce. The Senior Research Officers assist the Additional Director in preparing economic interpretation of available material for purposes of planning and advise Government on economic matters when required. Since their recruitment qualifications and duties are similar to those of Deputy Directors, we propose a common scale of pay viz. Rs. 410—30—650—E.B.—45—1,100—50—1,150 for them.

8. *Assistant Director* (Rs. 300—550 C) :

These are non-gazetted posts, appointments to which are made by promotion from among Research Assistants of proved merit possessing at least 3 years experience as Research Assistant. The Finance Department has suggested that these posts may be brought on the cadre of Research Assistants and may be allowed a suitable special pay in addition to grade pay. Like Research Assistant the Assistant Director is required to possess an honours degree in Second Class in Mathematics or Economics and hold a diploma in Statistics or two years' experience of application of statistical methods. His duties involve supervision over a section but for which he is just like a Research Assistant. We therefore agree that the post should carry the scale of pay applicable to Research Assistant plus a suitable supervisory allowance. A special pay of Rs. 50 per month should meet the requirements of the case. The post should be redesignated suitably.

9. *Research Assistant* (Rs. 220—430 C and Rs. 190—390) :

There are 90 posts of this category. The post is filled either by promotion of a statistical assistant or by nomination of a candidate possessing a second class degree in Commerce, Economics or Mathematics, and a diploma in Statistics with two years' experience in Statistical work. It is reported that persons do not stick to the post for long. Having regard to this position and the qualifications prescribed for the post, we recommend a scale of Rs. 200—10—290—E.B.—15—410 for the Research Assistant.

10. *Accountant* (Rs. 220—430 C) :

There is one post of Accountant in the Bureau, appointment to which is made by nomination from amongst the candidates who possess a degree in Commerce with advanced accountancy as a special subject and 3 years experience of establishment and

accounts matters or from those who have passed Accountant's examination and have five years experience. The post is not included in the Maharashtra Finance and Accounts Services Class III. Having regard to the qualifications and experience prescribed for the post, we recommend a scale of Rs. 200—10—290—E.B.—15—410 which is higher than that of a Deputy Accountant in the Treasuries but lower than that of a Head Accountant in the Maharashtra Finance and Accounts Services Class III.

11. *Inspectors* (Rs. 160—300) :

There are 23 posts of Inspectors who supervise the work of Investigators, Field Assistants, Fieldman, etc. and canvas the schedules prescribed by the Bureau wherever necessary. They are appointed by promotion of persons from the cadres of clerk-typists, field assistants and Investigators. They are also appointed by nomination of candidates possessing a bachelor's degree in second class in Mathematics, Economics, Commerce, Statistics or Agriculture, preference being given to those possessing experience of field work. Though the duties and pay scales of the posts of Inspectors and Statistical Assistant (Rs. 150—270) are different, they are in practice treated as interchargeable for administrative convenience. There is however no proposal to have a common scale for these posts. In view of the executive duties performed by the Inspectors we do not consider it necessary to disturb the existing relativity and recommend a scale of Rs. 170—10—250—E.B.—10—290—15—320 for Inspectors which is higher than the scale proposed by us for Statistical Assistants.

12. *Statistical Assitant* (Rs. 165—300 C and Rs. 150—270) :

Appointment to these posts is made by promotion of persons from the cadre of clerk-typists or supervisors, field assistants and Investigators who have passed Secondary School Certificate Examination and have put in 5 years service. Direct recruitment to these posts is made from among candidates who possess a second class Bachelor's degree in Mathematics, Economics, Commerce or Statistics. In view of these qualifications and the scale recommended by us for similar qualifications elsewhere we recommend a scale of Rs. 150—8—190—10—220—E.B.—10—270 for the posts of statistical Assistants.

13. *Supervisor* (Rs. 91—150), *Field Assistant* (Rs. 91—150), *and Fieldman* (Rs. 80—130):

These posts constitute the lowest category of Class III executive posts in the Bureau. The posts of supervisors and Field Assistants are promotion posts for Fieldmen. The Fieldmen are required to have passed the Primary School Leaving Certificate Examination. Their duties mainly consist of canvassing the schedules prescribed by the Bureau. We recommend a scale of Rs. 90—2—100—3—115—E.B.—3—136—4 -140 for Fieldmen and Rs. 100—3—130—E.B.—3—136—4—160 for the Field Assistant and Supervisor.

14. *Special pays* :

One Research Assistant, three Statistical Assistants and four Punch Operators are at present granted special pay of Rs. 10 per month for working on electrically operated heavy hollerith machine. Since the operation of the machine involves additional labour and responsibility, the special pay may continue at the present rate.

One clerk-typist is granted special pay of Rs. 20 per month for doing confidential work. The same may continue. As regards the grant of special pay for handling cash, it is regulated in accordance with the general orders of Government and is to be reviewed by the head of Department from time to time on the basis of the cash actually handled. The special pays on that account are not therefore, reviewed by us again.

SCHEDULE

BUREAU OF ECONOMICS AND STATISTICS

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director ..	1	1,100—50—1,350 (C) .. Special pay at 20 %	1,100—50—1,300—60—1,600. Special pay of Rs. 250	
2	Additional Director.	1	1,100—50—1,350 (C) ..	1,000—50—1,300	
3	Joint Director ..	2	900—50—1,200 (C) .. (Probationary pay Rs. 900)	410—30—650—E.B.—45—1100—50—1,150.	To be designated as Deputy Director.
4	Deputy Director ..	10	400—30—610—40—650—E.B.—40—730—45—1,000 (Probationary pay Rs. 400)	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
	Deputy Director (A.E.).	1	400—30—610—40—650—E.B.—40—730—45—1,000	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
5	Senior Research Officer.	3	400—30—610—40—650—E.B.—40—730—45—1,000 (Probationary pay of Rs. 400 for 2 years)	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
6	Research Officer ..	11	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
7	Statistical Officer ..	8	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
8	District Statistical Officer.	27	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary pay Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
9	Establishment Officer.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationary Pay Rs. 250)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
10	Assistant Director ..	5	300—15—420—E.B.—15—450—20—550 (C)	200—10—290—E.B.—15—410 Special pay of Rs. 50 per month	To be re-designated as Research Assistant.
11	Research Assistant.	53	220—10—250—15—325—E.B.—15—430 (C) (Probationery pay Rs. 220) Special pay of Rs. 10 for 1 post	200—10—290—E.B.—15—410. Special pay to continue	
	Research Assistant.	37	190—10—240—15—285—E.B.—15—390 (Probationery pay Rs. 190)	200—10—290—E.B.—15—410	

Bureau of Economics and Statistics—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
12	Accountant ..	1	220—10—250—15—325—E.B.—15—430 (C)	200—10—290—E.B.—15—410	
13	Head Draughtsman.	1	220—10—250—15—325—E.B.—15—430 (C)	200—10—290—E.B.—15—380 (Promotees to start on Rs. 250)	
14	Inspector ..	23	165—10—225—E.B.—10—255—15—300	170—10—250—E.B.—10—290—15—320	
15	Stenographer ..	9	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	Stenographer ..	4	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
16	Draughtsman ..	3	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
17	Statistical Assistant.	81	(*i*) 165—10—225—E.B.—10—255—15—300 (C) Special pay of Rs. 10 for three posts.	150—8—190—10—220—E.B.—10—270 Special pay to continue.	
		87	(*ii*) 150—8—190—10—210—E.B.—10—270		
18	Investigator ..	126	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
19	Clerk-typist ..	61	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 20 for one post.	110—4—150—E.B.—5—200 Special pay to continue	
20	Clerk-Typist ..	42	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
21	Steno-Typist ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (*Plus* shorthand allowance).	(*i*) 110—4—150—E.B.—5—200 (*Plus* shorthand allowance according to speed). For those borne on the Departmental clerical Cadre. (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 For others.	
22	Punch Operator ..	26	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 10 for 4 posts.	110—4—150—E.B.—5—200 Specail pay to continue	
23	Supervisor ..	1	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160	
24	Field Assistant ..	6	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160	
25	Machineman ..	1	115—3—151—E.B.—4—175—5—180 (C)	100—3—130—E.B.—3—136—4—160	
26	Fieldman ..	16	80—2—100—E.B.—3—130 ..	90—2—100—3—115—E.B.—3—136—4—140	
	CLASS IV				
27	Naik ..	2	77—1—87—E.B.—1—92 (C)	80—2—100	
28	Peon ..	39	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		43	65—1—75 ..		
29	Attendant ..	32	Rs. 75 (fixed) ..	70—1—80—E.B.—2—90 Subject to remarks on the chapter on common categories of posts.	

CHAPTER 43

DIRECTORATE OF ACCOUNTS AND TREASURIES

A Directorate of Accounts and Treasuries has been established since the 1st January 1962, bringing the following offices under its control :—

(1) All District Treasury Offices.

(2) Pay and Accounts Office.

(3) Office of the Chief Auditor of Local Fund Accounts.

(4) Stores Verification Organisation.

(5) Treasury Inspection Unit in Finance Department.

(6) Accounts Offices (Training).

(7) Vigilance Section in Finance Department.

The Head Office of the Directorate is located in Bombay and the Regional Offices at Poona and Nagpur. The Director of Accounts and Treasuries is the Head of this Department and is also ex-officio Joint Secretary in the Finance Department. He is assisted by four Deputy Directors including 2 Regional Deputy Directors, three Assistant Directors, a Stores Verification Officer, three Accounts Officers and an Organisations and Methods Officer. The Director exercises general supervision over the two Regional Offices and the offices of the Pay and Accounts Officer and the Chief Auditor, Local Fund Accounts. The recently created Maharashtra Finance and Accounts Service is administered by the Director of Accounts and Treasuries. The Regional Deputy Directors at Poona and Nagpur are in charge of the District Treasuries and Sub-Treasuries under the Finance Department in the Bombay-Poona and Nagpur-Aurangabad Divisions respectively.

2. The designations of posts in the Department, their existing pay scales and the revised scales recommended by us are shown in the appended schedules. The considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed in the following paragraphs.

3. *Director of Accounts and Treasuries* (Rs. 1,800—100—2,000) :

The existing scale of pay of the post is the highest scale prescribed for the Heads of major Departments such as the Director of Agriculture, the Director of Education etc. Appointment to the post of the Director of Accounts and Treasuries is made by promotion of a suitable officer with not less than five years service in the Maharashtra Finance and Accounts Service, Class I (Senior) or by transfer of an officer of sufficient standing from the Indian Audit and Accounts Service. Taking into account the scale of pay of the Maharashtra Finance and Accounts Service Class I (Senior) and also the Senior scale of the Indian Audit and Accounts Service (Rs 1,600—1,800) we feel that the present pay scale of the post of Director is suitable and adequate. It is also the scale recommended by us for the Heads of Major Departments. We, therefore, recommend no change in the present scale.

4. *Chief Auditor, Local Fund Accounts* (Rs. 730—1,100) :

The post is included in the Maharashtra Finance and Accounts Service, Class I (Senior). Appointment to the Maharashtra Finance and Accounts Service, Class I (Senior) is made by promotion of a suitable officer from the Maharashtra Finance and Accounts Service, Class I (Junior) or by nomination of a candidate who is a Chartered Accountant or at least a second class graduate possessing five years experience in accounts and audit in a large organisation. It has been pointed out to us that with the launching of the Panchayat Raj, the Chief Auditor's post has grown in importance. In addition to the audit of Zilla Parishads and Panchayat Samitis, the audit of Village

Panchayats has also been entrusted to the Chief Auditor with effect from 1st November 1964. As against 4 gazetted officers and 172 non-gazetted officers working under him prior to 1st May 1962, there are at present 35 gazetted officers and 377 non-gazetted officers under him. The Finance Department therefore, considers that this post should generally be held by an officer of the Indian Audit and Accounts Service. Taking into account these considerations and especially the volume of the charge entrusted to the Chief Auditor, we recommend a scale of Rs. 900—50—1,300 for this post. We have recommended the same scale for Heads of small Departments. For other posts in Maharashtra Finance and Accounts Service, Class I (Senior), the scale of Rs. 740—45—1,100—50—1,150 should be adequate.

5. *Maharashtra Finance and Accounts Service, Class II,* (Rs. 300—715) :

The existing scale of pay of Maharashtra Finance and Accounts Service, Class II, is higher at the minimum than the standard Class II scale of Rs. 250—715. The scale with the higher minimum was orginally prescribed for the Treasury Officers in view of the recruitment difficulty. It was also necessary to pitch the Treasury Officer's scale slightly higher than the Head Accountant's scale of Rs 250—500. We have proposed a revised scale of Rs. 260—500 for the Head Accountants and a scale of Rs. 280—800 for general Class II service. If the same relativities are to be maintained, the Maharashtra Finance and Accounts Service, Class II scale should commence from Rs. 340 (probationers to start on Rs. 320). Appointments to Maharashtra Finance and Accounts Service, Class II, are made either by promotion of suitable persons from Maharashtra Finance and Accounts Service, Class III or by nomination of candidates who are Chartered/Registered Accountants, or graduates, on the basis of a competitive examination, the prescribed ratio for appointment by promotion and nomination being 50 : 50. In view of these qualifications, and the scale proposed by us for the Maharashtra Finance and Accounts Service, Class III, we recommend a scale of Rs. 340—20—500—25—550—E.B.—25—650—30—800 for the Maharashtra Finance and Accounts Service, Class II (with fixed pay of Rs. 320 during the period of probation).

6. *Maharashtra Finance and Accounts Service, Class III,* (Rs. 250—500) :

Appointment to the posts in Maharashtra Finance and Accounts Service, Class III is made either by promotion of persons who have passed the Maharashtra Finance and Accounts Service, Class III examination or by nomination of candidates holding a second class degree. Candidates appointed by nomination are required to pass the Maharashtra Finance and Accounts Service, Class III examination within the probationary period. The scale of these posts has recently been upgraded. In view of the recruitment qualifications and the scales of pay of the next lower and higher posts, we think that the present scale is adequate. After making minor adjustments for purposes of rationalisation, we recommend a revised scale of Rs. 260—15—380—E.B.—20—500 for the posts in the Maharashtra Finance and Accounts Service, Class III.

7. *District Village Panchayat Auditors, Grade I* (Rs 250—350) .

Though no recruitment rule has so far been framed for this post, the posts are filled by promotion from the District Village Panchayat Auditors, Grade II for whom we have recommended a scale of Rs. 200—320. A District Village Panchayat Auditor has to audit 60 Panchayats in a year and to make a test audit of 20 % of the audits done by Sub-Auditors. He has to complete the audit of all Panchayats in the District within a period of 5 years. We understand that the question of including these posts in Maharashtra Finance and Accounts Service, Class III is separately under consideration of Government. After taking into account the duties and responsibilities of the posts and the scale of pay prescribed for Village Panchayat Auditors, Grade II, viz. Rs. 200—320, we recommend a scale of Rs. 260—10—290—15—410 for the Village Panchayat Auditors, Grade I.

8. The Director of Accounts and Treasuries has suggested that the Class III posts which are not included in the regular Maharashtra Finance and Accounts Service, Class III, may be grouped as follows :—

Group-I.	*Existing pay scale.*
1. Assistant Superintendents in the Directorate of Accounts and Treasuries.	Rs. 230—300.
2. Selection Grade Clerk in the Offices of the Local Fund Accounts.	Rs. 185—10—245.
3. Assistant Superintendents/selection Grade Clerks in Pay and Accounts Office, Bombay.	Rs. 185—245.
4. Deputy Accountants in District Treasuries.	Rs. 185—245.
5. District Village Panchayat Auditor, Grade II.	Rs. 160—300.

Group-II.	*Existing pay scale.*
1. Noting Assistants in Directorate of Accounts and Treasuries ...	Rs. 185—245
2. Stock Verifiers in Directorate of Accounts and Treasuries ..	Rs. 145—215
3. Junior Auditors in Local Fund Account.	Rs. 145—215
4. Upper Division Clerks in Pay and Accounts Office	Rs. 145—215
5. Stamp Head Clerk in Treasuries	Rs. 145—215
6. Senior Clerks in Treasuries	Rs. 145—185
7. Village Panchayat Sub-Auditor	Rs. 130—180

The posts in group I are semi-supervisory posts, appointments to which are made by promotion of persons holding posts in group II. They involve higher clerical responsibilities and knowledge of Audit and Accounts. Taking into account the comparable nature of their duties and responsibilities we recommend a common pay scale of Rs. 200—10—290—15—320 for all posts in Group I above. As regards the posts included in group II above, having regard to the fact that they are also promotion posts to clerks recruited at the lowest rung of the ladder, we recommend the standard scale of Senior Clerks viz. Rs. 150—8—190—10—220—E.B.—10—270 for all of them. A special pay of Rs. 25 per month has been proposed for Stamp Head clerks who are required to handle stamps and to furnish a security of Rs. 10,000 for the same. Since the responsibility is inherent in the duties attached to the post of stamp Head Clerk, handling of stamps would not amount to additional responsibility. Moreover the scale of pay of the post having been adequately upgraded, we do not think it necessary to sanction special pay to the Stamp Head Clerk in addition.

9. *Senior Stenographer* (Rs. 190—320) :

The present scale of the post is an isolated scale. The prescribed minimum qualification for this post is 120 words per minute in shorthand and 40 words per minute in typing. These qualifications are meant for higher grade stenographer in the Secretariat. The Senior stenographer is attached to the Director of Accounts and Treasuries who is *ex-officio* Joint Secretary to Government in the Finance Department. We recommend a scale of Rs. 240—10—290—15—350—E.B.—15—470 for the post.

10. *Nagdinavis* (Rs. 42—2—54 Ex-Hyderabad) :

The scale was not revised in 1962. Incumbents of the posts in the ex-Hyderabad State were mainly doing the work of pension disbursement in the Treasuries. This work has since been transferred to the State Bank. Nagdinavis at

present handle cash in Treasuries and perform semi-clerical duties. There are only two posts of this category and the incumbents are allowed to draw pay in the present scale till they retire. It is necessary in the first instance to convert the existing scale into a suitable scale after merging appropriate quantum of dearness allowance in pay. We suggest a merger scale of Rs. 85—2—105 for the post and a revised scale of Rs. 90—2—100—3—115—E.B.—3—136—4—140 in the present scheme of revision.

11. *Special pays* :

(i) *Selection Grade Clerk working as Cashier in the Office of the Pay and Accounts Officer* (Rs.185—245 + Special pay of Rs. 50).—The special pay is granted to him in view of the responsibility involved in handling large amounts of cash and also for supervision over staff consisting of 40 persons. The cashier handles cash amounting to over Rs. 60,00,000 per annum and draws over 3,00,000 cheques. In view of the responsibility involved in this work and in the supervision over the cash and cheque sections, the special pay of Rs. 50 granted to him may continue. We do not consider it necesasry to upgrade the post to that of a Superintendent in the scale of Rs. 250—500 with special pay. The present post is grouped along with Deputy Accountants and will carry a scale of Rs. 200—320 plus a special pay of Rs. 50 per month. We feel that this remuneration would be adequate for the work. We do not favour the Department's proposal of granting special pay on percentage basis.

(ii) *Selection Grade Clerk working as Assistant Cashier* (Rs. 185—245 plus special pay of Rs. 25 per month.)—The special pay of Rs. 25 per month has been sanctioned to the Selection Grade Clerk in view of the responsibility involved in handling cheques. According to Government Resolution, Finance Department, No. PAY 1061-V, dated the 28th November 1962, payments made by cheques do not entitle a person for grant of special pay for handling cash. We however agree that it is a different case with the Pay and Accounts Office which issues a large number of cheques. During the financial year 1965-66, in all 78,382 central and 2,29,872 state cheques were issued involving total amounts of Rs. 1,02,89,90,155 and Rs. 46,36,20,755 respectively. We think that the handling of a large number of cheques to that extent would add to the person's responsibility. He is required to lodge a security of Rs. 5,000 for it. We, therefore, agree that the grant of special pay in this case may continue. There is however no case for enhancing the existing amount of special pay.

(iii) *Bill Clerks* (Rs. 100—170 + Special pay of Rs. 10).—Their duties involve preparation of pay bills, Travelling allowance bills, budget estimates, etc. which are more responsible than the routine clerical duties. The special pay may continue at the present rate.

(iv) *Comptists* (Rs. 120—245—C, *plus* special pay of Rs. 25).—Three clerks working as comptists are given special pay at Rs. 25 each. They possess special knowledge of working on Comptometer machines and their work is comparatively more responsible and arduous. The special pay granted to them may continue.

As regard the other cases of special pay for handling cash, they are governed by the general orders of Government in that behalf. As the special pays are reviewed periodically by the Head of Department on the basis of the cash actually handled by the persons concerned, we have not reviewed the same again. The special pay in each case may be regulated on the basis of those orders.

SCHEDULE

DIRECTORATE OF ACCOUNTS AND TREASURIES.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Director of Accounts and Treasuries and Joint Secretary Finance Department	1	1,800—100—2,000 ..	1,800—100—2,000	
2	Chief Auditor Local Fund Account.	1	730—45—1,000—50—1,100 ..	900—50—1,300	
3	Deputy Director of Accounts and Treasuries.	4	730—45—1,000—50—1,100 ..	740—45—1,100—50—1,150	
4	Pay and Accounts Officer.	1	730—45—1,000—50—1,100 .. (Probationary pay of Rs. 665)	740—45—1,100—50—1,150 (Fixed pay of Rs. 695 during the period of probation)	
5	Assistant Director ..	3	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
6	Deputy Chief Auditor	9	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
7	Assistant Pay and Accounts Officer.	7	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
8	Senior Treasury Officer, Poona, Nagpur and Aurangabad.	3	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rx. 380 during the period of probation)	
9	Organisations and Methods Officer.	1	300—330—15—450—20—490—E.B.—25—715	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	
10	Accounts Officer (Training).	6	300—330—15—450—20—490 E.B.—25—715 (Probationary pay of Rs. 300 for two years)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	
11	Accounts Officer (Reconciliation).	1	300—330—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 300 for two years)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	
12	Stores Verification Officer.	3	300—330—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 300 for two years)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	
13	District Treasury Officer.	27	300—330—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 300 for two years)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	

Directorate of Accounts and Treasuries—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd		Rs.	Rs.	
14	Accounts Officer ..	4	300—330—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 300 for two years)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	
15	District Audit Officer	26	300—330—15—450—20—490—E.B.—25—715 (Probationary pay of Rs. 300 for two years)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of pobation)	
	Non-Gazetted				
16	Superintendent ..	3	250—15—370—E.B.—15—400—20—500	260—15—380—E.B.—20—500	
17	Head Accountant, Sub-Treasury Officer, Koyna.	41	250—15—370—E.B.—15—400—20—500	260—15—380—E.B.—20—500	
18	Inspector of Stores.	11	250—15—370—E.B.—15—400—20—500	260—15—380—E.B.—20—500	
19	Superintendent ..	52	250—15—370—E.B.—15—400—20—500	260—15—380—E.B.—20—500	
20	District Village Panchayat Auditor, Grade I.	4	250—10—350	260—10—290—15—410	
21	Assistant Superintendent.	13	230—10—300	200—10—290—15—320	
22	Deputy Accountant.	66	185—10—245	200—10—290—15—320	
23	Selection Grade Clerk.	47	(i) 210—10—280—E.B.—10—350 For old entrants formerly working under Government of India (ii) 210—10—300 Applicable to Upper Division clerks in Rs. 80—220 (Pre-revised) or Rs. 130—270 (Revised) appointed as Selection Grade Clerk (iii) 185—10—245 Applicable to all others except those at (i) and (ii). (Special pay of Rs. 5 to Cashier and Rs. 25 to Asstt. Cashier in Pay and Account Office)	200—10—290—15—320 (Special pay to continue)	
24	District Village Panchayat Auditor, Grade II.	21	160—6—220—E.B.—6—250—10—300	200—10—290—15—320	
25	Noting Assistant including Accountant.	21	185—10—245	150—8—190—10—220—E.B.—10—270	

Directorate of Accounts and Treasuries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd		Rs.	Rs.	
26	Stamp Head Clerk ..	17	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
27	Senior Clerk ..	92	145—8—185	150—8—190—10—220—.EB.—10—270	
28	Stock Verifier ..	55	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
29	Sub-Auditor ..	1	(i) 130—5—170—E.B.—8—250—10—270 (ii) 145—8—185—10—215	150—8—190—10—220—E.B.—10—270	
30	Upper Division Clerk.	371	(i) 130—5—170—E.B.—8—250—10—270 (ii) 145—8—185—10—215	150—8—190—10—220—E.B.—10—270	
31	Village Panchayat Sub-Auditor.	192	130—4—154—E.B.—4—170—5—180	150—8—190—10—220—E.B.—10—270	
32	Cashier ..	1	145—8—185—10—215 Special pay Rs. 15	150—8—190—10—220—E.B.—10—270 Special pay to continue	
33	Clerk ..	712	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
34	Typist ..	20	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
35	Clerk Typist ..	5	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
36	Bill Clerk ..	2	100—3—130—E.B.—4—170 .. Special pay Rs. 10	110—4—150—E.B.—5—200 Special pay to continue	
37	Comptist ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 25	110—4—150—E.B.—5—200 Special pay to continue	
38	Assistant Cashier ..	1	91—3—130—E.B.—4—170 .. Special pay Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
39	Senior Stenographer .	1	190—8—254—E.B.—8—270—10—320	240—10—290—15—350—E.B.—15—470	
40	Junior Stenographer .	7	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	CLASS IV.				
41	Binder ..	1	70—1—80—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
		1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
42	Daftary ..	12	(i) 70—1—80—EB.—2—100 .. (ii) 77—1—87—E.B.—1—92(C)	80—2—100—E.B.—2—110	
43	Naik ..	8	70—1—80—E.B.—1—85 .. 77—2—97—E.B.—2—107 (C).	80—2—100	
44	Binder boy ..	1	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	

Directorate of Accounts and Treasuries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd*		Rs.	Rs.	
45	Peon		(*i*) 65—1—75	70—1—80—E.B.—2—90	
			(*ii*) 72—1—82 (C)		
46	Watchman		(*i*) 65—1—75	70—1—80—E.B.—2—90	
			(*ii*) 72—1—82 (C)		
47	Sweeper	267	(*i*) 65—1—75	70—1—80—E.B.—2—90	
			(*ii*) 72—1—82 (C)		
48	Cycle Messenger		(*i*) 65—1—75	70—1—80—E.B.—2—90	
			(*ii*) 72—1—82 (C)		
49	Hamal-*cum*-Peon		(*i*) 65—1—75	70—1—80—E.B.—2—90	
			(*ii*) 72—1—82 (C)		
50	Hamal		(*i*) 65—1—75	70—1—80—E.B.—2—90	
			(*ii*) 72—1—82 (C)		
51	Attendant ..	295	75 Fixed	70—1—80—E.B.—2—90 Subject to remarks in Chapter on common categories of posts	

PART B

Posts of which scales were not revised in 1962 revision.

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision.	Merger scale of pay adminissible in 1962 revision.	Recommended scale of pay.	Remarks.
1	2	3	4	5	6	7
			Rs.	Rs.	Rs.	
1	Nagdinavis ..	2	42—2—54 .. (Ex-Hyderabad)	85—2—105 ..	90—2—100—E.B.—3—136—4—140.	

CHAPTER 44

DIRECTORATE OF SMALL SAVINGS

The State Government has established a separate Directorate of Small Savings to introduce and implement various schemes of small savings and to raise internal resources through such savings for financing the development plans in the State. The organisation is headed by the Director of Small Savings who is assisted by a Joint Director, five Deputy Directors, one Assistant Director, one Development Officer, One Publicity Officer and other non-gazetted staff including Small Savings Organisers.

2. Over 18,000 agents under the small savings organisation operate actively throughout the State for obtaining investments in small savings and for fulfilling the targets for collection fixed from time to time. The Commissioners of Divisions and District Collectors are in-charge of the small savings movement in areas under their respective jurisdiction. They have been given some staff for this work. Each district has a Small Savings Mamlatdar who functions under the control of the Collector. In view of the important role which publicity plays in popularising such schemes, there is a special publicity unit for this work under the Director of Publicity who is also ex-officio Joint Director of Small Savings.

3. The designations of the various posts, their existing scales of pay and the scales recommended by us are shown in the appended schedules. Some features of the revision are discussed in the following paragraphs :—

4. *Director of Small Savings* (Rs. 1,100—1,500) (C) :

Before establishment of the separate Directorate, the small savings scheme was operated by the Finance Department itself. The Secretary to Government, Finance Department was also the ex-officio Director of the organisation and a Deputy Secretary attended to all work pertaining to the scheme. A full pledged post of the Director of Small Savings in the scale of Rs. 1,100—1,500 (C) was created in 1965. The recruitment rule for the post of Director provides that an officer of the rank of Deputy Secretary to Government should be appointed to this post. The nature of work and the responsibilities of the two posts are not quite comparable. However, in view of the importance of the scheme and the set up of the whole organisation, we feel that the scale of Rs. 1,100—50—1,300—60—1,600 would be justified for the head of the Directorate. We accordingly recommend that scale for this post.

5. *Joint Director of Small Savings* (Rs. 730—1,180) (C) :

The post was formerly designated as Small Savings Officer who was of the rank of an Under Secretary to Government. Appointment to this post is made by promotion of a Deputy Director of Small Savings or by transfer of an Under Secretary, a Senior Deputy Collector, a Deputy Director of Agriculture or a Deputy Registrar of Co-operative Societies. Having regard to the fact that the Deputy Directors of Small Savings are officers of the rank of a Deputy Collector, the post of Joint Director has to be placed on a higher pay scale than that of a Deputy Collector. We recommend that a scale of Rs. 695—45—1,100—50—1,150 may be prescribed for this post.

6. *Senior Deputy Director* (Rs. 775—955) *and Deputy Director* (Rs. 400—730) :

The Senior Deuty Director's post is filled by promotion of an Assistant Director of Small Savings or by transfer of a Deputy Collector. The existing scale is that of a higher grade Deputy Collector. Appointment to the post of Deputy Director is made by transfer of a suitable officer from the Secretariat or Deputy Collector, a District Agriculture Officer or an Assistant Registrar of Co-operative Societies or by promotion of a Superintendent in the Secretariat Department with five years standing.

The recruitment qualifications for the posts of Senior Deputy Director and the Deputy Director are not much different. We think that a common scale equal to that of Deputy Collector would be adequate for these posts. Accordingly we recommend a common scale of Rs. 410—30—650—E.B.—45—965 for them.

7. *Assistant Director of Small Savings* (Rs. 250—550) :

The present scale is that of Mamlatdar. Appointment to this post is also made by transfer of a suitable Mamlatdar. A Mamlatdar's scale (viz. Rs. 300—20—460—E.B.—20—500—25—600) would, threfore, be suitable for this post.

8. *Publicity Officer, Small Savings* (Rs. 450—715) :

The work of small savings is attended to in the Directorate of Publicity by an officer of the grade of Information Officer. We, therefore, recommend the scale of Information Officer viz. Rs. 460—20—500—25—650—E.B.—30—800 for the post of Publicity Officer.

9. The non-gazetted staff under the Directorate of Small Savings falls into three parts.

The posts in the head office correspond to posts in the Secretariat Department. The set up of the publicity unit which functions under the Director of Publicity is akin to that of the Department of Publicity. The posts in the divisional and district establishments except those of Small Savings Organisers, are drawn from the Revenue Department.

The set up of the head office of the Directorate has not been fixed so far. In the meanwhile a regular Branch of the Finance Department consisting of one Superintendent, five Assistants, five Clerks and one Clerk-typist is attending to the work of the Directorate. Since the incumbents of the posts will draw pay admissible to posts in the Finance Department, we do not recommend any separate scales for these posts.

As regards the publicity unit, the various posts are declared as temporary additions to the respective cadres in the Publicity Department. The pay scales recommended by us for the posts in that department will therefore, apply to corresponding posts in the Publicity Unit for small savings. Similarly the posts in the divisional and district establishments of the small savings organisation like Aval-Karkuns, Supervisors, etc. will carry the scales of pay recommended for corresponding posts in the Revenue Department.

10. *Small Savings Organisers* (Rs. 200—350) :

This is the only independent category which properly belongs to the small savings organisation and is not connected with any other cadres. There are eleven posts of Small Savings Organisers, appointment to which is made by nomination of persons showing aptitude in field work. No recruitment rule has so far been prescribed for the post. Taking into consideration the nature of duties, we recommend a scale of Rs. 200—10—290—E.B.—15—380 for these posts.

SCHEDULE

DIRECTORATE OF SMALL SAVINGS

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted				
1	Director of Small Savings.	1	1,100—50—1,200—60—1,500 (C)	1,100—50—1,300—60—1,600	
2	Joint Director ..	1	730—50—1,180 (C) ..	695—45—1,100—50—1,150	
3	Senior Deputy Director.	2	775—45—955 ..	410—30—650—E.B.—45—965	
4	Deputy Director ..	3	400—30—610—40—730..	410—30—650—E.B.—45—965	
5	Assistant Director of Small Savings.	25	250—300—15—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	
6	Development Officer, Small Savings.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probation)	
7	Publicity Officer, Small Savings.	1	450—20—490—E.B.—25—590—E.B.—25—715	460—20—500—25—650—E.B.—30—800	
	Non-Gazetted				
8	Superintendent ..	1	370—20—490—E.B.—25—665 (C)	....	No separate pay scales (incumbents of the posts may draw grade pay of the post in the parent department).
9	Assistant ..	5	260—10—300—15—450 (C)	....	
10	Clerk ..	5	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	....	
11	Clerk-Typist ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) (Special pay of Rs. 15)	....	
	Class IV				
12	Peon ..	5	72—1—82 (C) ..	....	
	Publicity Unit				
13	Superntendent ..	1	250—15—340—E.B.—15—430 (C)	....	
14	Senior Sub-Editor ..	1	230—10—330—E.B.—10—360—15—450 (C)	....	
15	Publicity Assistant.	1	230—10—330 ..	....	
16	Accountant ..	1	220—10—320 (C) ..	....	

Directorate of Small Savings—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Publicity Unit—contd.		Rs.	Rs.	
17	Regional Language Assistant.	1	120—5—160—5—180—8—260—10—270 (C)	....	No separate pay scales (incumbents of the post may draw grade pay of the post in the parent department).
18	Clerk ..	2	120—5—160—5—180—8—260—10—270 (C)	....	
19	StenoTypist ..	1	100—3—130—E.B.—4—170 (*Plus* shorthand allowance)	....	
	Class IV				
20	Packer ..	4	77—2—107 (C) ..	....	
21	Peon ..	2	72—1—82 (C)	....	
	Divisional and Districts Establishment				
22	Small Savings Organiser.	18	200—10—270—E.B.—10—290—15—350	200—10—290—E.B.—15—380	
23	Aval Karkun ..	4	145—8—185—10—215 ..	....	No separate pay scale (incumbents may draw grade pay of the post in the parent department).
24	Supervisor ..	8	145—8—185—10—215 ..	....	
25	Statistical Assistant.	1	165—10—225—E.B.—10—255—15—300 (C)		
26	Clerk and Clerk-*cum*-Typist.	29	100—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
	Class IV				
27	Peon ..	24	65—1—75 ..	70—1—80—E.B.—2—90	
28	Cleaner ..	5	65—1—75 ..	70—1—80—E.B.—2—90	
29	Driver ..	5	100—3—120 ..	110—3—128—4—140	

CHAPTER 45

REGISTRAR OF FIRMS

The Registrar of Firms is entrusted with the work of registering partnership firms under the Indian Partnership Act, 1932. The work of registration of corporations, and maintenance of libraries and museums under the provisions of the Bombay Non-Trading Corporations Act 1959, is also attended to by the Registrar of Firms at Bombay.

There are three Registrars of Firms in the State viz. Registrar of Firms, Bombay with jurisdiction in Western Maharashtra, Registrar of Firms, Nagpur with jurisdiction in Vidarbha and Registrar of Firms, Aurangabad with jurisdiction in Marathwada. Only the Registrar of Firms, Bombay is a full time Officer. At Nagpur and Aurangabad, one of the Assistant Commissioner under the Divisional Commissioner is notified as Registrar of Firms. The Registrar of Firms, Bombay acts as the Controlling Officer in respect of the budget grants of all three Registrars. He has a small ministerial establishment under him. The Registrar of Firms, Nagpur has the assistance of an Awal Karkun and Clerk. The Registrar at Aurangabad has no separate establishment for this work

2. The revised scales of pay recommended by us for the office of the Registrar of Firms, Bombay are shown in the appended schedule

3. The post of Registrar of Firms, carries a scale of Rs. 350—400—30—550- E.B.—30—610- 40—730. The present scale is the first part of the Class I scale of Rs. 350—1,100. The post is filled by nomination of a candidate who is a law graduate with five years experience as an Advocate. Taking into consideration the duties and responsibilities attached to the post, we recommend a scale of Rs. 410—30—650—E.B.—45—830 (fixed pay of Rs. 380 during the period of probation) which is the first part of the standard Class I scale of Rs. 410—1,150 proposed by us.

4. The scales of pay for the ministerial posts in the organisation are standard scales recommended by us for similar posts in other offices.

SCHEDULE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Registrar of Firms ..	1	350—410—30—550—E.B.—30—610—40—730	410—30—650—E.B.—45—830 (Fixed pay of Rs. 380 during the period of probation)	
	Non-Gazetted				
2	Head Clerk ..	1	210—10—300 (C)	200—10—290—15—320	
3	Senior Clerk ..	2	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
4	Clerk and Clerk-Typist.	5	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV.				
5	Daftary ..	1	77—2—97—E.B.—2—107 (C) ..	80—2—100—E.B.—2—110	
6	Peon, Night Watchman.	3	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 46

SALES TAX DEPARTMENT

The Sales Tax Department was started for administering the Bombay Sales Tax Act, 1946. The Organisation is at present headed by the Commissioner of Sales Tax who is assisted by an Additional Commissioner, 11 Deputy Commissioners, 25 Assistant Commissioners, 192 Sales Tax Officers and over 1,000 Inspectors. The post of Commissioner is generally held by an officer of the I.A.S. cadre. The posts of Additional Commissioners, Deputy Commissioners and Assistant Commissioners are promotion posts but are sometimes held by I.A.S. Officers. Pay scales of the posts of Deputy Commissioners, Sales Tax Officers, Sales Tax Inspectors, etc. have recently been upgraded.

2. The designations of posts in the Department, their existing pay scales and the revised pay scales recommended by us are shown in the appended schedule. The considerations underlying our recommendations in regard to the pay scales of a few special categories of posts are discussed in the following paragraphs.

3. *Deputy Commissioner of Sales Tax* (Rs. 1,100—1,600) :

The Deputy Commissioners are Heads of the Department having jurisdiction over a division comprising some districts. Appointment to the post is made by promotion of a suitable Assistant Commissioner. The post is also filled by appointment of an I.A.S. Officer. The pay scale of Deputy Commissioner has been revised from Rs. 695—1,100 *plus* Rs. 100 special pay (pre-merger) to Rs. 1,100—50—1,300—60—1,600 in 1962, after merging dearness allowance and upgrading it further. We do not consider any further change necessary.

4. *Assistant Commissioner of Sales Tax* (Rs. 775—1,100) :

Appointment to this post is made by promotion of an officer from the cadre of Sales Tax Officers, Grade II, and sometimes by transfer of a Junior I.A.S. Officer. Having regard to the scale of pay of Deputy Commissioners and the scale of pay recommended for Sales Tax Officers, we do not consider it necessary to effect any major change in the existing scale of Assistant Commissioners. We recommend a scale of Rs. 785—45—1,100—50—1,150 for them.

5. *Sales Tax Officers* (Grade II Rs. 350—730) and Grade III (Rs. 300—550).

Originally the charge of a Grade III Sales Tax Officer, appears to have been lighter than that of the Sales Tax Officer, Grade II. However, later on, these charges were made inter-changeable for administrative reasons. At present, there is no distinction between the two, in respect of duties and responsibilities. The Commissioner of Sales Tax has proposed and the Secretariat Department has recommended that these cadres should be merged into one cadre of Sales Tax Officers. There are at present 52 officers in Grade II and 140 officers in Grade III. According to the recruitment rule, the post of Sales Tax Officer, Grade II, is filled either by promotion of a suitable Sales Tax Officer, Grade III, or by nomination of a candidate who is a Chartered Accountant or holds a first or second class degree with 5 years practical experience. A Sales Tax Officer, Grade III is recruited either by promotion of a Sales Tax Inspector or by nomination of a Chartered Accountant/Registered Accountant/ Associated Chartered Accountant or a first or second class degree holder, preference being given to candidates with five years practical experience. We agree to the amalgamation of the two grades, and recommend a combined grade of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (with fixed pay of Rs. 300 during the period of probation) i.e. the standard Class II scale, for all posts. With this scale, the post of Sales Tax Officer would be more attractive from the recruitment point of view.

6. *Sales Tax Inspectors* (Rs. 180—405) :

Appointment to the post of Sales Tax Inspector is ordinarily made by nomination of a person possessing a degree of a recognised university, preference being given to Commerce Graduates. It has been urged that the work done by the Sales Tax Inspectors is similar to the work done by the Inspectors of Income Tax, and therefore, they should have the same scales of pay. It has been also pointed out that there are difficulties in recruiting suitable candidates. We, however, find that all these factors have been duly taken into account while upgrading their pay scale from Rs. 120—220 to Rs. 180—405. There is, therefore, no need for further revision. For purposes of rationalisation, we recommend that the scale may be recast to Rs. 180—10—290—E.B.—15—425.

7. *Notice Servers* (Rs. 77—107) (C) :

The Notice Servers have asked for a scale on par with the Bailiffs in Courts. We do not consider that the Notice Servers are comparable to Bailiffs in respect of duties and responsibilities. We have recommended a scale of Rs. 80—2—100—E.B.—2—110 for them which is the same as that of Daftarbands.

8. *Special pays* :

Thirty posts of Sales Tax Officers and 171 posts of Sales Tax Inspectors carry, at present, special pays of Rs. 35 and Rs. 15 each, respectively. The reasons why these special pays are attached to the posts are mentioned below :—

(i) The Sales Tax Officers and Sales Tax Inspectors attached to Enforcement Branch carry higher responsibility as the work of detecting and pursuing cases of tax evasion involves specially arduous work. Since it would not be desirable to create a special cadre of such officers, the special pay at present sanctioned to them may continue. We, however, see no reason to enhance the amount of special pay.

(ii) Six Additional Government Agents (Sales Tax Officers attending to the cases before the Sales Tax Tribunal on behalf of Government) carry a special pay of Rs. 35 each, for work in connection with the examination of briefs in the office of the Government Agent. In view of the special nature of work done by them, the special pay granted to them may continue.

(iii) The Sales Tax Officer, Training School, is granted special pay of Rs. 35 per month on the ground that his duties are of specialised nature and involve higher responsibility. The special pay granted to him may continue.

(iv) The duties and responsibilties of Sales Tax Officers and Inspectors in the Registration Branch are comparable to those of Sales Tax Officers and Sales Tax Inspectors in the Enforcement Branch, the object of both the Branches being to help in checking and detecting evasion of tax. As the work is of arduous nature and involves higher responsibilities, the special pay granted to these officers may continue.

(v) Four posts of Sales Tax Inspectors in the Commissioner's office are granted special pay of Rs. 20 p.m. for attending to the ministerial work of various sections in that office. In fact, there is no justification for wasting highly paid Inspectors for office work and much less, for granting them special pay, in addition, for doing less responsible work. Similar work in other offices is attended to by supervisors whose pay is comparatively less. *Prima facie*, there seems little justification for continuing this special pay. We suggest that the need for the special pay should be fully examined with reference to the need for utilising the services of Inspectors for this work.

(vi) Twenty-eight posts of clerks designated as second clerks in different Sales Tax offices are given a special pay of Rs. 10 per month each for assisting the Sales Tax Inspectors (Administration) in their work. We understand that there are no posts of Senior Clerks in the offices of the Sales Tax Department. As the Second Clerks are entrusted with work involving higher responsibility, the special pay of Rs. 10 granted to them may continue.

(vii) Special pay of Rs. 10 each granted to clerks in the offices of the Sales Tax Officers in Bombay City and Central Division (32 in Bombay City and 13 in the Mofussil) for assisting the Sales Tax Officers in supervising the work of the clerical staff may also continue.

(viii) The special pay granted to Sales Tax Inspectors (Administration) and Clerks for handling cash may continue as apparently it is in accordance with the general orders of Government in that behalf.

(ix) The special pay granted to clerks for doing confidential work may continue.

SCHEDULE

SALES TAX DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Additional Commissioner of Sales Tax.	1	1,800—100—2,000 .. (When held by non-IAS)	1,800—100—2,000	
2	Deputy Commissioner of Sales Tax.	11	1,100—50—1,300—60—1,600 .. (For promotees)	1,100—50—1,300—60—1,600 (For promotees)	
3	Assistant Commissioner of Sales Tax.	25	775—45—955—E.B.—45—1,000—50—1,100 (For promotees)	785—45—1,100—50—1,150	
4	Sales Tax Officer, Grade II.	52	400—30—550—E.B.—30—610—40—730 [Special pay of Rs. 35 to Additional Government Agents, and Sales Tax Officer (Enforcement)]	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation) (Special pay to continue)	
5	Sales Tax Officer, Grade III.	140	300—15—420—E.B.—15—450—20—550 [Special pay Rs. 35 to Sales Tax Officer (Enforcement) Sales Tax Officer, (Registration Branch) Sales Tax Officer (Training School), Additional Government Agent.]	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation) (Special pay to continue)	
	Non-Gazetted				
6	Superintendent ..	4	250—15—370—E.B.—20—490 (C)	300—15—375—20—475	
7	Assistant Superintendent/Head Clerk.	2	200—10—300 (C) ..	200—10—290—15—320	
8	Head Clerk ..	2	180—10—300—15—405 ..	180—10—290—E.B.—15—425	

Sales Tax Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV.		Rs.	Rs.	
9	Sales Tax Inspector	1,025	180—10—280—E.B.—10—300—15—405 (B. Com. with second class to start on Rs. 200)	180—10—290—E.B.—15—425 (B. Com. with second class to start on Rs. 200)	
10	Stenographer ..	11	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
11	Stenographer ..	2	160—6—190—8—230—E.B.—10—320—10—350	180—6—210—8—250—E.B.—10—350—E.B.—10—350—15—380	
12	Clerk ..	753	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
13	Clerk ..	378	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
14	Clerk-Typist ..	51	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
15	Typist ..	87	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
16	Havildar ..	2	87—2—107 (C)	90—2—110	
17	Daftarband ..	7	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
18	Daftarband ..	2	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
19	Naik ..	8	77—1—87—E.B.—1—92 (C) ..	80—2—100	
20	Naik ..	3	70—1—80—E.B.—1—85 ..	80—2—100	
21	Notice Server ..	61	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
22	Notice Server ..	7	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
23	Peon ..	337	72—1—82 (C)	70—1—80—E.B.—2—90	
24	Peon ..	193	65—1—75	70—1—80—E.B.—2—90	
25	Night watchman ..	4	72—1—82 (C)	70—1—80—E.B.—2—90	
26	Night-Watchman ..	14	65—1—75	70—1—80—E.B.—2—90	
27	Night-Watchman ..	18	65—1—75	70—1—80—E.B.—2—90	
28	Hamal ..	16	72—1—82 (C)	70—1—80—E.B.—2—90	
29	Mali .	8	65—1—75	70—1—80—E.B.—2—100	
30	Attendant ..	25	75 (Fixed)	70—1—80—E.B.—2—90 Subject to remarks in Chapter on Common Categories of posts.	

MAHARASHTRA STATE SALES TAX TRIBUNAL.

The Sales Tax Tribunal which is constituted under a provision in the Sales Tax Act, adjudicates upon matters relating to sales tax which are disputed by the parties with the departmental authorities. The Tribunal comprises (1) The President, and (2) Four Members. There are three Benches of the Tribunal working at present. The Tribunal is assisted by a whole time Registrar who is deputed from the cadre of Sales Tax Officers, Grade III, and 32 ministerial Officers.

2. The President and Members are remunerated by honoraria (except for one Member who is a District Judge and draws his grade pay). As Honorarium does not come within our scope, we have no comments to offer on the same.

3. *Registrar* :

No recruitment rule has been framed for this post. At present Sales Tax Officer, Grade III is appointed to this post. He is granted special pay of Rs. 75 in addition to his grade pay. It has been urged that the special pay should be enhanced to Rs. 150 per month as the number of benches of the Tribunal has increased. As the nature of work which the Sales Tax Officer has to do as Registrar of the Tribunal is materially different and is more intensive, the special pay may continue. However there seems no need to link this special pay to the number of benches.

4. The President of the Tribunal has stressed that the work and responsibilities of the Registrar, the Superintendent and the Head Clerk have increased in consequence of the formation of additional two benches. He, therefore, considers that an upward revision of pay scales of these posts is necessary. He has also suggested merging of the post of Head Clerk into that of the Sales Tax Inspector (Administration) as was done in the offices under the Sales Tax Department.

In the Sales Tax Department there is a common cadre of Head Clerk, Assistant Superintendents, and Sales Tax Inspectors. This being not so in the Tribunal's Office, where it is not necessary to have a common cadre, there is no case of the Sales Tax Inspector's scale being made applicable to Head Clerk. As the duties of the Head Clerk are purely clerical, a suitable scale prescribed for supervisory clerical posts is recommended for that post.

5. One of the Members of the Tribunal who is in the cadre of District Judges draws a special pay of Rs. 300 per month in addition to his grade pay (Rs. 900—1,800), in view of the onerous work which he has to perform as a Member of the Tribunal. The special pay may continue subject to condition that the pay plus special pay do not exceed the Honorarium paid to the President of the Tribunal.

SCHEDULE

MAHARASHTRA STATE SALES TAX TRIBUNAL

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Registrar ..	1	250—300—15—420—E.B.—15—450—20—550 (Sales Tax Officer's third grade). (Special pay Rs. 75)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Special pay to continue)	
	Non-Gazetted.				
2	Superintendent ..	1	250—15—370—E.B.—20—490 (C)	300—15—375—20—475	
3	Head Clerk ..	1	200—10—300 (C)	200—10—290—15—320	
4	Sales Tax Inspector	4	180—10—280—E.B.—10—300—15—405	180—10—290—E.B.—15—425 (B. Com. with second class to start on Rs. 200)	
5	Stenographer (Higher Grade).	3	250—10—350—E.B.—15—500 (C)	240—10—290—15—350—E.B.—15—470	
6	Stenographer (Lower Grade).	3	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
7	Typist ..	8	120—5—160—E.B.—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	Clerk ..	12	120—5—160—E.B.—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
9	Havildar ..	3	87—2—107 (C)	90—2—110	
10	Daftary ..	1	82—2—107 (C)	80—2—100—E.B.—2—110	
11	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
12	Peon ..	10	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 47

CHIEF ACCOUNTS OFFICER AND DEPUTY SECRETARY, FOOD AND CIVIL SUPPLIES DEPARTMENT

The office was created during the last war for giving directions in Civil Supplies accounts matters, consolidation of departmental accounts and giving financial advice to the Civil Supplies Department. After decontrol in 1953-54 the strength of the office was reduced, progressively. However, due to re-introduction of statutory rationing in Bombay City and other areas of the State, additional staff has been sanctioned for the office.

2. The designations of the posts in the office, treir existing scales of pay and the revised scales recommended by us are shown in the accompanying schedule. The post of Chief Accounts Officer is at present held by an officer of the Indian Audit and Accounts Service but it has been included in the Maharashtra Finance and Accounts Service Class I (Senior). Other gazetted posts and the post of Senior Accountant are also included in the appropriate Maharashtra Finance and Accounts Services. Other posts in the organisation are common posts. We do not consider it necessary to make any special comments about the proposed scales.

SCHEDULE

Chief Accounts Officer and Deputy Secretary, Food and Civil Supplies Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted				
1	Chief Accounts Officer and Deputy Secretary to Government.	1	1,100—50—1,300 (C) ..	740—45—1,100—50—1,150 (For those belonging to Maharashtra Finance and Accounts Service Class I (Senior)	
			730—45—1,000—50—1,100 ..		
2	Deputy Chief Accounts Officer.	1	730—50—1,180 (C) ..	410—30—650—E.B—45—965. (Fixed pay of Rs. 380 during the period of probation) For Officers belonging to Maharashtra Finance and Accounts Service, Class I (Junior)	
3	Accounts Officer (Civil Supplies).	7	450—20—550—25—670 ..	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation) For those belonging to Maharashtra Finance and Accounts Service, Class II	
	Non-Gazetted				
4	Senior Accountant ..	8	325—15—400 (C) ..	260—15—380—E.B.—20—500 For those belonging to Maharashtra Finance and Accounts Service, Class III	
5	Junior Accountant ..	13	250—15—295 (C) ..	200—10—290—15—320	
6	Head Clerk ..	1	220—10—300 (C) ..	200—10—290—15—320	
7	Junior Accountant ..	4	200—10—250	200—10—290—15—320	

Chief Accounts Officer and Deputy Secretary, Food and Civil Supplies Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
8	Stenographer ..	1	190 –8–270 (C) ..	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
9	Deputy Accountant in Head Office.	17	185—10—245 (C) ..	150—8—190—10—220—E.B.—10—270	
10	Deputy Accountant.	8	145—8—185—E.B.—10—215 ..	150—8—190—10—220—E.B.—10—270	
11	Cashier ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 30 per month.	110—4—150—E.B.—5—200 Special pay to continue	
12	Accounts Clerk ..	10	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20 per month.	110—4—150—E.B.—5—200 Special pay to continue.	
13	Clerk ..	17	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
14	Comptist ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20 per month.	110—4—150—E.B.—5—200 Special pay to continue.	
15	Head Typist ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20.	110—4—150—E..B—5—200 Special pay to continue.	
16	Typist ..	6	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	Non-Gazetted—contd.				
17	Steno-Typist ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (*Plus* shorthand allowance)	(*i*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For direct recruits) (*ii*) 110—4—150—E.B.—5—200. (*Plus* shorthand allowance according to speed for those borne on the clerical establishment of the Department)	
	CLASS IV				
18	Daftry ..	1	77—2—97—E.B.—2—107 (C) ..	80—2—100—E.B.—2—110	
19	Naik	2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
20	Peon	12	72—1—82 (C)	70—1—80—E.B.—2—90	
21	Peon	4	65—1—75	70—1—80—E.B.—2—90	
22	Hamal/Bhangi ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
23	Watchman/ Chowkidar.	3	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 48

CONTROLLER OF IRON, STEEL AND CEMENT

The office is headed by the Controller of Iron, Steel and Cement who is an I.A.S. Officer.

2. The designations of the posts in the office, their existing scales of pay and the revised scales recommended by us are shown in the accompanying schedule to this Report. We do not consider it necessary to add any comments on the proposed scales as the posts in this office are of a common nature.

SCHEDULE

CONTROLLER OF IRON, STEEL AND CEMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Controller of Iron, Steel and Cement.	1	I.A.S., Scale .. .. Special pay of Rs. 200	I.A.S. Scale Special pay as at present.	
2	Assistant Controller of Iron, Steel and Cement.	1	325—25—500—E.B.—25—575—30—635—E.B.—30—815	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
3	Assistant Controller of Iron, Steel and Cement.	1	325—25—500—E.B.—25—575—30—635—E.B.—30—815	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
4	Regional Assistant Controller of Iron, Steel and Cement.	2	325—25—500—E.B.—25—575—30—635—E.B.—30—815	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
5	Assistant Controller (Legal).	1	250—10—300—15—345—E.B.—15—450	300—20—500 (Fixed pay of Rs. 280 during the period of probation).	
	Non-Gazetted				
6	Superintendent ..	1	270—10—350 (C) ..	260—10—290—15—410	
7	Stenographer ..	1	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
8	Overseer ..	7	150—10—300—E.B.—15—360 (Higher start of Rs. 180 to diploma holders and Rs. 240 to degree holders)	160—10—290—E.B.—15—380. (Higher start of Rs. 180 to diploma holders and Rs. 240 to degree holders)	
9	Statistician ..	1	200—8—280—E.B.—8—320—10—350 (C)	170—10—250—E.B.—10—290—15—320	
10	Cashier-*cum*-Accounts Clerk.	1	160—5—175—7—203—E.B.—7—245 (C)	150—8—190—10—220—E.B.—10—270	
11	Higher Grade Clerk	9	137—8—185	150—8—190—10—220—E.B.—10—270	
12	Typist ..	4	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
13	Junior Clerk ..	26	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
14	Junior Clerk ..	9	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
15	Inspector ..	18	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	CLASS IV.				
16	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
17	Peon ..	7	72—1—82 (C)	70—1—80—E.B.—2—90	
18	Khalasi ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
19	Peon and Khalasi ..	11	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 49

SUPPLY COMMISSIONER AND OFFICES OF CONTROLLERS OF RATIONING, BOMBAY, POONA, NAGPUR AND SHOLAPUR

We propose to deal with the pay-scales of posts in these two sister Organisations together, as there are several categories of posts common to the two Organisations.

2. The Supply Commissioner's Office attends to the day-to-day work connected with various civil supplies problems including those of procurement, movement and distribution of foodgrains. Rationing Organisations, on the other hand, are concerned with the enforcement of statutory rationing of food grains in the cities of Bombay, Poona, Nagpur and Sholapur. A separate Controller of Rationing has been appointed for Bombay Rationing Area while Collectors of Poona, Nagpur, Sholapur have been appointed as ex-officio Controllers of Rationing for the respective three cities.

3. Designations and existing pay-scales of various posts in the two Organisations and the revised scales of pay recommended for these posts are shown in the appended schedule. Considerations underlying our recommendations in respect of some of the posts are discussed below :

4. *Deputy Director of Sivil Supplies* (Rs. 775—955), *Movement Officer* (Rs. 350—955) *and Deputy Controller of Rationing* (Rs. 540—815) (C) :

The Department has proposed that all these posts may be brought on a common scale. The post of Deputy Director of Civil Supplies is filled either by promotion from amongst Class II Officers under the Directorate of Civil Supplies or by transfer of a suitable Class I Officer possessing experience in the Civil Supplies matters or by nomination from among candidates who are graduates in Arts, Science etc. The post of Movement Officer is also filled on the same basis. No rules have so far been prescribed for recruitment to the posts of Deputy Controller of Rationing and most of these posts are at present filled by appointment of Deputy Collectors. Having regard to the nature of duties and responsibilities attached to the posts, we feel that these posts should be equated with those of the Deputy Collectors. We have accordingly recommended a revised scale of Rs. 410—965 with a fixed pay of Rs. 380 during the probationary period for these posts.

The Department considers that Deputy Collectors appointed to these posts should be given a special pay of Rs. 150 having regard to the fact that when posted in Bombay they have to suffer several disadvantages including the necessity of maintaining double establishment, lack of accommodation etc. We are not, however, convinced of the need to attach a special pay to these posts on the grounds mentioned as officers belonging to other cadres when brought to Bombay are not granted such special pays. We do not therefore support the proposal of the Department in this behalf.

5. *Assistant Director of Civil Supplies* (Rs. 350—730), (Rs. 375—650) (C) *and Assistant Controller of Rationing* (Rs. 375—650) (C) :

Here also, the Secretariat Department has suggested a common scale of pay for all these posts. The post of Assistant Director of Civil Supplies is filled either by promotion from amongst Head Clerks or Civil Supply Inspectors working in the Supply Commissioner's Office or by transfer of a suitable officer of Mamlatdar's rank from the Revenue Department. No recruitment rule has so far been prescribed for the post of Assistant Controller of Rationing and the posts have been filled by appointment of Mamlatdars drawn from the Revenue Department. Taking into account the nature and type of the work required to be handled by the Assistant Controller of Rationing and Assistant Director of Civil Supplies, we consider that these posts can appropriately be equated with those of Mamlatdars. The Administra-

tive Department has pointed out that in the case of these posts, there is a possibility of the posts being filled by promotion of Superintendents on the non-gazetted establishment of the Department. Having regard to the scale which we are recommending for the Superintendents in these two organisations, namely, Rs. 300—475, we consider that a revised scale of Rs 340—20—500—E.B—25—650 would be adequate for these posts.

The Department has proposed that the Mamlatdars appointed to these posts should be granted a special pay of Rs. 75 for the same reason for which it has proposed a special pay for the Deputy Collectors appointed as Deputy Controllers of Rationing. We are unable to accept the need to grant a special pay in these cases as we are not satisfied that officers appointed as Assistant Controllers would be shouldering responsibilities of a higher order than those of a Mamlatdar. We, however, recommend that Mamlatdars appointed against these posts may be allowed to draw their grade pay in the revised scale recommended by us for these posts.

6. So far as non-gazetted posts are concerned, the Department has proposed that the Head Clerks in the Office of the Supply Commissioner (Rs. 300—380 : C) should be brought on the pay scale that may be recommended for the post of Superintendent in the Rationing Department. We accept this equation and recommend a scale of Rs. 300—475 for all the posts of Superintendents.

7. The department has also proposed equation of the post of Chief Supply Inspector in the Supply Commissioner's office with that of Chief Inspecting Officer in the Rationing Department. We have accepted this equation. We have also accepted other equations suggested by the Department in the case of Supply Inspectors and Rationing Inspectors etc.

8. Remaining posts in the two organisations are of a common nature and we have, therefore, suggested common scales which we have recommended for similar posts in other Departments.

9. *Special pays* :

Special pays now granted to Bill Accountant, Cashiers, Confidential Clerks, Accounts Clerks are within permissible limit and may, therefore, continue.

10. We do not support the proposal made by the Department for the grant of special pay of Rs. 100 and Rs. 50 to Deputy Controllers of Rationing and Assistant Controllers of Rationing in the cities of Poona, Nagpur and Sholapur.

11. We are also unable to accept the proposal for the grant of a special pay to Assistant Commissioners (Supply) in the office of Divisional Commissioners as we are recommending withdrawal of special pays granted to other Assistant Commissioners in the Commissioner's Office.

SCHEDULE

(A) SUPPLY COMMISSIONER

Serial No.	Designation	No. of posts	Existing scales of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted				
1	Director of Civil Supplies.	1	I.A.S. scale	I.A.S. scale.	
2	Deputy Director of Civil Supplies.	3	775—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
3	Movement Officer ..	1	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
4	Assistant Director of Civil Supplies.	3	350—400—30—550—E.B.—30—610—40—730	340—20—500—E.B.—25—650	
		3	375—25—650 (C)		
	Non-Gazetted				
5	Head Clerk ..	8	300—10—350—15—380 (C) ..	300—15—375—20—475 (To be redesignated as Superintendent)	
6	Chief Supply Inspector.	1	250—10—330 (C) ..	300—15—375—20—475 (To be redesignated as Superintendent)	
7	Food Grains Inspector.	41	225—15—315 (C) ..	200—10—290—15—320	
8	Deputy Chief Supply Inspector.	1	195—7—230 (C) ..	200—10—290—15—320	
9	Stenographer		230—10—330—E.B.—10—360—15—450 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—360—15—380	
10	Senior Clerk ..	15	160—10—220—E.B.—10—270 (C)	150—8—190—10—220—E.B.—10—270	
11	Deputy Accountant	1	185—10—245 (C) ..	200—10—290—15—320	
12	Supply Inspector ..	19	160—5—190 (C)	150—8—190—10—220—E.B.—10—270	
13	Cashier ..	1	120—5—160—E.B.—5—185—6—200—E.B.—6—245 (C) Special pay of Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
14	Accounts Clerk ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
15	Clerk	27	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
16	Driver ..	2	100—3—130	110—3—128—4—140	
17	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
18	Peon ..	17	72—1—82 (C)	70—1—80—E.B.—2—90	

(B) CONTROLLER OF RATIONING, BOMBAY

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted				
1	Controller of Rationing.	1	I.A.S. scale .. .. Special pay of Rs. 200	I.A.S. scale Special pay as at present	
2	Deputy Controller of Rationing.	9	540—25—665—50—815 (C) ..	410—30—650—E.B.—45—965. (Fixed pay of Rs. 380 during the period of probation)	
3	Assistant Controller of Rationing.	27	375—25—600—25—650 (C) ..	340—20—500—E.B.—25—650	
	Non-Gazetted				
4	Senior Accountant ..	1	325—15—400 (C) ..	260—10—290—15—410	
5	Superintendent ..	9	320—20—520 (C) ..	300—15—375—20—475	
6	Rationing Officer ..	52	320—20—520 (C) ..	300—15—375—20—475	
7	Chief Inspecting Officer.	1	320—10—520 (C) ..	300—15—375—20—475	
8	Superintendent ..	1	310—20—410 (C) ..	300—15—375—20—475	
9	Stenographers ..	8	200—8—280—E.B.—8—300—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
10	Stenographer ..	1	190—8—270—10—350 (C) ..	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
11	Junior Accountant ..	8	250—15—285 (C)	200—10—290—15—320	
12	Research Assistant ..	7	200—10—250—15—325—E.B.—15—430 (C)	180—10—290—E.B.—15—425	
13	Head Clerk ..	60	200—10—300 (C)	200—10—290—15—320	
14	Assistant Rationing Officer.	88	200—10—300 (C)	200—10—290—15—320	
15	Statistical Assistant	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
16	Senior Clerk ..	165	160—10—220—E.B.—10—270 (C)	150—8—190—10—220—E.B.—10—270	
17	Rationing Inspectors	1400	160—10—220—E.B.—10—270 (C)	150—8—190—10—220—E.B.—10—270	
18	Senior Clerk ..	2	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270	
19	Bill Accountant ..	7	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
20	Cashier ..	7	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) *Plus* special pay	110—4—150—E.B.—5—200 Special pay to continue	

(B) *Controller of Rationing, Bombay*—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
21	Clerk-*cum*-Typist ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C).	110—4—150—E.B.—5—200	
22	Clerk ..	1,339	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C).	110—4—150—E.B.—5—200	
23	Typist ..	42	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C).	110—4—150—E.B.—5—200	
24	Telephone Operator	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C).	110—4—150—E.B.—5—200	
	CLASS IV				
25	Motor Cycle Messenger.	2	109—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
26	Driver ..	13	100—3—130	110—3—128—4—140	
27	Naik ..	17	77—1—87—E.B.—1—92 (C) ..	80—2—100	
28	Watchman ..	47	72—1—82 (C)	70—1—80—E.B.—2—90	
29	Peon ..	342	72—1—82 (C)	70—1—80—E.B.—2—90	
		(C) CON	TROLLERS OF RATIONING NAGPUR, POONA AND SHOLAPUR		
	Gazetted				
1	Deputy Controller of Rationing.	5	350—400—30—610—E.B.—40—730—45—955.	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
2	Assistant Controller of Rationing.	20	250—300—15—420—E.B.—15—450—20—550.	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the probation period).	
	Non-Gazetted.				
3	Superintendent ..	2	300—15—375—20—475 ..	300—15—375—20—475	
4	Rationing Officer ..	18	210—10—280	220—10—290—E.B.—15—380	
5	Chief Rationing Inspector.	2	210—10—280	220—10—290—E.B.—15—380	
6	Inspecting Officer ..	44	210—10—280	220—10—290—E.B.—15—380	
7	Public Relations Officer.	3	210—10—280	220—10—290—EB.—15—380	
8	Godown Supervisor	3	210—10—280	220—10—290—E.B.—15—380	
9	Deputy Accountant	3	185—10—245	200—10—290—15—320	
10	Head Cashier ..	3	185—10—245	200—10—290—15—320	
11	Supply Accountant	6	185—10—245	200—10—290—15—320	
12	Accounts Supervisor.	4	185—10—245	200—10—290—15—320	

(C) *Controller of Rationing, Nagpur, Poona, Sholapur*—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
13	Head Clerk ..	28	185—10—215	200—10—290—15—320	
14	Research Assistant.	2	185—10—215	200—10—290—15—320	
15	Statistical Assistant.	3	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
16	Aval Karkun ..	80	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
17	Assistant Rationing Officer.	33	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
18	Rationing Inspector	535	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
19	Godown Superintendent.	9	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
20	Stenographer ..	5	145—5—170—E.B.—5—200—E.B.—6—230—9—275	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
21	Cashier ..	22	100—3—130—E.B.—4—170 (Special pay of Rs. 30)	110—4—150—E.B.—5—200 (Special pay to continue)	
22	Confidential Clerk ..	3	100—3—130—E.B.—4—170 .. (Special pay of Rs. 10)	110—4—150—E.B.—5—200 (Special pay to continue)	
23	Accounts Clerk ..	61	100—3—130—E.B.—4—170 .. (Special pay of Rs. 10)	110—4—150—E.B.—5—200 (Special pay to continue)	
24	Clerk ..	635	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
25	Godown Clerk ..	59	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
26	Typist ..	53	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	CLASS IV				
27	Daftari ..	3	75—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
28	Naik ..	3	75—1—80—E.B.—2—100 ..	80—2—100	
29	Peon ..	180	65—1—75	70—1—80—E.B.—2—90	
30	Watchman ..	22	65—1—75	70—1—20—E.B.—2—90	
31	Driver ..	12	100—3—130	110—3—128—4—140	
32	Motor Cycle Messenger.	2	100—3—136	110—3—128—4—140	

CHAPTER 50

ARCHIVES DEPARTMENT

The Department of Archives, and Archaeology is under the administrative control of the General Administration Department, so far as Archives are concerned and of the Education and Social Welfare Department so far as the Archaeology is concerned. It is headed by the Director of Archives and Archaeology.

The Archives section controls the non-current record of the State Secretariat, arranges to classify it, and takes such measures as are necessary for its preservation.

2. Besides the Secretariat Record Office, the department also has under it, a Record Office at Kolhapur which houses historical record pertaining to the former Kolhapur State and its Jagirs. The Director is assisted by an Assistant Director and non-gazetted staff including Record keeper, Research Assistant, Binders, Filers etc. The Kolhapur Record Office is in charge of the Superintendent of Records.

3. The designations of the various posts in the organisation with their existing pay scales and the scale of pay recommended by us are shown in the appended schedules. Some special cases are mentioned below :—

4. *The Director of Archives and Archaeology (Rs. 550—1,150).*—The Director is in charge of the general supervision of the Secretariat Record Office and the Department of Archaeology. His duties include inspection and acquisition of Historical record, ancient manuscripts and their publication, and survey of Historical sites, monuments and antiquities in the State.

The post is filled either by promotion of a Gazetted officer of the department or by nomination of a candidate possessing a Master's degree in History or Ancient Indian Culture and Doctorate in History or Archaeology plus research of recognised merit.

The present incumbent of the post is granted a personal scale of Rs. 1,000—1,500 *plus* a special pay of Rs. 250. We understand that the question of separation of the present directorate is under consideration of Government. The present arrangement is, however, likely to continue for some time. In view of the qualifications prescribed for the post and the technical nature of duties, we propose a scale of Rs. 900—50—1,300 for the joint charge without any special pay in addition.

5. *Assistant Director of Archives (Rs. 270—715)* (C).—He helps the Director in the research and publication programme of the Secretariat Record Office and subordinate offices and also in dealing with the technical problems of preservation of archives, their housing, micro-filming, etc.

Appointment to the post is made by promotion of a Research Assistant of proved merit who holds a Master's degree in modern History preferably by research and has 5 years experience of work in the record office ; or by nomination of a person who holds a Master's degree in modern History in second class or a doctorate in Indian History and possesses knowledge of Modi. Having regard to the above duties and qualifications, we recommend a scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 for the post.

6. *Record Keeper (Rs. 200—450)* (C).—His duties involve supervision over staff of record room and dealing with cases and problems of preservation of record. Appointment to the post is made by promotion of a clerk. We recommend a scale of Rs. 180—10—290—E.B.—15—425 for this post.

7. *Research Assistant (Rs. 165—350)* (C).—His work involves handlisting, cataloguing and indexing of Government records. Appointment to the post in made by promotion of a Junior Assistant or a lower division clerk who is a graduate in History or by nomination of candidate possessing at least a second class bachelor's degree in History. Having regard to the nature of work and the recruitment rule, we feel that a scale of Rs. 150—8—190—10—240—E.B.—10—320 should be adequate for this post.

8. *Senior Binder (Rs. 120—165) (C) ; Binder (Rs. 111—148) (C).*—Their duties involve binding of records and books. The Director has suggested that the scales of these posts may be amalgamated into one scale of pay. Since there is no difference in their duties, we recommend a common scale of Rs. 100—3—130—E.B.—3—136—4—160 for these posts.

9. *Special pays.*—(1) The Director of Archives and Archaeology is given a special pay of Rs. 250 per month in addition to his pay in the scale of Rs. 1,000—1,500. The scale as well as special pay has been sanctioned to the present incumbent as personal. We have not therefore reviewed either his personal scale or his personal special pay.

(2) Superintendent of Records, Kolhapur is in receipt of a special pay of Rs. 50 per month for additional work pertaining to the Kolhapur Museum which is placed under him. The special pay may continue.

(3) The special pays in the nature of cash allowance and typing allowance may be continued in accordance with our remarks in the general chapter on special pay.

SCHEDULE

ARCHIVES DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Archives and Historical Monuments.	1	550—25—700—50—800—E.B.—50—1,150 (C) (Personal scale of Rs. 1,000—1,500 with special pay of Rs. 250 to present incumbent)	900—50—1,300.	
2	Assistant Director of Archives.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probation)	
	Non-Gazetted.				
3	Junior Superintendent.	1	370—20—490—(C) ..	340—20—500	
4	Superintendent of Records (Kolhapur Record Office).	1	250—10—350 .. .. *Plus* special pay of Rs. 50	260—10—290—15—410 Special pay to continue	
5	Record Keeper ..	1	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C)	180—10—290—E.B.—15—425	
6	Research Assistant	3	165—10—245—E.B.—15—350—(C)	150—8—190—10—240—E.B.—10—320	
7	Assistant Superintendent.	1	165—10—225—E.B.—10—255——15—300 (C)	150—8—190—10—220—E.B.—10—270	
8	Junior Assistant ..	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
9	Modi knowing Assistant.	2	135—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
10	Senior Clerk ..	1	137—8—185 .. .. *Plus* special pay of Rs. 5	150—8—190—10—220—E.B.—10—270 Special pay to continue	

Archives Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
11	Clerk ..	9	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C) *Plus* special pay Rs. 15 for Cashier's work.	110—4—150—E.B.—5—200 Special pay to continue	
12	Clerk-typist ..	3	120—5—160—E.B.—5—180—8 —212—E.B.—8—260—10—270 (C) *Plus* Rs. 15 special pay	110—4—150—E.B.—5—200 Special pay to continue	
13	Typist ..	2	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C) *Plus* Rs. 15 special pay.	110—4—150—E.B.—5—200 Special pay to continue	
14	Deonagari Typist ..	1	120—5—160—E.B.—5—180—8 —212—E.B.—8—260—10—270 (C) *plus* Rs. 15 special pay	110—4—150—E.B.—5—200 Special pay to continue	
15	Clerk	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
16	Senior Binder ..	1	120—4—144—E.B.—4—160—5 165 (C)	100—3—130—E.B.—3—136—4 160	
17	Binder ..	1	111—3—120—4—148 (C) ..	100—3—130—E.B.—3—136—4 —160	
18	Assistant Binder ..	1	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
19	Mender-*cum*-Binder	1	91—3—130	100—3—136—4—140	
20	Mender ..	1	100—5—135—(C) ..	90—2—100—3—115—E.B.—3—130	
	CLASS IV				
21	Filer ..	4	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
22	Daftari ..	3	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
23	Naik	1	77—1—97 (C)	80—2—100	
24	Binder Boy (Kolhapur Record Office).	1	85—2—105 (C)	75—1—80—2—90—E.B.—2—100	
25	Peon	6	72—1—82 (C)	70—1—80—E.B.—2—90	
26	Peon	4	65—1—75	70—1—80—E.B.—2—90	
27	Mender	2	72—1—82 (C)	70—1—80—E.B.—2—90	
28	Assistant Mender ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
29	Hamal	12	72—1—82 (C)	70—1—80—E.B.—2—90	
30	Hamal ..	1	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 51

DEFENCE PROJECTS ORGANISATION

The Government of India has entrusted to the State Government the execution of civil works relating to the four defence projects located in the State. For that purpose a self contained field organisation has been set up, headed by two Chief Engineers, one stationed at Bombay and one at Nagpur. For all administrative purposes the organisation is directly under the control of the General Administration Department. The set up under the Chief Engineers is similar to that in the Buildings and Communications Department. At head quarters, the Chief Engineer, Defence Projects, Bombay and Chief Engineer, Nagpur are assisted by an Executive Engineer and two Deputy Engineers each. The organisation under the Chief Engineer, Bombay includes 2 Circle Offices, one each at Nasik and Varangaon with 5 Ex-Divisions and 21 Sub-divisions under Nasik Circle and 4 Ex-Divisions and 17 Sub-Divisions under Bhusawal Circle. The set up under the Chief Engineer Nagpur also consists of two circle offices at Nagpur and Chandrapur with 5 Ex-Divisions and 20 Sub Divisions under Nagpur Circle and 4 Executive Engineers and 17 Sub-Divisions under Chandrapur Circle. The other staff at Circle, Divisional and Sub-Divisional levels includes Overseers, Draftsman, Tracers, Divisional Accountants, Store-Keepers and Clerical personnel.

2. For the execution of electrical works pertaining to the defence projects, an independent organisation has been set up under a Superintending Engineer designated as Superintending Engineer (Electrical) Bombay.

At headquarters, he has the assistance of a Deputy Engineer, some electrical supervisors, tracers, store keepers etc. There are 4 electrical divisions and elevan electrical sub-divisions included in this circle.

3. The Circle, the Divisional and the Sub-Divisional offices under the Defence Organisation are constituted on the pattern of the Buildings and Communications Deparment and the Irrigation and Power Department and the various cadres are treated as temporary additions to the permanent cadres in those departments. Most of the field and office staff has been deputed from the Buildings and Communications Department and Irrigation and Power Department. We have, therefore, recommended the same scales of pay in this organisation as those recommended in the Buildings and Communications Department and Irrigation and Power Departments vide appended schedule.

4. *Special pays.*—In the offices of the Chief Engineer, Bombay and Nagpur the following posts carry special pays mentioned against them :—

	Special pay
	Rs.
(1) Personal Assistant to Chief Engineer, Bombay/Nagpur ..	100
(2) Deputy Engineers attached to Chief Engineer, Bombay/Nagpur.	50
(3) Overseers/Junior Engineers	20

The special pays have been granted in the above cases on grounds of arduous nature of duties and specific addition to work and responsibilities. Since the nature of work and set up of the Defence Organisation is the same as that under Buildings and Communications and Irrigation and Power Departments, we do not think that the deputation of staff from these departments results in any addition to their normal duties and responsibilities. We also do not subscribe to the view that the deputation from a subrodinate office to the head office necessarily adds to person's duties and responsibilities. We, therefore, recommend that the special pay in the above cases may be discontinued.

The same reasoning holds good in the case of Deputy Engineers attached to Superintending Engineers in circle offices who are granted a special pay of Rs. 50 each. We do not agree that the technical and administrative responsibilities of the Deputy Engineer increase on his appointment as Personal Assistant to Superintending Engineer. We would, therefore, recommend that special pay in all such cases should be discontinued.

As regards the special pays granted to Circle Head Clerks, Divisional Head Clerks, Senior Clerks and Senior Accounts Clerks for disbursing cash, the special pays may be continued after they are reviewed by the Head of Department on the basis of the actual amount of cash handled by each person as provided under the general orders of Government.

SCHEDULE

DEFENCE PROJECTS ORGANISATION

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Chief Engineer ..	2	1,800—100—2,000	1,800—100—2,000	
2	Superintending Engineer.	5	1,300—60—1,600	1,300—60—1,600	
3	Executive Engineer.	19	650—(6th year)—40—730—45—1,000—50—1,100	650—(6th Year)—45—1,100—50—1,150	
4	Executive Engineer and Personal Assistant to Chief Engineer.	2	650—(6th year)—40—730—45 1,000—50—1,100 Special pay Rs. 100	650—(6th year)—45—1,100—50—1,150 Special pay to be discontinued	
5	Assistant Engineer ..	2	370—370—30—610—E.B.—40—930	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during probation)	
6	Deputy Engineer ..	86	325—25—500—E.B.—25—575—30—635—E.B.—30—815 Special pay Rs. 50 for 7 posts	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during probation) Special pay to be discontinued	
	Non-Gazetted				
7	Electrical Supervisor.	16	150—12—270—E.B.—12—390—12—510	160—10—290—E.B.—15—380—20—400—E.B.—20—500 (Diploma holder to start on Rs. 180 and degree holder to start on Rs. 240)	
8	Head Draftsman ..	6	240—10—300—15—360 ..	250—10—290—15—380	
9	Draftsman ..	23	150—8—190—10—210—E.B.—10—270	180—10—290—E.B.—15—380 (For diploma holders in Engineering) 150—8—190—10—220—E.B.—10—270 (For others)	
10	Assistant Draftsman.	28	115—5—155—E.B.—5—190 .. (Higher start of Rs. 125 for qualified persons)	130—4—150—5—175—E.B.—5—200—6—230	
11	Overseer / Junior Engineer.	371	150—10—300—E.B.—15—360 Special pay Rs. 20 to overseers in C.E.'s, office (5 posts)	160—10—290—E.B.—15—380 (Diploma holder to start on Rs. 180 and degree holder to start on Rs. 240) Special pay to be discontinued	
12	Tracer ..	56	100—3—130—E.B.—4—170 .. for S.S.C. 91—3—130—E.B.—4—170 .. for others	110—4—150—E.B.—5—200	
13	Computor ..	30	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
14	Special Superintendent.	2	430—30—610—E.B.—40—730—45—820	340—20—500—E.B.—25—650	
15	Superintendent ..	30	330—15—420	300—15—375—20—475	

Defence Projects Organisation—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
16	Circle Head Clerk ..	4	270—10—350 .. Special pay Rs. 15	260—10—290—15—410 Special pay to be continued	
17	First Clerk to Superintending Engineer.	4	195—10—245 ..	200—10—290—15—320	
18	Divisional Head Clerk.	21	185—10—235 .. Special pay Rs. 15 for 7 posts	200—10—290—15—320 Special pay to continue	
19	Senior Accounts Clerk.	30	145—8—185—10—195 .. Special pay Rs. 15 for one post	150—8—190—10—220—E.B.—10—270 Special pay to continue	
20	Senior Clerk ..	137	137—8—185 .. .. Special pay Rs. 15 for 11 posts	150—8—190—10—220—E.B.—10—270 Special pay to continue	
21	Store Keeper ..	7	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
22	Statistician ..	3	130—5—150—8—190—E.B.—10—270—E.B.—10—320 (2nd Class Graduates to start on Rs. 174 and post Graduates on Rs. 240)	150—8—190—10—220—E.B.—10—270	
24	Junior Clerk and Typist.	314	100—3—130—E.B.—4—170 for S.S.C. 91—3—130—E.B.—4—150 for others.	110—4—150—E.B.—5—200	
25	Stenographer ..	4	160—6—190—8—230—E.B.—10—320—10—350 250—10—350—E.B.—15—500 (C)	(i) 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 (Lower Grade) (ii) 240—10—290—15—350—E.B.—15—470 (Higher Grade)	
26	Driver ..	2	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
	Class IV.				
27	Daftari ..	22	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
28	Naik	21	70—1—80—E.B.—2—100 ..	80—2—100	
29	Peon	228	65—1—75	70—1—80—E.B.—2—90	
30	Chowkidar ..	26	65—1—75	70—1—80—E.B.—2—90	
31	Attendant ..	55	75 (Fixed).	70—1—80—E.B.—2—90 (Subject to remarks in the Chapter on common categories of posts)	

CHAPTER 52

DIRECTORATE OF LANGUAGES

In pursuance of the State Government's policy of introducing Marathi to replace English in the Government administration, the Directorate of Languages was established in 1960 with the responsibility of undertaking measures to facilitate the introduction of Marathi as the official language of the State. The main functions of the Directorate include preparation of administrative, legal and technical terminology, compilation of dictionaries, guide books, reference books for Marathi noting and drafting and departmental manuals ; training of typists and stenographers and imparting general training to staff in Hindi and Marathi. The Directorate is also entrusted with the work of transaltion of Rules and Regulations, State and Central Acts, Budget etc. and evolution of standard system of Marathi shorthand and standard key-board in Devnagri for Marathi typewriters as well as lino, mono, and teleprinter machines. The Directorate has an administration section, translation section and a training section The Director of Languages is the head of the Department, and also ex-officio Deputy Secretary in the General Administration Department He is assisted by two Deputy Directors, two Translation Officers, two Training Officers, a Terminology Officer and a Research Officer—all of gazetted rank At the office level, the Translation and Terminology Officers are assisted by several Junior and Senior Translators.

2. The designations of posts in the Departments, their existing pay-scales and the revised pay scales recommended by us are shown in the appended schedule. The main considerations underlying our recommendations in respect of posts, other than common posts are given below :—

3. *Director (Rs. 1,100—50—1,300).*—Besides the main responsibility towards implementing Government's policy regarding the linguistic change-over in Administration, the Director has been entrusted with a number of schemes having a bearing on language problems. It has been pointed out to us that similar schemes at the Centre, have been distributed among 3-4 different agencies. In view of the manifold duties of the Director, a higher scale of pay has been proposed for him. We have been informed that a post of Joint Director has recently been sanctioned mainly to share the responsibilities of the Director.

The post of Director is filled by nomination of a candidate possessing first class Master's degree in Arts or a Doctorate with Marathi or Sanskrit and at least five years administrative experience.

Having regard to these qualifications and the nature of work entrusted to the Director, we recommend a scale of Rs 1,100—50—1,400 for the post.

4. *Joint Director (Rs. 350—1,100 plus Special pay of Rs. 200).*—The post has been recently sanctioned. The Joint Director is entrusted with the overall charge of the terminology and drafting wings and is responsible for all publications brought out by the Directorate. He has to supervise and co-ordinate the work done in those wings. No recruitment rule has so far been framed for this post. At present the post carries the scale of pay applicable to Deputy Director (Rs 350—1,100) *plus* special pay of Rs. 200 per month. We recommend that the same arrangement may continue till the recruitment rule is framed for the post.

5. *Deputy Director (Rs. 350—1,100).*—This post is often compared with that of the Deputy Director of Publicity (Rs. 730—1,100 C). A candidate for this post is required to possess a Master's degree in Arts with Marathi or Sanskrit as the principal subject. We do not consider that the post is comparable to that of the Deputy Director of Publicity in respect of duties and responsibilities. A higher minimum as in the case of the Deputy Director of Publicity does not appear to be justified. We recommend a revised scale of Class I service to this post viz. Rs. 410—30—650—E.B.—45—1,100—50—1,150 (with fixed pay of Rs. 380 during the period of probation).

6. *Translation, Terminology, Training and Research Officers (Rs. 250—715).*—In view of the technical and scientific nature of work requiring special aptitude, the department has recommended a Class II scale with higher minimum so as to attract the right type of persons. A candidate for these posts is required to possess a second class Bachelor's degree in Marathi or Sanskrit and experience fo

translation work. In view of these qualifications, we do not think that a higher minimum is called for. We recommend a standard scale of Class II service for these posts viz. Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 with fixed pay of Rs. 280 during the period of probation.

7. *Supervisor (Budget work) (Rs. 370—20—490) (C); Junior Translators (Rs. 165—300) and Senior Translator (Rs. 260—350) (C).*—The posts of Supervisors are created seasonally for Budget Translation. They supervise the work of Translators and are responsible for the completion of tne Budget work in the scheduled time. The posts are filled by promotion of Senior Translator (Rs. 260—350) : (C). It is, therefore, necessary to fix the Translator's scale in the first instance. The department has proposed a common scale of pay for Junior and Senior Translators [present pay scale :—Junior—Rs. 165—300 : (C), Senior—Rs. 260—350 : (C)] in view of the recruitment difficulty. A candidate for the Junior Translator's post is required to be a graduate possessing a thorough knowledge of Marathi language. Appointment to the post of Senior Translator is made by promotion from amongst Junior Translators. We recommend a combined scale of Rs. 180—10—270—E.B.—10—290—15—380 to replace the existing city scales of Rs. 165—300 and Rs. 260—350 for Translators.

Having regard to the scale of pay proposed by us for Translators, we feel that a revised scale of Rs. 340—20—500 would be adequate for the Supervisor.

8. *Artist (Rs. 450—20—550).*—The candidate is required to possess a Secondary School Certificate and a diploma in Commercial Art with lettering as special subject. He is also required to have knowledge of Devnagri Calligraphy and Typography. He has to attend to designing of characters as per typographer's scheme, reducing the characters for testing purpose, cutting the punches and striking matrices. In our opinion, the minimum of the existing scale is high for the qualification prescribed for the incumbent. The span of the scale is also short. We, therefore, recommend a longer scale with a lower minimum viz. Rs. 300—15—390—20—430—E.B.—20—550 for the post.

9. *Special pays.*—Eight posts of typists and one post of Cashier in the Clerk's scale of pay carry a special pay of Rs. 15 per month each. They may be continued in accordance with our observations in the general chapter on special pay.

SCHEDULE

DIRECTORATE OF LANGUAGES

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director ..	1	1,100—50—1,300 ..	1,100—50—1,400	
2	Joint Director ..	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 *Plus* Special pay of Rs. 200	410—30—650—E.B.—45—1,100 50—1,150 *Plus* Special pay of Rs. 200	
3	Deputy Director (Translation, and Terminology).	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during probation)	
4	Deputy Director (Training and Establishment).	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during probation)	
5	Translation Officer ..	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probation)	

Directorate of Languages—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
6	Terminology Officer	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during probation)	
7	Training Officer ..	2	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500 25—650—E.B.—20—800 (Fixed pay of Rs. 280 during probation)	
8	Research Officer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800. (Fixed pay of Rs. 280 during probation)	
	Non-Gazetted				
9	Artist ..	1	450—20—550	300—15—390—20—430—E.B.—20—550	
10	Supervisor (Budget work)	2	370—20—490 (C) ..	340—20—500	
11	Superintendent ..	3	270—15—360—E.B.—15—435 (C)	260—10—290—E.B.—410	
12	Superintendent ..	2	250—10—350	260—10—290—15—410	
13	Senior Translator ..	12	260—15—350 (C) ..	180—10—270—E.B.—10—290—15—380 (To be designated as Translator)	
14	Junior Translator ..	28	135—10—225—E.B.—10—255—15—300 (C)	180—10—270—E.B.—10—290—15—380 (To be designated as Translator)	
15	Accountant ..	2	150—8—190—10—220—E.B.—10—300	200—10—290—15—320	
16	Accountant ..	1	165—10—225—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270 (To be redesignated as Accounts Clerk)	
17	Senior Clerk ..	5	160—10—220—E.B.—10—270—(C)	150—8—190—10—220—E.B.—10—270	
18	Senior Clerk ..	2	145—8—185	150—8—190—10—220—E.B.—10—270	
19	Cashier ..	1	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C) Rs. 15 Special pay	110—4—150—E.B.—5—200 Special pay to continue	
20	Junior Clerk ..	8	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200.	
		4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
21	Typist ..	6	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C) Special pay Rs. 15 per month	110—4—150—E.B.—5—200 Special pay to continue	
21A	Typist ..	2	100—3—130—E.B.—4—170 .. Special pay of Rs. 15 per month	110—4—150—E.B.—5—200 Special pay to continue	
	Class IV.				
22	Naik	2	77—1—87 (C) ..	80—2—100	
23	Peon ..	9	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		2	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 53

DIRECTORATE OF PUBLICITY

The main purpose of the Directorate of Publicity is to keep the people informed of the activities of he State Government and to bring to the notice of the Government, the published comments and criticism affecting the Government. The Directorate issues press-notes and news items on various activities of the Government and publishes several periodicals for that purpose. Information Centres are operated at district headquarters which have special responsibilities for making known the aims and objectives of the Five Year Plans and the achievements of the Government under these Plans. The Directorate undertakes the installation and maintenance of community radio sets in villages through the Rural Broadcasting Organisation and assists All India Radio in arranging talks on general activities. The medium of the Film is also used for publicity purposes.

2. The Director of Publicity is also the Director of Tourism. The Directorate of Tourism promotes visits to places of interest and arranges reservations in holiday camps maintained by Government at various hill stations, health resorts etc. and organises trips to places of interest in the State.

3. At the headquarters, the Director of Publicity is assisted by 5 Class I officers viz. Deputy Directors and 23 Class II officers including the Assistant Directors, Liaison Officers, Joint Director of Tourism, Publicity Officers etc. At the divisional and district levels the publicity work is done by the Regional Publicity Officers and District Publicity Officers.

4. The Regional Broadcasting Organisation is headed by an Engineer-in-charge in Class I service who has under him divisional engineers with technical and non-technical staff.

5. The designations of posts in the Department, their existing pay scales and the revised pay scales recommended by us are shown in the appended schedules. The considerations underlying our recommendations in regard to the pay scales of some posts are discussed in the following paragraphs.

6. *Director of Publicity (Rs. 1,300—1,600)* (C).—The post is filled by promotion of a Deputy Director or by nomination of a candidate possessing honours degree, and working knowledge of film, radio and other field publicity, and with 10 years experience in journalism. The present scale compares favourably with that of a Head of equally important Department and we feel that it would be quite adequate. Instead of the present city scale, it should be a general scale (Rs. 1,300—60—1,600) eligible for compensatory local allowance and house rent allowances where admissible.

7. *Joint Director of Tourism (Rs. 400—730 + Special pay of Rs. 150.)*—The pay-scale of an Under Secretary to Government has been proposed for this post. The post is filled by promotion of an Assistant Director of Tourism or by nomination of a graduate with 5 years experience in government department or private travel agencies. We feel that it is wrong to equate this post with that of an Under Secretary or any other officer in the Secretariat. As the post is filled generally by promotion of an Assistant Director of Tourism for whom we have recommended a Class II scale of Rs. 300—800, we suggest a higher scale of Rs. 410—30—650—E.B.—45—965 for this post.

8. *Liaison Officer (Rs. 270—715) and Departmental Liaison Officers (Rs. 330—715)* (C).—The Liaison Officer acts as an intermediary between Government on the one hand and the Press and Public on the other. The Departmental Liaison Officers function as reporters stationed in the Secretariat Department for reporting news concerning the Department's activities. They also write feature articles on the policies followed by Government. The posts are filled by promotion of Sub Editors and District Publicity Officers. As their duties are alike, we recommend for them a common scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800.

9. *District Publicity Officer (Rs. 195—245 ; Rs. 250—300).*—There are at present two scales of pay for these posts having the same set of duties. They are in charge of District Publicity Offices and function as news officers for the district. They also cover ministerial engagements and organise publicity and film shows in the districts. The Administrative department has proposed a common

scale of Rs. 300—730 which is equal to a Class II scale. We feel that the present scale of the post is not commensurate with the duties and importance of the post but the scale proposed by the administrative department is very high. We recommend a common scale of Rs. 240—10—290—15—350—E.B.—15—470 to replace the existing scales of Rs 195—10—245 and Rs. 250—10—300. This scale would give adequate increase in pay to the District Publicity Officers.

10. *Movie Cameraman (Rs. 450 fixed) (C) and Assistant Movie Cameraman (Rs. 300—15—450) (C).*—They cover Government functions and take films of important programmes. They are appointed by selection of persons who are sufficiently educated and possess experience in motion picture for 5 years The administrative department has recommended a common scale for both the posts. We propose a revised scale of Rs. 275—15—410 for them.

11. *(i) Photographer (Rs. 250—10—350), (ii) Assistant Photographer (Rs. 145—190), (iii) Photographer (Rs. 145—195).*—The Photographer (*i*) at headquarters takes and prepares photographs of Government functions. He is either promoted from amongst Assistant Photographers or is appointed by selection of a S.S.C. candidate with practical experience of 3 years in photography. In our opinion a scale of Rs. 250—10—290—15—380 would be suitable for the post.

The Assistant Photographer at (*ii*) assists the Photographer at (*i*). He is also required to be S.S.C. holder with experience in photography. The photographer at (*iii*) works in a divisional office. For both of them we recommend a common scale of Rs. 160—5—220.

12. *Operator (Talex) and Operator-cum-Typist (Divisional) (Rs. 145—300).*—These operators are S.S.C. holders with knowledge of operation of Talex and Teleprinter machines. We recommend for them a scale of Rs. 160—10—270—E.B.—10—290—15—320 which is higher than a Senior Clerk's scale.

13. *Electrician (Rs. 137—190)* (C).—He attends to all electrical jobs in the workshops. He is required to have studied upto VIII standard and possess 2nd Class Wireman's licence of the Public Works Department and 2 years experience in film studio. Having regard to these qualifications we recommend a scale of Rs. 145—4—165—5—180—E.B.—5—210 for the post.

14. *Senior Storekeeper (Rs. 165—300)* (C).—He is in-charge of the dead stock articles and publications of the Directorate and has to maintain an account of the same. He is appointed by promotion of a Junior Storekeeper for whom a scale of Rs. 130—220 is recommended. We, therefore, recommend for the Senior Storekeeper a scale of Rs. 150—8—190—10—220—E.B.—10—270 which has been proposed for Senior Clerks.

15. *Personal Assistant to Joint Director of Tourism (Rs. 200—350) (C).*—He has to work as Stenographer and Personal Assistant to the Joint Director of Tourism. He is required to be a graduate with experience in travel agency and know shorthand and typing. He should get one of the standard scales of Stenographer (Rs. 240—10—290—15—350—E.B.—15—470—Higher Grade or Rs. 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380—Lower Grade) according as he is required to possess the speed of 120 words per minute or 100 words per minute in shorthand and 40 words per minute in typing under the recruitment rule.

16. *(i) Receptionist, Enquiry-cum-Reception Officer (Rs. 230—450), (ii) Receptionist (Rs. 120—270) (C).*—The Receptionists at (*i*) have to attend to enquiries at the enquiry counter of the Sachivalaya or to attend to enquiries from the tourists and receive them at the Directorate. They are graduates with three years experience in public relations or in liaison work or possess experience in a travel agency. Taking into account the nature of their duties as also the scale admissible to other Receptionists in the department (viz. Rs. 120—270) (C), we feel that the existing scale of these posts is quite adequate. We recommend a scale of Rs. 240—10—290—15—350—E.B.—15—470 for these posts more or less on existing basis. For other posts of Receptionists including the Librarian-*cum*-Receptionist, the scale may be the usual clerical scale of Rs. 110—200.

As regards the ministerial posts of Superintendent, Accountants, Head Clerks, Senior Clerks etc. we have fixed them in suitable common scales devised for supervisory posts.

RURAL BROADCASTING SECTION

17. *Divisional Engineer (Rs. 550—910).*—For purpose of appointment by nomination, a candidate is required to be a degree holder in Electrical Engineering with Radio communications as one of the subject or possess a degree in Telecommunication Engineering, or be a science graduate with diploma in Radio Engineering, and have practical experience of not less than five years. It has been proposed that in view of the qualifications and duties of these posts, the existing pay scale should be brought in line with that of the Executive Engineer (Rs. 650—1,100). Though we agree that the existing maximum of the scale needs to be raised, there does not appear to be sufficient justification to pitch the minimum as high as that of the Executive Engineer's scale. In view of the duties and responsibilities of the Divisional Engineer we recommend a scale of Rs. 560—30—650—45—875—E.B.—45—1,100—50—1,150 for these posts.

18. *Senior Assistant Engineer (Rs. 490—850).*—He is in-charge of the technical side of the manufacturing division and is promoted from the Assistant Engineer or is appointed by nomination of a candidate possessing qualifications prescribed for the post of Assistant Engineer. Having regard to the scale proposed for the post of Assistant Engineer (viz. Rs. 460—800) we recommend for him a scale of Rs. 500—25—550—30—730—E.B.—30—820—40—900.

19. *Assistant Engineer (Rs. 450—715).*—They are in-charge of Radio and Electronics Laboratory, Research and Development Section, Central Workshops and Central Stores.

The posts are filled either by promotion from amongst qualified Radio Assistants (Rs. 275—450) or Technical Assistants (Rs. 270—390) or by nomination of a candidate holding a degree in Electrical/Mechanical Engineering with Radio communications as one subject or a second class Science graduate holding diploma in Radio Engineering and practical experience. The department recommends a pay scale of Rs. 400—930 like Assistant Engineer in Buildings and Communications Department but does not propose to change the present classification. The Assistant Engineer's post in the Buildings and Communications Department is a Class I post, and it would not be justifiable to compare the Assistant Engineer's post in this department with that post on grounds of duties and responsibilities. We have accordingly recommended a Class II scale of pay with higher starting pay of Rs. 460 for this post (Rs. 460—20—500—25—650—E.B.—30—800) as in the case of Assistant Engineer under the Director of Publicity.

20. *Radio Assistant (Rs. 275—450).*—He is in-charge of the workshop at Divisional Headquarters and Electrical and machanical shops. He is promoted from Technical Assistants (Rs. 270—390) or appointed by nomination of a candidate possessing a degree in electrical engineering with Radio Communications or a science graduate with diploma in Radio Engineering, and practical experience. The department has recommended a scale of Deputy Engineer for the post. Taking into consideration the duties and responsibilities of the post, we feel that a scale of Rs. 300—20—460—E.B.—20—500—25—600 would be adequate for the post.

21. *Supervisor (Rs. 200—320), Senior Radio Mechanic (Rs. 200—10—300).*—They are in-charge of a sub-section of the Central Workshop. Candidates holding diploma in Radio Engineering or a certificate of competency and practical experience, are appointed. The department has proposed a combined scale for these posts with a maximum like that of an Overseer. Accordingly a scale of Rs. 200—10—290—E.B.—15—380 is recommended.

22. *Head Mechanic (Rs. 145—190), Radio Mechanic (Rs. 120—190).*—They have to do usual mechanical work at District/Divisional Headquarters and Central Workshop. They are incharge of maintenance of Radio sets involving medium skilled technical work. They are required to have passed at least X standard and possess a certificate of competency in Radio servicing and practical experience. The department has asked for a combined scale for the two posts. In view of the duties entrusted to them a combined scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240 is proposed for the posts.

23. Pay scales of the following posts in the Publicity Department do not appear to have been revised in 1962 :—

1	Un-revised scale. 2	Proposed scale. 3
Assistant District Publicity Officer, Kolhapur.	Rs. 80—10—150—(125—10—195) ..	Rs. 150—8—190—10—220—E.B.—10—270.
Operator	Rs. 80—3—95—5—130—(125—3—140—5—170).	Rs. 110—3—128—4—144—E.B.—4—180.

The corresponding scales on the basis of merger of dearness allowance in pay are indicated in the brackets. Taking those scales as the basis, we propose that the revised scales for the posts should be as indicated in Column 3 above.

24. *Special Pays.*—(1) The Joint Director of Tourism is paid a special pay of Rs. 150. The special pay is presumably in the nature of deputation allowance as the incumbent of the post is deputed from the Revenue Department. The reasons for grant of special pay are not communicated to us. The post of Joint Director so far carried the scale of Rs. 400—730 which is now proposed to be revised to Rs. 410—965. The special pay was justified so long as the scale of the Joint Director's post was lower. Since the scale has now been substantially improved, the special pay should be discontinued.

(2) The following posts in the Directorate of Publicity carry special pay for handling cash :—

DIRECTORATE OF PUBLICITY

1 Accountant	Rs. 35.
4 Accounts Clerks	Rs. 5 each.

RURAL BROADCASTING SECTION

1 Clerk	Rs. 25.
4 Clerks	Rs. 5 each.

According to Government Resolution, Finance Department No. PAY-1061/V, dated the 28th November 1962, the special pays granted for handling cash are required to be reviewed periodically on the basis of the cash handled. The above special pays may be reviewed accordingly by the Head of Department. In the meantime they may be continued.

SCHEDULE

DIRECTORATE OF PUBLICITY

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Publicity	1	1,300—60—1,600 (C) .. 1,600—100—2,000 (C) (Personal)	1,300—60—1,600	
2	Deputy Director of Publicity.	5	730—45—1,000—50—1,100 (C)	695—45—1,100—50—1,150	
3	Accounts Officer ..	1	400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation) (Maharashtra Finance and Accounts Service Class I Junior Scale)	
4	Joint Director of Tourism.	1	400—30—610—E.B.—40—730 Special pay of Rs. 150	410—30—650—E.B.—45—965 Special pay to be discontinued	
5	Information Officer ..	1	450—20—490—25—590—E.B.—25—715	460—20—500—25—650—E.B.—30—800	
6	Manager, Information Centre.	1	450—20—490—25—590—E.B.—25—715	460—20—500—25—650—E.B.—30—800	
7	Publicity Officer (Small Savings)	1	450—20—490—25—590—E.B.—25—715	460—20—500—25—650—E.B.—30—800	
8	Assistant Engineer ..	1	450—20—490—25—590—E.B.—25—715	460—20—500—25—650—E.B.—30—800	
9	Research Officer ..	1	450—20—490—25—590—E.B.—25—715	460—20—500—25—650—E.B.—30—800	
10	Chief Librarian ..	1	320—15—450—20—490—25—615—E.B.—25—815 (C)	380—20—500—25—600—E.B.—25—650—30—890	
11	Assistant Accounts Officer.	1	300—330—15—450—20—490—E.B.—25—715.	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation) (For officers of the Maharashtra Finance and Accounts Service Class II scale)	
12	Assistant Director of Publicity.	9	270—15—590—E.B.—15—450—20—490—E.B.—25—715	300—20—430—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
13	Assistant Director of Tourism.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
14	Regional Publicity Officer.	4	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	

Directorate of Publicity—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted—contd.				
15	Departmental Liaison Officer.	4	330—15—450—20—490—E.B.—25—715 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of Probation)	
16	Liaison Officer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800. (Fixed pay of Rs. 280 during the period of probation)	
17	Regional Organiser	3	270—15—360—E.B.—15—450	300—20—500 (Fixed pay of Rs. 280 during the period of probation)	
18	Recreation Officer ..	1	330—15—450—20—530 (C) ..	300—20—500. (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
19	Manager, Information Centre, Nagpur.	1	300—10—370—E.B.—10—410—15—500	300—15—390—20—430—E.B.—20—550	
20	Movie Cameraman ..	1	250 (Fixed) (C)	275—15—410	
21	Assistant Movie Cameraman.	3	300—15—450 (C)	275—15—410	
22	Technical Assistant..	1	270—15—390	275—15—410	
23	Photographer ..	1	250—10—350	250—10—290—15—380	
24	Receptionist ..	1	230—10—330—E.B.—10—360—15—450.	240—10—290—15—350—E.B.—15—470	
25	Enquiry-*cum*-Reception Officer.	1	230—10—330—E.B.—10—360	240—10—290—15—350—E.B.—15—470	
26	State Tourist Officer	3	270—15—360—E.B.—15—450 (C).	240—10—290—15—350—E.B.—15—470	
27	District Publicity Officer.	28	(1) 195—10—245 .. .. (2) 250—10—300.	240—10—290—15—350—E.B.—15—470	
28	Film Editor ..	2	250—10—350 (C)	220—10—290—15—320	
29	Sub-Editor ..	32	230—10—450 (C)	210—10—290—15—320—E.B.—15—425	
30	Information Assistant.	10	200—10—300	200—10—290—15—320	
31	Assistant Exhibition Officer.	1	250—10—300 (C)	200—10—290—15—320	
32	Artist ..	1	230—10—330 (C)	200—10—290—15—320	
33	Operator (Telex) ..	2	145—5—190—E.B.—10—300 ..	160—10—270—E.B.—10—290—15—320	
34	Operator-*cum*-Typist.	2	145—5—190—E.B.—10—300 ..	160—10—270—E.B.—10—290—15—320	
35	Operator-*cum*-Supervisor.	1	165—7—235 (C) ..	155—5—170—6—200—8—240	

Directorate of Publicity—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
36	Assistant Photographer.	1	145-5—190	160—5—220	
37	Photographer ..	1	145—5—190	160—5—220	
38	Electrician ..	1	137—4—165—E.B.—5—190 (C)	145—4—165—5—180—E.B.—5—210	
39	General Publicity Supervisor.	1	145—5—165—8—205 (C) ..	130—5—150—8—174—E.B.—8—190—10—220	
40	Operator ..	3	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
41	Operator ..	3	140 (Fixed)	110—3—128—4—144—E.B.—4—180	
42	Film Joiner ..	1	111—3—120—4—144—E.B.—4 160—5—165 (C)	100—3—130—E.B.—3—136—4—160	
43	Bradma Operator ..	3	111—3—120—4—148 (C) ..	100—3—136—4—140	
44	Camera Attendant ..	4	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
45	Driver ..	11	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180 (Heavy Vehicles).	
		3	100—3—120	110—3—128—4—140 (Others).	
46	Despatch Rider ..	2	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
47	Superintendent ..	5	250—15—340—E.B.—15—430 (C)	260—10—290—15—410	
48	Assistant Superintendent.	6	220—10—320 (C) ..	200—10—290—15—320	
49	Accountant ..	8	220—10—320 (C) .. .. Special pay of Rs. 35 to one post.	200—10—290—15—320 Special pay to continue	
50	Internal Auditor ..	2	185—10—245	200—10—290—15—320	
51	Senior Librarian ..	2	165—10—225—E.B.—10—255—15—300 (C)	160—10—250—10—300 (For graduates having a certificate in library science).	
52	Senior Store-keeper	3	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
53	Head Clerk ..	4	145—10—245	150—8—190—10—220—E.B.—10—270	
54	Senior Clerk ..	12	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
55	Senior Clerk ..	2	130—4—170	130—5—150—8—174—E.B.—8—190—10—220	
56	Accounts Clerk ..	4	130—4—170 .. .. Special pay of Rs. 5.	130—5—150—8—174—E.B.—8—190—10—220 Special pay to continue	
57	Junior Store-keeper.	1	120—5—150—E.B.—5—180 ..	130—5—150—8—174—E.B.—8—190—10—220	

Directorate of Publicity—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
58	Junior Clerk ..	29	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
59	Clerk ..	7	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
60	Clerk-Typist ..	33	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
61	General Assistant ..	24	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
62	Accounts Clerk ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
63	Clerk-*cum*-Cashier ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
64	Clerk-Typist ..	9	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
65	Typist ..	7	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C) Special pay of Rs. 15.	110—4—150—E.B.—5—200 Special pay to continue	
66	Regional Language Typist.	6	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C) Special pay of Rs. 15.	110—4—150—E.B.—5—200 Special pay to continue	
67	Clerk ..	5	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
68	Typist ..	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
69	Librarian-*cum*-Receptionist.	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
70	Film Librarian ..	1	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
71	Receptionist ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
72	Demonstrator ..	1	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
73	Steno-Typist ..	4	100—3—130—E.B.—4—170 .. (*Plus* shorthand allowance).	110—4—150—E.B.—5—260 (*Plus* shorthand allowance). (For those drawn from the cadre of clerks) *or* 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For direct recruits).	
74	Stenographer ..	7	(*i*) 250—10—350—E.B.—15—500 (C) (Higher Grade). (*ii*) 200—8—280—E.B.—8—320—10—350 (C)	240—10—290—15—350—E.B.—15—470. (Higher Grade). 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 (Lower Grade)	

Directorate of Publicity—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
75	Personal Assistant to Joint Director of Tourism.	1	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
76	Reporter ..	2	250—10—300 (C) ..	220—10—290—15—320.	
	CLASS IV.				
77	Head Packer ..	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
78	Packer ..	15	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
79	Filer ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
80	Daftary ..	2	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
81	Block Librarian ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
82	Shelf Attendant ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
83	Writer ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
84	Naik	1	77—1—87—E.B.—1—92 (C)	80—2—100	
85	Peon	54	72—1—82 (C) ..	70—1—80—E.B.—2—90	
86	Peon, Cycle Peon ..	33	65—1—75	70—1—80—E.B.—2—90	
87	Film Checker ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
88	Usher	1	72—1—82 (C)	70—1—80—E.B.—2—90	
89	Film Shipper ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
90	Chowkidar-*cum*-Sweeper.	1	72—1—82 (C)	70—1—80—E.B.—2—90	
91	Watchman-*cum*-Hamal.	1	72—1—82 (C)	70—1—80—E.B.—2—90	
92	Hamal	2	72—1—82 (C)	70—1—80—E.B.—2—90	
93	Cleaner-*cum*-Peon ..	4	65—1—75	70—1—80—E.B.—2—90	
94	Cleaner ..	3	65—1—75	70—1—80—E.B.—2—90	
95	Attendant ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
96	Watchman ..	4	72—1—82 (C)	70—1—80—E.B.—2—90	
97	Dark Room Assistant	2	72—1—82 (C)	70—1—80—E.B.—2—90	
98	Sweeper-*cum*-Hamal	2	72—1—82 (C)	70—1—80—E.B.—2—90	
99	Sweeper ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
100	Sweeper ..	1	65—1—75	70—1—80—E.B.—2—90	
101	Attendant ..	2	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to remarks in the Chapter on common categories of Posts)	

Directorate of Publicity—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	RURAL BROADCASTING.				
	Gazetted				
1	Engineer-in-Charge	1	1,300—60—1,600	1,300—60—1,600	
2	Divisional Engineer	7	550—30—610—40—730—45—910	560—30—650—45—875—E.B.—45—1,100—50—1,150	
3	Senior Assistant Engineer.	1	490—30—610—E.B.—40—850	500—25—550—30—730—E.B.—30—820—40—900	
4	Assistant Engineer ..	4	450—20—490—25—590—E.B.—25—715	460—20—500—25—650—E.B.—30—800	
5	Establishment Officer	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—480—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during period of probation)	
6	Radio Assistant ..	3	275—275—300—15—360—E.B.—15—450	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 300 during period of probation)	
	Non-Gazetted				
7	Technical Assistant	17	270—15—390	275—15—410	
8	Supervisor ..	34	200—10—260—E.B.—10—320.	200—10—290—E.B.—15—380	
9	Senior Radio Mechanic.	3	200—10—300 ..	200—10—290—E.B.—15—380	
10	Draftsman ..	1	165—7—235 (C)	150—8—190—10—220—E.B.—10—270	
11	Head Mechanic ..	1	145—5—190	135—5—170—6—188—E.B.—6—200—8—240	
12	Radio Mechanic ..	11	120—5—155—E.B.—5—190 ..	135—5—170—6—188—E.B.—6—200—8—240	
13	Mechanic ..	35	105—4—133—E.B.—4—161 ..	125—4—157—E.B.—4—165—6—180	
14	Tracer ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
15	Mechanical Assistant.	10	111—3—120—4—148 (C) ..	100—3—136—4—140	
16	Mechanical Assistant.	13	91—3—130	100—3—136—4—140	
17	Assembler/Winder ..	10	91—3—130	100—3—136—4—140	
18	Driver ..	24	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180 (Heavy vehicles). 110—3—128—4—140 (Others)	
19	Driver ..	3	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180 (Heavy vehicles). 110—3—128—4—140 (Others)	

Directorate of Publicity—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	RURAL BROADCASTING. *Non Gazetetd*—contd.		Rs.	Rs.	
20	Stores Superintendent.	1	270—15—390	290—10—290—15—410	
21	Office Superintendent.	1	250—15—340—E.B.—15—430 (C)	260—10—290—15—410	
22	Assistant Superintendent.	1	200—10—230—E.B.—10—320—(C)	290—10—290—15—320	
23	Accountant ..	2	220—10—320 (C)	200—10—290—15—320	
24	Senior Store-keeper	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
25	Senior Accounts Clerk.	4	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
26	Senior Clerk ..	5	135—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
27	Senior Clerk ..	4	137—8—185	150—8—190—10—220—E.B.—10—270	
28	Upper Division Clerk-*cum*-Store-keeper	1	120—5—155—E.B.—5—190 ..	130—5—150—8—174—E.B.—8—190—10—220	
29	Senior Store-keeper	4	137—8—185	150—8—190—10—220—E.B.—10—270	
30	Store-keeper ..	1	120—5—150—E.B.—5—180 ..	130—5—150—8—174—E.B.—8—190—10—220	
31	Store-keeper ..	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
32	Clerk ..	13	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) Special pay Rs. 25 for one post	110—4—150—E.B.—5—200 Special pay to continue	
33	Time-keeper ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
34	Clerk ..	14	100—3—130—E.B.—4—170 .. Special pay Rs. 5	110—4—150—E.B.—5—200 Special pay to continue	
35	Stores Clerk ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
36	Stores Clerk ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
37	Clerk-Typist ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
38	Clerk-Typist ..	6	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—100	
39	Lower-Division Clerk *cum*-Store-keeper.	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
40	Typist ..	3	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C). Special pay Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	

Directorate of Publicity—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	RURAL BROADCASTING.		Rs.	Rs.	
	Non Gazetted—contd.				
41	Stenographer ..	3	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
42	Daftary (Class III)	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
	CLASS IV.				
43	Naik	1	77—1—87—E.B.—1—97 (C) ..	80—2—100	
44	Battery Peon ..	53	70—1—80—E.B.—1—85 ..	75—1—80—E.B.—2—100	
45	Office/Orderly Peon	16/4	65—1—75	70—1—80—E.B.—2—90	
46	Watchman ..	7	72—1—82 (C)	70—1—80—E.B.—2—90	
47	Battery Attendant ..	20	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—2—110	
48	Battery Peon-*cum*-Cleaner.	6	65—1—75	70—1—80—E.B.—2—90	
49	Cleaner ..	9	65—1—75	70—1—80—E.B.—2—90	
50	Helper ..	11	70—1—80—E.B.—1—85 ..	70—1—80—E.B.—2—90	

PART B

Posts of which scales were not revised in 1962 revision

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision	Merger scale of pay admissible in 1962 revision	Recommended scale of pay
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Assistant Director of Publicity Office, Kolhapur.	1	80—10—150 ..	125—10—195 ..	150—8—190—10—220—E.B.—10—270
2	Operator ..	1	80—3—95—5—130 ..	125—3—140—5—170 ..	110—3—128—4—144—E.B.—4—180

CHAPTER 54

DIRECTOR OF RELIEF AND REHABILITATION, CHANDRAPUR

In 1964, the Government of Maharashtra agreed to accept 10,000 migrant families from East Pakistan for rehabilitation in this State. For the purpose of organising relief measures, a unit was set up under the Collector of Chanda with an Officer on Special Duty as its head. A survey team was also set up under a Deputy Collector to survey the land available for agricultural resettlement of the migrants. In view of the size of the rehabilitation problem, a separate Directorate of Relief and Rehabilitation was established in 1965 with a Director as its head.

2. The main functions of the Directorate are to provide shelter to the migrants together with other amenities like water supply, food grains, clothing, etc. and attend to their problems regarding health, sanitation, education and also provide employment to them till they are rehabilitated.

3. The Director who is a Senior Officer of the Indian Administrative Service is assisted by two Deputy Directors, a Deputy Collector, Assistant Conservator of Forests, Deputy Engineers, Overseers, Agriculture and Animal Husbandry Officers, and other technical and non-technical staff. Except for a few categories of posts such as clerks, peons, drivers, etc. all posts are manned by persons deputed from other Government departments. Since the duties and responsibilities attached to various posts in this department (such as Deputy Engineer, Agricultural Officer, Tahsildar, Overseers, Range Forests Officers, Tracer, Aval Karkuns, etc.) are comparable to those of corresponding posts in the parent departments, we have recommended the same scales of pay for them as in the respective departments concerned. The posts which are filled by direct recruitment are posts of common categories to which general scales will apply. The revised scales of pay recommended by us for the various posts are indicated in the appended schedule. One or two important points, however deserve to be mentioned.

4. *Deputy Director (Rehabilitation) (Rs. 400—1,250).*—The post carries the scale of pay applicable to Maharashtra Agriculture Service Class I. We, therefore, recommend the same scale of pay for this post as is recommended by us for Maharashtra Agricultural Service Class I, viz. Rs. 410—30—650—45—1,100—50—1,150. (Fixed pay of Rs. 380 during the period of probation).

5. *Deputy Director-cum-Personal Assistant to Director (Rs. 775—955).*—The present scale of the post is that of a Grade I, Deputy Collector. The two grades of the Deputy Collectors have already been amalgamated into a running scale of Rs. 350—955 with effect from 1st July 1962. We have recommended a revised scale of Rs. 410—30—650—E.B.—45—965 for the Deputy Collectors to replace the existing scale of Rs. 350—955. We recommend the same scale for the Deputy Director-*cum*-Personal Assistant to avoid multiplicity of scales. Government can always appoint a Senior Deputy Collector to this post.

6. *Agricultural Assistant, Grade I (Rs 145—215).*—The Agricultural Assistants in the Agriculture Department are at present divided into two grades viz. Grade I—Rs. 145—215, and Grade II—Rs. 100—180. It is proposed to amalgamate these grades into a combined scale of Rs. 110—4—150—E B.—5—190—E.B.—5—220. We, therefore, recommend the same scale of pay for Agriculture Assistants Grade I, and Agriculture Assistant Grade II in this department also.

7. There are several posts in this department on fixed pay. Some of them are on a fixed consolidated pay and others on a fixed pay plus dearness allowance. Posts on consolidated pay do not fall within the puriview of the Commission's work. As regards the other posts on fixed pay, we have not recommended any regular time scales for them, for want of any definite proposals from the department in the matter.

8. The posts of Auxiliary Nurse midwife in the scale of Rs. 120—145 carries a special pay of Rs. 25 p.m. As no reasons are furnished for grant of special pay, we are unable to comment on the necessity of continuing the same. We have proposed its continuation pending further scrutiny by Government.

SCHEDULE

DIRECTOR OF RELIEF AND REHABILITATION, CHANDRAPUR

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Deputy Director (Rehabilitation).	1	400—30—610—40—730—E.B.—45—1,000—50—1,250	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
2	Deputy Director-*cum*-Personal Assistant to Director.	1	775—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
3	Deputy Collector ..	1	350—400—30—550—E.B.—30—610—40—730	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
4	Deputy Engineer Mechanical.	1	325—25—500—E.B.—25—575—30—635—E.B.—30—815	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
5	Deputy Engineer Public Health.	1	325—25—500—E.B.—25—575—30—635—E.B.—30—815	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
6	Deputy Engineer ..	1	250—270—15—390—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
7	Agriculture Officer ..	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
8	Animal Husbandry Officer.	1	300—15—450—20—490—E.B.—25—765	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
9	Agricultural Officer	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
10	Assistant Conservator of Forests.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	340—20—500—25—550—E.B.—25—650—30—860 (Fixed pay of Rs. 320 during the period of probation)	
11	Tahsildar / Camp Commandant.	4	250—300—15—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	
12	Camp Commandant	1	250—300—15—375 ..	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	

Director of Relief and Rehabilitation, Chandrapur—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted		Rs.	Rs.	
13	Naib Tahasildar Assistant Camp Commandant.	1	210—10—280	220—10—290—E.B.—15—380	
14	Range Forest Officer	1	190—10—270—E.B.—10—310—15—360	200—10—290—E.B.—15—380	
15	Overseer ..	2	150—10—300—E.B.—15—360.	160—10—290—EB.—15—380 (Diploma holder to start on Rs. 180)	
16	Overseer (Mechanic)	2	150—10—300—E.B.—15—360.	160—10—290—E.B.—15—380 (Diploma holder to start on Rs. 180)	
17	Overseer (Public Health).	2	150—10—300—E.B.—15—360	160—10—290—E.B.—15—380 (Diploma holder to start on Rs. 180)	
18	Agricultural Supervisor.	7	150—8—190—10—250—E.B.—10—310 (Higher Start of Rs. 190 for graduates)	160—10—270—E.B.—10—290—15—320 (Higher start of Rs. 200 for graduates)	
19	Extension Officer (Public Health).	1	150—9—195—10—285—E.B.—15—360	160—10—290—E.B.—15—380. (Higher start of Rs. 220 for Veterinary graduates)	
20	Avalkarkun ..	1	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
		1	100—3—130—E.B.—4—170 ..	150—8—190—10—220—E.B.—10—270	
21	Sanitary Inspector ..	3	137—4—165—E.B.—5—205 ..	145—4—165—5—185—E.B.—5—225	
22	Auxiliary Nurse Midwife.	4	120—5—145 .. .. *Plus* special pay of Rs. 25	125—4—165 Special pay to continue	
23	Agriculture Assistant, Grade I.	5	145—8—185—10—215 ..	110—4—150—E.B.—5—190—E.B.—5—220	
24	Agriculture Assistant	25	100—3—130—E.B.—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	
25	Forester ..	8	100—3—130—E.B.—4—170— (Non matric Rs. 91)	110—4—150—E.B.—5—200	
26	Tracer ..	8	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
27	Revenue Inspector ..	6	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
28	Surveyor ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
29	Fitter ..	2	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
30	Vaccinator ..	3	85—2—105	90—2—100—3—115	
31	Darwan ..	4	80—2—105	80—2—100—E.B.—3—115	
32	Malaria Surveillance Worker.	3	75—2—85—E.B.—2—105 ..	80—2—100—E.B.—3—115	

Director of Relief and Rehabilitation, Chandrapur—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
33	Assistant Superintendent.	9	200—10—250—15—295 ..	200—10—290—15—320	
34	Assistant Superintendent.	1	210—10—250—15—290 ..	200—10—290—15—320	
35	Auditor ..	1	195—10—245	200—10—290—15—320	
36	Store-keeper ..	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
37	Store-keeper ..	1	145—8—185	150—8—190—10—220—E.B.—10—270	
38	Senior Clerk/First Grade Clerk.	14	145—8—185	150—8—190—10—220—E.B.—10—270	
39	Accountant ..	8	145—8—185	150—8—190—10—220—E.B.—10—270	
40	Sub-Auditor ..	1	145—8—185	150—8—190—10—220—E.B.—10—270	
41	Camp Assistant ..	8	110—3—131—4—155—E.B.—4—175—5—180.	110—4—150—EB.—5—200	
42	Junior Clerk ..	28	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
43	Typist ..	11	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200 (*Plus* short hand allowance) For those drawn from clerks cadre	
44	Steno Typist ..	3	100—3—130—E.B.—4—170 .. (Short hand allowances Rs. 20).	110—4—150—E.B.—5—200 (*Plus* short hand allowance for those drawn from clerical cadre) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (for Direct recruits)	
45	Stenographer ..	2	160—6—190—8—230—E.B.—10—320—15—350.	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
46	Tractor Driver ..	1	100—3—130—E.B.—4—150	110—3—128—4—144—E.B.—4—180 (Heavy Vehicles)	
		1	100—3—130—E.B.—4—170	110—3—128—4—140 (Others)	
47	Truck Driver ..	6	100—3—130 ..	110—3—128—4—144—E.B.—4—180 (Heavy Vehicles)	
48	Jeep Driver ..	9	100—3—130 ..		
49	Driver for station Wagon.	1	100—3—130 ..	110—3—128—4—140 (Others)	
50	Driver ..	5	100—3—130 ..		
51	Drilling Operator ..	9	91—3—130	100—3—130—E.B.—3—136—4—160	

Director of Relief and Rehabilitation, Chandrapur—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV		Rs.	Rs.	
52	Mukadam ..	6	77—1—87—E.B.—1—92 ..	80—2—100	
53	Forest Guard ..	8	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
54	Orderly Guard ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
55	Khalasis ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
56	Peon ..	22	65—1—75 ..	70—1—80—E.B.—2—90	
57	Chaukidar ..	4	65—1—75 ..	70—1—80—E.B.—2—90	
58	Farash ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
59	Peon for courier service.	1	65—1—75 ..	70—1—80—E.B.—2—90	
60	Cleaner ..	2	65—1—75 ..	70—1—80—E.B.—2—90	
61	Chainman ..	12	65—1—75 ..	70—1—80—E.B.—2—90	
62	Mazdoor ..	3	65—1—75 ..	70—1—80—E.B.—2—90	
63	Bullock Cart Driver	3	65—1—75 ..	70—1—80—E.B.—2—90	
64	Sweeper ..	102	65—1—75 ..	70—1—80—E.B.—2—90	
65	Attendant ..	10	75 (Fixed) ..	70—1—80—E.B.—2—90 (Subject to the remarks in the Chapter on Common Categories of Posts)	

CHAPTER 55

DISTRICT GAZETTEER EDITORIAL BOARD

The Gazetteers Department is entrusted with the work of publishing revised editions of the District Gazetteers and compilation and publication of the general volumes covering the whole area of the State. The Editorial Board consists of the Chief Secretary to Government as Chairman, five members who are scholars in various fields and a whole time Executive Editor who is also Secretary to the Board. The Executive Editor is assisted by a Joint Editor and other ministerial staff.

2. *Executive Editor and Secretary (Rs. 850—1,100) (C) (unrevised scale for non-I.A.S.).*—The Executive Editor is responsible to the Government for the execution of the work of compilation, revision and publication of the various gazetteers of the State. Appointment to the post is made either from officers belonging to the I.A.S. cadre or by nomination from among candidates who possess a Doctorate in Economics, History or Sociology or teaching experience of 10 years. The post is also filled by promotion of Joint Editor. The present incumbent of the post is a senior I.A.S. Officer. Revision of his pay does not fall within the scope of our terms of reference.

As regards the scale applicable to non-I.A.S. Officer, the scale of Rs. 850—1,100 (C) does not appear to have been revised in 1962 by merging dearness allowance in pay. After merging appropriate portion of dearness allowance in pay, the revised scale would be Rs. 950—50—1,100 (C). Having ragard to the duties and responsibilities of the post and the revised scale admissible on 1st July 1962, we recommend a common scale of Rs. 900—50—1,300 for this post, *vide* Part B of the schedule.

3. *Joint Editor (Rs. 550—955).*—This post is recently created by upgrading the post of Assistant Editor which carried the scale of Rs. 500—30—880 (C). The Joint Editor helps the Executive Editor in every stage of compilation, revision and publication of the gazetteers and also attends to administrative work of the office. Appointment to the post is made by nomination of a candidate who possesses second class Master's Degree, preferably a Doctorate in Economics, History or Sociology with research or teaching experience.

In view of these duties, responsibilities and qualifications, we think that the existing scale of pay is adequate for the post and that it is not necessary to prescribe a higher scale. The existing scale of Rs. 550—955 slightly modified to Rs. 560—965 with a view to rationalisation, is, in our opinion quite appropriate.

4. *Superintendent (Rs. 370—490) (C); Rs. 440 (C) fixed).*—It has been suggested that the revised scale for this post should be the same as that of the Secretariat Superintendent. Appointment to the post is made either by nomination of a candidate who possesses a second class Master's degree in Economics, History or Sociology with five years administrative experience or by promotion of a Senior Assistant or Research Assistant in the department. We do not consider it necessary to prescribe a scale admissible to the Superintendent in the Secretariat for this post as the duties are not comparable. We propose a general scale of Rs. 340—20—500 for this post. There is one more post of Superintendent on a fixed pay of Rs. 440 (C). The Administrative Department has recommended that this post should be on par with the other post of Superintendent in the office. We accordingly recommend the same scale of pay viz. Rs. 340—20—500 for this post also.

5. *Research Assistant (Rs. 260—490) (C).*—The Research Assistant's duties involve collection of information, conducting surveys, compilation of the same in the form of Sections or Chapters, proof reading, indexing etc. Appointment to the post is made either by promotion of a Senior or Junior Assistant or by nomination of a candidate possessing a Master's degree in Second Class in Economics, History or Sociology. Having regard to these qualifications, we recommend a scale of Rs. 240—10—290—15—350—E.B.—15—470, for this post.

6. *Senior Assistant (Rs. 260—330) (C), Junior Assistant (Rs. 165—300) (C).*—In view of the similar nature of duties of these posts, the General Administration Department has recommended a common scale of pay for them. Their duties consist of noting, drafting, compilation of information etc. Appointments to the posts of Senior Assistants are made from amongst Junior Assistants. Junior Assistants are required to possess a degree (second class) in Economics, Commerce, Statistics or History.

In view of the above qualifications and the common duties assigned to them, we recommend a combined scale of Rs. 160—10—290—E.B.—15—380 for the posts of Junior and Senior Assistants. The present distinction of Junior and Senior should be removed.

SCHEDULE

DISTRICT GAZETTEER EDITORIAL BOARD

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Joint Editor ..	1	550—30—610—40—730—E.B.—45—955 (Rs. 500 on probation)	560—30—650—45—965 (Fixed pay of Rs. 530 during the probation period)	
	Non-Gazetted				
2	Superintendent ..	1	370—20—490 (C) ..	340—20—500	
		1	440 (C) (Fixed) ..		
3	Research Assistant	7	260—15—350—E.B.—20—490—(C).	240—10—290—15—350—E.B.—15—470	
4	Senior Assistant ..	1	260—15—350 (C)	160—10—290—E.B.—15—380	To be suitably redesignated.
5	Junior Assistant ..	5	165—10—225—E.B.—10—255—15—300 (C)	160—10—290—E.B.—15—380	
6	Senior Clerk ..	1	160—10—220—E.B.—10—270 (C)	150—8—190—10—220—E.B.—10—270	
7	Clerk/Typist .	5	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV.				
8	Naik	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
9	Peon ..	4	72—1—82 (C)	70—1—80—E.B.—2—90	

PART B

The post of which the scale was not revised in the 1962 revision.

Serial No.	Designation.	No. of posts.	Scale of pay which remained to be revised in 1962 revision.	Merger scale of pay admissible in the 1962 revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Executive Editor and Secretary.	1	850—50—1,100 (C) ..	950—50—1,100 (C) ..	900—50—1,300. when held by non I.A.S. Officer

CHAPTER 56

GOVERNOR'S SECRETARIAT AND OFFICE OF THE COMPTROLLER OF THE HOUSEHOLD TO THE GOVERNOR

The Governor's Secretariat attends to all Secretarial work of the Governor including the work that the Governor has to do under the various provisions of the constitution such as that relating to the Legislature, the High Court, the Public Service Commission and matters submitted to him by the various departments of Government. It attends to the Governor's work in his capacity of ex-officio Chancellor of Universities and Chairman of Ex-Servicemen's Funds. It arranges all tours, visits to institutions and interviews of the Governor, and attends to his correspondence with the Central and state ministers, other high officials and private bodies, and citizens.

The organisation consists of the Secretary to the Governor (I.A.S. cadre) assisted by an Assistant Secretary, a private Secretary to Governor and an Additional private Secretary. The non-gazetted staff consists of two Superintendents, Assistants, a Personal Assistant and a Stenographer.

2. The main function of the office of the Comptroller of the Household is the running of the Governor's Household comprising of three Raj-Bhavans at Bombay, Poona and Nagpur. The office has to make catering arrangements for the Governor and his family and to arrange for official receptions and other parties including catering arrangements for Very Important Personalities staying in Raj-bhavan. The establishment of the Comptroller of Household includes, besides, office staff, a large number of Class IV employees of the categories of cooks, head cooks, butlers, tailors, malees and mazdoors.

3. The designations of the various posts, their present scales of pay and the scales recommended by us are indicated in the appended schedules. The important considerations underlying some of the changes recommended by us, are mentioned below :—

4. *Assistant Secretary* (*Rs. 730—50—1,030*) (*C*).—The Assistant Secretary is in-charge of general supervison of the office of the Secretary to the Governor and attends to disposal of routine cases. Cash, accounts, and all secret and confidential papers are in his custody. He is appointed by the Governor by promotion from the office members or by nomination. We propose a scale of Rs. 695—45—1,055 for him.

5. *Private Secretary and Additional Private Secretary* (*Rs. 730—50—1,030*) (*C*).—They have to attend to English dictation of the Governor. They are also in charge of the custody of the Governor's personal papers. They are appointed either by promotion from the office members or by nomination by the Governor. A revised scale of Rs. 695—45—1,055 will be adequate for them.

6. *Comptroller and Assistant Comptroller of the Household* (*Rs. 730—50—1,030*) (*C*).—Both of these posts carry identical pay scale. They are in charge of the maintenance of Raj Bhavan and all establishment matters pertaining to the Governor's house-hold. Appointment to these posts is made by the Governor either by nomination or promotion. The post of Comptroller carries a special pay of Rs. 150 in addition for higher duties. We propose a common scale of Rs. 695—45—1,055 for these posts as there is only a small difference in their duties and responsibilities which may be distinguished by grant of special pay to the Comptroller.

7. *Superintendent* (*Rs. 450—620*) (*C*).—Appointment to this post is made by promotion from the post of senior assistant or stenographer. The Superintendent is in charge of the supervision of the office and notes on important cases. It has been proposed that the scale of the post should be brought on par with that of the superintendent in the Sachivalaya. The staff of the office of the Secretary to the Governor is not subject to selection by the Maharashtra Public Service Commission. Unlike the Sachivalaya staff, this staff is eligible for free quarters and free electricity. Taking all these facts into account we do not think that the posts in the Secretary's office should carry the same pay scales as are prescribed for corresponding posts in the Sachivalaya. We recommend a scale of Rs. 420—20—500—25—600 for the Superintendent in the office of the Secretary to Governor.

8. *Office Superintendent and Personal Assistant to Comptroller (Rs. 450—620) (C).*—The office superintendent has to assist the Comptroller and supervise matters connected with the Governor's Household establishment. He is appointed by promotion. The above view regarding the revised scale for the post of superintendent in the office of the Secretary to Governor applies to this post also. Like his counterpart in the Secretary's Office, we recommend the same scale of pay viz. Rs. 420—20—500—25—600 for him.

9. We have noted that the posts of Steward (Rs. 290—380) (C) and Assistant Steward (Rs. 150—270 : C) in the office of the Comptroller of Household and that of Stenographer (English) (Rs. 250—500 : C) in the office of the Secretary to the Governor, have recently been upgraded and redesignated as Superintendent (Catering), Assistant Superintendent (Catering) and Superintendent (Code) respectively, and a common revised scale of Rs. 150—10—270—15—450—25—500—30—620 (C) has been prescribed for them with effect from 1st March 1966. The propriety for such a long scale covering a span of 30 years is not quite clear to us. We do not know whether there has been an addition to the duties and responsibilities of the above posts, and whether the recruitment rule has been revised. In the absence of these particulars and on the basis of the information before us, we recommend the following scales of pay for these posts consistent with the duties and responsibilities involved in them and the scales of pay recommended for similar posts in other Departments :—

Superintendent (Catering) / (Code)	.. ..	Rs. 300—25—375—20—475.
Assistant Superintendent (Catering)	.. ..	Rs. 260—10—290—15—410.

10. *Stenographer to the Governor (Rs. 325—550 : C).*—The Stenographer attends to the English dictation of the Governor. The post is filled by nomination by the Secretary to Governor on the basis of a test in shorthand and typing. The present scale is higher than the scale of Rs. 250—500 (C) applicable to higher grade stenographers, in the Sachivalaya but lower than the selection grade of Rs. 350—600 prescribed for Stenographers in the Sachivalaya. We recommend a revised scale of Rs. 340—20—500—25—575 for the post which is the Selction Grade scale for higher grade Steno-grapher proposed by us.

11. *Junior and Senior Assistants in the Office of the Secretary to Governor (Rs. 165—280 ; Rs. 200—350) (C).*—The Secretary to the Governor has suggested that the pay scales of the posts of Junior Assistant and Senior Assistant in his office may be combined into a common scale of Rs. 200—450 as has been done in the Sachivalaya. We have already indicated why parity with the posts in the Sachivalaya cannot be applied in the case of the posts in the office of the Secretary to Governor. While, therefore, agreeing to the combination of the two pay scales, we recommend a revised scale of Rs. 170—10—250—E.B.—10—290—15—350 for the combined cadre after taking into account the mode of recuritment and the concessions available to the staff on the Governor's establishment. The posts may be suitably redesignated.

12. *Class IV staff under the Comptroller of Household Works.*—At present there are 5 scales of pay into which 7 posts of Cooks are distributed :—

(1) Rs. 115—3—130 (C)	.. ..	1 post.
(2) Rs. 110—2—126 (C)	.. ..	1 post.
(3) Rs. 100—2—110 (C)	.. ..	2 posts.
(4) Rs. 77—1—87—E.B.—1—92 (C)	.. .. ..	1 post.
(5) Rs. 72—1—82 (C)	.. ..	2 posts.

We do not consider it necessary to have so many scales of pay with small difference to distinguish one cook from the other. We have accordingly recommended a higher scale of Rs. 110—3—125 for the Head Cook and combined the posts of 2nd Cook, 3rd Cook and the Cook carrying the scales of Rs. 110—126 (C) and 100—110 (C) into one category with a common scale of Rs. 100—3—115. We do not think that a scale of Rs. 150—5—200 is necessary for the Head Cook as recommended by the Comptroller. Similarly the scales at (4) and (5) are also proposed to be combined into a common scale of Rs. 80—2—100. The Administrative Department has also agreed that these scales should be combined. The posts as now redistributed into 3 scales may be suitably redesignated.

13. *Tailors (Rs. 115—130 (C) ; Rs. 95—105 (C) ; and Rs. 72—82 (C).*—There is one post of Tailor in the scale of Rs. 115—3—130 (C). He has to do upholstery of furniture. In view of the specialised nature of this work, and having regard to the wages which a tailor in the open market gets, the Comptroller has recommended a revised scale of Rs. 150—5—200 presumably, to be a city scale. We recommend a scale of Rs. 110—3—128—4—140 for this post. For the other Tailor (Rs. 95—105) (C) who is in charge of linen work, we suggest a scale of Rs. 90—2—110 and for the three tailors who are at present drawing pay in the scale of Rs. 72—1—82 (C) a revised scale of Rs. 75—1—80—2—100 is recommended.

14. *Polisher (Rs. 100—2—110) (C).*—The Comptoller has recommended a higher scale for the Raj Bhavan Polisher to make the post more attractive. He has stated that a polisher in the open market gets wages ranging from Rs. 8 to Rs. 10 pay day. We recommend that a revised scale of Rs. 90—2—110 may be fixed for this post.

15. *Malis.*—The posts are at present divided into following pay scales :—

(1) Rs. 87—2—107 (C)
(2) Rs. 77—1—87 (C)
(3) Rs. 72—1—82 (C)
(4) Rs. 80—2—110.
(5) Rs. 70—1—80—1—85.
(6) Rs. 65—1—75.

The scales at (1) and (2) are for Mali-Mukadam and Assistant Mali Mukadam. We have recommended for them a scale of Rs. 90—2—110 and Rs. 80—2—100 respectively. As regards the Mali in the scale of Rs. 80—2—110 [(4) above)], the Administrative Department has recommended that it can be reduced to the scale admissible to Assistant Mali Mukadam (viz. Rs. 80—2—100) after the present incumbent retires. We accordingly recommend a scale of Rs. 80—2—100 for the post. The present incumbent may draw pay in the existing scale till he retires. For the Mali in the existing scale of Rs. 70—85 and other Malis in the scale of Rs. 65—1—75 and Rs. 72—1—82 (C) a scale of Rs. 70—1—80—E.B.—2—90 is recommended.

16. *Special pay.*—(1) A special pay of Rs. 100 is attached to the post of Secretary to the Governor. The reasons for grant of special pay have not been reported to us. As the incumbent of the post is the head of the office, and is drawing pay in the Senior I.A.S. time scale, Government may examine whether there is any need for continuing the special pay.

(2) The Comptroller of the Household to the Governor is given a special pay of Rs. 150. At present both the posts of Comptroller and Assistant Comptroller carry the same scale of pay. The special pay of Rs. 150 is given to the Comptroller in lieu of a higher time scale. As we propose to continue the present arrangement of the common scale for these posts the special pay granted to the Comptroller may continue.

(3) A special pay of Rs. 50 per month is given to the Personal Assistant (Hindi) to the Governor for doing personal and confidential work of the Governor. The special pay may continue.

(4) The Stenographer to the Secretary is in receipt of a special pay of Rs. 30 per month which is granted to him for cypher work. The same may continue.

(5) The special pay of Rs. 30 per month is granted to the Junior Assistant and office Accountant for doing accounts work. As the Junior Assistant's scale of pay has substantially been improved, the special pay may be discontinued. The special pay may be counted for purposes of pay fixation in the revised scale.

(6) The Medical Officer, Raj Bhavan Dispensary and the compounder in the dispensary are in receipt of a special pay of Rs. 50 and Rs. 10 respectively in addition to their grade pay. While the special pay of Rs. 10 given to the compounder is evidently for carrying out all the clerical duties in the Office, the reasons for the special pay of Rs. 50 granted to the Medical Officer are not clear. The special pay of Rs. 10 granted to the Compounder may continue. Government may examine the full justification for continuance of the special pay granted to the Medical Officer in the light of our remarks in the Chapter on special pay.

SCHEDULE

OFFICE OF THE SECRETARY TO GOVERNOR

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Assistant Secretary	1	730—50—1,030 (C) ..	695—45—1,055	
2	Private Secretary ..	1	730—50—1,030 (C) ..	695—45—1,055	
3	Additional Private Secretary.	1	730—50—1,030 (C) ..	695—45—1,055	
	Non-Gazetted.				
4	Superintendent ..	1	450—25—500—30—620 (C) ..	420—20—500—25—600	
5	Superintendent (Code)		150—10—270—15—450—25—500—30—620 (C)	300—15—375—20—475	
6	Stenographer to the Governor.	1	325—15—550 (C) ..	340—20—500—25—575	
7	Personal Assistant to the Governor (Hindi)	1	260—15—350—E.B.—20—450 (C) Special pay Rs. 50	240—10—290—15—350—E.B.—15—470 Special pay to continue	
8	Stenographer to the Secretary to the Governor.	1	250—10—350—E.B.—15—500 (C) Special pay of Rs. 30	240—10—290—15—350—E.B.—15—470 Special pay to continue	
9	Senior Assistant ..	1	200—15—350 (C) ..	170—10—250—E.B.—10—290—15—350	
10	Junior Assistant and Office Accountant.	1	165—10—225—E.B.—10—265—15—280 (C) Special pay Rs. 30	170—10—250—E.B.—10—290—15—350 Special pay to Accountant to be discontinued	
11	Clerk-typist ..	1	120—5—160—E.B.—5—185—6—203—6—245 (C) Special pay Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
12	Clerk ..	1	120—5—160—E.B.—5—185—6—203—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV.				
13	Daftary ..	1	72—2—87—2—107 (C) ..	80—2—100—E.B.—2—110	
14	Peon ..	5	72—1—82 (C)	70—1—80—E.B.—2—90	

SCHEDULE

OFFICE OF THE COMPTROLLER OF THE HOUSEHOLD

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Comptroller of the House hold.	1	730—50—1,030 (C) .. Special pay Rs. 150	695—45—1,055 Special pay to continue	
2	Assistant Comptroller of the Household.	1	730—50—1,030 (C) ..	695—45—1,055	
	Non-Gazetted.				
3	Office Superintendent and Personal Assistant to Comptroller.	1	450—25—500—30—620 (C) ..	420—20—500—25—600	
4	Superintendent (Catering).	1	150—10—270—15—450—25—500—30—620 (C)	300—15—375—20—475	
5	Assistant Superintendent (Catering).	1	150—10—270—15—450—25—500—30—620 (C)	260—10—290—15—410	
6	Assistant Superintendent and Office Accountant.	1	300—15—450 (C)	260—10—290—15—410	
7	First Assistant ..	1	165—10—245—E.B.—15—350 (C)	150—8—190—10—240—E.B.—10—320	
8	Tour Clerk ..	1	135—10—245—E.B.—15—350 (C)	150—8—190—10—240—E.B.—10—320	
9	Junior Assistant ..	1	165—10—225—E.B.—10—265—15—280 (C)	150—8—190—10—220—E.B.—10—270	
10	Clerk ..	4	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		2	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
11	Garage Clerk ..	1	120—5—130—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
12	Medical Officer, Raj Bhavan Dispensary	1	160—7—230—E.B.—8—310—E.B.—10—350 Special pay Rs. 50	180—10—290—E.B.—15—380. (Graduate to start on Rs. 250) Special pay *vide* remarks in the Chapter	
13	Midwife ..	1	120—4—148 (C)	125—4—165	
14	Compounder, Raj Bhavan Dispensary	1	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C) Special pay Rs. 10	110—4—150—E.B.—5—200 Special pay to continue	
	Class IV.				
15	Jamadar ..	1	110—2—126 (C)	110—3—125	
16	Chobdar ..	1	100—2—110 (C)	100—3—115	
17	Havildar ..	2	87—2—107 (C)	90—2—110	
18	Daftary ..	1	77—2—97—E.B.—2—107 (C)..	80—2—100—E.B.—2—110	
19	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	

Office of the Comptroller of the Household—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	CLASS IV—contd.		Rs.	Rs.	
20	Peon ..	17	72—1—82 (C)	70—1—80—E.B.—2—90	
21	Messenger ..	9	72—1—82 (C)	70—1—80—E.B.—2—90	
22	Head Cook ..	1	115—3—130 (C)	110—3—125	
23	2nd Cook ..	1	110—2—126 (C)	100—3—115	
24	3rd Cook, Cook ..	1/1	100—2—110 (C)	100—3—115	
25	Cook ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
26	Cook ..	2	72—1—82 (C)	80—2—100	
27	Head Butler ..	1	115—3—130 (C)	110—3—125	
28	2nd Khidmatgar ..	1	110—2—126 (C)	100—3—115	
29	Khidmatgar ..	2	100—2—110 (C)	80—2—100	
30	Khidmatgar ..	1	77—1—87—E.B.—1—92 (C) ..	70—1—80—E.B.—2—90	
31	Khidmatgar ..	2	77—1—87—E.B.—1—92 (C) ..	70—1—80—E.B.—2—90	
32	Pantryman ..	1	77—1—87—E.B.—1—92 (C) ..	70—1—80—E.B.—2—90	
33	Silver Cleaner ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
34	Plate Washer ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
35	Hamal Mukadam ..	1	97—2—107 (C)	90—2—110	
36	Assistant Hamal Mukadam.	1	77—1—87—E.B.—1—92 (C)	80—2—100	
37	Hamal ..	6	72—1—82 (C)	70—1—80—E.B.—2—90	
38	Hamal Mazdoor ..	14	72—1—82 (C)	70—1—80—E.B.—2—90	
39	Mashal ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
40	Tailor (Upholstery of furniture).	1	115—3—130 (C)	110—3—128—4—140	
41	Tailor (Linen work)	1	95—1—105 (C)	90—2—110	
42	Tailor ..	3	72—1—82 (C)	75—1—80—2—90—E.B.—2—100	
43	Boatmen ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
44	Polisher ..	1	100—2—110 (C)	90—2—110	
45	Caretaker ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
46	Caretaker (Nagpur)	1	65—1—75	70—1—80—E.B.—2—90	
47	Sweeper Mukadam ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
48	Sweeper ..	13	72—1—82 (C)	70—1—80—E.B.—2—90	
49	Mali Mukadam .	1	87—2—107 (C)	90—2—110	
50	Assistant Mali Mukadam.	1	77—1—87 (C)	80—2—100	

Office of the Comptroller of the Household—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—contd.		Rs.	Rs.	
51	Malee (Bombay) ..	10	72—1—82 (C)	70—1—80—E.B.—2—90	
52	Malee (Bombay) ..	17	72—1—82 (C)	70—1—80—E.B.—2—90	
53	Malee (Poona) ..	13	65—1—75	70—1—80—E.B.—2—90	
54	Malee (Nagpur) ..	1	80—2—110	80—2—100.	
55	Malee (Nagpur) ..	1	70—1—80—1—85	70—1—80—E.B.—2—90	
56	Malee (Nagpur) ..	11	65—1—75	70—1—80—E.B.—2—90	
57	Motor Driver ..	3	130—5—150 (C) ..	110—3—128—4—144—E.B.—4—180 (Heavy Vehicle)	
58	Motor Driver ..	2	120—4—148 (C) ..	110—3—128—4—140 (Others)	
59	Motor Cleaner ..	5	72—1—82 (C)	70—1—80—E.B.—2—90	
60	Lascar Tindel ..	1	87—2—107 (C)	90—2—110	
61	Lascar ..	6	72—1—82 (C)	70—1—80—E.B.—2—90	
62	Ward Servant ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
63	Ayah ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	

PART B

Posts of which scales were not revised in 1962 Revision.

Serial No.	Designation.	No. of post.	Scale of pay which remained to be revised in 1962 general revision.	Merger scale of pay admissible in 1962 revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Dresser ..	1	45—3—75 ..	82—2—102—E.B.—2—112 (C)	80—2—100—E.B.—3—115

CHAPTER 57

MAHARASHTRA PUBLIC SERVICE COMMISSION

Under the Constitution, the Public Service Commission is entrusted with the functions of holding competitive examinations for recruitment to the State services and advising Government on service matters such as appointments, promotions, transfers, disciplinary matters etc. The Bombay Public Service Commission was first established in the Province of Bombay in April 1937 when the Government of India Act, 1935 came into operation. It was then known as Bombay Sind Public Service Commission. It was reconstituted in August 1947 as Bombay Public Service Commission. On 1st May 1960, it became the Public Service Commission for the State of Maharashtra. It consists of a Chairman and three other members appointed by the Governor. At the official level the Commission is assisted by a Secretary, two Deputy Secretaries and two Assistant Secretaries.

2. *Secretary.*

Appointment to the post of Secretary is made on a tenure basis. Though hitherto appointment to the post has been made by deputation of an Officer from another Government Department, it is open to fill the post by promotion as well. At present the post is held by an officer of the status of Deputy Secretary deputed from the Secretariat service. No separate scale of pay has been prescribed for the post nor is one proposed to us. We, however, feel that the post should carry a pay scale. The post has been held by officer of the rank of Deputy Secretaries. The Maharashtra Public Service Commission's office being one of the smaller offices, the post of Secretary would not hold comparison with that of Deputy Secretary in respect of duties and responsibilities. However, taking into account the status of the post and of the Commission, a scale of Rs. 1,100—50—1,300—60—1,600 may be considered suitable for it. It need not carry any special pay, in addition.

3. *Deputy Secretary* (Rs. 800—1,080 C) ; *Assistant Secretary* (Rs. 680—980 C) :

The post of Deputy Secretary is filled by promotion of an Assistant Secretary in the Commission's Office. The Public Service Commission has held that the duties and responsibilities which the Assistant Secretaries in that office have to discharge are equal to, if not higher than those performed by Assistant Secretaries (now Under Secretaries) in the Secretariat Departments. We have studied the nature of work and responsibilities attached to both the posts as also the historical background of the scales of the two categories and are inclined to hold that though the responsibilities of the two posts are comparable in some aspects of work, particularly in service matters where the Public Service Commission acts in advisory capacity, on the whole, the Under Secretary in the Secretariat Department has to perform different duties and to shoulder higher and wider responsibilities. Having regard to these facts, we have recommended a scale of Rs. 650—45—965 for Assistant Secretaries which will result in improvement in the maximum of the present scale.

So far as the post of Deputy Secretary is concerned, apparently the Public Service Commission also agrees that there is no comparison between the Deputy Secretary in the Commission's Office and the Deputy Secretaries in the Departments of the Secretariat. The Public Service Commission has suggested a scale of Rs. 1,080—50—1,380 for the post of Deputy Secretary. The scale of the Deputy Secretary in the Commission's Office will have to be inter-related to that of the Assistant Secretaries in that office from out of whom appointment is made to that post, by promotion. Accordingly we suggest a scale of Rs. 740—45—1,100—50—1,150 for the post of Deputy Secretary.

4. As regards the scales of the ministerial staff, it has been pointed out that they are entitled under the Bombay Public Service Commission (Conditions of Service) Regulations, 1958, to receive pay and allowances admissible to staff of corresponding grades in the Secretariat. We have, therefore, recommended for them the same revised scales as we have recommended for corresponding posts in the Secretariat.

5. *Special Pays* :

(i) The posts of Assistants in charge of the examinations and Research Unit carry a special pay of Rs. 30 per month each. Similarly the Clerk handling cash is also granted a special pay according to rules. In view of the responsible nature of duties performed by them, these special pays may continue.

(ii) The special pay of Rs. 20 per month granted to the Clerk in charge of office library and official manuals may also continue at the present rate as the work involves additional responsibility in keeping over 5,000 publications up-to-date and supplying them to candidates at the examinations conducted by the Commission.

(iii) The Special pays granted to Typists including the one granted for performing the duties of Head Typist may continue, on the basis of similar special pays granted to Secretariat Typists

SCHEDULE

MAHARASHTRA PUBLIC SERVICE COMMISSION

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Secretary ..	1	....	1,100—50—1,300—60—1,600	
2	Deputy Secretary ..	2	800—45—980—50—1,080 (C) ..	740—45—1,100—50—1,150	
3	Assistant Secretary.	2	680—30—800—45—980 (C) ..	650—45—965	
	Non-Gazetted				
4	Superintendent ..	4	370—20—490—E.B.—25—665—(C).	340—20—500—E.B.—25—650	
5	Assistant ..	24	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C). Special pay Rs. 30 per month for 2 posts only.	180—10—290—E.B.—15—425 Special pay to continue	
6	Accountant ..	1	165—10—245—E.B.—15—300 (C).	150—8—190—10—220—E.B.—10—270	
7	Clerk ..	23	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C). Only 2 posts carry special pay of Rs. 20 per month.	110—4—150—E.B.—5—200 Special pay to continue	
8	Clerk-typist ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C). *Plus* special pay of Rs. 15.	110—4—150—E.B.—5—200 Special pay to continue	

Maharashtra Public Service Commission—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
9	Typist ..	6	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C). *Plus* special pay of Rs. 15.	110—4—150—E.B.—5—200 Special pay to continue	
10	Stenographer (Higher scale)	3	250—10—350—E.B.—15—500 (C).	240—10—290—15—350—E.B.—15—470.	
11	Stenographer (Lower scale).	3	200—8—280—E.B.—8—320—10—350 (C).	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	CLASS IV				
12	Chopdar ..	1	100—2—110 (C) ..	100—3—115	
13	Naik	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
14	Peon ..	21	72—1—82 (C)	70—1—80—E.B.—2—90	

PART B.

Posts of which scales were not revised in 1962 revision

Serial No.	Designation.	No. of posts.	Scale of pay which remained to be revised in 1962 general revision.	Merger scale of pay admissible in 1962 revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Watchman ..	1	35—½—40 (C) ..	72—1—82 (C) ..	70—1—80—E.B.—2—90
2	Hamal ..	1	35—½—40 (C) ..	72—1—82 (C) ..	70—1—80—E.B.—2—90
3	Sweeper ..	1	35—½—40 (C) ..	72—1—82 (C) ..	70—1—80—E.B.—2—90

CHAPTER 58

MAHARASHTRA STATE COMMITTEE FOR A HISTORY OF THE FREEDOM MOVEMENT IN INDIA

A Committee had been appointed some years ago for collecting material for the preparation of a history of the freedom movement in India, in its relation to Maharashtra State. The work of publication of source material from Government records and publication of a who's who of persons who had participated in the struggle for independence is in progress under the charge of the Executive Secretary who works in an honorary capacity. Under him are a Reserch Officer, a Research Collaborator and few Investigators all of whom are on consolidated pay and do not come within the scope of our enquiry. The post of Research Assistant is in the scale of Rs. 165—350 : C. He is appointed by the Executive Secretary. He assists the Research Investigators in writing life sketches of the Freedom fighters. We recommond a scale of Rs. 150—8—190—10—240—E.B.—10—320 for the Research Assistant.

2. As regards other posts of Senior Clerk, Clerk, Typists, etc., common scales applicable to such posts are recommended. The special pay of Rs. 15 granted to the Senior Clerk may continue after the Head of Department has scrutnised it in accordance with the general orders of Government in that behalf on the basis of the amount of cash handled by the Senior Clerk.

SCHEDULE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	CLASS III				
1	Research Assistant.	1	165—10—245—E.B.—15—350 (C).	150—8—190—10—240—E.B.—10—320.	
2	Senior Clerk ..	1	160—10—220—E.B.—10—270 (C). Special pay Rs. 15.	150—8—190—10—220—E.B.—10—270. Special pay to continue.	
3	Clerk ..	1	120—5—160—E.B.—5—180—8—212—E.B.—8—220—10—270 (C).	110—4—150—E.B.—5—200.	
4	Typist ..	3	120—5—160—E.B.—5—180—8—212—E.B.—8—220—10—270 (C).	110—4—150—E.B.—5—200.	
	CLASS IV				
5	Peon ..	3	72—1—82 (C)	70—1—80—E.B.—2—90.	

CHAPTER 59

STATE AVIATION DEPARTMENT

A separate Aviation Department of the Government of Maharashtra was set up in 1954 because the facilities offered by the Indian Airlines Corporation and other private agencies to maintain the State Government's fleet of aircraft were not found to be satisfactory. The Government's fleet of aircraft includes 2 planes and 1 helicopter. A separate organisation of this type was necessary because landing grounds are not available in all areas and where no schedule airlines operate, Government aircraft comes handy. This is particularly useful when there are floods, disturbances and other natural calamities. The helicopter is used also for agricultural purposes.

2. The Aviation Adviser is the head of the department and works in honorary capacity. The staff sanctioned for the organisation includes a Chief Pilot, a Senior Commander, Chief Ground Engineer, Deputy Chief Ground Engineer, a Maintenance Supervisor, some Mechanics and Clerical staff. The salient considerations underlying our recommendations for revised scales of pay are mentioned below :—

3. The following technical posts in this department have no comparable posts in any other Government departments :—

(1) Chief Pilot (Rs. 2,000—2,500 (C) plus special pay of Rs. 500).

(2) Senior Commander (Rs. 1,800—2,300).

(3) Chief Ground Engineer (Rs. 1,900—2,200).

(4) Deputy Chief Ground Engineer (Rs. 1,200—1,500).

The pay scales of these posts are super-time scales and seem to have been framed on ad-hoc basis. It appears that they have recently been revised by Government and that it is not intended to revise them further. We do not, propose any change in them or in the rates of allowances and special pay going with them.

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4. *Senior Mechanic* (Rs. 250—350 C) :

The Aviation department has stated that the present scale of the post is outdated and it will not be possible to secure the services of a suitable person on this scale in the face of the higher grades of pay offered for similar posts by the Airline Companies. The Senior Mechanics are entrusted with the work of maintenance of Government aircrafts and helicopters. Taking into account the administrative department's proposal in the matter and the fact that the present scale is a city scale of pay, we propose a scale of Rs. 250—10—290—15—350 for this post. They will be eligible to get Compensatory Local Allowance and House Rent Allowance over their pay in this scale. The same scale may apply to the Radio Mechanic (Rs. 250—350 : C) also.

5. *Junior Mechanic* (Rs. 150—245 C) :

They have to carry out Chief Engineer's orders in regard to maintenace, overhaul etc. of Government aircrafts and helicopters. For the same reasons as mentioned in the case of Senior Mechanics, the Aviation department has recommended a higher scale for these posts. Having regard to the duties performed by the Junior Mechanics we feel that a scale of Rs. 155—5—170—6—200—8—240 with Compensatory Local Allowance and House Rent Allowance, if admissible, would be sufficient for them.

6. *Office Superintendent* (Rs. 450—670 C) :

The Office Superintendent attends to office administration and general supervision of all office matters. He is also entrusted with the booking of flights, maintenance of flight records,, correspondance regarding purchase of spares etc. The Administrative department has recommended increase in the Superintendent's scale in the proportion in which the grade of secretariat Superintendents is revised. As against the present scale of pay of Rs. 370—665 (C) of secretariat Superintendents, the present scale of the Office Superintendent in the Aviation department is Rs. 450—670 (C). Although the maxima of the two scales are comparable, we think that comparison with the scale of pay of the secretariat superintendent is not called for as their duties are essentially different. We recommend a scale of Rs. 400—20—500—25—650 for the post of Office Superintendent in the Aviation department on the basis of the duties and responsibilities involved in the post.

7. *Special pay* :

Special pay granted to the Accountant for handling cash and maintaining accounts may continue subject to periodical review by the head of the department as provided for in the general orders of the Government on the subject.

SCHEDULE

STATE AVIATION DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted				
1	Chief Pilot ..	1	2,000—100—2,500 (C) .. (*Plus* Flying allowance Rs. 250). Special pay Rs. 500.	2,000—100—2,500. (*Plus* flying allowance). Special pay to continue.	
2	Senior Commander.	1	1,800—100—2,300 .. (*Plus* flying allowance).	1,800—100—2,300. (*Plus* flying allowance).	
3	Chief ground Engineer.	1	1,900—75—2,200 (C) .. (*Plus* licence allowance Rs. 100)	1,900—75—2,200. (*Plus* licence allowance).	
4	Deputy Chief ground Engineer.	1	1,200—75—1,500 (C) .. (Licence allowance Rs. 100).	1,200—75—1,500. (*Plus* licence allowance).	
	Non-Gazetted				
5	Maintenance Supervisor.	1	505—20—605 (C) ..	460—20—500—25—600.	
6	Electrical and Communication Superintendent.	1	450—25—500—30—590 (C) ..	420—20—500—25—600.	
7	Senior Mechanic ..	3	250—20—350 (C) ..	250—10—290—15—350.	
8	Radio Mechanic ..	1	250—10—350 (C) ..	250—10—290—15—350.	
9	Junior Mechanic ..	2	150—5—185—6—197—E.B.—6—245 (C).	155—5—170—6—200—8—240.	
10	Office Superintendent	1	450—25—550—30—670 (C)	400—20—500—25—650.	
11	Senior Accountant.	1	260—15—350 (C) ..	200—10—290—15—320.	
12	Head Clerk ..	1	220—10—300 (C) ..	200—10—290—15—320.	
13	Senior Store Keeper.	1	200—10—300 (C) ..	200—10—290—15—320.	
14	Accountant ..	1	160—8—200—9—245 .. Special pay Rs. 10.	150—8—190—10—220—E.B.—10—270. Special pay to continue.	
15	Junior Store Keeper	1	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270.	
16	Clerk Typist ..	4	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C).	110—4—150—E.B.—5—200.	
17	Senior Stenographer	1	200—8—280—E.B.—10—320—10—350 (C).	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380.	
18	Police Constable Driver.		95—1—105 (C)	85—2—101—E.B.—3—107—3—110. (*Plus* special pay of Rs. 10 if drawn from police department).	
19	Cleaner ..	16	85—2—105 (C)	75—1—80—2—90—E.B.—2—100.	
20	Peon	4	72—1—82 (C)	70—1—80—E.B.—2—90.	
21	Sweeper ..	1	72—1—82 (C)	70—1—80—E.B.—2—90.	

CHAPTER 60

STATE BOARD FOR LITERATURE AND CULTURE

For the development of literature, history and culture of Maharashtra, the State Government has set up a State Board for literature and culture, consisting of a non-official Chairman and twelve members. The functions of the Board are to initiate or assist research schemes in the field of Language, Culture and History of the State and to publish independent learned works, translations and works of reference.

2. The Chairman is paid a monthly honorarium and the members are paid fees for the meetings attended. For the preparation of the encyclopedia, a unit has been established at Wai under the supervision and guidance of the Chairman. The unit includes four Section Editors, three Associate Editors, six Scholar Assistants, a Research Assistant, four Editorial Assistants and other staff. Other activities of the Board are concentrated in Bombay and are organised by the Secretary of the Board who is assisted by an Assistant Secretary, Office Superintendent and other staff.

3. Details of the posts of various categories in the Board, together with their existing pay scales and the scales recommended by us are shown in the appended schedules. The main considerations underlying the revision of pay scales of some posts are discussed below :

4. *Section Editors* (Rs. 700—950 unrevised) :

The Section Editors in the Vishwakosha Unit, Wai, write original editorials in respect of the subjects allotted to the Section. They guide, control and supervise the work of junior editors and also that of the outside scholars who work as visiting editors. No recruitment rule has been framed for the post. The posts are usually filled by selection of persons possessing a post-graduate degree, at least in Second Class, with not less than five years experience in responsible academic position and possessing acknowledged merit as writer in Marathi. The present scale of Rs. 700—50—950 does not appear to have been revised by merging dearness allowance in pay on 1-7-62. In view of the above qualifications prescribed for this post and the scale admissible on the basis of merger of Dearness Allowance in pay on 1-7-62 (vide Part B of the schedule) we feel that a revised scale of Rs. 785—45—1,100—50—1,150 would be adequate for the post. Accordingly we recommend that scale for the posts of Section Editors.

5. *Assistant Editors* (Rs. 500—650 unrevised) :

They undertake the writing of original editorials on the subjects allotted to them and guide the work of Junior Editors who assist them. No recruitment rule has so far been framed for these posts though generally the qualifications expected of these persons are the same as in the case of section editors. They are on a scale of Rs. 500—650 which has not been revised in 1962 by merging dearness allowance in pay. Having regard to the qualifications required for the post, and the scale admissible on the basis of the merger of dearness allowance in pay from 1-7-62 (vide Part B of the schedule) we recommend a scale of Rs. 500—25—650—30—800 for these posts.

6. *Scholar Assistants* (Rs. 300—450) and *Research Assistant* (Rs. 250—350) :

They write the editorials under the supervision and guidance of the editors and render assistance to the editors and also to the visiting editors in their work. Recruitment rule for these posts also has not yet been framed. Candidates possessing a Master's degree and practical experience of editorial work are usually selected. As the duties, responsibilities and qualifications of the Scholar Assistants and the Research Assistants are the same, the Board has recommended a common revised scale for both posts. We recommend a combined scale of Rs. 300—15—375—20—475 for both these posts.

7. *Assistant Secretary of the Board* (Rs. 350—550) :

He controls and supervises the day to day administration of the office of the State Board at the headquarters. He plans and guides the publication programme of the Board and drafts the various literary schemes of the Board in accordance with the policies of the Board. The post is filled by promotion from the Board's Office or from the sub-Secretariat service as well as by nomination through the Maharashtra Public Service Commission. For selection by nomination, the candidate should possess a Master's degree in languages or History in second class and three years administrative experience in a Government or semi-Government office. We propose a scale of Rs. 340—20—500—E.B.—25—650 for the Assistant Secretary's post.

8. *Office Superintendent* (Rs. 200—385 unrevised) :

The existing scale is an unrevised scale of pay. Ordinarily the revised scale of Rs. 250—270—15—435 would have been admissible to this post after merger of dearness allowance in pay with effect from 1-7-62. No recruitment rule has so far been framed for this post. In the meanwhile, appointment is made by nomination of a candidate who is a graduate in languages and has experience of noting in English and Marathi. We propose a scale of Rs. 280—300—20—500 for this post.

SCHEDULE

STATE BOARD FOR LITERATURE AND CULTURE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Assistant Secretary to the Board.	1	350—20—550	340—20—500—E.B.—25—650.	
	Non-Gazetted				
2	Librarian ..	1	350—20—550	360—20—500—25—600.	
3	Scholar Assistant ..	6	300—15—450	300—15—375—20—475.	
4	Research Assistant.	1	250—10—350	300—15—375—20—475.	
5	Personal Assistant to Chairman.	1	190—8—254—E.B.—8—270—10—320.	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380.	
6	Editorial Assistant ..	4	165—10—225—E.B.—10—300.	180—10—270—E.B.—10—290—15—380.	
7	Accountant ..	1	195—10—245	200—10—290—15—320.	
8	Library Assistant ..	1	145—10—245	150—8—190—10—220—E.B.—10—270.	
9	Senior Clerk ..	1	145—8—185—E.B.—10—195 ..	150—8—190—10—220—E.B.—10—270.	
10	Clerk Typist ..	9	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200.	
	CLASS IV				
11	Peon	7	65—1—75	70—1—80—E.B.—2—90.	

State Board of Literature and Culture—contd.

PART 'B'.

Posts of which scales were not revised in 1962 revision

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 revision	Merger scale of pay admissible in the 1962 revision	Recommended scale of pay
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Section Editor ..	4	700—50—950 ..	780—50—1,030 ..	785—45—1,100—50—1,150.
2	Associate Editor ..	3	500—25—650 ..	550—25—625—30—715.	500—25—650—30—800.
3	Office Superintendent	1	200—220—15—385 ..	250—270—15—435 ..	280—300—20—500.

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CHAPTER 61

OFFICE OF THE STATE LIAISON OFFICER, GOVERNMENT OF MAHARASHTRA, NEW DELHI.

The post of a State Liaison Officer at New Delhi, has recently been created to follow up important matters of the State Government pending with the different ministries of the Government of India. He represents the State Government at meetings and conferences at Delhi, maintains contact with Liaison Officers of other States and keeps continuous touch with the various ministries for useful and important information in various fields. The post carries the super time-scale of the Indian Administrative Service. The State Liaison Officer is assisted by a Superintendent and a Stenographer.

2. The post of Superintendent carries the scale of pay of Rs. 370—20—490—E.B.—25—665 (C) which is the same as that of a Superintnedent in the Secretariat. The posts of Steno and Peon are sanctioned in the scales of pay applicable to those posts in the Central Secretariat. Mode of recruitment to both of these posts has not yet been decided. The present incumbents are on deputation from the Government of India.

3. The Liaison Officer enjoys the status of an Additional Secretary to Government in the General Administration Department. We therefore recommend that pending finalisation of the reruitment rule, the posts of Superintendent, Stenographer and Peon should be in the scales of pay applicable to those posts in the Secretariat Departments. We have recommended the revised scales accordingly.

SCHEDULE

OFFICE OF THE STATE LIAISON OFFICER, NEW DELHI.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	CLASS III				
1	Superintendent ..	1	370—20—490—E.B.—25—665 (C).	340—20—500—E.B.—25—650.	
2	Stenographer ..	1	210—10—290—15—530 ..	240—10—290—15—350—E.B.—15—470.	
	CLASS IV				
3	Peon	2	70—1—80—E.B.—1—85 ..	70—1—80—E.B.—2—90.	

CHAPTER 62

STATE VIGILANCE COMMISSION

The State Vigilance Commission has been recently established for the purpose of enquiring into complaints of corruption, mis-conduct or other kinds of malpractices on the part of a public servant under the administrative control of the State Government.

2. The Commission consists of a single official known as the State Vigilance Commissioner. He has the assistance of a small staff consisting of a Secretary, Superintendent, Assistants etc.

3. The designations and the scales of pay of the posts in the Commissioner's office (superintendent, assistant, etc.) are the same as those for corresponding posts in the Secretariat Department. The posts are manned by personnel deputed from the secretariat department. No separate recruitment rules have been framed for these posts. The duties and responsibilities of the posts at the non-gazetted level, it is pointed out, are comparable to those of the corresponding posts in the secretariat. We have not, for this reason, proposed separate scales of pay for these posts. Those on deputation may draw pay in the scales of pay admissible to them in their parent departments.

4. The Vigilance Commission's office has proposed that the posts in that office, filled as they are, by deputation of only capable and dependable persons from the secretariat departments, should carry special pay; because unless there is some incentive, persons are not likely to leave their parent offices. The work in the Commission's office, it is stressed, is highly confidential and it must be handled by experienced staff having knowledge of service rules and cognate matters. We would refer in this connection, to our remarks regarding grant of special pay to Government servants on deputation, in the general chapter on Special Pays. Having regard to the work done in the secretariat department on the one hand and that in the Commission's office, on the other, we do not think that deputation in this case would add substantially to the normal responsibilities of the persons concerned so as to warrant grant of special pay in every case. We cannot, therefore, recommend grant of special pay.

5. The incumbent of the post of Secretary is given special pay of Rs. 100 per month for doing work relating to the Maharashtra-Mysore Boundary dispute. We do not have full particulars of the nature of this work but feel that this work, quite unrelated to the Secretary's work, seems to have been given to him on some considerations which are not clear to us. Government should review the need for continuing this special pay and examine whether the work cannot be transferred to the Department which normally deals with such questions.

6. The stenographer to the Vigilance Commission is granted a special pay of Rs. 30 per month in view of the confidential nature of work which he has to handle. The special pay may continue. Similarly the special pays granted to accountant-*cum*-cashier and the typist may also be continued.

SCHEDULE

STATE VIGILANCE COMMISSION

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Secretary to the Maharashtra Vigilance Commission.	1	730—50—1,180 (C) .. *Plus* special pay of Rs. 100	....	No separate pay scale. The incumbent may draw pay in his own grade in the parent department.
	Non-Gazetted.				
2	Superintendent ..	2	370—20—490—E.B.—25—665 (C)	....	No separate pay scales The incumbents may draw pay in their own grades in the parent department.
3	Stenographer ..	1	250—10—350—E.B.—15—500 (C) (Higher Grade)	....	
		1	200—8—280—E.B.—8—320—10—350 (C) (Lower Grade)	....	
4	Assistant ..	4	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C)	....	
5	Accountant-cum-Cashier.	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) *Plus* special pay of Rs. 50	110—4—150—E.B.—5—200 Special pay to continue	
6	Clerk ..	3	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
7	Typist ..	2	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C). *Plus* special pay of Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
	CLASS IV				
8	Naik ..	1	77—1—87—E.B.—1—92 (C)	80—2—100	
9	Peon ..	5	72—1—82 (C) ..	70—1—80—E.B.—2—90	

CHAPTER 63

ADMINISTRATOR-GENERAL AND OFFICIAL TRUSTEE.

The Administrator-General and Official Trustee carries out the functions arising from two separate Acts, viz. Administrator-General's Act, 1963, and Official Trustees Act, 1913.

2. The designations of posts in the office, their existing scales of pay and the revised scales recommended by us are shown in the accompanying schedule. We do not consider that any special comments are necessary regarding the scales of pay, as the lower posts in the office are of a common nature. For the post of the Head of the Organisation we have recommended a revised scale of Rs. 1,300—60—1,600—100—1,800.

3. The special pay for the cash work and that for the roneo work may continue.

SCHEDULE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Administrator General and Official Trustee.	1	1,400—50—1,700 (C) ..	1,300—60—1,600—100——1,800	
	Non-Gazetted.				
2	Superintendent ..	1	350—20—530 (C) ..	300—15—375—20—475	
3	Accountant ..	1	300—15—390 (C) ..	260—15—380—E.B.—20—500 (For those appointed from Maharashtra Finance and Accounts Service)	
4	Second Clerk ..	1	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
5	Senior Assistant Accountant.	1	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
6	Additional Second Clerk.	1	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
7	Additional Senior Assistant Accountant.	1	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
8	Assissant Accountant.	1	160—8—200—9—245 (C)	150—8—190—10—220—E.B.—10—270	
9	Clerk doing Stenographic work.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (*Plus* Shorthand Allowance of Rs. 40).	(*i*) 110—4—150—E.B.—5—200 (*ii*) 135—5—170—6—188 E.B.—6—200—8—240—10—270 for others *Plus* Shorthand allowance according to speed for those drawn from the clerical establishment of the Department.	

Administrator-General and Official Trustee—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
10	Establishment Clerk	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
11	Clerk ..	13	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
12	Typist ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV.				
13	Daftary ..	1	77—1—87—1—97 (C) ..	80—2—100—E.B.—2—110	
14	Naik ..	1	77—1—87—1—97 (C) ..	80—2—100—E.B.—2—110	
15	Peon ..	5	72—1—82 (C) ..	70—1—80—E.B.—2—90	

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CHAPTER 64

ANTI-CORRUPTION AND PROHIBITION INTELLIGENCE BUREAU

The Bureau has been created for eradicating the evil of corruption and bribery and for a more effective implementation of prohibition policy of Government. It is headed by the Director who is of the rank of Deputy Inspector-General of Police. Corresponding to the four Police Ranges, there are four units of this Bureau with headquarters at Bombay, Poona, Aurangabad and Nagpur, each in charge of a Deputy Superintendent of Police. The unit for Greater Bombay is in charge of a Superintendent of Police. An Executive Engineer, Divisional Forest Officer, a Deputy Collector and a Sales Tax Officer are attached to the Bureau. These Officers advise the Director in matters pertaining to their respective Departments.

2. The designations of the various posts, their existing scales of pay etc. are shown in the appended schedule. The officers and staff of the Bureau are drawn from various departments like Police, Public Works Department and Revenue. We have not therefore, recommended any scales for the posts in this office. The incumbents will draw their pay in the scales of pay applicable to them in their parent Departments/ offices. Where the persons are not drawn from other Departments/Offices, we have recommended suitable revised scales of pay for such posts.

3. Almost all the officers and staff are in receipt of special pay evidently on the ground that the duties performed by them in the Bureau are more arduous compared with those they have to perform in their parent Departments/Offices. These special pays may be continued. We have, however, observed that some officers are in receipt of special pay in excess of 20 per cent. of their grade pay. In view of the recommendations made in the Chapter on "Special Pays" we suggest that the special pays granted in such cases may be reviewed and amounts of special pays be restricted to 20 per cent. of the average of the pay scales of the employees concerned.

4. The Bureau has suggested that the rates of special pay drawn by some of the ministerial staff be raised suitably. We are not, however, in favour of raising the existing rates in any case and would not, therefore, recommend any upward revision. We are also unable to support the suggestion to grant a special pay to the Stenographer, who does not draw any special pay at present.

SCHEDULE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Deputy Director (P) (Executive Engineer)	1	650—40—730—45—1,000 50—1,100 Special pay of Rs. 200	....	No separate scales of pay have been recommended for the various posts in this office; and the incumbents may draw the pay in the scales applicable to them in their parent Department *Plus* special pay according to our remarks in the Chapter.
2	Deputy Director (F) (Divisional Forest Officer).	1	650—40—730—45—1,000 50—1,100 Special pay of Rs. 200	....	
3	Assistant Director (Revenue) (Deputy Collector).	1	400—30—610—40—730—45—955 Special pay of Rs. 150	....	

Anti-Corruption and Prohibition Intelligence Bureau—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
4	Assistant Commissioner of Police, Bombay.	1	630—50—930 (C) 470—20—550—E.B.—30—820 Special pay of Rs. 150	....	
5	Deputy Superintendent of Police (Divisional).	5	630—50—930 (C) 470—20—550—E.B.—30—820 Special pay of Rs. 150		
6	Police Inspector ..	10	325—10—425 .. Special pay of Rs. 100	....	
7	Police Inspector (Greater Bombay).	3	450—14—590 (C) .. 325—10—425 Special pay of Rs. 100, Rs. 50 for combined cadre	....	
8	Police Inspector Reader, Police Inspector.	1	450—14—590 (C) .. 325—10—425. Special pay of Rs. 100 Rs. 50 for combined cadre	....	
	Non-Gazetted				
9	Selection Grade Sub-Inspector.	1	320—10—340 (C) .. Special pay of Rs. 60	....	No separate scales of pay have been recommended for the various posts in this office; and the incumbents may draw the pay in the scales applicable to them in their parent Departments, *plus* special pay according to our remarks in the chapter.
10	Police Sub-Inspector, Greater Bombay limits.	12	225—5—310 (C) .. Special pay of Rs. 60	....	
11	Sub-Inspector, District Head-Quarters.	28	155—175—6—205—8—221—E.B.—8—245—10—275 Special pay of Rs. 60		
12	Head Constable (Armed).	1	110—2—123 (C) 100—2—116 Special pay of Rs. 15		
13	Head Constable (Unarmed.)	9	110—2—126 (C) Special pay of Rs. 15		
14	Head Constable posted in Bombay City.	3	Grade I:— .. Rs. 125 Grade II and III:— Rs. 100—2—116 Special pay of Rs. 15	....	
15	Head Constable posted at District Head-Quarters.	24	Grade I— .. Rs. 125 Grade I and II— Rs. 100—2—116 Special pay of Rs. 15	....	

Anti-Corruption and Prohibition Intelligence Bureau—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	2	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
16	Police Constable (Orderly).	5	95—1—105 (C) .. 75—1—85 Special pay of Rs. 10	....	No separate scales of pay have been recommended for the various posts in this office ; and the incumbents may draw the pay in the scales applicable to them in the parent Departments *Plus* special pay according to our remarks in the Chapter.
17	Police Constable (Greater Bombay).	40	95—1—105 (C) .. Special pay of Rs. 10	....	
18	Police Constable (District Head Quarters and Range Head Quarters).	56	75—1—85 .. Special pay of Rs. 10	....	
19	Overseer ..	1	150—10—300—E.B.—15—360 Special pay of Rs. 60	....	
20	Office Superintendent. (Inspector General's office).	1	300—10—350—15—380 (C). Special pay of Rs. 20	....	
21	Head Clerk (Inspector General's clerical city cadre).	1	230—10—330 (C) .. Special pay of Rs. 18	....	
22	Head Clerk (Commissioner of Police's clerical cadre).	1	220—10—300 (C) .. Special pay of Rs. 18	....	
23	Senior Grade Clerk (Inspector General's clerical cadre).	1	165—10—245 (C) .. Special pay of Rs. 15	....	
24	Senior Clerk drawn from Revenue Department.	1	190—8—254—E.B.—8—270—20—320 (C) Special pay of Rs. 15	....	
25	Intermediate Grade Clerk (Commissioner of Police's clerical cadre).	2	160—8—200—9—245 (C) Special pay of Rs. 15	....	
26	Selection Grade Clerk (Inspector of General's clerical cadre).	4	160—8—200—9—245 (C) Special pay of Rs. 15	....	
27	Selection Grade Clerk (Mofussil).	3	145—8—185 .. Special pay of Rs. 15	....	
28	Junior Grade Clerk, Inspector General's clerical cadre and Commissioner of Police's clerical cadre.	8	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 15	....	

Anti-Corruption and Prohibition Intelligence Bureau—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
29	Junior Grade Clerk drawn from the Forest Department.	1	100—3—130—E.B.—4—170 Special pay of Rs. 15	....	No separate scales of pay have been recommended for the various posts in this office; the incumbents may draw the pay in the scales applicable to them in the parent Department *Plus* special pay according to remarks in the chapter.
30	Junior Grade Clerk	4	100—3—130—E.B.—4—170 Special pay of Rs. 15	....	
31	Radio Mechanic ..	1	195—5—245 ..	....	
32	Photographer (from Commissioner of Police's office).	1	190—10—270 .. Special pay of Rs. 18	....	
33	Stenographer ..	1	200—8—280—E.B.—8—320—10—350 (C) (With effect from 21st May 1965)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
34	Watcher ..	6	100 (Fixed) (C) ..	80—2—100—E.B.—3—115	
	CLASS IV.				
35	Peon (Bombay) ..	6	72—1—82 (C)	70—1—80—E.B.—2—90	
36	Peon (Mofussil) ..	20	65—1—75 ..	70—1—80—E.B.—2—90	
37	Sweeper (Bombay) ..	1	72—1—82 (C) ..	70—1—80—E.B.—2—90	

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CHAPTER 65

CORONER OF BOMBAY

The main function of the office is to hold inquest under the Coroner's Act, 1871 and to distribute unclaimed dead bodies to various approved medical institutions and colleges in Bombay City for dissection purposes under the Bombay Anatomy Act. The Coroner also orders the removal of the eye balls under the Corneal Grafting Act.

2. The designations of the posts in the office, their existing pay scales and the revised scales recommended by us for the posts are shown in the appended schedule. The following paragraphs deal with some special cases.

3. *Coroner.*—(1,080—1,300 : C). The present scale of the post of the Coroner is Rs. 1,080—30—1,260—40—1,300 (C) the same as that of a Presidency Magistrate. The post is filled by nomination from Advocates, Attorneys or Pleaders with practice of not less than 5 years. It has been represented to us that the present scale is not adequate and that the post should be brought on a scale of pay that may be prescribed for the post of Chief Presidency Magistrates, particularly in view of the fact that he is required to work round the clock without availing the benefits of the Sundays or Public Holidays, or even the annual vacations enjoyed by other judicial courts. It has also been suggested that a bad climate allowance of Rs. 100 per month may be granted to the Coroner, as he has to work in filthy and insanitary surroundings in the morgue and that he is exposed to the foul smell emanating from the dead and often decomposed bodies. We have carefully examined these suggestions. We are, however, unable to accept the suggestion that the Coroner's post should be equated with that of a Chief Presidency Magistrate. We are also not convinced that there is a case for the grant of bad climate allowance. The present scale of the post is a city scale. Against this, we recommend a common scale of Rs. 1,000—50—1,300 which will permit the holder to draw all the eligible city allowances.

4. *Personal Assistant to Coroner* (Rs. 300—350 C) : The post is filled by promotion of a clerk. Against the present city scale of pay of Rs. 300—10—350, we suggest a scale of pay of Rs 260—10—290—15—410.

SCHEDULE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Coroner of Bombay	1	1,080—30—1,260—40—1,300 (C)	1,000—50—1,300	
	Non-Gazetted				
2	Personal Assistant to Coroner of Bombay.	1	300—10—350 (C) ..	260—10—290—15—410	
3	Clerk ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
4	Typist ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
5	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
6	Peon	4	72—1—82 (C)	70—1—80—E.B.—2—90	
7	Sweeper ..	6	72—1—82 (C)	70—1—80—E.B.—2—90	
8	Chaprasi ..	1	77—1—87—E.B.—1—92 (C) ..	70—1—80—E.B.—2—90	

CHAPTER 66

DIRECTOR OF PUBLIC PROSECUTION, BOMBAY

The Office was created in 1958, with a view to pin-point the defects in police investigation and in the conduct of cases in courts. The Director of Public Prosecution is the head of Office. The post of the Director carries a scale of Rs. 900—1,800 which is the sanctioned scale of District Judges. The recruitment rule provides for the post being filled either by transfer of a District and Sessions Judge or an Additional Sessions Judge or by nomination from amongst candidates who possess a degree in Law of a recognised University and have been holding a post in the Judicial service of the State or have been practicing as Advocates or Pleaders in any High Court or Courts for not less than 10 years and have experience of work in a Court of Sessions. The Secretariat Department has pointed out that though the rule provides for the direct recruitment, the intention has always been to apopint a senior District and Sessions Judge to the post and that the provision regarding appointment by a transfer of an Additional Sessions Judge is only meant for exceptional circumstances. The Department has equated the post with that of a Joint Secretary and considers that the special pay of Rs. 300 per month now attached to it should be continued. We do not see how the duties of a Joint Secretary in the Secretariat can be equated to those of a Director of Prosecution but agree that he should have the same scale of pay as that for District Judges. We also agree that in view of more arduous nature of duties, a special pay of Rs. 200 may be attached to the post.

2. The Director is assisted by a non-gazetted Superintendent, who is on the city scale of Rs. 270—350. The Director considers that the existing scale is not commensurate with the duties attached to the post and has suggested a revised scale of Rs. 300-450 (C) for the post. We are not impressed by the reasons given for raising the scale but recommend a slightly improved scale of Rs. 260—10—290—15—410 which we have recommended for the post of Superintendent in some of the Offices of Heads of Departments.

3. The pay-scales recommended by us for other posts are shown in the appended schedule.

SCHEDULE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Public Prosecution.	1	900—50—1,000—60—1,600—50—1,800 Special pay Rs. 300 for the present incumbent	900—50—1,000—60—1,480—E.B.—60—1,600—50—1,800 Special pay Rs. 200	
	Non-Gazetted				
2	Superintendent ..	1	270—10—350 (C) ..	260—10—290—15—410	
3	Junior Clerk/Typist.	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
4	Stenographer ..	1	190—8—254—E.B.—8—270—10—320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	CLASS IV				
5	Peon	3	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 67

EXAMINER OF BOOKS AND PUBLICATIONS

The main functions of the office are to examine books, newspapers and periodicals for and on behalf of Government for the purpose of scrutiny of their contents and to administer the provisions of the Press and Registration of Books Act, 1867. The office also attends to the translation of non-statutory work consisting of notifications agreement forms, mortgage deeds, rules, standing orders, miscellaneous pamphlets, etc.

2. Designations of the various posts in the Department, their existing pay-scales and the revised scales recommended by us for those posts are indicated in the appended schedule. Considerations underlying our recommendations in regard to some posts are discussed below:—

3. *Examiner of Books and Publications* (Rs. 450—715 C) :

This post will normally be filled by promotion of one of the Assistant Examiners. It has been represented to us that the post should be upgraded to Class I, as the Examiner is a Head of Office and has State-wide jurisdiction. Having regard to the duties and responsibilities of the post, we however, consider that a revised scale of Rs. 400—20—500—25—600—E.B.—25—650—30—800 would be adequate for it.

4. *Assistant Examiner* (Rs. 350—530 C) :

The post is filled by promotion. The scale of the post has been recently revised from Rs. 320—440 (C) to Rs. 350—530 (C). A revised scale of Rs. 300—500 is recommended for the post.

5. *Senior Translator* (Rs. 250—430 C), *Junior Translator/Scrutiniser* (Rs. 165—380 C):

The posts of Senior Translators and Reporters are filled by promotion of Junior Translators. It has been suggested to us that the scales of pay of posts of Senior Translators/Reporters/Supervisors/Junior Translators and Scrutinisers may be merged and brought on par with the scales of pay admissible to Assistants in the Secretariat. We accept the suggestion for merging the two scales into one but are unable to accept the proposal to equate the posts with those of Assistants in the Secretariat as the nature of duties and responsibilities are different. In our opinion a common scale of Rs. 180—10—290—E.B.—15—380 would be adequate for all these posts.

6. *Head Clerk and Cashier* (Rs. 220—10—320 C) :

It has been stated that while the scales of pay for the posts of Junior Translators and Senior Translators were revised in 1964, the scale of pay for the post of Head Clerk was not so revised. Looking to the supervisory work the Head Clerk is expected to do, we suggest a scale of pay of Rs. 200—10—290—15—320. The special pay granted to him for the work pertaining to cash, may be continued. Incidentally, in most of the offices, a Cashier is normally drawn up from the clerical cadre, and is paid in the scale of pay of Clerk *plus* special pay for the work pertaining to the cash transactions. It would, therefore, be desirable to follow the common procedure and transfer the Cashier's work to some junior clerk. This will also enable the Head Clerk to devote more attention to the supervisory work.

7. *Librarian* (Rs. 160—245 C) :

The post is filled by appointment of a S. S. C. holder possessing a Certificate in Library Science. A scale of pay of Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270 is recommended for the post.

8. *Special pays* :

One Assistant Examiner is in receipt of a special pay of Rs. 50 for attending to translation work in Kannada. Similarly a special pay of Rs. 105 is being paid for a Senior Translator who attends to the work of translation of Portuguese and Konkani languages. The special pay in the former case may be continued. In the latter case, however, a special pay of Rs. 105 is, in our opinion, on the higher side. We recommend that the special pay may be reduced to Rs. 60, in order to bring it within the permissible limit of 20 per cent. of the average of the scale of pay of the post.

SCHEDULE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Examiner of Books and Publications.	1	450—20—490—25—590—E.B.—25—715 (C).	400—20—500—25—600—E.B.—25—650—30—800.	
	Non-Gazetted				
2	Assistant Examiner.	3	350—20—530 (C) .. Special pay of Rs. 50 to one Assistant Examiner.	300—20—500. Special pay drawn by one Assistant Examiner to continue.	
3	Senior Translator/ Reporter.	9	250—15—340—E.B.—15—430 (C). Special pay of Rs. 105 to one Senior Translator.	180—10—290—E.B.—15—380. Special pay of Rs. 105 drawn by one Senior Translator to be reduced to Rs. 60.	
4	Supervisor, English Branch.	1	250—15—340—E.B.—15—430 (C).	180—10—270—E.B.—10—380.	
5	Junior Translator/ Reporter.	29	165—10—245—E.B.—15—380 (C).	180—10—290—E.B.—15—380.	
6	Scrutiniser (English Branch).	2	165—10—245—E.B.—15—380 (C).	180—10—290—E.B.—15—380.	
7	Head Clerk and Cashier.	1	220—10—320 (C) .. Special pay of Rs. 40.	200—10—290—15—320. Special pay to continue.	
8	Clerk/Typist ..	11	120—5—160—E.B.—5—180—E.B.—8—212—E.B.—8—260—10—270 (C).	110—4—150—E.B.—5—200.	
9	Librarian ..	1	160—5—175—7—203—E.B.—7—245 (C).	135—5—170—6—188—E.B.—6—200—8—240—10—270.	
	CLASS IV				
10	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100.	
11	Peon	9	72—1—82 (C)	70—1—80—E.B.—2—90.	
12	Hamal	1	71—1—82 (C)	70—1—80—E.B.—2—90.	

CHAPTER 68

FIRE ADVISER TO GOVERNMENT AND THE DIVISIONAL FIRE OFFICER

The Fire Adviser is responsible to the Government to advise them on all matters concerning measures to be adopted in the prevention of fires, about the suitability or otherwise of the fire resisting materials for use in the cinema houses, and about recruitment of suitable technical persons in the Fire Service. He arranges for training of the fire-fighting personnel in various industries, and in fire fighting and rescue measures to the members of National Cadet Corps, Scouts, Police and Home Guards, etc. The present Fire Adviser holds this post in an honorary capacity.

2 Designations of the various posts in this office, their existing pay-scales and the revised scales recommended by us for those posts are indicated in the appended schedule. The following paragraphs deal with a few special cases in this office.

3. *Accountant and Senior Clerk* :

It has been suggested to us that the posts of Accountant and Senior Clerk may be brought on one common scale of pay, as both these posts carry equal responsibilities. It has also been suggested to us that the existing Mofussil scales of pay for the post of Senior Clerk and Clerk-typist may be converted, into those of City Scales of pay. We have considered these suggestions and have recommended a common scale of pay of Rs. 150—8—190—10—220—E.B.—10—270 for the posts of Accountant and Senior Clerk. As we have recommended the abolition of City Scales and suggested common scales of pay for all alike, the question of recommending city scales for Senior Clerk and Clerk-typist does not arise. We have also suggested a common scale for all post of clerks and clerk-typists viz. Rs. 110—4—150—E.B.—5—200.

4. It has been represented to us that the Executive posts of Fire Service Department namely those of Divisional Fire Officer, Station Officers (4), Leading Fireman (5) Firemen (30) and Driver-Operators (5), may be sanctioned a special pay, as they have to remain on 'call duty' for all the 24 hours of the day, i.e. round-the-clock. We have been informed that similar special pay is at present sanctioned to the Bombay Fire Service Personnel.

Considering the circumstances in which the persons of the executive wing of the Fire Service Department are required to work, we recommend a special pay of Rs. 30 per month in the case of Station Officers and Rs. 20 p.m. in the case of Leading Fireman, Fireman and Driver Operators. No. Special pay is recommended for the Divisional Fire Officer as the considerations mentioned above do not hold good in the case of higher officers.

SCHEDULE

Fire Adviser to Government and the Divisional Fire Officer.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Divisional Fire Officer.	1	350—25—500—E.B.—25—550—30—670.	350—25—550—E.B.—30—700.	
	Non-Gazetted				
2	Head Clerk ..	1	220—10—300	200—10—290—15—320.	
3	Accountant ..	1	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270.	
4	Accountant ..	1	150—4—170—6—182—E.B.—6—194—7—215.	150—8—190—10—220—E.B.—10—270.	
5	Senior Clerk ..	1	145—8—185	150—8—190—10—220—E.B.—10—270.	
6	Clerk/Typist ..	1	120—5—160—6—185—E.B.—6—203—E.B.—6—245 (C).	110—4—150—E.B.—5—200.	
7	Clerk/Typist ..	8	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200.	
8	Telephone Operator.	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200.	
9	Chief Mechanic ..	1	150—4—182	160—5—220.	
10	Station Officer ..	4	150—4—182	160—5—220. *Plus* a special pay of Rs. 30 per month	
11	Leading Fireman ..	5	110—3—137	125—4—165. *Plus* a special pay of Rs. 20 per month	
12	Motor Fitter ..	2	110—3—137	125—4—165.	
13	Driver Operator ..	5	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180. *Plus* a special pay of Rs. 20 per month.	
14	Fireman ..	30	100—3—130	110—3—128—4—140. *Plus* a special pay of Rs. 20 per month	
	CLASS IV				
15	Peon	1	72—1—82 (C)	70—1—80—E.B.—2—90.	
		2	65—1—75	70—1—80—E.B.—2—90.	
16	Sweeper ..	4	65—1—75	70—1—80—E.B.—2—90.	

CHAPTER 69

FORENSIC SCIENCE LABORATORY, BOMBAY

The Forensic Science Laboratory, Bombay was established in 1958 by merging in it, the former Chemical Analyser's establishment. The Laboratory is now fully equipped to provide scientific aids to the police in the investigation of crimes. It is headed by a Director, who is assisted by two Assistant Directors and other scientific staff.

2. The designations of the various posts in the Organisation, their existing pay scales and the revised scales recommended by us for those posts are shown in the appended schedule. Considerations underlying our recommendations in regard to the pay scales of some of the posts are discussed in the foregoing paragraphs.

3. *Director*—Rs. 1,100—1,600 (C) :

The appointment to the post is made by nomination from amongst candidates who possess a post-graduate degree in Organic Chemistry or Biochemistry or Zoology of a recognised University, have practical experience in general analytical work, toxicological work, serological work etc. and have held a post of responsibility for not less than 5 years in a recognised analytical and toxicological laboratory. In our opinion, the present scale is not inadequate for the qualifications prescribed for direct recruits. It is however a city scale of pay. We recommend that the same should be treated as a new common scale, entitling the holder to all the eligible city allowances.

4. *Assistant Director*—Rs. 880—1,250 :

There are two posts of Assistant Directors, one in Physical Section and the other in Biological Section and both posts have been recently created. No recruitment rules for the posts have still been framed. As the scales have been fixed recently with due regard to the experience and qualifications required for the post, we do not see any need for any improvement in the present scales. However, with a view to rationalisation, we recommend a scale of Rs. 900—50—1,300 for the post.

5. *Senior Toxicologist/Senior Analyst/Senior Chemist*—Rs. 550—880 :

The posts of Senior Analyst and Senior Chemist are filled by promotion from amongst suitable Assistant Chemical Analysers while the post of Senior Toxicologist is filled by nomination from amongst candidates, who possess a post-graduate degree in Organic Chemistry or Biochemistry and have training and experience in a responsible position for about 5 years in the analysis of various organic materials. All the three posts carry the same scale of pay. We recommend revised scale of Rs. 560—30—650—45—965 for purposes of rationalisation.

6. *Assistant Chemical Analyser*—Rs. 250—715 :

The posts are filled either by promotion of technicians or by nomination from amongst the candidates possessing a degree in at least Second Class in Forensic Science or a post graduate degree at least in second class in Chemistry. After considering the departmental proposals and the duties of the post, we recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 300 during the period of probation).

7. *Technicians*—Rs. 160—300 (C) :

The posts are filled either by promotion from Senior Laboratory Assistants in Forensic Science Laboratory or by nomination from amongst the candidates who are graduates in Science. The Department has suggested a pay scale of Rs. 210—425 which we consider to be high. We feel that a scale of Rs. 170—10—250—E.B.—10—290—15—320 is quite adequate for the post.

8. *Senior Laboratory Assistants*—Rs. 160—245 (C) :

The posts are filled either by promotion of Junior Laboratory Assistants or by appointment of a candidate who has passed at least Intermediate Science Examination. Against the present city scale of Rs. 160—245 we recommend a common scale of Rs. 130—5—150—3—174—E.B.—8—190—10—220 for these posts.

9. *Junior Laboratory Assistants*—Rs. 120—245 (C) for S. S. C. holders, Rs. 111—180 (C) for others :

The posts are filled either by promotion from amongst Laboratory Attendants or by nomination of candidates who have passed Secondary School Certificate Examination. The post carries two scales viz. (i) Rs. 120—245 (which is admissible to those who have passed Secondary School Certificate Examination) and Rs. 111—180 (admissible to those who have not passed the Secondary School Certificate Examination). The Department has suggested a common scale for all the Junior Laboratory Assistants. We agree that it is unfair to discriminate between the Laboratory Assistants, as all of them perform more or less identical duties. A common revised scale of Rs. 110—4—150—E.B—5—200 is recommended for all the posts.

10. *Laboratory Attendant*—Rs. 77—107 (C), Rs. 77—92 (C) and Rs. 72—1—82 (C):

The posts in the scale of Rs. 72—1—82 are filled by direct recruitment of persons, who have passed 8th standard while the two higher categories of posts are filled by promotion. The Department has suggested a common scale for all the categories. We, however, feel that, as in the case of other departments, it would be desirable to provide two scales for Laboratory Attendants, one scale for directly recruited unskilled workers and the other for promotees i.e. those who have acquired skill after service. We accordingly recommend two scales of Rs. 80—2—100—E.B—2—110 and Rs. 70—1—80—E.B.—2—90 for these posts.

SCHEDULE

FORENSIC SCIENCE LABORATORY

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director ..	1	1,100—50—1,300—60—1,600 (C).	1,100—50—1,300—60—1,600.	
2	Assistant Director ..	2	880—40—1,000—50—1,250 ..	900—50—1,300.	
3	Senior Toxicologist.	1	550—30—640—40—880 ..	560—30—650—45—965.	
4	Senior Analyst ..	2	550—30—640—40—880 ..	560—30—650—45—965.	
5	Senior Chemist ..	1	550—30—640—40—880 ..	560—30—650—45—965.	
6	Assistant Chemical Analyser.	43	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715.	300—20—460—E.B.—20—500—25—650—E.B.—30—800. (Fixed pay of Rs. 300 during the period of probation).	
	Non-Gazetted				
7	Technician ..	16	160—10—230—E.B.—10—300 (C).	170—10—250—E.B.—10—290—15—320.	

Forensic Science Laboratory—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
8	Senior Laboratory Assistant.	31	160—5—175—7—203—E.B.—7—245 (C).	130—5—150—8—174—E.B.—8—190—10—220.	
9	Junior Laboratory Assistant.	15	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C). (For S.S.C.) and 111—3—120—4—144—E.B.—4—160—5—180 (C). (For Others).	110—4—150—E.B.—5—200.	
10	Office Superintendent	1	320—20—440 (C)	260—10—290—15—410.	
11	Head Clerk ..	1	195—10—245 .. .. Special pay Rs. 15.	200—10—290—15—320. Special pay to continue.	
12	Senior Clerk ..	3	(*i*) 145—8—185. (*ii*) 145—8—185—10—195.	150—8—190—10—220—E.B.—10—270.	
13	Store Keeper ..	1	115—5—145—E.B.—8—185—10—195.	150—8—190—10—220—E.B.—10—270.	
14	Clerk/Clerk-Typist/ Typist/Setno-Typist.	33	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200. (In addition a short hand allowance as admissible to the Steno-typist).	
15	Senior Laboratory Attendant/ Laboratory Servant	6	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110.	
16	Laboratory Attendant.	1	77—1—87—E.B.—1—92 (C) ..	80—2—100—E.B.—2—110.	
17	Laboratory Attendant/ Laboratory Servant.	41	72—1—82 (C)	70—1—80—E.B.—2—90.	
	CLASS IV				
18	Peon, Hamal, Sweeper, Store boy.	17	72—1—82 (C)	70—1—80—E.B.—2—90 ..	

CHAPTER 70

HOME GUARDS ORGANISATION

The organisation was started in the year 1946. Initially, the aim of the organisation was to assist the Police in the maintenance of law and order. Subsequently, its activities have been widened. The members of the Home Guards (who are trained in fire fighting, rescue work, first-aid, social welfare, wireless communication, etc.) man the essential services in time of emergency and take active part in social services like construction of schools, roads etc. during normal times.

The Commandant General, who is the Head of the Department is assisted at the district level by District Commandants. All members of the organisation from the Commandant General to the Home Guards are honorary, except a skeleton paid staff employed for day to day work.

Designations of the various posts in the Department, their existing pay-scales and the revised scales recommended by us for those posts are indicated in the enclosed schedule. Considerations underlying our recommendations in regard to the pay scales of some posts are discussed below :—

1. *Chief Instructor* (Rs. 595—30—715—45—805) :

The post is filled by promotion from members of the staff of the Central Training Head-quarters or by nomination. A direct recruit must have a University degree and experience in Civil Defence Organisation, fire fighting, Home Guard, Police or Army Services, at least for a period of three years. The Chief Inspector is in over-all charge of the Central Training Head Quarters. The pay scale of this post was revised in 1962. We, however, recommend a scale of pay of Rs. 590—30—650—45—830.

2. *Accounts Officer* (Rs. 550—30—640—40—880—C) :

He is responsible for maintenance of accounts of the Organisation. He has to guide Honorary Officers and to carry out periodical internal audit and inspection of offices of District Commandants. As there is no other full-time gazetted officer for administrative work in the organisation, he has to shoulder heavy responsibilities. The post is included in the Maharashtra Finance Accounts Service, and therefore we have proposed a scale of pay as admissible to it in that service.

3. *Administrative Officer* (Rs. 350—20—550); *Assistant Administrative Officer; Assistant Officer-in-charge Training* (Rs. 250—10—350) :

Pay scales are generally prescribed for posts after taking into account the duties and responsibilities thereof. We understand that the incumbents of these posts are not performing the duties for which the existing scales were sanctioned. These posts were formerly in ex-Madhya Pradesh States and have been transferred to Bombay. It would not be proper to prescribe revised scales of pay on the basis of the existing scales. We have however suggested revised scales for these posts as shown in the accompanying schedule in accordance with our general policy of revision of scales of pay.

4. *Fire Fighting Instructor* (Rs. 640—25—815—C) :

We have converted this into a common scale of Rs. 600—25—650—30—800. In case, the Administrative Department finds that suitable or well qualified persons are not available, a higher starting pay may be granted in individual case.

5. *Rescue Instructor* (Rs. 420—13—550 C) :

The existing scale of pay is comparable to that of some posts in the Police Department, but a Police Officer is not required to be appointed to the post. The post is

filled by promotion of holders of lower posts in the Home Guards Organisation. We, therefore, recommend a pay scale of Rs. 350—15—440—20—500 for this post. If a Police Officer is appointed to this post, he will draw his grade pay.

6. *Instructors* (Rs. 195—10—245) :

We have recommended a scale of Rs. 200—8—240—10—270. In case any officers from the Police Department are appointed to these posts, they will draw the grade pay in their own department.

7. *Weapon Training Instructor* (Rs. 195—5—245 C) :

We have recommended a scale of pay of Rs. 170—6—200—8—240 for this post. As in other cases if an officer from the Police Department is appointed, he will draw the grade pay in his own department.

8. *Driver* (Rs. 100—3—130) :

We have recommended a scale of pay of Rs. 110—3—123—4—144—E.B.—4—180 for this post, which we have recommended for similar posts of drivers in other departments.

9. *Junior Stenographers* (Rs. 165 fixed) :

It has been suggested to us that it is necessary to convert the post of Junior Stenographer from fixed pay to Junior Stenographer's scale, to attract suitable persons. We have considered this suggestion and have accordingly suggested a suitable scale.

10. *Telephone Operator* (Rs. 120—5—160—E.B.—5—185—6—203—E.B.—6—245 C) :

The existing scale of pay is the same as that of clerk in Bombay City. He gets special pay of Rs. 50 in addition. We understand that duties of the post are different from those of Telephone Operators in other Offices. A person who has undergone training in Home Defence, is appointed to the post. He has to man the control room and to attend to all correspondence in connection with Home Defence Scheme. We however consider that the special pay of Rs. 50 which is sanctioned to this post fully compensates the extra duties and responsibilities this operator is required to shoulder ; and have therefore recommended the same scale as that of a clerk.

11. *Special pays*:—

Special pays are drawn at present by the following staff in this organisation, viz :—

(1) Armed Jamadars.

(2) Armed Head Constables.

(3) Head Constables.

(4) Police Constable Qualified Armourer.

(5) Constable Armourer.

(6) Constable Drivers, and

(7) Telephone Operator.

The personnel drawing special pay is drawn from the Police Department and the special pay is also admissible to them in their parent Department. In view of the arduous nature of duties special pay as admissible to similar posts in the Police Department is recommended to the posts at Serial Nos. 1 to 6 above. As regards the special pay to the Telephone Operator, we have recommended the continuance of the same in the preceding paragraph.

SCHEDULE

HOME GUARDS ORGANISATION

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Chief Instructor ..	1	595—30—715—45—805 ..	590—30—650—45—830.	
2	Accounts Officer ..	1	550—30—640—40—880 (C) ..	410—30—650—E.B.—45—965. (Fixed pay of Rs. 380 during the period of probation for officers of Maharashtra Finance and Accounts Service.)	
3	Inspector of Police ..	1	450—14—590 (C) ..	Revised scale in the Police Department.	
4	Adminsitrative Officer.	2	350—20—550	360—20—500—25—600.	
5	Assistant Administrative Officer.	4	250—10—350	260—10—290—15—380.	
6	Assistant Officer-in-charge Training.	1	250—10—350	260—10—290—15—380.	
7	Personal Assistant to Commandant General.	1	280—5—330 (C) ..	250—10—290—15—350.	
8	Paid Assistant to Commandant.	1	350—15—425	300—15—390—20—450	
9	Assistant to quarter Master.	1	220—5—250—E.B.—5—295 (C)	200—10—300.	
10	Fire Fighting Instructor.	1	640—25—815 (C) ..	600—25—650—30—800.	
11	Rescue Instructor ..	1	420—13—550 (C) ..	350—15—440—20—500.	
12	Deputy Chief Instructor.	1	400—10—450 (C) ..	350—10—450.	
13	Instructor ..	5	220—5—260—E.B.—5—295 (C)	200—8—240—10—270.	
14	Instructor ..	10	195—10—245	200—8—240—10—270.	
15	Weapon Training Instructor.	4	195—5—245 (C)	170—6—200—8—240.	
16	Fire Fighting Assistant.	4	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C).	110—4—150—E.B.—5—200.	
17	Police Instructor ..	95	195—10—245	Revised scale of pay applicable in the Police Department.	
18	Armed Jamadar ..	5	135—4—151 .. .. *Plus* special pay Rs. 15	Do.	
19	Armed Head Constable.	15	110—2—126 .. .. *Plus* special pay Rs. 10	Do.	
20	Head Constable ..	3	110—2—126 (C) .. .. *Plus* special pay Rs. 10	Do.	
21	Head Constable ..	4	110—2—126 (C) .. *Plus* special pay of Rs. 10 to one post	Do.	

Home Guards Organisation—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
22	Police Constable qualified Armourer.	1	95—1—105 (C) .. .. *Plus* special pay of Rs. 5.	Revised scale of pay applicable in the Police Department.	
23	Constable Armourer	3	95—1—105 (C) ..	Do.	
24	Constable Armourer.	1	95—1—105 (C) .. .. *Plus* Special Pay of Rs. 5.	Do.	
25	Police Constable ..	9	95—1—105 (C)	Do.	
26	Police Constable Driver.	8	95—1—105 (C) .. .. *Plus* Special pay of Rs. 15.	Do.	
27	Constable Driver ..	4	95—1—105 (C)	Do.	
28	Constable Driver (Leave Reserve).	1	95—1—105 (C)	Do.	
29	Fitter Mechanic ..	1	205 per month fixed ..	170—6—200—8—240.	
30	Carpenter ..	1	111—3—120—4—148 (C) ..	100—3—136—4—140.	
31	Driver ..	1	100—3—130	110—3—128—4—140.	
32	Despatch Rider ..	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
33	Office Supervisor ..	1	300—15—390 (C) ..	260—10—290—15—410.	
34	Store Superintendent	1	300—15—390 (C) ..	260—10—290—15—410.	
35	Accountant ..	1	300—15—390 (C) ..	260—10—290—15—410.	
36	Deputy Accountant	2	220—10—300 (C) ..	200—10—290—15—320.	
37	Head Clerk ..	3	220—10—300 (C) ..	200—10—290—15—320.	
38	Auditor ..	1	220—10—300 (C) ..	200—10—290—15—320.	
39	Asstant Supervisor.	9	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270.	
40	Head Clerk ..	26	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270.	
41	Senior Clerk ..	25	145—8—185	150—8—190—10—220—E.B.—10—270.	
42	Senior Stenographer	1	200—8—280—E.B.—10—320—10—350 (C).	(*i*) 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380.)	
43	Senior Stenographer	1	195—10—245 (C) ..	(For those possessing a shorthand speed of 100 words per minute.	
44	Junior Stenographer	1	165—9—210 (C) ..		
45	Junior Stenographer	1	165 per month fixed ..	(*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270. (For those possessing a speed of 80 words per minute).	
46	Clerk Typist ..	23	120—5—160—EB.—5—185—6—203—E.B.—6—245 (C).	110—4—150—E.B.—5—200.	

Home Guards Organisation—contd

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
47	Junior Clerk ..	28	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200.	
48	Telephone Operator	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C). *Plus* special pay of Rs. 50.	110—4—150—E.B.—5—200. *Plus* special pay at Rs. 50 per month.	
	CLASS IV				
49	Havildar ..	4	100—2—116	110—3—125.	
50	Naik ..	3	75—1—85	110—3—125.	
51	Naik (Peons) ..	2	77—1—87—E.B.—1—92 (C) ..	80—2—100.	
52	Lance Naik ..	2	75—1—85	80—2—100.	
53	Sainik ..	54	75—1—85	80—2—100.	
54	Peon	17	72—1—82 (C) ..	70—1—80—E.B.—2—90.	
		54	65—1—75	70—1—80—E.B.—2—90.	
55	Hamal ..	3	72—1—82 (C)	70—1—80—E.B.—2—90.	
56	Sweeper ..	5	72—1—82 (C)	70—1—80—E.B.—2—90.	
57	Watchman ..	3	72—1—82 (C)	70—1—80—E.B.—2—90.	
58	Mali	1	72—1—82 (C)	70—1—80—E.B.—2—100.	
59	Cleaner ..	4	72—1—82 (C)	70—1—80—E.B.—2—90.	

CHAPTER 71

JAIL DEPARTMENT

The Jail Department has been constituted under the Prisons Act of 1894. The main functions of the Department are to receive and detain all persons duly committed to the custody of the Officer-in-charge of the jail by any Court. The Department also administers the schemes for improving discipline and attitudes of the prisoners and also for their ultimate rehabilitation in society. The Inspector-General of Prisons is the Head of the Department and is assisted by a Deputy Inspector General of Prisons at headquarters. For the purpose of administration, the State is divided into two regions viz. the Western region comprising Bombay and Poona revenue divisions and Eastern Region comprising Nagpur and Aurangabad revenue divisions. There are 26 prisons and a Borstal School in the Western region and 13 prisons in the Eastern Region. There are 185 Taluka Jails which are in charge of Revenue Officers. The Inspector-General of Prisons exercises general control over all the Taluka Jails. The Department is also running a Jail Officer's Training School since 1955.

2. The designations of various posts in the Department, their existing pay-scales and the pay-scales recommended by us for them are shown in the accompanying schedule. Considerations underlying our recommendations in regard to pay-scales of some of the important categories are discussed in the following paragraphs.

3. The post of Inspector-General of Prisons is held by an Indian Administrative Service Officer. It is not included in the departmental schedule.

4. *Deputy Inspector-General of Prisons, Superintendent of Central Prison, Principal, Jail Officers' Training School* (Rs. 820—1,090) :

All these posts are filled by promotion from amongst Superintendents of Central Prisons (Class I). It is the highest post available for promotion to the Departmental Officers. The existing scale does not reach the maximum of the standard Class I scale. Having regard to the responsibilities attached to the posts we consider that the maximum of the scale should be raised to the maximum of the scale of Class I. A revised scale of Rs. 830—45—1,100—50—1,150 is accordingly recommended for the post.

The Superintendents appointed as Deputy Inspector-General of Prisons at headquarters and the Superintendents in charge of Yervada Central Prison and Nagpur Central Prison, who function as Ex-officio Deputy Inspector-General of Western and Eastern Regions respectively, are in receipt of a special pay of Rs. 100. It is understood that a proposal to form a separate cadre for these officers is separately under consideration of Government. In the meantime we recommend that the special pay of Rs 100 now admissible to the officers may continue.

5. *Superintendent, District Prison Class I, Deputy Superintendent and Principal, Borstal School, Kolhapur* (Rs. 535—805) :

Superintendent, District Prisons Class I, Vice-Principal, Jail Officers' Training School (Rs. 450—20—550) :

The posts in the scale of Rs. 535—805 are filled from amongst Superintendents of District Prisons in the scale of Rs. 450—550, while the posts of Superintendents in the scale of Rs. 450—550 are filled partly by promotion of meritorious Jailors and partly by direct recruitment from amongst candidates who are Honours Graduates with a degree or diploma in Sociology from a recognised University or Institution. The Secretariat Department has proposed that both the grades may be combined as there is not much difference in the duties and responsibilities attached to the posts. In our

opinion the present scale of Rs. 450—550, which is attached to the lower grade Superintendents is rather short for direct recruits. We also think that the minimum of this scale viz. Rs. 450 is on the high side compared with the qualifications prescribed for direct recruits. Taking all these factors into account we accept the recommendation made by the Department to amalgamate the posts and recommend a revised scale of Rs. 410—30—650—E.B.—45—830 (fixed pay of Rs. 380 during the period of probation) for all these posts. We also suggest that the Jailors promoted to the new scale may be allowed a higher starting pay of Rs. 460.

6. *Jailor Group I, Physical Training Instructor, Factory Manager* (Rs. 320—440).

The posts of Jailor Group I are filled either by promotion of Jailors Group II or by nomination from amongst candidates possessing a degree in Law, Arts, Science, Agriculture etc. and a diploma in Sociology. The post of Factory Manager is also filled either by promotion from amongst Jailor Group II or by nomination of candidates possessing a degree or diploma of a recognised institution in Chemistry, Engineering, Textiles, Leather, Commerce, etc. and 5 years practical experience of which atleast 3 years experience should be in a responsible organising capacity. No recruitment rule for the Physical Training Instructor has been framed as yet. The Department has proposed that the cadre of Factory Managers should be merged in the cadre of Jailor Group I. It is stated that though the posts of Jailor Group I and Factory Manager are at present on the same scale of pay, the former are declared as gazetted for certain purposes and that the pay drawn as a Factory Manager is not protected on promotion to the post of Jailor Group I. This has resulted in frequent transfers of Factory Managers and consequent dislocation of work. The Department considers that these difficulties will be obviated by bringing the post of Factory Manager on the cadre of Jailor Group I We accept the suggestion and recommend a revised scale of Rs. 320—15—440—20—500 for all these posts.

Jailor Group II (Rs. 145—300) :

The posts are filled either by promotion from amongst the subordinate staff of the Department or by nomination from amongst candidates who are graduates of a recognised University. We recommend a revised scale of Rs. 160—170—10—250—E.B.—10—290—15—350 for the post.

8. *Guard Staff (Lower Executive Ranks)* :

Subhedar	...	...	Rs. 115—135
Jamadar	...	...	Rs. 100—130
Havildar	...	...	Rs. 85—105
Naik	...	...	Rs. 80—100
Sepoy	...	...	Rs. 70—85

We have considered whether it is possible to reduce the number of these grades. We, however, find that the existing scales of Jamadars, Havildaras, Naiks and Sepoys were arrived at after merger of several scales and fixed rates of pay in the last general revision. A further reduction in the level of responsibilities may not, in our view, be consistent with efficiency. Nor has the Department proposed any amalgamation of scales in these cases. We, therefore, recommend that all the existing grades may be retained with the following revised scales :—

Subhedar	...	...	Rs. 125—4—145
Jamadar	...	...	Rs. 110—3—128—4—140
Havildar	...	..	Rs. 90—2—100—3—115
Naik	...	...	Rs. 80—2—100—E.B.—2—110
Sepoy	...	...	Rs. 75—1—80—2—90—E.B.—2—100

9. The Department has proposed that 9 posts in the cadre of Stewards/Head of Branches/Canteen Accountants in the scale of Rs. 195—245 and 9 posts in the cadre of Head Clerks in the scale of Rs. 145—215 should be brought on a common scale of Rs. 275—425. While details of duties attached to the posts in the two cadres have been furnished to show that they are the same, we are reluctant to disturb the existing relativity especially in the case of supervisory posts. We also find that along with Head Clerks in the scale of Rs. 145—215 there are also Senior Clerks on the same scale and the latter will have to be grouped with other Senior Clerks on the lower scales. We are, therefore, unable to accept the suggestion regarding amalgamation of these two categories of posts. However, the revised scales suggested by us for the two categories of posts viz. Rs. 200—320 and Rs. 150—270 would result in improvement of the existing scales to a considerable extent.

JAIL INDUSTRIES SECTION

10. *Superintendent of Jail* (Rs. 270—715)

The post is filled by promotion of suitable jail staff or by nomination from amongst candidates possessing a diploma in Mechanical or Electrical Engineering or in Textile Technology. We recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 300 during the period of probation) for the post.

11. *Weaving Assistant in the office of the Inspector-General of Prisons* (Rs. 180—5—215)

The recruitment rule provides for the post being filled by nomination of a candidate who has completed full textile course in a recognised technical school and has three years' experience. It is understood that the post is lying vacant. The Home Department has suggested that the post be upgraded to a Class II post. We agree that the existing scale which has a span of only 8 years is too short for a direct recruit and is inadequate for the type of training and experience which the incumbent of the post is required to possess but we are unable to accept the proposal to convert it into a Class II post. A revised scale of Rs. 210—10—290—15—320—E.B.—15—425 is recommended for the post.

12. *Instructors*:

At present there are about a dozen different pay scales attached to various technical posts in the Department. The Department has, therefore, proposed that this multiplicity should be removed and all the posts should be brought on two scales. It has also been suggested that having regard to the fact that the Instructors are in immediate charge of the respective Jail Industries which are run on a commercial basis and the fact that they have to train and get work from prisoners who are often unskilled and unwilling workers, sufficiently attractive scales of pay should be provided for the posts. We accept the grouping suggested by the Department and with due regard to the nature of duties and responsibilities of the posts suggest the following two pay scales for them :—

(i) Rs. 155—5—170—6—200—E.B.—8—240—10—270 ; and

(ii) Rs. 135—5—170—6—188—E.B.—6—200—8—240

13. *Special pays* :

In addition to the special pays discussed in paragraph 4 above, the following posts carry special pays for the reasons given against them :—

	Designation.	Amount of Special pay.	Reasons for the grant of special pay.
		Rs.	
1.	Jailor Group I, Yeravada, Nagpur, Aurangabad and Nasik Road Central Prisons.	50	For shouldering additional responsibilities.
2.	Jailor-*cum*-Superintendent, Sangli District Prisons ..	60	For holding additional charge of Superintendent.
3.	Jailor Group II (Instructor) Jail Officers' Training School (3).	20	For conducting classes of the newly recruited Jail Guards.
4	Nursing Orderlies	7	For performing duties of Nursing Orderlies.
5.	Tractor Driver	15	For performing specialised duties.
6	Sepoys working on oil engines	7	For performing specialised duties.
7.	Sepoys in charge of flour mills	5	For performing specialised duties.
8.	Sepoys working as Lamp-men	5	For performing specialised duties.
9.	Sepoys in charge of garden at Sub-Jails in Vidarbha area.	3	For performing specialised duties.
10.	Sepoys in charge of garden at District Prisons in Vidarbha area.	2	For performing specialised duties.
11.	Jamadar	7	For performing work of instruction at the Departmental Training School.

All the above special pays have been sanctioned for doing additional work of a specialised nature in addition to the normal work of the officers. We, therefore, recommend that they may be continued.

SCHEDULE

JAIL DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Deputy Inspector General of Prisons.	1	Rs.820—45—1,090 .. Special pay Rs. 100	830—45—1,100—50—1,150 Special pay to continue	
2	Superintendent of Central Prison/Principal, Jail Officers' Training School.	5	820—45—1,090 ..	830—45—1,100—50—1,150	*See* para 4 for special pay.
3	Superintendent District Prison (Class I). Deputy Superintendent Principal, Borstal School, Kolhapur.	9	535—30—715—45—805 ..	410—30—650—E.B.—45—830 (Fixed pay of Rs. 380 during the period of probation) (Promotees to start on Rs. 460)	

Jail Department—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted—contd.				
4	Superintendent District Prisons (Class I); Vice Principal, Jail Officers' Training School.	5	450—20—550 ..	410—30—650—E.B.—45—830 (Fixed pay of Rs. 380 during the period of probation) (Promotees to start on Rs. 460)	
5	Superintendent of Jail Industries.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
6	Personal Assistant to Inspector General of Prisons.	1	400—30—550	420—20—500—25—600	
7	Organisation and Methods Officer.	1	400—30—550	420—20—500—25—600	
8	Jailor Group I ..	15	320—10—350—15—440 .. Special pay Rs. 50 at Central Prisons, Rs. 60 at the Sangli District Prison	320—15—440—20—500 Special pay to continue	
	Non-Gazetted				
9	Physical Training Instructor.	1	320—10—350—15—440 ..	320—15—440—20—500	
10	Factory Manager ..	4	320—10—350—15—440 ..	320—15—440—20—500	
11	Jailor, Group II/ Assistant Vice-Principal Borstal School, Kolhapur.	120	145—150—8—190—10—220—E.B.—10—300 Special pay Rs. 20 to 3 Jailors at Jail Officers' Training School)	160—170—10—250—E.B.—10—290—15—350 Special pay to continue	
12	Woman Jailor, Group II.	2	145—150—8—190—10—220—E.B.—10—300	160—170—10—250—E.B.—10—290—15—350	
13	Subhedar ..	8	115—3—130—5—135 ..	125—4—145	
14	Jamadar ..	77	100—3—130	110—3—128—4—140	
15	Havildar ..	126	85—2—105	90—2—100—E.B.—3—115	
16	Naik ..	334	80—2—100	80—2—100—E.B.—2—110	
17	Sepoy ..	1101	(*i*) 70—1—80—E.B.—1—85 (*ii*) 90—1—100 (C)	75—1—80—2—90—E.B.—2—100	
18	Nursing Orderly ..	28	70—1—80—E.B.—1—85 .. Special pay of Rs. 7 p. m.	75—1—80—2—90—E.B.—2—100 Special pay to continue.	
19	Senior Matron ..	3	100—3—130	110—3—128—4—140	
20	Junior Matron ..	7	80—2—100 ..	80—2—100—E.B.—2—110	
21	Male Nurse ..	4	125—5—165—E.B.—5—205	135—5—170—6—188—E.B.—6—200—8—240	

Jail Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non Gazetted—contd.		Rs.	Rs.	
22	Compounder ..	24	100—3—130—E.B.—4—170 .. Special pay Rs. 5	110—4—150—E.B.—5—200 Special pay to continue.	
23	Teacher ..	1	106—3—130—4—138—E.B.—4—170	110—4—150—E.B.—5—200	
		13	85—2—105—E.B.—3—135	As in Education Department.	
24	Field Kamgar ..	4	100—3—130—E.B.—4—170—5—180 (For qualified)	110—4—150—E.B.—5—190—E.B.—5—220	
25	Laboratory Technician.	1	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
26	Textile Officer, Aurangabad Central Prison.	1	320—10—350—15—440 ..	300—15—390—20—450	
27	Technical Assistant (Weaving) Yeravda and Nasik Road Central Prisons.	2	200—10—300—E.B.—10—400	210—10—290—15—320—E.B.—15—425	
28	Weaving Assistant, Inspector General of Prisons Office.	1	180—5—215	210—10—290—15—320—E.B.—15—425	
29	Carpentry Supervisor Yeravda Central Prison.	1	160—8—200—9—245 ..	155—5—170—6—200—E.B.—8—240—10—270	
30	Master Cutter (Nasik Road Central Prison)	1	160—8—200—9—245 ..	155—5—170—6—200—E.B.—8—240—10—270	
31	Jobber Aurangabad Central Prison.	1	145—6—181—8—197—E.B.—8—245	155—5—170—6—200—E.B.—8—240—10—270	
32	Technical Assistant Carpentry (Nasik Road Central Prison)	1	145—5—175—6—205 ..	155—5—170—6—200—E.B.—8—240—10—270	
33	Carpentry Instructor (Aurangabad Central Prison).	1	145—5—175—6—205 ..	155—5—170—6—200—E.B.—8—240—10—270	
34	Carpentry Instructor (Thana District Prison).	1	145—5—175—6—205 ..	155—5—170—6—200—E.B.—8 240—10—270	
35	Technical Assistant (Leather) (Yeravda Central Prison).	1	145—5—175—6—205 ..	155—5—170—6—200—E.B.—8—240—10—270	
36	Technical Assistant (Leather) (Nasik Road Central Prison)	1	145—5—175—6—205 ..	155—5—170—6—200—E.B.—8 240—10—270	
37	Technical Assistant (Chemical) (Nasik Road Central Prison)	1	145—5—175—6—205 ..	155—5—170—6—200—E.B.—8—240—10—270	
38	Technical Assistant (Paper) (Yeravda Central Prison).	1	145—5—175—6—205 ..	155—5—170—6—200—E.B.—8—240—10—270	

Jail Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
39	Technical Supervisor (Carpentry) (Nagpur Central Prison).	1	120—5—145—8—185 ..	155—5—170—6—200—E.B.—8—240—10—270	
40	Tailor Master (Instructor) (Aurangabad Central Prison).	1	125—5—160	155—5—170—6—200—E.B.—8—240—10—270	
41	Tailoring Instructor (Amraoti District Prison).	1	125—5—160	155—5—170—6—200—E.B.—8—240—10—270	
42	Technical Assistant (Smithy and sheet Metal) (Nasik Road Central Prison).	1	120—5—160	155—5—170—6—200—E.B.—8—240—10—270	
43	Lacquer Instructor (Yervada Central Prison).	1	145—5—175—6—205 ..	135—5—170—6—188—E.B.—6—200—8—240	
44	Pile and Punja Carpet Instructor, (Yeravda Central Prison).	1	145—5—175—6—205 ..	135—5—170—6—188—E.B.—6—200—8—240	
45	Carpentry Instructor (Joinery) (Nagpur Central Prison).	1	145—5—175—6—205 ..	135—5—170—6—188—E.B.—6—200—8—240	
46	Carpentry Instructor (Dhulia District Prison).	1	145—5—175—6—205 ..	135—5—170—6—188—E.B.—6—200—8—240	
47	Carpentry Instructor (Akola District Prison).	1	145—5—175—6—205 ..	135—5—170—6—188—E.B.—6—200—8—240	
48	Carpentry Instructor (Borstal School, Kolhapur).	1	145—5—175—6—205 ..	135—5—170—6—188—E.B.—6—200—8—240	
49	Weaving Instructor (Dhulia District Prison).	1	145—5—175—6—205 ..	135—5—170—6—188—E.B.—6—200—8—240	
50	Weaving Master (Borstal School, Kolhapur).	1	145—5—175—6—205 ..	135—5—170—6—188—E.B.—6—200—8—240	
51	Turner Instructor (Borstal School, Kolhapur).	1	137—4—161	135—5—170—6—188—E.B.—6—200—8—240	
52	Tailor Master (Instructor) (Nasik Road Central Prison.	1	125—5—160	135—5—170—6—188—E.B.—6—200—8—240	
53	Carpentry Instructor (Yerarda Central Prison).	1	120—5—145—8—185 ..	135—5—170—6—188—E.B.—6—200—8—240	

Jail Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
54	Technical Supervisor Tailoring (Thana District Prison).	1	120—5—145—8—185 ..	135—5—170—6—188—E.B.—6 200—8—240	
55	Tailor Master (Borstal School Kolhapur).	1	117—4—145	135—5—170—6—188—E.B.—6 —200—8—240	
56	Lady Tailoring Instructor (Yeravda Central Prison, Women Jail).	1	117—4—145	135—5—170—6—188—E.B.—6 —200—8—240	
57	Tailoring Instructor (Training) (Nagpur Central Prison).	1	117—4—145	135—5—170—6—188—E.B.—6 200—8—240	
58	Tailoring Instructor (Training) (Amraoti District Prison).	1	117—4—145	135—5—170—6—188—E.B.—6 200—8—240	
59	Mochi Instructor (Akola District Prison).	1	117—4—145	135—5—170—6—188—E.B.—6 —200—8—240	
60	Black-smith Instructor (Borstal School, Kolhapur).	1	117—4—145	135—5—170—6—188—E.B.—5 200—8—240	
61	Bakery Instructor (Yervda Central Prison).	1	117—4—145	135—5—170—6—188—E.B.—6 —200—8—240	
62	Bakery Instructor (Nasik Road Central Prison).	1	117—4—145	135—5—170—6—188—E.B.—6 —200—8—240	
63	Fitter Instructor (Borstal School, Kolhapur).	1	115—3—130—4—138—E.B.—4 —166.	135—5—170—6—188—E.B.—6 —200—8—240	
64	Warper (Aurangabad Central Prison).	1	100—3—130—E.B.—4—170 ..	135—5—170—6—188—E.B.—6 —200—8—240	
65	Paper Instructor (Yeravda Central Prison).	1	85—2—105—E.B.—3—135 ..	135—5—170—6—188—E.B.—6 —200—8—240	
66	Tractor Drivers ..	2	70—1—85 .. .. Special pay Rs. 15	75—1—80—2—90—E.B.—2—100 Special pay to continue	
67	Office Superintendent	3	250—10—350	260—10—290—15—410	
68	Senior Auditor ..	2	250—10—350	260—10—290—15—410	
69	Accountant ..	1	250—10—350	260—10—290—15—410	
70	Senior Assistant ..	1	250—10—350	260—10—290—15—410	
71	Head of Branch, Canteen Accountant and steward.	10	195—10—245	200—10—290—15—320	

Jail Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
72	Statistician ..	1	165—10—225—E.B.—10—255—15—300	170—10—250—E.B.—10—290—15—320	
73	Head Clerk/Senior Clerk.	19	145—5—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
74	Senior Clerk, Junior Auditor.	57	145—8—185	150—8—190—10—220—E.B.—10—270	
75	Junior Clerk/Typist.	119	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
76	Stenographer ..	2	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	CLASS IV.				
77	Daftarband ..	1	75—1—85	80—2—100—E.B.—2—110	
78	Naik ..	1	70—1—80—1—85 ..	80—2—100	
79	Peon ..	9	65—1—75	70—1—80—E.B.—2—90	
80	Aaya ..	3	65—1—75	70—1—80—E.B.—2—90	
81	Sweeper ..	4	65—1—75 ..	70—1—80—E.B.—2—90	

PART B

Posts of which the scale was not revised in 1962 revision

Serial No.	Designation	No. of posts	Unrevised scale of pay	Recommended scale of pay	
	Teacher ..		54—2—56—2½—81—E.B.—3½—130 (Ex. Hyd. Scale)	Scale as recommended for Teachers in Education Department.	

CHAPTER 72

MAHARASHTRA STATE SOLDIERS', SAILORS' AND AIRMEN'S BOARD

The Board is constituted for the welfare and well being of the ex-servicemen. The Board administers various funds the benefits of which were originally limited to ex-servicemen who served during World War II and their dependents, but have now been extended to cover wider activities. The Board functions through 18 District Soldiers', Sailor's and Airmen's Boards which have recently been declared as Government Offices. The Office of the Board consists of one Secretary, one Head Clerk and other non-gazetted staff while the District Boards have each a Secretary, Senior Clerk, Junior Clerk and other Class IV establishment. The District Boards are classified as Grade I, Grade II and Grade III, depending upon the number of ex-servicemen to whose needs they have to cater.

2. The designations of various posts in the Board's Office, their existing scales and the revised scales recommended by us are shown in the accompanying schedule. The present scale of Rs. 620—30—770—40—850 of the Secretary is said to have been sanctioned to the present holder of the post. This is stated to have been prescribed by the Government of India for a released retired Military Officer on his re-employment to a civil post. Looking to the rank of the army officer usually selected for the post with a State-wide jurisdiction and its duties and responsibilities, we consider that a revised scale of Rs. 650—45—965 would be suitable for the post. As regards other posts, appointments are made from among persons drawn from the Revenue Department, from the Directorate of Treasuries and Accounts Services, etc. We have, therefore, recommended the revised scales of comparable posts in those departments for these posts. We have also recommended suitable revised scales for the posts at the District Soldiers', Sailors' and Airmen's Boards after taking into account the nature of duties and responsibilities attached to them and other relevant factors.

SCHEDULE

MAHARASHTRA STATE SOLDIERS', SAILORS' AND AIRMENS' BOARD

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Secretary, Maharashtra State Soldiers', Sailors' and Airmen's Board.	1	620—30—770—40—850 ..	650—45—965	
2	Head Clerk ..	1	250—300—15—420—E.B.—15—450—20—550 (Promotee on Rs. 300)	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
3	Head Accountant ..	1	250—15—370—E.B.—15—400—20—500	260—15—380—E.B.—20—500	
4	Senior Clerk ..	1	210—10—280	200—10—290—15—320	
5	Senior Clerk ..	5 1	(*i*) 145—8—185—10—215 (*ii*) 145—8—185	150—8—190—10—220—E.B.—10—270	
6	Clerk ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	

Maharashtra State Soldiers', Sailors' and Airmens' Board—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
7	Stenographer ..	1	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	CLASS IV				
8	Peon	5	65—1—75	70—1—80—E.B.—2—90	
	DISTRICT SOLDIERS', SAILORS' and AIRMEN'S BOARDS				
	Gazetted				
9	Secretary, Grade I ..	11	350—25—550	360—20—500—25—600	
	Non-Gazetted				
10	Secretary, Grade II	2	200—8—256—E.B.—8—280 ..	200—10—290—15—320	
11	Secretary, Grade III	5	130—5—160—8—200 ..	150—8—190—10—220—E.B.—10—270	
12	Senior Clerk ..	1	160—10—220—E.B.—10—270 (C)	150—8—190—10—220—E.B.—10—270	
		5	145—8—185		
13	Junior Clerk ..	4	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		58	100—3—130—E.B.—4—170		
	CLASS IV				
14	Peon	1	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		18	65—1—75		
15	Watchman ..	1	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 73

MOTOR ACCIDENTS CLAIMS TRIBUNAL

The Tribunal was established in the year 1959, to try claims for compensations in respect of accidents arising out of the use of Motor Vehicles in Greater Bombay, which were tried by the Civil Courts and High Court, in Greater Bombay, earlier. The jurisdiction of the Civil Courts is now taken away and the motor accident cases are exclusively tried by the Tribunal. The Tribunal is headed by a Member who is in the scale of pay of a District Judge. He is assisted by a Registrar and other staff in the day to day working of the Tribunal.

2. So far as the pay-scale of the post of Registrar is concerned there has arisen a controversy as to whether the existing scale should be treated as mofussil or city. The Tribunal's Office has forwarded to us a Copy of Government Resolution, Home Department, No. MVA-5961/57745-XII, dated 8th June 1962 sanctioning the post. The Resolution shows that the post was intended to be created " in the scale of Assistant Regional Transport Officer i.e. Rs. 300—20—500 *plus* special pay of Rs. 75 ". Since the scale of pay of Assistant Regional Transport Officer is mofussil, we have assumed that the pay-scale of Registrar is intended to be mofussil. The Tribunal was intended to function as a Court, and accordingly it is now working as an independent office under the direct control of Home Department. The present Registrar is brought over from the City Civil Court. Considering all these facts and on the basis of duties and responsibilities of the post; we suggest the pay scale of Rs. 360—20—500—25—600 for this post.

3. The Tribunal has not furnished us with sufficient justification regarding the special pay attached to the post of Registrar. We have suggested a slightly improved scale of pay. We do not consider it necessary to continue the special pay which is attached to post. We, therefore, recommend that the special pay may be discontinued but be taken into account for fixation of initial pay of the present incumbent.

4. The designations of the various posts in the Tribunal, their existing pay-scales and the pay-scales recommended by us for these posts are shown in the accompanying schedule.

SCHEDULE

Serial No. 1	Designation 2	No. of posts 3	Existing scale of pay and special pay 4	Recommended scale of pay and special pay 5	Remarks. 6
	Gazetted		Rs.	Rs.	
1	Member, Greater Bombay.	1	900—50—1,000—60—1,600—50—1,800	900—50—1,000—60—1,480—E.B.—60—1,600—50—1,800	
	Non-Gazetted				
2	Registrar ..	1	350—20—550 .. .. Special pay of Rs. 75 per month.	360—20—500—25—600 Special pay to be discontinued and taken into account for initial pay fixation.	
3	Sheristedar ..	1	300—10—350—15—380 (C) ..	260—10—290—15—410	
4	Head Clerk ..	1	200—10—300 (C) ..	200—10—290—15—320	
5	Stenographer ..	1	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
6	Clerk/Typist ..	4	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C).	110—4—150—E.B.—5—200	
7	Bailiff	1	120—4—152 (C)	110—3—128—4—140	
	CLASS IV				
8	Havildar ..	1	87—2—107 (C)	90—2—110	
9	Peon/Hamal ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 74

MOTOR VEHICLES DEPARTMENT

The Motor Vehicles Department administers the Motor Vehicle Act, 1939, Bombay Motor Vehicles Tax Act, 1958, Bombay Motor Vehicle (Tax on Passengers) Act, 1958, Maharashtra Tax on Goods (Carried by Road) Act, 1962, and Control Orders on distribution and sales of Motor Vehicles. It deals with registration and taxation of motor vehicles, and grant of licences such as driving licence, etc.

The Department is headed by the Director of Transport who is assisted by two Deputy Directors, who are in the cadre of Regional Transport Officers. There are five Regional Transport Officers who are assisted by Assistant Regional Transport Officers, Regional Supervisors, Motor Vehicle Inspectors, etc. Attached to the Department is the Government Transport Service which maintains a fairly big fleet of vehicles for the use of high dignitories. It also attends to repairs and maintenance of Ministers' cars and cars of high dignitories.

2. The designations of various posts in the Department, their existing pay-scales and the pay-scales recommended by us for them are shown in the accompanying Schedule. Considerations underlying our recommendations in regard to pay-scales of some categories are discussed in the following paragraphs.

3. *Deputy Director of Transport* (Rs. 550—1,100) :

The posts are generally filled by appointment of Regional Transport Officers. We have suggested a revised scale viz. Rs. 560—30—650—45—875—E.B.—45—1,100—50—1,150 for the post. The Department has proposed that the officers should be given a suitable special pay as their duties are of onerous nature. We are unable to support this proposal as we are not satisfied that their duties and responsibilities are in any way higher than those of Regional Transport Officers.

4. *Regional Transport Officers* (Rs. 550—1,100) :

The posts are filled either by promotion of Assistant Regional Transport Officers or by nomination from among candidates possessing adequate experience in management of transport. We have, after taking into consideration the fact that Regional Transport Officers are required to perform multifarious duties, have suggested a revised scale of Rs. 560—30—650—45—875—E.B.—45—1,100—50—1,150 for these posts. The Regional Transport Officer, Bombay, whose charge is heavier than that of others has been granted a special pay of Rs. 75 per month. The special pay granted to him on this account may continue.

5. *Assistant Regional Transport Officers* (Rs. 375—715) :

The posts are filled by promotion of Supervisors or by direct recruitment of graduates preferably in Science or Mechanical, Electrical or Automobile Engineering, with at least two years' experience in management of transport. Considering the recruitment requirements, we have suggested a revised scale of Rs. 380—20—500—25—600—E.B.—25—650—30—800 for these posts.

6. *Supervisors* (Rs. 350—490) :

The posts are filled by promotion of Motor Vehicle Inspectors or by nomination of 1st or 2nd class graduates preferably in Seience, Mechanical or Electrical Engineering with at least two years' practical experience of Automobile Engineering. Considering the recruitment rule, we have suggested a suitable scale of pay of Rs. 340—20—500 for the post.

7. *Inspector of Motor Vehicles* (Rs. 250—350) :

The posts are filled by promotion of Assistant Motor Vehicle Inspectors for whom we have recommended a scale of pay of Rs. 200—10—290—15—320. We have recommended a scale of pay of Rs. 275—15—410 for these posts.

8. *Assistant Inspectors of Motor Vehicles* (Rs. 200—300) :

The posts are filled by direct recruitment from among persons possessing a Degree/ Diploma in Automobile Engineering or having good practical experience. These are the feeding posts for higher posts of Inspectors or Motor Vehicles Supervisors, etc. Having regard to the recruitment qualifications, we have recommended a scale of pay of Rs. 200—10—290—15—320 for the posts.

9. *Motor Vehicle Prosecutors* (Rs. 200—300) :

The posts are filled by appointment of Law Graduates from open market. It has been suggested that these posts should be inter-changeable with those of Supervisors, and therefore should be brought on the same pay-scale as may be prescribed for those posts. We are unable to accept the proposed equation as the posts are not comparable. Having regard to the recruitment qualifications prescribed for the posts, we have suggested a revised scale of Rs. 220—10—290—E.B.—15—380 for these posts.

10. *Special pays* :

We have recommended in the above paragraphs the continuance of the special pay at present drawn by the Regional Transport Officer Bombay. The other special pays drawn at present in this Department are in respect of handling of cash. The same may be continued at the present rates, as they are quite within the general principles enunciated by us in our chapter dealing with 'Special Pays'. The special pay drawn by the leading Drivers may also be continued.

SCHEDULE

MOTOR VEHICLES DEPARTMENT

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Transport.	1	900—50—1,000—60—1,300—50—1,800 Special pay of Rs. 200 p.m.	I.A.S. scale. Special pay to continue	
2	Deputy Director of Transport.	2	550—550—30—610—40—730—45—820—E.B.—45—1,000—50—1,100	560—30—650—45—875—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 560 during the period of probation)	
3	Regional Transport Officer.	5	550—550—30—610—40—730—45—820—E.B.—45—1,000—50—1,100. Special pay of Rs. 75 for 1 post in Bombay	560—30—650—45—875—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 560 during the period of probation) Special pay to Regional Transport Officer, Bombay to continue	
4	Assistant Regional Transport Officer.	14	375—20—535—E.B.—30—715	380—20—500—25—600—E.B.—25—650—30—800	
5	Public Relation Officer.	1	375—20—535—E.B.—30—715	380—20—500—25—600—E.B. 25—650—30—800	
6	Accounts Officer ..	1	270—15—390—E.B.—15—450 20—490—E.B.—25—715	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	

Motor Vehicles Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted		Rs.	Rs.	
7	Enforcement Supervisor.	4	300—300—350—20—490 ..	340—20—500 (Fixed pay of Rs. 320 during the period of probation)	
8	Regional Supervisor	11	300—300—350—20—490 ..	340—20—500 (Fixed pay of Rs. 320 during the period of probation)	
9	Inspector of Motor Vehicle.	73	250—250—275—15—350 ..	275—15—410 (Fixed pay of Rs. 260 during the period of probation)	
10	Motor Vehicle Prosecutor.	4	200—10—300	220—10—290—E.B.—15—380	
		1	250 fixed.		
11	Assistant Inspector of Motor Vehicle.	90	200—200—10—300 ..	200—10—290—15—320 (Fixed pay of Rs. 200 during the period of probation)	
12	Office Superintendent	2	350—20—530 (C)	300—15—375—20—475	
13	Accountant (City) ..	4	320—20—440 (C) ..	260—10—290—15—410	
14	Statistician ..	1	300—20—400 (C) ..	260—10—290—15—410	
15	Senior Auditor ..	1	320—20—440 (C) ..	260—10—290—15—410	
16	Head Clerk (Director of Transport Office).	4	300—10—350—15—380 (C) ..	260—10—290—15—410	
17	Head Clerk (Regional Transport Officer, Bombay).	6	280—10—350—15—380 (C) ..	260—10—290—15—410	
18	Deputy Accountant	4	260—15—350 (C) ..	200—10—290—15—320	
19	Junior Auditor ..	2	260—15—350 (C) ..	200—10—290—15—320	
20	Head Clerk ..	1	195—10—245	200—10—290—15—320	
		6	145—8—185—10—215 ..	200—10—290—15—320	
21	Head Cashier ..	2	220—10—300 (C) .. Special pay at Rs. 50 p.m.	150—8—190—10—220—E.B.—10—270 Special pay to continue.	
22	Accountant (Director of Transport Office).	1	220—10—300 (C) ..	150—8—190—10—220—E.B.—10—270	
23	Senior Clerk ..	39	220—10—300 (C) ..	150—8—190—10—220—E.B.—10—270	
24	Accountant (Internal Audit).	2	185—10—245	150—8—190—10—220—E.B.—10—270	
25	Head Cashier ..	7	145—8—185 .. .. Special pay at Rs. 30 per month.	150—8—190—10—220—E.B.—10—270 Special pay to continue.	
26	Accountant ..	2	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
		22	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	

Motor Vehicles Department--contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.				
			Rs.	Rs.	
27	Selection Grade Clerk.	60	145—8—185	150—8—190—10—220—E.B.—10—270	
28	Assistant Cashier ..	45	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 15 per month	110—4—150—E.B.—5—200 Special pay to continue.	
29	Assistant Cashier ..	20	100—3—130—E.B.—4—170 .. Special pay of Rs. 15 per month.	110—4—150—E.B.—5—200 Special pay to continue.	
30	Junior Grade Clerk/Typist/Comptist.	196	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		247	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
31	Stenographer ..	4	200—8—280—E.B.—8—320—10—350 (C).	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
32	Operator ..	12	70—1—80—E.B.—2—100 ..	75—1—80—2—90—E.B.—2—100	
	CLASS IV				
33	Daftary ..	1	70—1—80—E.B.—1—85 ..	80—2—100—E.B.—2—110	
34	Naik	5	77—1—87—E.B.—1—92 (C) ..	80—2—100	
	Mali	1	72—1—82 (C)	70—1—80—E.B.—2—100	
		2	65—1—80. ..		
36	Peon/Hamal/Watchman/Sweeper.	54	72—1—82 (C)	70—1—80—E.B.—2—90	
		77	65—1—75	70—1—80—E.B.—2—90	
			GOVERNMENT TRANSPORT SERVICE		
	Gazetted				
	Superintendent ..	1	375—20—535—E.B.—30—715	380—20—500—25—600—E.B.—25—650—30—800	
	Non-Gazetted				
	Assistant Superintendent (Works).	1	300—300—350—20—490 ..	300—20—500	
	Head Clerk ..	1	280—10—350—15—380 (C)	260—10—290—15—410	
	Accountant ..	1	250—15—295	200—10—290—15—320	
	Assistant Accountant	1	190—8—270 (C)	150—8—190—10—220—E.B.—10—270	
	Booking Supervisor.	1	160—5—175—7—203—E.B.—7—245 (C)	150—8—190—10—220—E.B.—10—270	
	Senior Clerk-*cum*-Cashier.	1	145—6—187—E.B.—6—205—8—245 (C) Special pay of Rs. 15 per month	150—8—190—10—220—E.B.—10—270 Special pay to continue	

Motor Vehicles Department--contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			GOVERNMENT TRANSPORT SERVICE—contd.		
	Non-Gazetted—contd.		Rs.	Rs.	
8	Clerk/Typist ..	13	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
9	Booking Assistant ..	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
10	Leading Driver ..	3	110—5—180 (C) .. Special pay Rs. 15	110—3—128—4—144—E.B.—4—180 Special pay to continue	
11	Driver ..	26	110—5—180 (C)	110—3—128—4—144—E.B.—4 180	
12	Foreman ..	1	240—10—270 (C) ..	200—10—300	
13	Head Mechanic ..	5	170—7—205—8—245 (C) ..	155—5—170—6—200—8—240	
14	Head Electrician ..	1	170—7—205—8—245 (C) ..	155—5—170—6—200—8—240	
15	Turner ..	1	170—7—205—8—245 (C) ..	155—5—170—6—200—8—240	
16	Joiner	1	170—7—205—8—245 (C) ..	155—5—170—6—200—8—240	
17	Assistant Electrician	1	125—4—149—E.B.—4—165—5—170 (C)	115—3—130—4—150	
18	Welder ..	1	125—4—149—E.B.—4—165—5—170 (C)	115—3—130—4—150	
19	Mechanic ..	1	125—4—145—5—160 (C) ..	115—3—130—4—150	
20	Storekeeper ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
21	Assistant Mechanic	7	111—3—120—4—148 (C) ..	100—3—136—4—140	
22	Junior Mechanic ..	1	111—3—120—4—148 (C) ..	100—3—136—4—140	
23	Electrician ..	1	111—3—120—4—148 (C) ..	100—3—136—4—140	
24	Store Assistant ..	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
25	Store Purchaser ..	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
26	Carpenter-*cum*-Body Repairer.	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
	CLASS IV				
27	Skilled Assistant ..	5	82—2—102—E.B.—2—112 (C)	80—2—100—E.B.—3—115	
28	Helper-*cum*-Painter.	1	82—2—102—E.B.—2—112(C)	80—2—100—E.B.—3—115	
29	Unskilled Worker ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
30	Peon	3	72—1—82 (C)	70—1—80—E.B.—2—90	
31	Watchman ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
32	Sweeper ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 75

POLICE DEPARTMENT

The main function of the Police Department is to maintain law and order. The Police Force in the State is broadly divided into three categories viz.: (1) Greater Bombay Police Force, (2) District and Railway Police Force and (3) State Reserve Police Force. The Inspector-General of Police is the Head of the Department. The Commissioner of Police who is second in hierarchy is in charge of the administration of the Police Force in Greater Bombay. Similar posts of Commissioners of Police have recently been sanctined for Poona and Nagpur. The remaining area of the State is divided into 4 Police Ranges which are placed in charge of officers of the rank of a Deputy Inspector-General of Police. The four Ranges are further divided into districts and each district into sub-divisions. The Head of the Police Administration in a district is the Superintendent of Police, who is assisted by Sub-Divisional Police Officers and Circle Police Inspectors, who are in charge of Sub-Divisions.

2. The higher posts, viz. those of Inspector-General of Police, Commissioners of Police, and Deputy Inspector-General of Police are held by All-India Service Officers. Their pay-scales are, therefore, not considered by us. The designations of various other posts, their existing pay-scales and the revised scales recommended by us for those posts are shown in the appended schedule. Considerations underlying our recommendations in regard to pay-scales of some categories of posts are discussed in the following paragraphs.

3. *Superintendent of Police, Wireless, Poona* (Rs. 900—1,600) :

The recruitment rule for the post of Superintendent of Police, Wireless provides for the post being filled either by promotion of a suitable officer from Bombay Police Force or by nomination from amongst the candidates possessing a degree in Telecommunication or Radio Engineering of a recognised University or an equivalent qualification or a post-graduate degree with Physics with Wireless as a special subject, and having experience of not less than 5 years in a Radio Communication Organisation. Prior to 1st July 1962 the post carried a scale of Rs. 700—30—1,000. The pay-scale was revised in the general revision of 1962 and has again been revised to 900—1,600. The Department considers that the revised scale is still inadequate and has proposed that the scale should be further revised to Rs. 1,600—1,800 or a special pay of Rs. 200 attached to the post. Having regard to the duties and responsibilities attached to the post and the recruitment qualifications prescribed for it and also the pay-scales granted to comparable officers in other States etc., we feel inclined to accept the Department's proposal. The revised scale may be Rs. 1,600—100—1,800. The present designation of the post is misleading and requires to be corrected to signify the technical and special nature of the post.

4. *Superintendent of Police, Motor Transport.* (Rs. 900—1,600) :

The post is filled by nomination from amongst candidates possessing a degree in Automobile Engineering and experience of not less than 10 years in the field. The pay-scale of the post has recently been revised from Rs. 700—30—1,000 to Rs. 900—1,600 but the Department considers it necessary to raise the scale further and has proposed a scale of Rs. 1,600—1,800 for the post. In proposing the scale of Rs. 1,600—1,800 the Department has apparently equated the post with that of Superintendent of Police, Wireless. Though these two posts have carried in the past identical scales, we do not consider that the two posts are comparable. In our opinion the scale as recently revised viz. Rs. 900—1,600 is commensurate with the duties and responsibilities of the post. We are, therefore, unable to recommend any revision in this case. However, as a part of standardisation of the pay structure, a revised scale of Rs. 1,100—50—1,300—60—1,600 is recommended.

5. *Deputy Superintendent of Police/Assistant Commissioner of Police/Assistant Commandant/Adjutant.* (Rs. 300—820 promoted officers to start on Rs. 470) :

Seventy per cent. of these posts are filled by promotion from among Inspectors and the remaining 30 per cent. by nomination from amongst the candidates possessing a degree and required physical qualifications. Prior to 1962 the posts carried two pay-scales, viz. (i) Rs. 250—500 and (ii) Rs. 530—750. In the general revision the two scales were amalgamated. We consider some improvement necessary in the scale and accordingly recommend a revised scale of Rs. 375—25—550—30—640—E.B.—30—850 (fixed pay of Rs. 350 during the period of probation) for them.

At present the persons promoted as Deputy Superintendents of Police from the cadre of Inspectors are eligible for an initial start of Rs. 470. We recommend that the existing arangement for higher start may continue and that the promotees may be allowed an initial pay of Rs. 475 in the revised scale suggested by us.

6. *Inspector* (Rs. 420—550 C/Rs. 325—425),

(*Selection Grades*—Rs. 450 for 8 per cent./Rs. 475 for 7 per cent.) :

The posts are filled either by promotion from amongst Sub-Inspectors or by nomination of candidates, who have passed Intermediate Examination in Arts, Science etc. or possess equivalent qualifications. The Department has recommended that the existing selection grades in the mofussil may be done away with and a running scale be prescribed for all the posts. We accept the suggestion for a running scale and recommend a revised scale of Rs. 350—15—410—20—500 for the posts.

7. *Chief Police Prosecutor* (Rs. 800—1,080 C) :

The post is filled by promotion from the cadre of Police Prosecutor. The pay-scale has been recently revised from Rs. 550—850 (C) to Rs. 800—1,080 (C). We do not consider any further revision necessary but in view of the recommendation to bring all the scales on common basis a revised scale of Rs. 740—45—1,055 is recommended for the post.

8. *Legal Adviser to the Inspector-General of Police* (Rs. 590—790) :

Selection Grade Police Prosecutor (Rs. 730—930 C and Rs. 590—690) :

The pay-scales of these posts also have been recently revised. We do not consider any further revision necessary. However, the existing scale of Selection Grade Police Prosecutors in the mofussil is, in our opinion, a short one and needs to be little longer. We, therefore, suggest a revised scale of Rs. 600—800 for the posts of Legal Adviser and Selection Grade Police Prosecutors in the mofussil. A slightly higher scale of Rs. 700—30—820—40—900 is recommended for the posts of Selection Grade Police Prosecutors in the city.

9. *Police Prosecutor, Greater Bombay* (Rs. 400—800 C) :

The pay-scale of these posts has also been recently revised from Rs. 350—500 (C) to Rs. 400—800 (C). The posts are filled by nomination from amongst candidates who are Law Graduates with three years' practice on the criminal side of the Bar. We recommend a revised scale of Rs. 340—20—500—E.B.—25—650—30—710 for the posts.

10. *Deputy Assistant to the Inspector-General of Police* (Rs. 540—665 C) :

It has been suggested to us that the scale should be improved taking into account the duties and responsibilities of the post and also the fact that this is the highest post available for promotion to the ministerial staff in the Department. We accept the suggestion for an improved scale and recommend a revised scale of Rs. 500—25—650—30—800.

11. *Sub-Inspector of Police* (Rs. 155—275) :

The posts of Sub-Inspector are filled either by nomination or by promotion. The qualification prescribed for direct recruits is Intermediate Arts, Science, etc. On selection for the posts the candidates have to undergo a training course of 18 months in the Police Training School followed by practical training for a period of 12 months. Thereafter they are placed in an independent charge of Police Stations for the period of six months. During the period of probation they are allowed a pay of Rs. 155. The Department considers that the existing scale is not commensurate with the duties and responsibilities attached to the post. We consider that a revised scale of Rs. 170—190—10—300 (Rs. 170 during the period of probation) would adequately meet the requirements of the case.

12. *Assistant Sub-Inspector* (Rs. 145—180 C) :

These posts have been sanctioned on an experimental basis, in the city of Bombay. The Department considers that there is a case for expanding this cadre in order to ensure better officering of the Police Force. A revised scale of Rs. 155—5—170—6—200 is recommended for the posts.

13. *Head Constables* :

Head Constables are in three different grades as shown below:—

	Greater Bombay.	*Districts.*	*State Reserve Police Force.*
	Rs.	Rs.	Rs.
Grade I	... 175 (C)	... 125	
Grade II	... 135—151 (C)	... 100—116	... 120
Grade III	... 110—126 (C)	... 100—116	... 100—116 (Gr. III and Gr. IV)

All the above posts are filled by promotion from among the Constables. The Inspector General of Police considers that the posts should be regrouped so as to form two grades in Bombay and District Police Forces and three grades in the case of State Reserve Police Force. We accept the suggestion for two grades and consider that even in the case of State Reserve Police Force only two grades would be adequate. We accordingly recommend the following two scales for the posts:—

Grade I ... Rs. 130—4—150 in place of the existing Grade I and Grade II Jamadars in Greater Bombay, Grade I in the Districts, and Grade II in the State Reserve Police Force.

Grade II ... Rs. 110—3—125 to include the existing Grade III posts in Greater Bombay, Grade II and III posts in the Districts and Grades III and IV posts in the State Reserve Police Force.

Uniform scales as indicated above have been recommended in view of our suggestion to do away with the distinction between city and mofussil scales. We, however, notice that the conversion of the city scales into mofussil scales as recommended by us would lead to slight reduction in the pay-scales of the City Head Constables. This is because the existing city scales are higher than the mofussil scales by more than the element of compensatory allowance. It seems to us that the existing city scales have been pitched slightly higher than the mofussil scales in view of the more onerous nature of duties performed by the Head Constables in the city of Bombay. In this connection it has been brought to our notice that in 1959 when Government made the services of Police Officers transferable from Bombay to mofussil and *vice-a-versa* Government had prescribed some special rules, *vide* the Bombay Police Officers (Combined Cadre) Condition of Service Order, 1954, providing for a special pay to those officers brought to Bombay city in the

mofussil scales. The special pay was presumably justified on the ground that duties in the Bombay City are of a more responsible nature. Following this analogy we recommend that the Head Constables in Greater Bombay be allowed, in addition to the scales recommended by us a special pay to cover the special arduousness of their duties in the city. The rates of special pay recommended by us for the Head Constables in the two grades are Rs. 20 for Grade I and Rs. 10 for Grade II.

14. *Constables* (Rs. 95—105 C, Rs. 75—85) :

This is perhaps the largest single category of Government employees. Having regard to the qualifications prescribed (6th standard pass in a Primary School or Second Standard pass in an English School) and the duties attached to the post, we recommend a revised scale of Rs. 85—2—101—E.B.—2—107—3—110 for the post. As in the case of Head Constables referred to above, we also recommend that a special pay of Rs. 10 may be sanctioned to the Constables in Greater Bombay in view of the arduous nature of duties which they have to perform in the city.

15. *Police Prosecutor (Mofussil)* (Rs. 270—590) :

These posts are non-gazetted unlike their counter parts in the Bombay city. The pay-scales attached to these posts are also lower than the scales attached to the posts of Police Prosecutors in Greater Bombay. The distinction between the scales is justified on the ground that recruitment position in the City of Bombay is more acute. The scale has been recently revised from Rs. 200—400 to Rs. 270—590, which, in our opinion, is adequate having regard to the qualifications prescribed viz.: 3 years practice after graduation in law. A revised scale on more or less existing basis viz : Rs. 300—20—460—E.B.—20—500—25—600 is accordingly recommended for the post.

As a further measure of liberalisation of emoluments and improvement of prospects of promotion of the Police Prosecutors in the mfussil, it has been suggested to us that the number of posts in the selection grade viz. 10 should be increased adequately so as to allocate at least one selection grade post for each District. The existing provision of selection grade works out to only 5 per cent. and we feel inclined to accept the view that the provision is inadequate. We, therefore, recommend the suggestion to increase the strength to the number of districts for the consideration of Government.

16. *Supervisory (clerical) posts in the office of the Inspector-General of Police, Deputy Inspector-General, Commissioner of Police, Bombay, and Superintendent of Police* :

We have grouped these posts on the basis of duties and responsibilities taking into account suggestions made by the Inspector-General of Police and brought them on the scales recommended by us in the Chapter on "Common Categories of Posts". One of the suggestions made by the Inspector-General of Police relates to bringing on a common scale all Head Clerks in the office of the Superintendents of Police. It has been pointed out to us that the Junior Head Clerks in the offices of some of the Superintendents of Police, who are on the scale of Rs. 145—215 *plus* special pay of Rs. 20 perform similar duties and shoulder the same responsibilities as those of Head Clerks in the scale of Rs. 195—245 in the offices of the other Superintendents of Police. As pointed out elsewhere, in the scheme of rationalisation, we have ignored minor differences in the duties of the posts. We also do not see that there can be much difference in the responsibilities of Head Clerk from district to district. We have, therefore, accepted the suggestion to bring both the categories of Head Clerks on a common scale and have recommended a revised scale of Rs. 200—320 for all the posts. With the revision of the pay-scale of Junior Head Clerks, their special pay of Rs. 20 which they now draw, may be discontinued.

Similarly, we do not consider that there is any valid reason for differentiating senior' Accountants in the offices of some Superintendents of Police from 'junior' Accountants in the offices of other Superintendents. We have, therefore, brought all these posts on the common scale of Rs. 150—8—190—10—220—E.B.—10—270 which has been recommended for all senior clerks. Here also, as the proposed scale is an improved scale we suggest that the special pay of Rs. 10 drawn by the Senior and Junior Accountants in the offices of the Superintendents of Police be discontinued. For the same reason we also recommend that the special pay of Rs. 20 attached to the posts of Senior and Junior Accountants in the office of the Commandants may also be discontinued.

17. *Senior Stenographer (Confidential Assistant to Deputy Inspector-General)* (Rs. 230—380 C *plus* special pay of Rs. 30) :

The post is filled by promotion of Stenographers. The Department has recommended a higher scale for the post as the Senior Stenographer is attached to the Deputy Inspector-General and has to handle some confidential papers. We, however, consider that as no specially higher qualifications are prescribed for this post, it will be better to bring the post in the standard scale of Stenographers and to attach a special pay to the post in view of the confidential nature of work entrusted to the incumbent. We accordingly recommend a scale of Rs. 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 for the post and suggest that the existing special pay of Rs. 30 may continue.

18. *Selection Grade Clerk*-cum-*Stenographer* (Rs. 160—245) :

These posts exist in the offices of some Superintendents only. In the offices of other Superintendents regular posts of Stenographers have been sanctioned. The Selection Grade Clerks-*cum*-Stenographers have represented that they should be given the full scale of Stenographers as admissible to Stenographers in other Districts where posts of Stenographers have been sanctioned. We accept the request made by these Selection Grade Clerks-*cum*-Stenographers and recommend the revised scale of Rs. 180—380 for them.

19. *Shorthand Reporter* : (Rs. 145—275 *plus* special pay of Rs. 20) :

Reporter (Rs. 145—245 C *plus* special pay of Rs. 50) :

These are comparable to Lower Grade Stenographers. We have, therefore, recommended a revised scale of Rs. 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380, without any special pay. The special pay drawn by the present incumbents may be taken into account for fixation of their initial pay.

20. *Photographer (Modus Operandi Bureau and Anti-Corruption Bureau)* (Rs. 190—270 C *plus* special pay of Rs. 30) :

The post is filled by nomination of a candidate who has passed S. S. C. Examination and has necessary experience. A revised scale of Rs. 200—10—300 without any special pay is recommended for the post. The special pay may be taken into account for fixation of initial pay of the present incumbents.

21. *Assistant Photographer (Modus Operandi Bureau and Anti-Corruption Bureau)* (Rs. 120—165 C *plus* special pay of Rs. 25) :

A revised scale of Rs. 130—4—150—5—170—E.B.—5—200 without any special pay is recommended for the post. Special pay may be taken into account for fixation of initial pay of the present incumbents.

22. *Finger Print Bureau* :

The Finger Print Bureau, which is a wing of the C.I.D., is controlled by the Deputy Inspector-General of Police, C. I. D. The Director, Grade I is in charge of the Bureau. The Bureau has to maintain notes of the persons registered in the Modus Operandi Bureau, persons wanted in connection with crime etc.

23. *Director, Grade I* (Rs. 300—550 *plus* special pay of Rs. 40) :

This is the highest post available in the Organisation for the promotion of non-gazetted staff of the Bureau. The post is filled by promotion from amongst Directors Grade II. The Department has proposed a scale of Rs. 450—25—600, with a special pay of Rs. 50 per month. We consider that revised scale of Rs. 400—20—500—25—650 would be adequate for the post. With the improvement in the pay-scale there will be no justification for the grant of special pay, which we recommend may be discontinued, but be taken into account for fixation of the initial pay of the incumbent.

24. *Director, Grade II* (Rs. 300—350 *plus* special pay of Rs. 30) :

This post is also filled by promotion of the subordinate staff. The scale which has a span of only 6 years is rather short. We recommend a revised scale of Rs. 300—475 without any special pay for the post. The special pay may be taken into account for fixation of the initial pay of the incumbent.

Below the Directors there are two Senior Experts, 10 First Experts, 24 Second Experts, 21 Senior Searchers and 64 Junior Searchers. We have examined whether the pay-scales of any two or more categories of posts could be merged with a view to reducing the number of pay-scales and on the basis of the evidence made available to us we are of the opinion that such amalgamation is feasible only in the case of Junior and Senior Searchers for whom we have recommended a revised scale of Rs. 130—5—150—8—174—E.B.—8—190—10—220. While suggesting this improved scale we have taken into account the limited prospects of promotion available to the members of the staff of the Bureau, who have represented in the matter. We have also recommended improved scales, viz. Rs. 260—10—290—15—410 for the posts of Senior Experts., Rs. 220—10—290—15—320 for the posts of First Experts and Rs. 160—10—250—E.B.—10—300 for those of Second Experts. All these scales are fairly higher than the existing scales. We, therefore, recommend that the special pays, which are now attached to all these posts, should be discontinued. They may, however, be taken into account for fixation of the initial pay of the present incumbents.

25. *Handwriting and Photographic Bureau* :

The Bureau functions under the administrative control of the Deputy Inspector General of Police, C. I. D. The Chief State Examiner of Documents is in charge of the main Bureau at Poona, the branches at Bombay and Nagpur being headed by the State Examiners of Documents. The Bureau gives expert opinion on the questioned documents and attends to identification of handwriting and all photographic requirements at the scenes of accidents, etc.

26 *Chief State Examiner of Documents* (Rs. 270—380 *plus* special pay of Rs. 50) :

State Examiner of Documents (Rs. 270—380 *plus* special pay of Rs. 35) :

Both the posts are on a common scale, but a special pay of Rs. 50 is attached to to the post of Chief Examiner of Documents as against a special pay of Rs. 35 attached to the post of State Examiner of Documents. Since the pay-scale is the same, the posts were presumably intended to carry roughly equal status. The Department considers it necessary to place the two posts on two separate scales as the duties and responsibilities attached to them are different. In view of this, we have suggested two separate scales for the two categories. A revised scale of Rs. 340—20—500 is recommended for the post of Chief State Examiner of Documents and Rs. 300—15—375—20—475 for the post of State Examiner of Documents. The scales proposed for both the categories are considerably higher than the existing scales. In recommending such high scales we have borne in mind the fact that the members of the Bureau have limited prospects of promotion. We, however, recommend that with the improvement in the scales the special pays attached to the two categories of posts should be discontinued. They may, however, be taken into account for fixation of initial pay of the present incumbents.

27. *Assistant Examiner of Documents* (Rs. 285—245) :

The post is filled by direct recruitment of candidates who possess a Second Class B.Sc. degree with Chemistry or Physics as a special subject. Having regard to these qualifications and the nature of duties attached to the post, we recommend a revised scale of Rs. 200—10—300 for it.

28. *Foreman Photographer* (Rs. 145—190 *plus* special pay of Rs. 20 for one post) :

The post is filled either by promotion from amongst Assistant Photographers or by direct appointment from amongst the candidates who are S. S. C. holders and have necessary experience of detailed supervision over a photographic unit. A revised scale of Rs. 150—8—190—10—220—E.B.—10—270 is recommended for the post. We also suggest that the special pay of Rs. 20 drawn by one of the Foreman Photographers may be continued as he supervises the work of the remaining Photographers.

29. *Assistant Photographer* (Rs. 120—145) :

This post is filled by nomination from amongst candidates who are S. S. C. holders and have experience of micro filming and micro photography. A revised scale of Rs. 130—4—150—5—170—E.B.—5—200 is recommended for the post.

30. *Senior Technical Assistant* (Rs. 115—145) :

Appointment to the post is made from amongst candidates who are S. S. C. holders. We accordingly recommend a scale of Rs. 110—4—150—E.B.—5—200 for the post.

31. *Junior Technical Assistant* (Rs. 95—125) :

The post is filled by nomination from amongst candidates who have studied upto the high-school standard. A revised scale of Rs. 100—3—136—4—140 is recommended for the post.

32. *Police Wireless Organisation* :

The organisation is headed by the Superintendent of Police, Wireless, who has a supervisory staff of 3 Deputy Superintendents of Police, 11 Police Inspectors, 23 Police Sub-Inspectors and a large number of technical functionaries. The posts of Deputy Superintendents of Police and of Inspectors are on the scale of pay applicable to corresponding posts on the executive side. We have, therefore, recommended the corresponding revised scales for these posts.

33. *Police Sub-Inspectors* (Rs. 210—380) :

The posts are filled either by promotion from amongst the lower technical personnel or by nomination from among candidates who have passed Intermediate Science Examination with Physics as one of the subjects and have taken a Diploma in Radio Engineering or Electrical Engineering. A revised scale of Rs. 220—10—290—15—320—E.B.—15—410 is recommended for the posts.

34. *Radio Mechanics* (Rs. 195—245) ; *Head Wireless Operator* (Rs. 195—245) :

The post of Radio Mechanic is filled either by promotion or by nomination from amongst candidates who have passed the S. S. C. Examination or have a diploma or certificate in Radio Servicing. The post of Head Radio Operator, on the other hand, is filled by promotion from among Wireless Operators. Having regard to the qualifications prescribed for the post of Radio Mechanics we consider that a revised scale of Rs. 200—10—300 would be adequate. The same scale is recommended for the posts of Head Wireless Operator also.

35. *Wireless Operator* Rs. 125—145 :

The posts are filled by appointment of Policemen, who have specifically undergone training in Wireless Telegraphy in the Police Wireless Training Centre, Poona. We understand that the revised scale of corresponding posts under the Government of India is Rs. 125—155. We, therefore, consider that the revised scale proposed by the Department viz. Rs. 150—250 is on the high side. We recommend a scale of Rs. 125—4—165 for the post. The class pay at present drawn by the Operators may be continued.

36. *Police Motor Transport* :

This organisation looks after the fleet of motor vehicles belonging to the Department. The organisation is headed by the Superintendent of Police, who is assisted by a Deputy Superintendent, 6 Inspectors, 30 Sub-Inspectors and a large other technical staff. The posts of Deputy Superintendent, Police Inspectors and Police Sub-Inspecors are on the scales prescribed for corresponding posts on the executive side. We recommend that this ararngement may continue. The Drivers working in the Organisation in Greater Bombay as well as in the mofussil hold the ranks of Police Jamadars, Head Constables or Police Constables, and draw in addition to the grade pay of the rank, special pay ranging from Rs. 15 to Rs. 40. We recommend that this arrangment may be continued. For other technical staff and launch staff we have recommended revised scales taking into account the qualifications prescribed for the posts and revised scales recommended by us for similar posts in other Departments.

37. *Special pays* :

The Police Department accounts for the largest number of cases of special pays This is because in a large number of cases executive staff is appointed to posts carrying specialised or technical duties and given special pay in addition to the grade pay to bring their emoluments in line with those admissible for holders of corresponding posts in other Departments. In the preceeding paragraphs we have dealt with some of these special pays. Our recommendations in regard to the remaining cases are as follows.

38. We recommend that the special pays sanctioned in the following cases be continued as the conditions laid down for the grant of special pays may be said to have been satisfied in their cases :—

Designation.	No. of posts.	Amount of Special pay.	Reasons for the grant of special pay.
1	2	3	4
		Rs.	
(1) *Criminal Investigation Department* :—			
Deputy Superintendent of Police ..	12	100	In view of arduous, onerous and highly confidential nature of duties.
Inspector of Police	38	75	
Police Sub-Inspector	419	45	
Head Constables/Constables	189	15	
(2) *State Reserve Police Force* :—			
Commandants	5	200	In view of arduous and exacting duties.
Adjutant Commandant/Adjutants ..	16	50	
Batallion Commandant	27	20	
Company Commandants	83	20	
Platoon Commandants/Head Constables ..	1,190	10	

Designation.	No. of posts.	Amount of Special pay.	Reasons for the grant of special pay
1	2	3	4
		Rs.	
(3) *Police Training College, Nasik and Regional Police Training Schools :—*			
Vice Principal, (Deputy Superintendent of Police), Police Training College, Nasik.	1	75	Has to supervise the working of College in addition to teaching duties.
Principals, Regional Police Training Schools. (Deputy Superintendent of Police).	3	75	Strenuous nature of work.
Police Inspector, Police Training College ..	5	50	Do.
Medical Officer, Police Training College ..	1	60	Has to teach Medical Jurisprudence and First Aid in addition to his work as Medical Officer.
Vice Principal (Inspectors of Police) Regional Police Training Schools.	3	35	Has to supervise the working of the institute in addition to teaching duties which are strenuous.
Police Sub-Inspector, Police Training College	1	30	
Police Prosecutor, Police Training College ..	5	50	
Police Prosecutor, Regional Training Schools	10	35	
Law Instructor (Sub-Inspectors), Regional Police Training Schools.	9	20	
Head Drill Instructor (Sub-Inspectors), Regional Police Training Schools.	3	20	
Drill Instructor (Head Constables), Regional Police Training Schools.	31	10	
Assistant Drill Instructor Armourers and Farrier Major (Armed Head Constables).	10	7	
(4) *Motor Transport :—*			
Launch Maintenance Officer (Police Inspector)	1	50	In view of special Technical nature of work.
Police Inspector (State Reserve Police Groups)	5	30	
Head Constable and Constable Driver ..	889	15	
(5) *Wireless Organisation :—*			
Wireless Operator and Radio Mechanics ..	352	15 to 40	For maintaining efficiency by passing the prescribed examinations.
Deputy Superintendent of Police ..	3	90	In view of extensive charge.
Reader to Deputy Inspector General ..	4	30	In view of responsible and specially arduous nature of duties.
(6) *C.I.D. Bombay City :—*			
Assistant Commissioner of Police ..	7	75	In view of arduous, onerous and highly confidential nature of duties.
Police Inspectors	35	50	
Police Sub-Inspectors	340	30	
Police Jamadar	6	10	Please also *see* our remarks in paragraph 39(*xii*) in this connection.
Police Head Constable	401	7	
Police Constable	889	3	

Designation.	No. of posts.	Amount of Special pay.	Reasons for the grant of special pay.
1	2	3	4
		Rs.	
(7) *Dogs Units* :—			
Police Inspector	1	30	In view of specialised nature of duties.
Police Sub-Inspector	2	15	
Head Constable	6	8	
Constable	4	10	
Constable	2	5	For guarding Kennels, (as Kennel Allowance).
Sweeper	1	5	For Additional work (as Kennel Allowance)
(8) *Traffic Duty (Greater Bombay)* :—			
Police Jamadar	6	5	In view of arduous nature of duties.
Head Constable	9	3.50	
Constable	580	2	
(9) *Writers' Allowance (Greater Bombay)* :—			
Head Constable	401	15	For clerical duties.
Constable	302	10	
(10) *Writer's Allowance (Districts and State Reserve Police Force)* :—			
Writer Head Constable	1,265	10	For clerical duties.
Writer Constable	779	5	
(11) *Protection Branch Allowance—(Greater Bombay and State C.I.D.)* :—			
Head Constable	22	8	In view of secret and onerous duties.
Constable	49	7	
(12) *Chief Operators Allowance* :—			
Head Constable	26	10	In view of specialised nature of work.
Constable	39	5	
(13) *Armourers' Allowance* :—			
Head Constable	59	10	For performing duties of a technical nature.
Constable	99	5	
(14) *Duty Allowance for Telephone Operators* :—			
Head Constable	2	10	For working as Telephone Operator.
Constable	5	5	
(15) *Detective Staff Allowance (On Railways)*:—			
Sub-Inspector	3	20	In view of special type of work to be done on Railways.
Head Constable	9	5	
Constable	14	3	

Designation.	No. of posts.	Amount of Special pay.	Reasons for the grant of special pay.
1	2	3	4
		Rs.	
(16) *Miscellaneous :—*			
Head of Special Branch (Inspector General of Police's Office).	1	30	For dealing with top-secret and confidential nature of work.
Senior Grade Clerk (Inspector General of of Police's Office).	2	20	
Junior Grade Clerk (Inspector General of Police's Office).	3	15	
Stenographer (Inspector General of Police's Office and C.I.D.).	4	20	
Senior Stenographer (C.I.D.)	1	30	
Storekeeper (Head Constable)	46	10	Higher responsibilities involved and maintaining stores and their accounts.
Assistant Store Keeper (Police Constable) ..	37	7	
Head clerk to the Commandant ..	7	20	In view of arduous nature of duties.
Sub-Inspector (Local Intelligence Bureau) ..	25	10	In view of special nature of work.
Head Constable (Local Intelligence Bureau)	349	5	
Constable (Local Intelligence Bureau) ..	201	3	
Cashier (in Inspector General of Police's office, District State Reserve Police Force, and Bombay City).	96	15 to 35	For handling cash.
Selection Grade Clerk who has completed training in pension matters.	2	15	For specialised nature of work.
Head Constable	24	10	For preparing copies of all the documents which are to be supplied to the accused.
Constable	206	5	
Police Inspector Arms and Ammunition, Inspection Branch.	1	20	For inspection Arms, and cycles which is an arduous and responsible type of work.
Head Typist (Inspector General of Police's Office).	1	20	For supervising the work of typists.
Constable (Buglers)	30	2	For performing stiff duties (as Bugler Allowance).
Constable	[illegible]	2	For roneo work.
Daftry	1	2	
Constable typist	64	10	For doing copying work.
Selection Grade Police Prosecutor (Bombay)	1	80	For looking after investigation of important cases in addition to his normal duties.
Electrician, Bombay	6	15 to 40	For maintaining efficiency by passing prescribed examinations.
Police Jamadar Driver, Head Constable Driver, Police Constable Driver.	351	20 to 40	For driving vehicles.
Technician (Head Constable)	42	20 to 45	For proficiency and technical duties.
(17) *Special pay under Combined Cadre Order :—*			
Assistant Commissioner of Police ..	21	60	In view of specially arduous nature of duties in the City.
Police Inspector	63	50	
Police Sub-Inspector	388	50	

39. The Department has proposed that the rates of special pays now admissible in some cases should be increased taking into account the increase in responsibilities of the posts etc. It has also proposed to grant special pays where no special pays are admissible now. Our recommendations on these proposals are as follows:—

(i) We do not accept the proposal to enhance the rates of special pays admissible to the teaching staff at the Police Training College, Nasik and Regional Police Training Schools. The main reason given for increase in the special pay is that the responsibilities of the staff have increased after the rates of special pays were fixed. We, however, do not consider that increase in work in cases of this type should be taken as an argument for enhancement of special pays. In our opinion the teaching duties entrusted to these officers are in no way of a higher order than those of the executive officers performing their normal duties in the Department, though the grant of special pay can be justified on the ground that some incentive is necessary to attract officers of required caliber and aptitude. Therefore, while agreeing to recommend the continuance of the special pays in these cases, we are unable to support the suggestion for an increase in the existing rates.

(ii) We are unable to express an opinion on the proposal to increase the rate of special pay admissible to the Police Inspectors in the State Reserve Police Force Group, from Rs. 30 to Rs. 50. The reason given for raising the rate of special pay viz. 'highly specialised and technical nature of duties' is of a general character and would not justify the proposal. We suggest that the question may be examined by Government after obtaining further justification.

(iii) We accept the proposal to increase the rate of special pay admissible to Head Constable and the Constable Drivers in the Motor Transport Section of the Department from Rs. 15 to Rs. 20 as the emoluments admissible to Drivers in other Departments are fairly high.

(iv) We accept the proposal of the Department to increase the special pays admissible to the three Deputy Superintendents of Police on Railways from Rs. 90 to Rs. 100 as the jurisdiction of these officers is reported to have been increased since the rate was fixed.

(v) *Writers' Allowance* :

Head constables and Police Constables who are doing writers' duties are in receipt of special pays. At present two rates of special pays are in force, one for the Writers in the Districts and State Reserve Police Force and other for Writers in the Bombay Police Force. The Writer Head Constables and Writer Constables in the former cases are in receipt of special pay of Rs. 10 and Rs. 5 respectively against the special pays of Rs. 15 and Rs. 10 admissible to Head Constables and Constables in the Bombay City. The department has proposed uniform rates in both the cases, viz. Rs. 20 in the case of Head Constable Writers and Rs. 10 in the case of Constable Writers. We accept the suggestion for uniformity but do not consider that there is any need to increase the special pay admissible the Head Constables in the Bombay City from Rs. 15 to Rs. 20. We recommend uniform rates viz. Rs. 10 for Writer Constables and Rs. 15 for Head Constables in all cases.

(vi) *Chief Operators' Alowance* :

The proposal to increase the special pay now admissible to Head Constables and Police Constables from Rs. 10 and Rs. 5 respectively to Rs. 15 and Rs. 10 is not acceptable to us as the reason given in support of the proposal viz. "increase in volume of work" is of a general nature. Government may if they consider necessary obtain further justification and examine the proposal in the light of such justification.

(vii) Similarly, the proposal to raise the rates of special pay admissible to Head Constables and Constables for the additional work arising out of amendment to Criminal Procedure Code which is also being justified on the ground of "increase in work consequent to increase in crime" needs to be examined further after obtaining further details.

(viii) *Armourers' Allowance* :

Fifty-nine Head Constables and ninety-nine Police Constables are in receipt of special pay at the rate of Rs. 10 and Rs. 5 respectively for performing duties of "technical nature". It is proposed to increase the rate to Rs. 25 and Rs. 15 respectively. It is stated that the Sub-Committee appointed by the Inspector-Generals of Police Conference had recommended among other things, raising of special pay to attract better type of personnel in this line. We accept the suggestion for raising the rates and recommend revised rates of Rs. 15 and Rs. 10 respectively for the Head Constables and Constables.

(ix) We accept the proposal for enhancement of special pay from Rs. 20 to Rs. 40 admissible to the Police Inspector Arms and Ammunition Inspection Branch as the existing rate is on the low side. We also accept the proposal to grant special pay of Rs. 30 to the Police Sub-Inspector Armourer, Greater Bombay whose duties are similar to those of the Police Inspector, Arms and Ammunition Inspection Branch.

(x) We do not accept the proposal to raise the rate of special pay admissible to Head Typist in the Inspector General of Police's Office from Rs. 20 to Rs. 30 as we are not convinced of the need to increase the rate particularly having regard to the fact that no such arrangments exists in any of the subordinate offices of Government.

(xi) We accept the proposal to increase the rate of special pay admissible to Constables who are required to maintain proficiency in driving to be available for emergency duty as Drivers, from Rs. 2 to Rs. 5 as we feel that existing rate is too meager.

(xii) We accept the proposal made by the Department to bring the rates of special pays admissible to C. I. D. personnel in the Bombay City in line with those of the officers of the corresponding rank in the State C. I. D.

(xiii) On the analogy of the special pay admissible to officers at the Regional Police Training Schools and Police Training College, Nasik, we accept the proposal to sanction special pays at the following rates to the officers of the Traffic Institute for Police Officers, viz:—

Assistant Commissioner of Police	...	...	...	Rs. 75
Police Prosecutor	...	...	...	Rs. 40
Police Inspector	...	...	...	Rs. 40
Police Sub-Inspector	...	...	...	Rs. 25

We also accept the proposal to grant special pay to officers and constabulary staff attached to the Research Bureau in the State Traffic Branch, Bombay on the ground that duties which are required to be performed by the staff of the Bureau are of an arduous nature involving thorough knowledge of Motor Vehicles Act and the Rules, etc. We recommend the following rates of special pays in this case:—

Police Inspector	...	...	...	Rs. 40
Police Sub-Inspector	...	...	...	Rs. 25
Police Head Constable	...	...	...	Rs. 15
Police Constables	...	...	...	Rs. 10

(xiv) We are unable to support the proposal made by the Department for the grant of special pay of Rs. 20 to Police Sub-Inspectors who function as Reader Police Sub-Inspectors to the District Superintendents of Police and Sub-Divisional Police Officers, as in our opinion, the clerical work viz. preparation of periodical returns and compilation of statistical data, etc. entrusted to these officers is not such as would justify grant of a special pay.

(xv) We are unable to recommend the proposal for the grant of special pay to the Deputy Superintendents of Police and Police Inspectors serving in the District Special Branches, as the details furnished to us are not adequate to bring out the extent of arduous nature of their duties compared with those of officers performing normal duties. Similarly, we are also unable to express an opinion on the proposal for the grant of special pay to the staff of the Local Crime Branches in the district. We recommend that further details about the duties and responsibilities of the officers may be obtained and case for grant of special pay be considered by Government in the light of general recommendations made by us in the chapter on 'Special Pays'.

(xvi) We recommend the proposal for the grant of special pays to the Commissioners and Deputy Commissioners of Police at Poona and Nagpur in view of the comparatively heavier responsibilities devolved on these officers consequent on the formation of the Commissarates in the two cities. The rates of special pays may be Rs. 150 in the case of Commissioners and Rs. 100 in the case of Deputy Commissioner.

40. In the above paragraphs we have expressed our opinion on the basis of the material furnished to us by the Inspector-General of Police and the Home Department. We do not, however, wish to suggest that our opinions should be binding in these cases as the information on which they are based is not quite adequate to draw objective conclusions. We, therefore, suggest that before our recommendations in these cases are finally accepted, Government may re-examine the proposals in the light of the observations and take such decisions as they may deem fit having regard to the full facts of the case.

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SCHEDULE

POLICE DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Superintendent of Police, Wireless, Poona.	1	900—50—1,300—E.B.—60—1,600	1,600—100—1,800	
2	Superintendent of Police (Motor Transport), Poona.	1	900—50—1,300—E.B.—60—1,600	1,100—50—1,300—60—1,600	
3	Deputy Superintendent of Police, Assistant Commissioner of Police, Assistant Commandant Adjutant.	127	300—300—350—20—470—20—550—E.B.—30—820 (Promoted officers to start on Rs. 470) Spl. pays Rs. 100 for 12, Rs. 75 for 11, Rs. 60 for 21, Rs. 50 for 16 posts	375—25—550—30—640—E.B.—30—850 (Fixed pay of Rs. 350 during the period of probation) (Promotees to start on Rs. 475)	
4	Police Inspector ..	377	420—13—550 (C) ..	350—15—440—20—500	
			325—10—425	350—15—440—20—500	
			450 (for 8 %)	350—15—440—20—500	
			475 (for 7 %)	350—15—440—20—500	
5	Police Inspector (Foreman) in Motor Transport.	1	375 (fixed)	350—15—440—20—500	
6	Chief Police Prosecutor.	1	800—45—980—50—1,080 (C) ..	740—45—1,055	
7	Legal Adviser to the Inspector General of Police.	1	590—25—790	600—25—650—30—800	
8	Selection Grade Police Prosecutor.	5	730—25—930 (C) .. Special pay of Rs. 80	700—30—820—40—900 Special pay to one post at Rs. 80 to continue	
		10	590—25—690	600—25—650—30—800	
9	Police Prosecutor (Greater Bombay).	32	400—15—520—E.B.—15—550—20—670—E.B.—20—750—25—800 (C)	340—20—500—E.B.—25—650—30—710	
10	Deputy Assistant to the Inspector General of Police.	3	540—25—665 (C) ..	500—25—650—30—800	
11	Office Superintendent to the Inspector General of Police.	3	400—20—540—25—615 (C) ..	420—20—500—25—600	
	Non-Gazetted				
12	Deputy Inspector of Police.	41	390 (C)	170—190—10—300 (Rs. 170 during the period of probation)	
13	Selection Grade Sub-Inspector.		320—10—340 (C) ..		

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
14	Sub-Inspector of Police.	2,694	235—5—310 (C)	170—190—10—300 (Rs. 170 during the period of probation)	
			155—175—6—205—8—221—E.B.—8—245—10—275.	170—190—10—300 (Rs. 170 during the period of probation)	
15	Assistant Sub-Inspector.	9	145—5—180 (C)	150—5—170—6—200	
			150—5—190	150—5—170—6—200	
16	Head Constable (Greater Bombay)—Grade I (Jamadar)		175 (C)	*Grade I*—(130—4—150 Special pay of Rs. 20	
	Grade II (Jamadar)		135—4—151 (C)	*Grade I*—130—4—150 Special pay of Rs. 20	
	Grade III ..		110—2—126 (C)	*Grade II*—110—3—125 Special pay of Rs. 10	
17	Head Constable (District) Grade I.	13,313	125	*Grade I*—130—4—150	
	Grade II ..		100—2—116	*Grade II*—110—3—125	
	Grade III ..		100—2—116	*Grade II*—110—3—125	
18	Head Constable (State Reserve Police Force) Grade II.		120	*Grade I*—130—4—150	
	Grade III ..		100—2—116	*Grade II*—110—3—125	
	Grade IV ..		100—2—116	*Grade II*—110—3—125	
19	Constable ..	13,565	95—1—105 (C)	85—2—101—E.B.—2—107—3—110 Special pay of Rs. 10	
		37,319	75—1—85	85—2—101—E.B.—2—107—3—110	
20	Police Prosecutor ..	264	270—15—390—E.B.—15—450—20—490—25—590.	300—20—460—E.B.—20—500—25—600	
21	Senior Office Superintendent, Office of the Commissioner of Police, Bombay.	1	450—25—500—30—620 (C) ..	420—20—500—25—600	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
22	Office Superintendent to the Commissioner of Police, Bombay.	1	350—20—530 (C)	300—15—375—20—475	
23	Superintendent / First Clerk, Office of the Commissioner of Police, Bombay.	2	300—15—390 (C) ..	260—10—290—15—410	
24	Accountant, Office of the Commissioner of Police, Bombay.	1	300—15—390 (C) ..	260—10—290—15—410	
25	Head Clerk to the Inspector General of Police.	1	300—10—350—15—380 (C) ..	260—10—290—15—410	
26	Office Superintendent to Deputy Inspector General.	8	300—10—350—15—380 (C) ..	260—10—290—15—410	
			270—10—350	260—10—290—15—410	
27	Office Superintendent to the Superintendent of Police.	2	270—10—350	260—10—290—15—410	
28	Cashier, Office of the Commissioner of Police, Bombay.	1	220—10—300 (C) .. Special pay of Rs. 40	200—10—290—15—320 Special pay to continue.	
29	Deputy Accountant, Office of the Commissioner of Police, Bombay.	2	220—10—300 (C) .. Special pay of Rs. 30	200—10—290—15—320 Special pay to continue.	
30	Head Clerk, Office of the Commissioner of Police, Bombay.	32	220—10—300 (C) .. Special pay of Rs. 30 for 1 post, of Rs. 25 for 1 post and Rs. 18 for two posts.	200—10—290—15—320 Special pays to continue.	
31	Head of Branch in Inspector General's Office.	22	230—10—330 (C) .. Special pay of Rs. 30 for top Secret, Secret and Confidential work for 1 post	200—10—290—15—320 Special pay of Rs. 30 drawn by Head of Special Branch in the Inspector General of Police's Office to be continued	
32	Head Clerk, Office of the Commandant and Deputy Inspector General.		200—10—300 .. .. Special pay of Rs. 20 for 7 posts.	200—10—290—15—320 Special pay of Rs. 20 to Head Clerk of the Commandant to be continued	
33	Junior Head of Branch, Inspector General's Office. Accountant, Crime Investigation Department.	3	230—10—280 (C) ..	200—10—290—15—320	
34	Head Clerk, Physical Training College, Nasik.	1	195—10—245	200—10—290—15—320	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
35	Head Clerk, Superintendent of Police, C.I.D. (Crime), Poona.	1	195—10—245	200—10—290—15—320	
36	Senior Head Clerk, Superintendent of Police's Office.	5	195—10—245	200—10—290—15—320	
37	Junior Head Clerk, Superintendent of Police's Office.	27	145—8—185—10—215 .. Special pay of Rs. 20	200—10—290—15—320 Special pay of Rs. 20 sanctioned to the Junior Head Clerk to be discontinued.	
38	Intermediate Clerk, Office of the Commissioner of Police, Bombay.	67	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270	
39	Senior Accountant, Office of the Superintendent of Police.	5	145—8—185—10—215 .. Special pay of Rs. 10	150—8—190—10—220—E.B.—10—270 Special pay to be discontinued.	
40	Junior Accountant, Office of the Superintendent of Police.	31	145—8—185—10—195 .. Special pay at Rs. 10	150—8—190—10—220—E.B.—10—270 Special pay to be discontinued.	
41	Senior/Junior Accountants in S.R.P.F. Group.	7	145—8—185—10—195 .. (Junior) Special pay of Rs. 10	150—8—190—10—220—E.B.—10—270 Special pay to be discontinued.	
			145—8—185—10—215 .. (Senior) Special pay Rs. 20 per month	150—8—190—10—220—E.B.—10—270 Special pay to be discontinued.	
42	Senior Grade Clerk	37	165—10—245 (C) .. Special pay of Rs. 20 for 2 posts	150—8—190—10—220—E.B.—10—270 Special pay to continue	
			145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
43	Selection Grade Clerk.	206	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270	
			145—8—185	150—8—190—10—220—E.B.—10—270	
44	Statistical Assistant C.I.D.	2	125—5—145—8—185—10—245	150—8—190—10—220—E.B.—10—270	
	Statistician ..	1	150—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
45	Junior Grade Clerk	1,120	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 15 for 47 posts	110—4—150—E.B.—5—200. Special pay to continue.	
			100—3—130—E.B.—4—170	110—4—150—E.B.—5—200	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
46	Assistant Cashier ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 20	110—4—150—E.B.—5—200 Special pay to continue.	
47	Senior Stenographer (Confidential Assistant to Deputy Inspector General)	1	230—10—310—E.B.—10—350—15—380 (C) Special pay of Rs. 30 per month	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 Special pay to continue.	
48	Stenographer ..	12	200—8—280—E.B.—8—320—10—350 (C) Special pay of Rs. 20 for 4 posts	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 Special pay for 4 posts to continue.	
		4	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
49	Selection Grade Clerk-*cum*-Stenographer.	22	160—8—200—9—245 ..	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
50	Shorthand Reporter (C.I.D.).	15	145—5—170—6—200—E.B.—6—230—9—275 Special pay of Rs. 20 per month	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 Special pay drawn by Shorthand Reporter and Reporter to be discontinued but to be taken into account for pay fixation.	
51	Reporter ..	10	145—5—165—8—189—E.B.—8—245 (C) Special pay of Rs. 50 per month	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 Special pay drawn by Shorthand Reporter and Reporter to be discontinued but to be taken into account for pay fixation.	
52	Photographer (Modus Operandi Bureau and Anti-Corruption Bureau, Greater Bombay).	5	190—10—270 (C) Special pay of Rs. 30 for 2 posts	200—10—300 Special pay to be discontinued but to be taken into account for pay fixation.	
53	Assistant Photographer (Modus Operandi Bureau and Anti Corruption Bureau, Greater Bombay.)	2	120—4—144—E.B.—4—160—5—185 (C) Special pay of Rs. 25 per month	135—5—170—6—200 Special pay to be discontinued but to be taken into account for pay fixation.	
54	Head Master ..	1	100—3—130—E.B.—4—146 ..	110—3—128—4—144—E.B.—4—180	
55	Assistant Master ..	6	85—2—105—E.B.—3—135 ..	90—2—100—3—115—E.B.—3—136—4—140	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	FINGER PRINT BUREAU		Rs.	Rs.	
	Gazetted				
56	Director, Finger Print Bureau, Grade I.	1	300—350—20—450—E.B.—20—550 Special pay Rs. 40 per month	400—20—500—25—650 Special pay to be discontinued	* The special pay which is recommended to be discontinued is to be taken into consideration at the time of fixation of initial pay of the present incumbents.
	Non-Gazetted				
57	Director, Finger Print Bureau, Grade II.	2	300—10—350 .. Special pay Rs. 30	300—15—375—20—475 *Special pay to be discontinued	
58	Senior Expert ..	2	250—10—300 .. .. Special pay Rs. 25	260—10—290—15—410 *Special pay to be discontinued	
59	First Expert ..	10	195—10—245 .. .. Special pay Rs. 15	220—10—290—15—320 *Special pay to be discontinued	
60	Second Expert ..	24	145—8—185—10—215 .. Special pay Rs. 10	160—10—250—E.B.—10—300 *Special pay to be discontinued	
61	Senior Searcher ..	21	145—8—185	130—5—150—8—174—E.B.—8—190—10—220	
62	Junior Searcher ..	64	115—3—130—4—150—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
	HANDWRITING AND PHOTOGRAPHIC, BUREAU				
63	Chief State Examiner of Documents.	1	270—10—350—15—380 .. Special pay of Rs. 50 per month	340—20—500 *Special pay to be discontinued	
64	State Examiner of Documents.	2	270—10—360—15—380 .. Special pay of Rs. 35 per month	300—15—375—20—475 *Special pay to be discontinued	
65	Assistant State Examiner of Documents.	3	185—6—245	200—10—300	
66	Foreman Photographer.	4	145—5—190 .. .. Special pay of Rs. 20 for 1 post	150—8—190—10—220—E.B.—10—270 Special pay to be continued	
67	Assistant Photographer.	4	120—5—145	135—5—170—6—200	
68	Senior Technical Assistant.	4	115—3—145	110—4—150—E.B.—5—200	
69	Junior Technical Assistant.	4	95—2—115—E.B.—2—125 ..	100—3—136—4—140	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	WIRELESS ORGANISATION				
	Gazetted				
70	Deputy Superintendent of Police, Wireless.	3	300—300—350—20—470—20—550—E.B.—30—820	375—25—550—30—640—E.B.—30—850 (Fixed pay of Rs. 350 during the period of probation)	
71	Police Inspector Wireless.	11	310—10—360—E.B.—15—450	320—15—440—20—500	
	Non-Gazetted				
72	Police Sub-Inspector, Wireless.	23	210—10—300—E.B.—10—380	220—10—290—15—320—E.B.—15—410	
73	Radio Mechanics ..	53	195—5—245 .. .. (Class pay Ranging from Rs. 15 to Rs. 40)	200—10—300 (Proficiency pay at Rs. 20 per month (Class pay to continue)	
74	Head Wireless Operator	56	195—5—245	200—10—300	
75	Electrician ..	29	145—5—160 .. .. (Ranging from Rs. 15 to Rs. 40 for 6 posts)	155—5—170—6—200 Class pay to continue	
76	Wireless Operator ..	533	125—5—145 .. .. (Class pay Ranging from Rs. 10 to Rs. 40)	125—4—165 (Class pay to continue)	
77	Draftsman ..	1	155—10—225	150—8—190—10—220—E.B.—10—270	
78	Store Keeper ..	1	145—8—185	150—8—190—10—220—E.B.—10—270	
79	Workshop Assistant	2	150—5—175—6—205 ..	155—5—170—6—200—8—240	
80	Fitter ..	1	120—3—150	125—4—165	
81	Carpenter, Tinsmith, Painter, Packer etc.	4	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
	MOTOR TRANSPORT				
	Gazetted				
82	Deputy Superintendent of Police, Motor Transport.	1	300—300—350—20—470—20—550—E.B.—30—820	375—25—550—30—640—E.B.—30—850 (Fixed pay of Rs. 350 during the period of probation)	
83	Police Inspector, Motor Transport.	6	325—10—425	350—15—440—20—500	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
84	Police Sub-Inspectors Motor Transport.	13	155—175—6—205—8—221—E.B.—8—245—10—275	170—190—10—300 (Rs. 170 during the period of probation)	
85	Police Jamadar (Motor Vehicle Driver)	52	135—4—151 (C) .. Special pay of Rs. 40 for two posts.		
86	Head Constable Driver.	60	Rs. 125 fixed		
87	Motor Transport Supervisor/Head Constable Driver/Mechanic.	1	Grade II—100—2—116 Grade III—100—2—116 110—2—126 (C) Special pay of Rs. 15 to 40	Grade pay of the rank to which the person belongs. Special pay to continue.	
88	Police Constable Driver.	19	75—1—85		
		638	95—1—105 (C) Special pay Rs. 15 to 35		
89	Head Mechanic, Motor Transport.	3	145—8—185—10—225 ..	155—5—170—6—200—E.B.—8—240—10—270	
90	Store-Keeper, Motor Transport (Mofussil and Greater Bombay)	3	135—3—156—4—160 ..	130—5—150—8—174—E.B.—8—190—10—220	
		1	160—8—200—9—245 (C) ..	130—5—150—8—174—E.B.—8 190—10—220	
91	Assistant Store Keeper	3	105—3—132	110—4—150—E.B.—5—200	
		2	145—5—160 (C)	110—4—150—E.B.—5—200	
92	Technicians :— Class I ..	24	135—3—156—4—160 ..	150—5—200	
	Class II ..	49	105—3—132	115—3—130—4—150	
93	Police Jamadar Technician— Class II ..		145—5—160 (C)	125—4—165	
94	Head Constable Technician.		95—1—105 (C) .. .. Special pay of Rs. 20 to 45	Grade pay of the rank. Special pay to continue.	
	LAUNCH STAFF				
95	Launch Driver Class II.	3	145—8—185	135—5—170—6—200	
96	Motor Launch Driver (Greater Bombay)-*cum*-Jamadar (Senior)	12	145—5—170—6—200 (C) ..	135—5—170—6—200	
97	Motor Launch Driver (Greater Bombay) Grade I (Jamadar).		145—5—160	125—4—165	

Police Department—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
98	Motor Launch Driver (Greater Bombay) Grade II (Jamadar).		120—4—144—E.B.—4—160—5—165 (C)	125—4—165	
99	Assistant Launch Driver.	5	120—3—150	125—4—165	
100	Tandel and Sarang.	4	115—3—130	110—3—128—4—140	
101	Head Constable-Tandel (Greater Bombay).	16	110—2—126 (C)	Grade pay of the rank.	
102	Dinghy Driver, D. C. Dinghy Driver.	6	95—1—105 (C)	(i) Grade pay of the rank.	
			105—3—132	(ii) 110—3—128—4—140	
103	Khalasis and Laskars.	8	75—1—85	(i) Grade pay of the rank if drawn from the ranks.	
		159	95—1—105 (C)	(ii) 80—2—100—E.B.—2—110 (For others)	
	CLASS IV				
104	Head Cook ..	36	80—2—100	90—2—110	
105	Dresser ..		75—2—95—E.B.—2—105 (For trained men) ..	80—2—100—E.B.—3—115 (For trained men)	
			70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B—2—100 (For untrained)	
106	Daftary ..	2	77—2—97—E.B.—2—107 (C).	80—2—100—E.B.—2—110	
		9	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
107	Naik	3	77—1—87—E.B.—1—92 ..	80—2—100	
		7	70—1—80—E.B.—1—85 ..	80—2—100	
108	Tailor ..	22	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
109	Mochi ..	21	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
110	Assistant Cook ..	87	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
111	Nursing Orderly ..	8	65—1—75	70—1—80—E.B.—2—90	
112	Syce ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
113	Mali	1	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
		1	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	

Police Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	CLASS IV—contd.		Rs.	Rs.	
114	Peon	117	72-1—82 (C)	70—1—80—E.B.—2—90	
		240	65—1—75	70—1—80—E.B.—2—90	
115	Servant ..	81	Rs. 65 (fixed)	70—1—80—E.B.—2—90	
116	Sweeper ..	424	65—1—75 .. .. Special pay Rs. 5	70—1—80—E.B.—2—90 Spacial pay to continue	
117	Bellows Boy ..	8	65—1—75	70—1—80—E.B.—2—90	
118	Aya	2	65—1—75	70—1—80—E.B.—2—90	
119	Shroff	5	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
120	Ward Boy ..	4	65—1—75	70—1—80—E.B.—2—90	
121	Chowkidar ..	1	65—1—75	70—1—80—E.B.—2—90	
122	Labourer ..	12	65—1—75	70—1—80—E.B.—2—90	
123	Mazoor ..	12	65—1—75	70—1—80—E.B.—2—90	
124	Assistant Greaser ..	2	65—1—75	70—1—80—E.B.—2—90	
125	Civilian Cleaner ..	295	72—1—82 (C)	70—1—80—E.B.—2—90	
126	Cleaner, Motor Transport Scheme.	295	65—1—75	70—1—80—E.B.—2—90	

PART 'B'.

Posts of whch Scales were not Revised in 1962 Revision

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision	Merger scale of pay admissible in 1962 revision	Recommended scale of pay
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Storeman ..	6	80—5—120—8—200—10—220 (C)	130—5—170—E.B.—8—250—10—270 (C)	150—8—190—10—220—E.B.—270
2	Technician, Class III	32	40—2—60 (C) ..	85—2—105 (C) ..	100—3—130
3	Police Jamadar Technician, Grade I	52	125—6—155 (C) ..	165—6—208 (C) ..	150—5—200

CHAPTER 76

PROHIBITION AND EXCISE DEPARTMENT

The department is responsible for the administration of Excise and Prohibition Laws of the State. It also co-operates with the Police Department in the prevention and detection of prohibition crimes and also carries out propaganda on prohibition. The Director, who is the head of the Department, is assisted by two Deputy Directors, who are Class I Officers.

2. Designations of the various posts in the Department their existing pay scales and the revised scales recommended by us for those posts are indicated in the appended schedule. Considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed below.

3. *Director* :

The post is held by an Indian Administrative Service officer. Hence no separate scale is recommended for the post.

4. *Superintendent of Prohibition and Excise (Class I)* (Rs. 350—1,100) :

The posts are filled by promotion from among the Superintendents of Prohibition and Excise, Class II. The posts are on the standard Class I scale and we have recommended corresponding Class I scale for them.

5. *Prohibition Liaison Officer* (Rs. 350—1,100) :

This post is filled by (i) promotion of a suitable Officer in Class II service of the Prohibition and Excise Department, (ii) by transfer of a suitable officer in Class I of the Prohibition and Excise Department, or of any other department, or (iii) by nomination from among candidates possessing at least a Second Class degree in Arts, Science, Commerce, etc. This post also is in the Standard Class I scale and we recommend that it may be continued on the revised Class I scale.

6. *Chief Accounts Officer* (Rs. 400—865 C *Plus* Spl. pay of Rs. 75) :

The post is filled either by promotion from among the officers belonging to the Maharashtra Finance and Accounts Service Class II or by transfer of a suitable Superintendent from Sectt. or by deputation of a suitable officer from the Indian Audit and Accounts Department or by nomination from among the candidates who are Chartered or Associate Chartered or Incorporated or Registered Accountants or possess a degree in Arts, Science, Commerce, etc. of a recognised University. A special pay of Rs. 75 has been attached to the post, for carrying out the additional duties in connection with the assessment of duty under the Medicinal and Toilet preparations (Excise Duties) Amendment Act, 1961. The post was initially included in the Maharashtra Finance and Accounts Service Class I (Jr.) but we understand that the same has, now, been excluded from that service. However, having regard to the responsibilities attached to the post we consider that a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) would be appropriate for the post. With the improvement of the scale we do not consider that it is necessary to continue the existing special pay of Rs. 75 in addition to the revised scale. We, therefore, recommend that the special pay be discontinued but be taken into account for fixation of initial pay of the incumbent.

7. *Assistant Director of Prohibition and Excise* (Rs. 325—670 C, Rs. 250—715) :

The recruitment rule for the post provides for the post being filled either by promotion of an office Superintendent in the Prohibition and Excise Department or, in special circumstances, by the transfer of a Superintendent of Prohibition and Excise (Class II). The two scales prescribed for the post viz. one city scale and the other mofussil scale are meant for the two types of appointments provided for in the recruitment rules, the former scale viz. Rs. 325—670 (C) being admissible to those promoted from

the cadre of office Superintendents and the latter scale (viz. Rs. 250—715) being admissible to Assistant Directors appointed from the cadre of Superintendent of P. and E. Department (Class II). We do not consider that it is a happy arrangement to have two scales for one and the same post. Having regard to the duties of the post we consider that the post should be brought on the regular Class II scale. A revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 280 during the period of probation) is accordingly recommended for the post.

8. *Superintendent of Prohibition and Excise (Class II)* (Rs. 250—715) :

The post is filled either by promotion from among District Inspectors and Inspectors of Prohibition and Excise or by nomination of candidates recruited on the basis of the results of the competitive examination held by the Public Service Commission for the posts of Probationary Deputy Collectors, Mamlatdars etc. The posts are in the Standard Class II scale and we recommend that they be continued on the revised Class II scale.

9. *Accounts Officer* (Rs. 250—715) :

The post has been included in the Maharashtra Finance and Accounts Service Class II. We have, therefore, recommended the revised scale as in that service.

10. *Prohibition Propaganda Relations Officer* (Rs. 400—550) :

This is a post on an ad-hoc scale and we understand that the post has been held in abeyance. The recruitment rule for the post provides for nomination of a person who has passed S. S. C. Examination and possesses good experience of social work and capacity to carry prohibition propaganda in the city. In our opinion this scale is rather on a high side compared with the prescribed qualifications. As stated above the post has been held in abeyance. We, therefore, suggest that in future this post be included in the cadre of District Inspectors of Prohibition and Excise if it becomes necessary to revive the post.

11. *District Inspector of Prohibition and Excise* (Rs. 270—350) :

The post is filled by promotion from among the Inspectors of Prohibition and Excise. A revised scale of Rs. 275—15—410 is recommended for the post.

12. *Inspector of Prohibition and Excise* (Rs. 205—295) :

The post is filled by promotion of Sub-Inspectors of Prohibition and Excise. A revised scale of Rs. 220—10—290—15—320 is recommended for the post.

13. *Prohibition Propaganda Officer* (Rs. 200—280) :

The posts are filled by nomination from among persons who have passed S. S. C. Examination and have good knowledge and command over the regional languages of the District, and have good hold over masses. A revised scale of Rs. 200—10—300 is recommended for the posts.

14. *Sub-Inspector of Prohibition and Excise* (Rs. 130—245) :

The posts are filled either by promotion from the clerical and constabulary establishment of the Department or by nomination from among candidates who have passed Intermediate Examination or possess equivalent qualifications. A revised scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270 is recommended for the post.

15. *Petty Officer* (Rs. 100—139 C, Rs. 80—115) :

Prior to the general revision of 1962 the posts carried three different scales in the city and 4 scales in the mofussil. In the general revision all these grades were merged into two scales one for the post in the city and the other for corresponding posts in the mofussil. The posts are generally filled by promotion from among the constables. A common revised scale of Rs. 90—2—100—3—115—E.B.—3—130 is recommended for the posts.

16. *Constables* (Rs. 77—92 C, Rs. 70—85) :

The posts are filled by nomination from among candidates who have passed at least sixth standard examination of an approved primary school. Though they are designated Constables, their duties are not comparable to Police Constables. A revised scale of Rs. 75—1—80—2—90—E.B.—2—100 is recommended for the post.

17. *Head Typist* (Rs. 165—275 C) :

In other offices Head Typists are generally on the scale of Junior Clerks. Only in some cases they are given a special pay. We are unable to see any special reason for departing from the normal practice in the present case. We, therefore, recommend a scale of Typist for the post. We also recommend that a special pay of Rs. 20 may be attached to the post.

18. *Special Pays* :

The special pay attached to the post of Chief Accounts Officer has been dealt with while considering the revised scale for the post. The following are other posts which carry special pays for the reasons mentioned against them :—

Designation.	Amount of Special Pay	Reasons for the grant of special pay.
Superintendent of Prohibition and Excise, Class I, when appointed to hold the post of Deputy Director, Prohibition and Excise.	Rs. 150	Responsibilities attached to the post of Deputy Director are considered to be much heavier than those attached to the post of Superintendent of Prohibition and Excise.
Assistant Director, Prohibition and Excise and Ex-Officio Secretary, Maharashtra State Prohibition Board.	Rs. 50	For handling legal problems of the Department and attending to the duties as Secretary, State Prohibition Board and in view of heavy increase in duties and responsibilities on account of the closure of Nasik Distillery.
Office Superintendent ...	Rs. 20	For maintenance of confidential records and attending to other confidential work.

The special pays sanctioned in the case of Deputy Director and Assistant Director are in view of some additional work or higher responsibilities. They may therefore be continued. We are, however, unable to recommend the continuance of the special pay santioned for the Office Superintendent for the maintenance of confidential records and attending to other confidential work. Handling of confidential papers is a part of the normal duties of all supervisory personnel and we do not see any justification for allowing the special pay in this case particularly having regard to the fact that we have not come across cases of this type in any other Department. We, therefore, suggest that the special pay granted in this case should be discontinued.

19. The special pay is also drawn by some staff handling cash and doing accounts work. These special pays are for doing extra duties and therefore may continue.

SCHEDULE

PROHIBITION AND EXCISE DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Superintendent of Prohibition and Excise.	5	350—350—400—30—610—E.B. 40—730—E.B.—45—1,000—50 1,100 Special pay of Rs. 150 for Superintendents working as Deputy Directors	410—30—650—E.B.—45—1,100 —50—1,150. (Fixed pay of Rs. 380 during the period of probation) Special pay to two Deputy Directors to continue.	
2	Prohibition Liaison Officer.	1	350—350—400—30—610—E.B. —40—730—E.B.—45—1,000— 50—1,100	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
3	Chief Accounts Officer of Prohibition and Excise.	1	400—30—610—E.B.—40—730— 45—865 (C) Special pay of Rs. 75	410—30—650—E.B.—45—965— (Fixed pay of Rs. 380 during the period of probation) Special pay to be discontinued but to be taken into account for the purpose of fixation of initial pay of the present incumbent.	
4	Assistant Director of Prohibition and Excise.	4	325—25—500—E.B.—25—550— 30—670 (C) (When held by an Office Superintendent) 250—250—270—15—390—E.B. —15—450—20—490—E.B.—25 715 (When held by Superintendent of Prohibition and Excise, Class II) Special pay of Rs. 50 to one Assistant Director	300—20—460—E.B.—20—500— 25—650—E.B.—30—800 (Fixed pay Rs. 280 during the period of probation) Special pay to one Assistant Director to continue.	
5	Superintendent of Prohibition and Excise.	17	250—250—270—15—390—E.B. —15—450—20—490—E.B.—25 715	300—20—460—E.B.—20—500— 25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
6	Accounts Officer ..	1	225—25—500—E.B.—25—550— 30—670 (C)	340—20—500—25—550—E.B.— 25—650—30—800 (Fixed pay of Rs. 320 during the period of probation) For persons belonging to Maharashtra Finance and Accounts Services.	
7	Prohibition Propaganda Relation Officer.	1	400—25—550 (C) ..	275—15—410	
	Non-Gazetted				
8	District Inspector of Prohibition and Excise.	9	270—10—350	275—15—410	
9	Inspectors of Prohibition and Excise.	24	205—8—245—10—295 ..	220—10—290—15—320	

Prohibition and Excise Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
10	Prohibition Propoganda Officer.	21	200—10—250—E.B.—10—280	200—10—300	
11	Sub-Inspector of Prohibition and Excise.	309	130—5—175—E.B.—6—205—8—245 (Fixed pay of Rs. 130 during the period of probation)	135—5—170—6—188—E.B.—6—200—8—240—10—270 (Fixed pay Rs. 135 during the period of probation)	
12	Petty Officer ..	2	100—3—115—4—139 (C)	90—2—100—3—115—E.B.—3—130	
		21	80—2—100—3—115		
13	Constable ..	233	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
		306	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
14	Driver ..	1	120—4—148 (C)	110—3—128—4—140	
		2	100—3—130	110—3—128—4—140	
15	Office Superintendent.	12	300—20—400 (C) .. Special pay of Rs. 20 for one Superintendent.	230—10—290—15—410 Special pay admissible to one Superintendent to be discontinued	
16	Noting Assistant ..	26	165—10—255—E.B.—15—300 (C)	150—8—190—10—220—E.B.—10—270	
17	Head Clerk and Accountant.	28	145—8—185	150—8—190—10—220—E.B.—10—270	
18	Sr. Clerk ..	9	150—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270	
19	Head Typist ..	1	185—7—235—8—275 (C) ..	110—4—150—E.B.—5—200 special pay of Rs. 20	
20	Clerk Manager ..	126	120—5—160—E.B.—5—185—6—263—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
21	Clerk ..	100	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
22	Stenographer, Stenotypist.	3	200—8—280—E.B.—8—320—10—350 (C)	180—3—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
23	Operator for Prohibition Propaganda van.	13	106—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
	CLASS IV				
24	Datter Band ..	4	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
		1	70—1—80—E.B.—2—100	80—2—100—E.B.—2—110	
25	Patta Naik ..	3	77—1—87—E.B.—1—92 (C)	80—2—160	
26	Packer ..	3	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
27	Peon, Cleaner, Hamal Night Watchman.	43	72—1—82 (C)	70—1—80—E.B.—2—90	
28	Peon, Night Watchman, Cleaner.	66	65—1—75	70—1—80—E.B.—2—90	
29	Attendant ..	9	75	70—1—80—E.B.—2—90 (Subject to our remarks in Chapter on Common categories of posts)	

CHAPTER 77

STAGE PERFORMANCES SCRUTINY BOARD

The Stage Performances Scrutiny Board is constituted under the Bombay Police Act, 1961. It consists of a Chairman and nine members, all nominated by Government from among persons in the literary field. They all work in an honorary capacity. The Board is entrusted with the work of prior scrutiny of scripts of tamashas, dramas, melas, lokanatya and similar other public amusement performances.

2. The designations of posts in the office, their existing scales of pay and the revised scales recommended by us are shown in the appended schedule.

3. As regards the special pay drawn by the Senior Clerk for handling Government money, we recommend its continuation as it falls within the permissible categories of special pays.

SCHEDULE

STAGE PERFORMANCES SCRUTINY BOARD.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted				
1	Secretary ..	1	370—10—490—E.B.—25—665 (C)	340—20—500—E.B.—25—650	
2	Senior Clerk ..	1	185—10—245 (C) .. Special pay Rs. 15 for handling cash.	150—8—190—10—220—E.B.—10—270. Special pay of Rs. 15 to continue	
3	Clerk/Clerk Typist ..	3	120—5—160—E.B.—5—185—6—202—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
4	Peon ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 78

COMMISSIONER FOR WORKMEN'S COMPENSATION

Commissioner for Workmen's Compensation is the administrative authority for Payment of Wages Act and Minimum Wages Act. He is, also, appointed Judge for Employees' Insurance Court. In addition to the Commissioner, Bombay, there are 27-ex-officio Commissioners in the State who are mostly Civil Judges (Senior Division). They are administrative authorities for these Acts within their areas. They submit statistical returns of the proceedings to enable the Commissioner, Bombay, to compile Annual Administration Report on the working of the Workmen's Compensation Act.

2. The designations and existing scales of pay of various posts in the organisation and the revised scales recommended by us for those posts are shown in the appended schedule.

3. The posts of Commissioner and Additional Commissioner, Workmen's Compensation are filled either by transfer of Assistant Judge or Civil Judge (Senior Division) or by nomination from among candidates having a degree in Law and seven year's practice as an Advocate or a Pleader. The directly appointed Officers are on a scale of Rs. 595—365 (C) and we recommend a revised general scale of Rs. 560—30—650—45—965 for the posts when held by such Officers. As regards the Officers transferred from the Judicial services, we suggest that the existing practice of allowing them, their grade pay in the parent Department plus a special pay of Rs. 150 may continue.

4. For the post of Registrar/Additional Registrar (Rs. 350—550 C) we recommend a revised scale of Rs. 340—20—500.

5. For other posts in the Organisation we have recommended revised scales common with similar posts in other offices.

SCHEDULE

COMMISSIONER FOR WORKMEN'S COMPENSATION

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Commissioner for Workmen's Compensation.	1	(*i*) 595—30—685—45—865 (C) (For direct recruit) (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre.	(*i*) 560—30—650—45—965 (For direct recruit) (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre.	
2	Additional Commissioner for Workmen's Compensation	1	(*i*) 595—30—685—45—865 (C) (For direct recruit) .. (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre).	Do. do.	
3	Second Additional Commissioner for Workmen's Compensation.	1	(*i*) 595—30—685—45—865 (C) (For direct recruit) .. (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre.	Do. do.	

Commissioner for Workmen's Compensation—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted—contd.				
4	Third Additional Commissioner for Workmen's Compensation.	1	(*i*) 595—30—685—45—865 (C) (For direct recruit) (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre).	(*i*) 560—30—650—45—965 (*ii*) Grade pay *plus* special pay of Rs. 150 for persons from Judicial Cadre	
5	Registrar ..	1	350—15—440—E.B.—15—470—20—550 (C)	340—20—500	
6	Additional Registrar	1	350—15—440—E.B.—15—470—20—550 (C).	340—20—500	
	Non-Gazetted				
7	Accountant ..	1	230—10—300 (C)	260—15—380—E.B.—20—500 For persons belonging to Maharashtra Finance and Accounts Service, Class III.	
8	Superintendent ..	2	220—10—250—15—325—E.B.—15—430 (C)	260—10—290—15—410	
9	Judicial Clerk ..	5	210—10—290 (C)	200—10—290—15—320	
10	Senior Clerk ..	8	185—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270.	
11	Cashier ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
12	Clerk-Typist ..	12	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
13	Steno-Typist ..	2	145—5—185—E.B.—6—245 (C)	(*i*) 110—4—150—E.B.—5—200 (*Plus* shorthand allowance according to speed for those borne on Departmental cadre). (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For direct recruit)	
14	Stenographer ..	3	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
15	Bailiff ..	4	120—4—152 (C)	90—2—100—3—115—E.B.—3—136—4—140.	
	Class IV				
16	Daftary ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
17	Naik ..	1	77—1—87—E.B.—1—92 ..	80—2—100	
18	Peon ..	7	72—1—82 (C)	70—1—80—E.B.—2—90.	

CHAPTER 79

DIRECTORATE OF EMPLOYMENT

The Employment Exchange Organisation was taken over by the State Government from the Central Government in 1956. The main functions of this Organisation are (*a*) to register applicants seeking employment assistance, to register demands for workers from employers and to select and submit suitable applications to the employers, and (*b*) to collect employment market information. These functions are performed through a net work of Employment Exchanges at all district headquarters.

The Director of Employment is the Head of Department. He is assisted by a Deputy Director and an Assistant Director at headquarters.

2. Designations of various posts in the organisation, their existing pay scales and the revised scales recommended by us for these posts, are shown in the appended schedule. Considerations underlying our recommendations in regard to the pay scales of a few categories of posts are discussed in the following paragraphs.

3. *Director of Employment* (Rs. 1,300—1,800) :

The post has been created after 1-7-1962. As the existing scale has been recently sanctioned, we do not consider it necessary to revise the pay scale.

4. *Deputy Director* (Rs. 900—1,200—C) :

The post is filled either by promotion or by nomination, minimum qualifications for direct recruitment being a second class degree in Arts, Science, Commerce etc. and experience of not less than 10 years in administration and/or labour management. A revised scale of Rs. 740—45—1,100—50—1,150 is recommended for the post against the present City scale.

5. *Assistant Director/Regional Employment Officer* (Rs. 450—1,000—C) :

The post is generally filled by promotion, though a provision exists in the recruitment rule for the direct appointment of a candidate possessing a second class degree in Arts, Science etc. with 5 years experience in administration and/or labour management. A revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) is recommended for the post.

6. *Sub-Regional Employment Officer/Employment Market Information Officer/ Employment Liaison and Youth Employment Officer/Sub-Regional Employment Officer/Employment Officer for special Employment Exchange for Physically Handicapped* (Rs. 345—715) :

These posts are filled both by promotion and by nomination. The qualifications prescribed for direct recruits are a degree in Arts, Science, Commerce etc. and three years experience in administration, industry, labour employment organisation etc. The Sub-Regional Employment Officers are in charge of bigger district exchanges and other officers are in administrative and supervisory charge of other branches of the Organisation. Having regard to the qualifications prescribed for direct recruits, we consider that a revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 300 during the period of probation) would be adequate for the posts.

7. *District Employment Officer/Assistant Employment Officer* (Rs. 250—390) :

The posts are filled either by promotion of Junior Employment Officer or Superintendent of the Employment Exchange or by nomination of direct candidates possessing a second class degree in Arts, Science, etc. and at least one year's experience in

administration, labour management etc. District Employment Officers are in charge of smaller district Employment Exchanges and Assistant Employment Officers are in charge of Vocational Guidance Units, Scheme of collection of Employment Market Information, etc. A revised scale of Rs. 300—20—500 (fixed pay of Rs. 280 during the period of probation) is recommended for the post.

8. *Junior Employment Officer* (Rs. 220—10—300) :

The post is filled both by promotion and nomination, prescribed qualifications for nomination being a degree. These officers are in charge of registration or submission sections in Exchanges. The Officers in charge of Employment Market Information are responsible for implementing the Information Market Programme. The existing scale has a span of only nine years which is rather short for direct recruits. A longer scale of Rs. 200—10—290—E.B.—15—380 is recommended for the post.

9. *Investigator* (Rs. 220—10—300) :

The mode of recruitment for the post is the same as in the case of Junior Emlpoyment Officer. They assist Assistant Employment Officers and undertake visits to worksites or establishments to study the material for job definitions and occupational titles etc. A revised scale of Rs. 200—10—290—E.B.—15—380 is recommended for the post.

10. *Cashier*-cum-*Accountant* (Rs. 105—215 *Plus* Special pay of Rs. 15) :

The post is filled by promotion of a junior clerk or by nomination. The existing scale is an ad-hoc scale which is slightly higher than that of a Junior clerk. Though the designation of the post is Cashier-cum-Accountant, his duties mainly consist of maintenance of cash and accounts, preparation of pay bills, contingent bills, Travelling Allowance bills etc. He also prepares expenditure statement for budget estimates. In other offices such duties are performed by office cashiers who are usually on the scale of Junior Clerk, with a special pay based on the amount of cash handled. As the post is lower than that of a senior clerk, we are unable to equate it to the latter. We, therefore, recommend that the post be brought on the cadre of Junior Clerk (Rs. 110—200) and the special pay which is attached to the post be continued.

11. *Artist* (Rs. 220—300) :

The post is filled by nomination of a candidate possessing a Certificate of Commercial Art and some experience as an Artist. He has to prepare charts, diagrams, graphs, etc. We recommend a revised scale of Rs. 200—10—290—15—320 for the post.

12. *Craft Instructor* (Rs. 205—280) :

The post is filled by nomination of a candidate who is a matriculate or possesses equivalent qualifications and has at least two years' industrial experience in any engineering trade as a Fitter or Machinist. The Instructor assists the Employment Officer in initiating and establishing contacts with employers with a view to placing physically handicapped persons with the employers. In our opinion the minimum of the existing scale is somewhat on the high side. There are similar posts in the Technical Education Department, for which we have proposed a revised scale of Rs. 135—270. For this post also we recommend the same revised scale of Rs. 135—5—170—6—188 E.B.—6—200—8—240—10—270.

11. *Special Pays* :

Special pays at varying rates have been sanctioned for some clerks handling cash, doing accounts work, attending to shorthand work etc. We recommend that these special pays may be continued.

SCHEDULE

DIRECTORATE OF EMPLOYMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Employment.	1	1,300 –60—1,600 – 100– 1,800	1,300—60 –1,600 - 100 - 1800.	
2	Deputy Director of Employment.	1	900– 50—1,200 (C) ..	750—45—1,100– 50 -1,150	
3	Assistant Director of Employment.	1	450—490—30 –610 –40 –750— E.B.—45– 1,000 (C).	410—30 –650— E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
4	RegionalEmployment Officer.	1	450 –490—30 –610 —40—750— E.B.—40 –1,000 (C)	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
5	Sub-Regional Employment Officer; Market Information Officer; Employment Liaison and Youth Employment Officer; Sub-Regional Employment Officer (Professional and Executive Officer *cum* Training Unit); Sub-Regional Employment Officer (VocationalGuidance Co-ordination); Employment Officer for special employment exchange for Physically Handicapped.	17	345—15—450—20 – 490—E.B.– 25—715	300 – 20 –460 –E.B.—20– 500 – 25 – 650 –E.B.—30– 800 (Fixed pay of Rs. 300 during the period of probation)	
6	District Employment Officer/Assistant Employment Officer	56	250—270—15—390 .. (Fixed pay of Rs. 250 during the period of probation).	300—20—500. (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
7	Superintendent ..	1	260 –15 –350 –E.B.—20 –450 (C)	200—10—290—E.B. –15—410 (Promotees to start on Rs. 260)	
8	Superintendent ..	1	220—10 –250 –15 –325—E.B.— —15—420 (C)	200 –10—290—E.B.—15—410 (Promotees to start on Rs. 260)	
9	Superintendent (Employment Exchange)	1	220—10—300	200 - 10—290—E.B. -15 - 380	
10	Junior Employment Officer.	35	220—10—300	200 –10– 290 –E.B. –15 - 380	
11	Employment Officer, Youth Employment Service.	1	220—10—300	200 –10– 290—E.B. –15– 380	
12	Investigator ..	2	220—10—300	200—10—290—E.B.—15—380	
13	Accountant ..	1	260—10—320—E.B.—10—370 (C)	200—10—290 –E.B.—15—410	
14	Assistant (Exchange), Assistant (Employment Market Information).	58	130—5—170—E.B.—8—250—10 —270	150—8—190—10—220—E.B.— 10 –270.	

Directorate of Employment—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	Non Gazetted				
15	Senior Clerk ..	10	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270.	
16	Senior Clerk ..	1	145—8—185	150—8—190—10—220—E.B.—10—270.	
17	Cashier-*cum*-Accountant	1	105—4—137—E.B.—4—165—5—170—E.B.—5—215 Special pay Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
18	Junior Clerk ..	10	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
19	Junior Clerk ..	228	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
20	Clerk-Typist ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
		27	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
21	Typist ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
22	Telephone Operator	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
23	Stenographer ..	2	200—8—280—E.B.—8—320—10—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
24	Steno-typist ..	4	145—5—165—8—189—E.B.—8—245 (C)	(*i*) 110—4—150—E.B.—5—200 *plus* (Shorthand Allowance according to speed for those borne on the clerical establishment of the department)	
		2	100—3—130—E.B.—4—170 .. Special pay Rs. 20	(*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For others)	
25	Artist ..	1	220—10—300	200—10—290—15—320	
26	Craft Instructor ..	1	205—7—240—8—280 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
27	Staff Car Diver ..	*	100—3—130	110—3—128—4—140	
28	Guide ..	7	91—3—130—E.B.—4—150 ..	100—3—130—E.B.—3—136—4—160.	
	CLASS IV				
29	Daftary ..	4	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
		5	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
30	Naik	3	77—1—87—E.B.—1—92 (C) ..	80—2—100	
		2	70—1—80—E.B.—1—85 ..	80—2—100	
31	Peon ..	31	72—1—82 (C)	70—1—80—E.B.—2—90	
		91	65—1—75	70—1—80—E.B.—2—90	
32	Chowkidar ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
		6	65—1—75	70—1—80—E.B.—2—90	
33	Chowkidar-*cum*-Sweeper.	5	65—1—75	70—1—80—E.B.—2—90	
34	Sweeper ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
35	Trollyman ..	1	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 80

DIRECTORATE OF GEOLOGY AND MINING

The Directorate of Geology and Mining is comparatively a young organisation having been created after the reorganisation of States in 1956. However, a full-fledged Directorate of Geology and Mining was functioning in the erstwhile state of Madhya Pradesh of which the Vidarbha region formed a part prior to 1956. The main functions of the Department, consist of mineral exploration and administration. The Director of Geology and Mining is the head of Department and is assisted by a Deputy Director, 4 Senior Geologists, 14 Geologists and other Geological and Laboratory staff. The Departmental set-up also provides for a post of an Additional Director to be filled when the post of Director is held by a non-technical officer.

2. The designations of the various posts in the Department, their existing pay-scales and the revised scales recommended by us for these posts are indicated in the appended schedule. Considerations underlying our recommendations in regard to the pay-scales of some of the categories of posts are discussed below.

3. *Director of Geology and Mining* (Rs. 1,200—1,600) :

No recruitment rules seem to have been framed for the post so far. The scale of the post was revised from Rs. 800—1,200 to Rs. 1,200—1,600 in the last revision. The Secretariat Department has proposed that the post may be brought on a scale of Rs. 1,450—60—1,750. We do not, however, consider any substantial improvement necessary so soon after the last revision. A revised scale of Rs. 1,300—60—1,600 is recommended for the post.

4. *Joint Director of Geology and Mining* (Rs 1,100—1,300) :

No recruitment rules have been finalised in the case of this post also. The post is intended to be filled only if the post of the Director is held by a non-technical officer. We consider that the existing scale which has a span of only 5 years is rather short and, therefore, recommend a slightly longer scale of Rs. 1,100—50—1,400

5. *Deputy Director of Geology and Mining* (Rs. 880—1,200) :

The post is filled either by promotion from among the members of the staff possessing the prescribed qualifications or by nomination from amongst candidates possessing a post-graduate degree in Geology and Mining of a recognised University or a Diploma in Applied Geology and Mining and have practical experience in a responsible capacity, of not less than 5 years. A revised scale of Rs. 900—50—1,300 is recommended for the post.

6. *Senior Geologist* (Rs. 680—1,150) :

The post is filled either by promotion from among Geologists or by nomination from amongst candidates possessing a post-graduate degree in Geology or applied Geology or a diploma in Geology or Applied Geology and have practical experience of geological field work of not less than 7 years. The Secretariat Department has recommended the continuance of the post on existing scale. However, with a view to bringing the post, on one of the standard scales adopted by us, we suggest a slight modification in the scale and recommend a scale of Rs. 650—45—1,100—50—1,150 for the post.

7. *Geologist* (Rs. 370—930) :

The post is filled either by promotion from amongst suitable Assistant Geologists or by nomination from amongst candidates possessing a post-graduate degree in Geology or Applied Geology or a diploma in Geology or Applied Geology and have

practical experience of geological field work of not less than 5 years. We recommend a revised scale of Rs 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) for the post.

8. *Senior Chemist* (Rs. 370—930) :

The post is filled either by promotion of a Chemist or by nomination from amongst candidates possessing either a Doctorate or a post-graduate degree, at least in Second Class, in Chemistry and having not less than 2 years experience in the analysis of coal and minerals. The Senior Chemist is in charge of the Chemical Laboratory of the Department. We recommend a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) for the post.

9. *Deputy Engineer* (Rs. 250—715) :

No recruitment rules for the post have been finalised. But the post is comparable to that of a Deputy Engineer in the Buildings and Communications Department. We, therefore, recommend a revised scale of Rs. 325—25—550—30—610—E.B.—30—850 (fixed pay of Rs. 325 during the period of probation) for the post.

10. *Assistant Geologist* (Rs. 300—715) :

The post is filled either by promotion of a suitable Geological Assistant or by nomination from amongst candidates possessing a M.Sc. or Honours Degree in Geology or Applied Geology. This post is also comparable to the post of a Deputy Engineer and we recommend the same scale of Rs. 325—25—550—30—610—E B.—30—850 (fixed pay of Rs. 325 during the period of probation) for the post.

11. *Assistant Drilling Engineer* (Rs. 300—715) :

There is no recruitment rule for the post. But in our opinion the post is comparable to that of a Deputy Engineer and accordingly we recommend a revised scale of Rs. 325—25—550—30—610—E.B.—30—850 (fixed pay of Rs. 325 during the period of probation) for the post.

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12. *Chemists* (Rs. 300—715) :

The post is filled by nomination from amongst candidates possessing a post-graduate degree in chemistry. Having regard to the pay scales recommended by us for similar posts in other organisations, we recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 300 during the period of probation) for the post.

13. *Statistical Officer* (Rs. 270—715) :

The post is filled either by transfer of a suitable officer from the cadre of District Statistical Officers under the Bureau of Economics and Statistics or by nomination from amongst candidates possessing a post-graduate degree in Economics, Statistics, etc. Having regard to the revised scale proposed by us for similar posts in the Bureau of Economics and Statistics we recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 280 during the period of probation) for this post.

14. *Accounts Officer* (Rs. 270—715) :

The post is included in the Maharashtra Finance and Accounts Service Class II. Hence a scale of Rs. 340—20—500—25—550—E.B.—25—650—30—800 (fixed pay of Rs. 320 during the period of probation) is recommended for the post.

15. *Driller Mechanics* (Rs. 300—375) :

The post is filled by nomination from amongst candidates who are literate in English and have at least 5 years experience with various types of machinery and diamond drilling machines. Driller Mechanics are in overall charge of maintenance of records and drilling equipments. They also guide the field staff in drilling operations. The existing scale which has a span of only 6 years is, in our opinion, rather short for direct recruits. We are also of the view that the minimum of the existing scale viz. Rs. 300 is on the high side from the point of view of the recruitment qualifications prescribed for the post, though we are reluctant to suggest a reduction in view of dearth of skilled hands possessing the required experience. Taking into account all these factors, we recommend a scale of Rs. 300—450 for the post.

16. *Geological Assistants* (Rs. 250—500 for Technical, Rs. 210—425 for non-Technical) :

The post carries two scales one for those possessing prescribed qualifications and the other for those who do not possess the prescribed qualifications. The Department considers it necessary to retain this distinction as Geological Graduates are not available in sufficient numbers. The qualifications prescribed for those holding technical posts are a Master's or Honours Degree in Geology or Applied Geology while those prescribed for Non-technical Geological Assistants are a Secondary School Certificate and 6 years' experience (three years in the case of Graduates) in the field of mineral administration. There is a difference in the work entrusted to the two categories of Geological Assistants also. While technical Geological Assistants attend to the work of geological mapping and the supervision over prospecting, Non-technical Assistants are entrusted with the work of checking the quantity of ore prospected from the mines, issue of royalty clearance certificates and other non-technical duties. We, therefore, accept the need to retain the present two scales and recommend revised scales of Rs. 275—570 for those holding technical qualifications and Rs. 240—470 for those who do not possess the technical qualifications.

17. *Driller* (Rs. 210—425) :

The post is filled either by promotion of Assistant Driller or by nomination from amongst candidates who are literate in Marathi or Hindi and have at least three years' practical experience of handling drilling machines and of drilling by diamond machines. A revised scale of Rs. 240—470 is recommended for the post.

18. *Assistant Driller* (Rs. 125—160) :

The post is filled by nomination from amongst candidates holding a degree or diploma in mining. We consider that the existing scale is too low for the qualifications prescribed and therefore, recommend a revised scale of Rs. 170—320. We further suggest that this scale be allowed only to those satisfying the prescribed recruitment qualifications. For those who do not possess the prescribed qualifications we recommend a revised scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240.

19. *Senior Mechanic* (Rs. 150—360) :

The post is filled either by promotion from amongst Mechanics or by nomination of candidates holding a diploma in Mechanical or Automobile Engineering. A revised scale of Rs. 180—10—290—E.B.—15—380 is recommended for the post.

20. *Operator-cum-Mechanic* (Rs. 130—320) :

The posts are filled by nomination from amongst candidates who have studied upto the matriculation standard and have completed a short-term course of Mechanics of the Department of Technical Education. In our opinion, the existing scale is over-

fixed. We understand that Mechanics doing more or less similar duties in Geological Survey of India are on a scale of Rs. 110—200. We are, however, reluctant to suggest a reduction in the pay scale because of the scarcity of suitable candidates and recommend the retention of the present scale.

21. *Rigmen* (Rs. 105—190) :

The posts are filled by nomination from amongst candidates who are literate in Marathi or Hindi and have practical experience of at least one year in machine operating. Considering the hard type of work attached to the post, we suggest a revised scale of Rs. 110—220 for it.

22. *Senior Surveyor* (Rs. 180—360) :

The post is filled either by promotion from amongst suitable surveyors or by nomination from amongst candidates holding a diploma in Civil Engineering or in Surveying and possessing not less than 5 years practical experience. The Department considers that the responsibilities of the Survey staff are heavy and its duties hard as the surveyors have to work in jungles and isolated localities. Having regard to the nature of duties attached to the post we recommend a revised scale of Rs. 210—425 for the post.

23. *Surveyor* (Rs. 145—300) :

The post is filled by nomination from amonst candidates possessing a diploma in Civil Engineering or in Surveying. A revised scale of Rs. 160—320 (diploma holders in Civil Engineering to start on Rs. 180) is recommended for the post.

24.	Head Draftsman ...	...	Rs. 240—360
	Draftsman ...	...	Rs. 145—215
	Assistant Draftsman ...	...	Rs. 125—160
	Tracer ...	...	Rs. 100—170

The qualifications prescribed for these posts and nature of duties attached to them are more or less comparable to those of corresponding posts in the Buildings and Communications Department. We, therefore, recommend for these posts the same revised scales, as we are recommending for parallel posts in the Buildings and Communications Department.

25. *Sampler* (Rs. 100—170 for S.S.C., Rs. 91—150 for non-S.S.C.) :

In our opinion the post has been wrongly included in Class IV. The recruitment rule provides for the post being filled by nomination from among candidates holding a Secondary School Certificate. As the samplers are expected to assist Laboratory Assistants (who are also Secondary School Certificate holders) we recommend a revised scale of Rs. 100—160 for the post. However, those satisfying the recruitment qualifications may be allowed the scale of Rs. 110—200.

SCHEDULE

DIRECTORATE OF GEOLOGY AND MINING

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Geology and Mining.	1	1,200—50—1,600 ..	1,300—60—1,600	
2	Joint Director ..	1	1,100—50—1,300 ..	1,100—50—1,400	
3	Deputy Director ..	1	880—40—1,000—50—1,200 ..	900—50—1,300	
4	Senior Geologist ..	4	680—40—920—E.B.—40—1,000—50—1,150	650—45—1,100—50—1,150	
5	Geologist ..	14	370—370—40—650—E.B.—40—930	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
6	Senior Chemist ..	1	370—370—40—650—E.B.—40—930	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
7	Deputy Engineer ..	1	250—270—15—390—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
8	Assistant Geologist..	20	300—25—550—E.B.—25—625—30—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
9	Assistant Drilling Engineer.	2	300—25—550—E.B.—25—625—30—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
10	Chemist ..	3	300—25—550—E.B.—25—625—30—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
11	Accounts Officer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation)	
12	Statisitcal Officer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
13	Establishment Officer	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
14	Driller Mechanic ..	6	300—15—375	300—15—390—20—450	
15	Geological Assistant	48	250—15—370—E.B.—15—400—20—500 (For technical) 210—10—300—E.B.—10—350—15—425 (For non-technical)	275—15—425—E.B.—15—530—20—570 (For technical) 240—10—290—15—350—E.B.—15—470 (For non-technical)	

Directorate of Geology and Mining—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
16	Driller	20	210—10—300—E.B.—10—350—15—425	240—10—290—15—350—E.B.—15—470	
17	Assistant Driller ..	20	125—125—4—145—5—160 ..	(*i*) 170—10—250—E.B.—10—290—15—320 (For graduates in mining) (*ii*) 135—5—170—6—188—E.B.—6—200—8—240 (For others)	
18	Senior Mechanic ..	1	150—10—300—E.B.—15—360	180—10—290—E.B.—15—380	
19	Operator-*cum*-Mechanic.	3	130—5—150—8—190—E.B.—10—270—E.B.—10—320	130—5—150—8—190—E.B.—10—270—E.B.—10—320	
20	Rigman ..	40	105—5—140—E.B.—5—150—10—190	110—4—150—E.B.—5—190—E.B.—5—220	
21	Senior Surveyor ..	1	180—10—300—E.B.—15—360	210—10—290—15—320—E.B.—15—425	
22	Surveyor ..	14	145—5—190—E.B.—10—300 ..	160—10—270—E.B.—10—290—15—320 (Diploma holders in Engineering to start on Rs. 180)	
23	Head Draftsman ..	1	240—10—300—15—360 ..	250—10—290—15—380	
24	Draftsman ..	11	145—5—185—E.B.—6—215 ..	150—8—190—10—220—E.B.—10—270	
25	Assistant Draftsman	6	125—5—160	130—4—150—5—175—E.B.—5—200—6—230	
26	Tracer ..	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
27	Laboratory Assistant.	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
28	Superintendent ..	1	250—10—350	260—10—290—15—410	
29	Head Accountant ..	1	250—10—350	260—10—290—15—410	
30	Store Superintendent.	1	200—10—260—E.B.—15—350	200—10—290—E.B.—15—410	
31	Storekeeper ..	2	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
32	Noting Assistant ..	2	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
33	Upper Division Clerk.	3	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
34	Accountant ..	3	160—8—200—9—245 ..	150—8—190—10—220—E.B.—10—270	
35	Cashier ..	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
36	Mining Clerk ..	7	125—5—170	150—8—190—10—220—E.B.—10—270	

Directorate of Geology and Mining—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
37	Museum and Library Assistant.	1	150—8—190—10—210—E.B.—10—270	(*i*) 160—10—250—E.B.—10—300 (For graduates holding a diploma in Library Science) (*ii*) 150—8—190—10—220—E.B.—10—270 (For others)	
38	Lower Division Clerk.	5	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
39	Assistant Mining Clerk.	9	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
40	Typist ..	5	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
41	Stenographer ..	5	150—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	CLASS IV				
42	Sampler ..	2	100—3—130—E.B.—4—170 .. (For Secondary School Certificate holders) 91—3—130—E.B.—4—150 .. (For non Secondary School Certificate holders)	110—4—150—E.B.—5—200 (For Secondary School Certificate holders 100—3—130—E.B.—3—136—4—160 (For others)	
43	Driver ..	26	(*i*) 100—3—130—(Jeep Driver) (*ii*) 100—3—130—E.B.—4—150 (For those who posses licence for heavy motor vehicle)	(*i*) 110—3—128—4—140 (For post of Jeep Drivers) (*ii*) 110—3—128—4—180 (For posts, incumbents of which are required to possess a licence for driving heavy motor vehicles)	
44	Section Grinder ..	1	85—2—105	90—2—100—E.B.—3—115	
45	Naik ..	2	70—1—80—E.B.—1—85 ..	80—2—100	
46	Peon ..	21	65—1—75	70—1—80—E.B.—2—90	
47	Chainman ..	12	35—1—75	70—1—80—E.B.—2—90	
48	Mazdoor ..	6	65—1—75	70—1—80—E.B.—2—90	
49	Cleaner ..	10	65—1—75	70—1—80—E.B.—2—90	
50	Attendant-*cum*-Watchman	11	65—1—75	70—1—80—E.B.—2—90	
51	Pump Khalashi ..	20	65—1—75	70—1—80—E.B.—2—90	
52	Sweeper ..	1	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 81

DIRECTORATE OF INDUSTRIES

The main function of the Directorate is to promote the growth of industries in the State. Its activities can be broadly considered under the following heads :—

(i) Large scale industries.

(ii) Small scale industries.

(iii) Cottage and Village industries.

(iv) Miscellaneous.

The miscellaneous functions of the Directorate are as follows:—

(*a*) Stores purchase for Offices and Departments of the State Government through a Central Stores Purchase Organisation.

(b) Operation of the Textile Control orders issued by the Central Government

(*c*) Conduct of the Government Distillary at Chitali, etc.

The Department conducts Industrial Research Institute at Bombay and Poona and Small Scale Industries Research Institute at Poona at which analytical and testing work is done.

At the head of the Department is the Industries Commissioner who is also *ex-officio* Additional Secretary to Government in the Industries and Labour Department. He is assisted at head quarters by Joint Directors of Industries, Deputy Directors of Industries, Assistant Directors of Industries and Industries Officers, etc. Directly under Industries Commissioner is an Accounts Officer, who looks after all accounts matters. The field staff of the Department is under the Control of Regional Deputy Directors of Industries, with Head Quarters at Bombay, Poona and Nagpur and an Assistant Director of Industries with head Quarters at Aurangabad.

Directly under the Head quarter office come (i) the Bombay Region, (ii) the Superintendent of the Government Distillary at Chitali, (iii) the 4 Assistant Directors and few other officers.

There is an Industries Officer in each District. He is responsible for the work within the District. Each Industries Officer is assisted by a number of Industries Inspectors stationed at Taluka Head Quarters. The Industries Officers are directly responsible not to the Deputy or Assistant Director of Industries for the Divisions concerned but to the Collector of the District who is *ex-officio* Deputy Commissioner of Industries and vested with several of the executive powers of the Industries Commissioner.

The post of Industries Commissioner is held by an I.A.S. Officer and therefore, we have not considered this post. Designations of various other posts in the Department, their existing pay scales, and pay scales recommended by us for them are indicated in the accompanying schedule. Considerations underlying our recommendations in regard to pay-scales of some of the categories are discussed below:—

2. *Director of Industries* (Rs. 1,800—2,000 C) :

We have suggested abolition of City scales, and revised scale of Rs. 1,800—2,000 is recommended for the post.

3. *Accounts Officers* (Rs. 400—1,100) :

The post is included in Maharashtra Finance and Accounts Service. We have, therefore, proposed a revised scale of Rs. 410—965 (Probationary pay of Rs. 380) for the post.

4. *Senior Industries Inspector* (Rs. 210—425); *Junior Industries Inspector* (Rs. 200—275) :

The Administrative Department has suggested that a common scale may be prescribed for both the categories of posts. We, however, feel that the present difference in the scales should be maintained. Accordingly we have proposed a revised scale of Rs. 260—455 for the post of Senior Industries Inspector and scale of Rs. 200--320 for the post of Junior Industries Inspector.

5. *Stenographer (Higher Grade)* (Rs. 230—450 C) :

The department has reported that the existing incumbents are allowed this scale as personal to them. We do not consider it necessary to allow them the benefit of the revised scale which we are separately proposing for higher grade Stenographer.

We understand that revised pay scales for the post of Maistry, Head Master and Assistant Cotton Weaving Instructor had not been sanctioned in the general revision of pay scales of 1962. We have now proposed revised scales for the posts on the basis of revised scales which are admissiable to them in the revision of 1962.

6. *Offices under Industries Commissioner*: —

(i) *Government Distillery, Chitli*: —

We find that at present for some posts special pay equal to 15 % of grade pay has been attached. For such posts scales with the benefit of merger of dearness allowance in pay had not been sanctioned, in the revision of pay scales of 1962. We have now proposed revised scales for these posts after taking into account the revised scales which would have been admissible for the posts in the revision of 1962. Government may re-examine now the case for continuance of special pay to the staff.

(ii) *Government Central Workshop and Stores, Nagpur.*

(i) *Assistant Superintendent* (Rs. 250—715) :

From the recruitment rule and duties, it seems that the post is equivalent to the post of Deputy Engineer. We have, therefore, suggested a revised scale of Rs. 325—850 (probationary pay Rs. 325) for the post. The same scale has been proposed by us for the post of Deputy Engineer under Buildings and Communications Department.

(iii) *Junior Engineer* (Rs. 300—375); *Junior Assistant* (Rs. 225—350) :

The Administrative Department has equated these posts with the post of Overseer in the Buildings and Communications Department and hence we have suggested a revised scale of Rs. 160—380 for the posts with provision for higher start of Rs. 180 for Diploma holders and Rs. 240 for Engineering graduates.

The same scale has been proposed by us for Overseer in the Buildings and Communications Department.

7. *Special pay* :

The posts for which special pay is at present sanctioned are mentioned below :

(i) Deputy Director of Industries (Industrial Estate).		Rs. 100
(ii) Assistant Industries Commissioner	... ...	Rs. 150 and Rs. 100
(iii) Industries Officer	... ...	Rs. 50

We are informed that duties of these Officers are arduous in that they are dealing with State wide planning of industrial estates, etc. We, therefore, recommend the continuance of these special pays.

(iv) *Chief Zonal Inspector* Rs. 50 :

The special pay has been granted as he is required to supervise the work of various Industries Inspectors. The special pay may therefore, continue.

(v) *Senior Clerk* (*Building Control*) Rs. 15, and (vi) *Stores Clerk* : Rs. 15 :

We understand that the special pay has been given for attending to correspondence of building control section and for handling stores respectively. The special pay does not appear to be justified and may therefore be discontinued.

(vii) *Bradma Operator*—Rs. 15 :

Special pay has been given for operating the machine. The special pay may be continued.

(viii) Special pay sanctioned to head typist for supervising the work of typists and to Clerks/Cashiers for handling cash may be contiued.

SCHEDULE

DIRECTORATE OF INDUSTRIES

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Industries	1	1,800—100—2,000 (C) ..	1,800—100—2,000	
2	Joint Director of Industries.	1	900—50—1,200 .. .. (Pay of Rs. 900 during the period of probation)	900—50—1,300 (Fixed pay of Rs. 900 during the period of probation)	
3	Deputy Director of Industries.	13	650—40—730—45—1,000—50—1,100 (Pay of Rs. 650 during the period of probation) Special pay of Rs. 100 for one post	650—45—1,100—50—1,150 (Fixed pay of Rs. 650 during the period of probation) Special pay of Rs. 100 for one post to continue.	
4	Assistant Director of Industries.	16	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Pay of Rs. 350 during the period of probation).	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
5	Accounts Officer ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Pay of Rs. 350 during the period of probation).	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation) (For officers of the Maharashtra Finance and Account Service)	
6	Officer on Special Duty	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Pay of Rs. 350 during the period of probation)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
7	Industrial Statistician	1	400—30—610—E.B.—40—730—45—865 (C) (Pay of Rs. 350 during the period of probation)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	To be redesignated as Industries Officer.
	Assistant Industries Commissioner.	2	350—400—30—610—40—730 .. Special pays of Rs. 150 and Rs. 100 respectively.	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation). Special pays to continue.	

Directorate of Industries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
9	Industries Officer ..	2	375—25—500—E.B.—25—550—30—670 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
10	Industries Officer ..	67	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay of Rs. 50 for one post.	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation). Special pay to continue.	
11	Fibre Expert ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
12	Wool Expert ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
13	Leather Expert ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
14	Superintendent (Workshop) (Nagpur, Sangli and Poona).	3	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
	Non-Gazetted				
15	Senior Industries Inspector.	59	210—10—300—E.B.—10—350—15—425	260—15—455	
16	Jr. Industries Inspector.	163	200—7—235—8—275 ..	200—10—290—15—320	
17	Manager, Industrial Estate.	2	255—10—305—15—350—E.B.—15—410—20—450	260—15—455	
18	Manager, Extension Centre.	2	255—10—305—15—350—E.B.—15—410—20—450	260—15—455	
19	Bradma Operator ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 15	110—3—128—4—144—E.B.—4—180 Special pay to continue.	
20	Mistry ..	4	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
21	Assistant Mistry ..	1	115—3—145	110—3—128—4—136—E.B.—4—160	
22	Machinist ..	8	100—3—130—4—146 at Nagpur 91—3—130—E.B.—4—150 (For non-S.S.C. at Sangli) 100—3—130—E.B.—4—170 (For S.S.C., at Sangli)	110—3—128—4—136—E.B.—4—160	
23	Research Assistant (Chemicals)	6	300—15—420—E.B.—15—450—20—490 (C) 250—10—300—E.B.—10—450	300—15—390—20—430—E.B.—20—550	
24	Assistant Chemist ..	1	200—10—300 (C) ..	170—10—270—E.B.—10—290—15—320	
25	Junior Chemist ..	4	200—7—235—8—275 (C) ..	170—10—250—E.B.—10—290—15—320	
26	Junior Chemist ..	1	160—5—175—7—203—E.B.—7—245.	170—10—250—E.B.—10—290—15—320	
27	Draftsman ..	3	165—5—195—7—265 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		2	125—4—165—E.B.—5—220		
28	Tracer ..	1	91—3—130	110—4—150—E.B.—5—200	
29	Textile Inspector ..	1	160—5—190 (C)	135—5—170—6—200	
30	Cotton Weaving Instructor.	5	115—3—130	125—4—165	

Directorate of Industries—contd.

Serial No.	Designation	No. of posts.	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
31	Leather working Instructor.	10	125—4—145—5—160 ..	135—5—170—6—200	
32	Tanning Demonstrator.				
33	Leather Demonstrator.				
34	Supervisor ..	2	145—5—195—E.B.—5—245 ..	155—5—170—6—200—E.B.—8—240—10—270	
35	Driver ..	5	120—4—148 (C) .. .. 100—3—130	110—3—128—4—140	
36	Mechanic ..	1	130—4—170 (C)	125—4—165	
37	Manual Assistant ..	3	82—2—102—E.B.—2—112 (C)	90—2—100—3—115—E.B.—3—136—4—140	
		105	85—2—105—E.B.—3—135		
38	Research Assistant (Statistic).	7	270—15—360—E.B.—15—450—(C)	200—10—290—E.B.—15—410	
39	Statistical Assistant	6	220—10—300 (C) ..	200—10—290—15—320	
40	Statistical Assistant (Investigator).	4	145—8—185	150—8—190—10—220—E.B.—10—270	
41	Senior Superintendent.	2	370—20—490 (C)	340—20—500	
42	Junior Superintendent	8	320—20—440 (C)	260—10—290—15—410	
43	Auditor ..	1	250—10—350	260—10—290—15—410	
44	Head of Branch ..	34	220—10—300 (C)	200—10—290—15—320	
45	Head of Branch ..	2	220—10—300 (C)	200—10—290—15—320	
46	Head of Branch/Head Clerk.	5	195—10—245	200—10—290—15—320	
47	Head Clerk-*cum*-Accountant.	4	195—10—245	200—10—290—15—320	
48	Noting Assistant ..	53	200—10—280 (C)	150—8—190—10—220—E.B.—10—270	
49	Noting Assistant ..	3	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
50	Accountant-*cum*-Typist.	2	145—8—185	150—8—190—10—220—E.B.—10—270	
51	Accountant-*cum*-Storekeeper	1	145—5—195—E.B.—5—245 ..	150—8—190—10—220—E.B.—10—270	
52	Senior Clerk ..	39	145—8—185	150—8—190—10—220—E.B.—10—270	
53	Upper Division Clerk	2	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
54	Clerk/Junior Clerk ..	155	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		149	100—3—130—E.B.—4—170		

Directorate of Industries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
55	Typist ..	31	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		8	100—3—130—E.B.—4—170		
56	Clerk-Typist ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		24	100—3—130—E.B.—4—170		
57	Steno-Typist ..	5	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	(*i*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For direct recruit)	
		7	100—3—130—E.B.—4—170 .. (*Plus* shorthand allowance according to speed)	(*ii*) 110—4—150—E.B.—5—200 (*Plus* shorthand allowance according to speed for those drawn from clerical cadre).	
58	Cashier ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
59	Storekeeper ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 15.	110—4—150—E.B.—5—200 Special pay to continue.	
60	Laboratory Assistant	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
61	Senior Clerk	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
62	Stenographer (Higher Grade).	4	250—10—350—E.B.—15—500 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
63	Stenographer (Lower Grade).	5	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
64	Stenographer ..	1	145—5—170—6—200 ..	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
65	Librarian ..	1	190—6—238—E.B.—6—250—10—300 (C)	160—10—250—E.B.—10—300	
	CLASS IV				
66	Daftary ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
67	Naik ..	3	77—1—87—E.B.—1—92 (C) ..	80—2—100	
68	Peon	75	72—1—82 (C)	70—1—80—E.B.—2—90	
69	Peon ..	163	65—1—75	70—1—80—E.B.—2—90	
70	Cleaner ..	2	65—1—75	70—1—80—E.B.—2—90	
71	Hamal ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
72	Sweeper ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
73	Sweeper ..	1	65—1—75	70—1—80—E.B.—2—90	
74	Laboratory Boy ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
75	Laboratory Boy ..	1	65—1—75	70—1—80—E.B.—2—90	
76	Night Watchman ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
77	Night Watchman/Chowkidar Watchman.	10	65—1—75	70—1—80—E.B.—2—90	
78	Fireman ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
79	Fieldman ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
80	Mazdoor ..	2	65—1—75	70—1—80—E.B.—2—90	

Directorate of Industries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			GOVERNMENT DISTILLERY, CHITLI.		
			Rs.	Rs.	
	Gazetted				
1	Accounts Officer ..	1	350—400—30—610—40—730 ..	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
2	Engineer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
3	Medical Officer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—50—850 (Fixed pay of Rs. 325 during the period of probation)	
4	Chemist ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
5	Assistant Chemist ..	5	200—10—260—E.B.—15—350	200—10—290—E.B.—15—380	
6	Assistant Engineer ..	1	220—10—300—E.B.—10—350—15—380	220—10—290—15—320—E.B.—15—410	
7	Supervisor, Stores Section.	1	220—10—300—E.B.—10—350—15—380	220—10—290—15—320—E.B.—15—410	
8	Overseer ..	1	130—5—150—8—190—E.B.—10—270—E.B.—10—320	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and Degree holder to start on Rs. 240)	
9	Head Clerk-*cum*-Accountant.	1	210—10—280	200—10—290—15—320	

Director of Industries—contd.

PART B.

Posts of which scales were not revised in 1962 revision.

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision	Merger scale of pay admissible in 1-7-1962 revision	Recommended scale of pay
1	2	3	4	5	6
			*CHITALI DISTILLERY		
1	Superintendent ..	1	Rs. 350—30—650—E.B.—45—1,100 (Probationary pay Rs. 300) (Special pay Rs. 150)	Rs. 400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 350)	Rs. 410—30—650—E.B.—45—1,100—50—1150 (Fixed pay Rs. 380 during probation)
2	Accounts Clerk ..	5	100—8—140 .. (Special pay 15 %)	145—8—185 ..	150—8—190—10—220—E.B.—10—270
3	Clerk, Time-keeper, Stores Clerk, Warehouse Clerk.	17	(*i*) 46—3—85 (*ii*) 46—3—85—E.B.—4—125—5—130 (Special pay 15 %)	100—3—130—E.B.—4—170	110—4—150—E.B.—5—200
4	Stenographer ..	1	100—5—125—6—155—E.B.—6—185—8—225 (Special pay 15 %)	160—6—190—8—230—E.B.—10—220—15—350	180—6—210—8—250—10—330—E.B.—10—350—15—380
5	Midwife ..	1	75—5—100 .. (Special pay 15 %)	120—5—145 ..	125—4—165
6	Estate Jamadar, Fitter 'A' Grade, Turbine Attendant, Turner, Blacksmith, Fitter, Welder, Electrician, Carpenter.	17	70—3—100 .. (Special pay 15 %)	115—3—145 ..	125—4—165
7	Engine Driver ..	2	60—4—100 .. (Special pay 15 %)	105—4—145 ..	110—3—128—4—136—E.B.—4—160
8	Motor Driver ..	2	61—3—85 .. (Special pay 15 %)	100—3—130 ..	110—3—128—4—140
9	Operator (Water Works), Fitter, Attendant.	4	55—3—85 .. (Special pay 15 %)	100—3—130 ..	110—3—128—4—140
10	Stores Attendant, Stillman, Wireman.	9	50—2—70 .. (Special pay 15 %)	91—3—130 ..	100—3—136—4—140
	CLASS IV				
11	Fermentation Attendant, Laboratory Attendant, Pump Attendant 'A' Grade, Mason.	11	40—2—60 .. (Special pay 15 %)	85—2—105 ..	90—2—100—3—115
12	Naik, Female Attendant, Oilman	1	35—1—45 .. (Special pay 15 %)	70—1—80—E.B.—1—85	80—2—100
13	Female Attendant/Oilman.	3	35—1—45 ..	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
14	Assistant Store Attendant, Yeast Attendant, Dilution Attendant, Pump Attendant, Coal-Mazdoor *cum*-Fireman.	31	35—1—40 .. (Special pay 15 %)	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
15	Peon, Cleaner, Sweeper, Watchman, Helper, Helper (Warehouse).	38	30—½—35 .. .. (Special pay 15 %)	65—1—75	70—1—80—E.B.—2—90
16	Dresser ..	1	35—1—50 .. .. (Special pay 15 %)	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
17	Mali	1	30—½—35 ..	65—1—75—E.B.—1—80	70—1—80—E.B.—2—100

*Regarding continuance of existing special pay, please see remarks in paragraph 6 of the chapter.

Directorate of Industries--contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			TEXTILE INSTITUTE		
			Rs.	Rs.	
1	Textile Expert ..	1	370—370—40—650—E.B.—40—930	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
2	Tassar Superintendent.	1	250—250—15—340—E.B.—15—400—25—425	260—15—455	
3	Calendering and Finishing Master.	1	200—10—300	220—10—290—15—320	
4	Sales Manager ..	1	195—10—245	200—10—290—15—320	
5	Grainage Technician	2	145—10—195	155—5—170—6—200—8—240	
6	Manager-*cum*-Demonstrator.	1	140—5—145—8—185—E.B.—10—245	155—5—170—6—200—E.B.—8—240—10—270	
7	Dyeing Master ..	1	145—145—5—195—E.B.—5—245	155—5—170—6—200—E.B.—8—240—10—270	
8	Dyeing and Printing Demonstrator.	1	145—145—5—195—E.B.—5—245	155—5—170—6—200—E.B.—8—240—10—270	
9	Weaving Assistant	1	145—145—5—195—E.B.—5—245	155—5—170—6—200—E.B.—8—240—10—270	
10	Factory Manager ..	1	125—5—165—E.B.—5—205 ..	135—5—170—6—188—E.B.—6—200—8—240	
11	Weaving Foreman	1	110—3—137	125—4—165	
12	Assistant Dyeing Master.	1	120—5—145	125—4—165	
13	Tassar Demonstrator.	5	120—5—145	125—4—165	
14	Weaving Teacher ..	2	120—5—145	125—4—165	
15	Assistant Calendering and Finishing Master.	1	120—5—145	125—4—165	
16	Assistant Instructor	1	110—3—137	125—4—165	
17	Storekeeper-*cum*-Accountant.	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
18	Operator ..	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
	CLASS IV				
19	Grainage Operator-*cum* Rearer.	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
20	Rearer ..	4	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
21	Fieldman ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
22	Cottonweaver ..	8	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
23	Cleaner ..	1	65—1—75	70—1—80—E.B.—2—90	
24	Fireman ..	1	65—1—75	70—1—80—E.B.—2—90	

Directorate of Industries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
	2	3	4	5	6
	INDUSTRIES COMMISSIONER (SMALL INDUSTRIES, RESEARCH INSTITUTE)				
			Rs.	Rs.	
1	Assistant Superintendent (Workshop).	1	250—15—375	275—15—410	
2	Assistant Superintendent (Chemical).	1	200—10—280—E.B.—10—350	200—10—290—E.B.—15—380	
3	Assistant Engineer (Wood Distillation)	1	200—10—280—E.B.—10—350	200—10—290—E.B.—15—380	
4	Assistant Superintendent (Handloom)	1	210—10—270—E.B.—10—330	200—10—290—E.B.—15—380	
5	Artist Designer ..	1	200—10—350	200—10—290—E.B.—15—380	
6	Superintendent (I.E.)	1	230—10—330 (C) ..	200—10—300	
7	Assistant Superintendent (Dyeing and Printing)	1	185—10—225	200—10—300	
8	Assistant Superintendent (Ceramics)	1	160—6—220	200—10—300	
9	Assistant Superintendent (Lock)	1	195—10—245 ..	200—10—300	
10	District Officer ..	1	195—10—245	200—10—300	
11	Assistant Engineer (Oil).	1	185—10—245	200—10—300	
12	Assistant Engineer (Lock).	1	195—10—245	200—10—300	
13	Fancy Jobber ..	1	185—5—215	180—9—270	
14	Spinner ..	1	185—5—215	180—9—270	
15	Assistant Chemist ..	4	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
16	Shift Foreman ..	3	145—5—170	155—5—170—6—200	
17	Master Table Blower.	2	145—5—185	155—5—170—6—200	
18	Master Machinist ..	2	145—8—185—10—215 (G) ..	155—5—170—6—200	
19	Assistant Mechanic	1	145—8—185	155—5—170—6—200	
20	Instructor ..	1	145—5—170	155—5—170—6—200	
		1	137—4—165—5—185 ..	155—5—170—6—200	
21	Senior Glass Worker.	1	145—5—170	155—5—170—6—200	
22	Turner ..	1	137—4—181	135—5—170—6—200	
23	Carpenter ..	1	125—4—149—E.B.—4—165—5—170	135—5—170—6—200	
		1	125—4—145—5—160 ..	135—5—170—6—200	
24	Ghani Mechanic ..	2	137—4—161	135—5—170—6—200	

Directorate of Industries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	INDUSTRIES COMMISSIONER (SMALL INDUSTRIES, RESEARCH INSTITUTE)—contd.				
			Rs.	Rs.	
25	Carpenter-*cum*-Pattern Maker.	1	125—4—145—5—165 ..	135—5—170—6—200	
26	Master Printer ..	2	135—5—170	135—5—170—6—200	
27	Dyer-*cum*-Printer ..	1	135—5—170	135—5—170—6—200	
28	Foreman ..	2	125—4—145—5—160 ..	135—5—170—6—200	
29	Moulder ..	1	125—4—145—5—165 ..	135—5—170—6—200	
30	Weaver/Weaver-*cum*-Sizer.	7	125—3—146—4—150 ..	125—4—157—E.B.—4—165—5—180	
31	Electroplater ..	1	115—3—130—4—138—E.B.—4—166	125—4—157—E.B.—4—165—5—180	
32	Fitter ..	4	115—3—130—4—138—E.B.—4—166	125—4—157—E.B.—4—165—5—180	
			115—3—130—5—135—E.B.—5—185	125—4—157—E.B.—4—165—5—180	
33	Blacksmith ..	2	115—3—130—4—138—E.B.—4—166	125—4—157—E.B.—4—165—5—180	
34	Blacksmith ..	1	115—3—130	125—4—165	
35	Junior Glass Worker.	1	115—3—130	125—4—165	
36	Mason-*cum*-Carpenter	1	120—5—135	125—4—165	
37	Ghani Carpenter ..	2	120—5—135	125—4—165	
			137—4—161	125—4—165	
38	Oilman ..	1	110—3—137	125—4—165	
39	Assistant Turner ..	1	117—4—145	125—4—165	
40	Fitter ..	1	115—3—130	125—4—165	
41	Assistant Master Table Blower.	1	100—3—130—E.B.—5—150 ..	110—3—128—4—136—E.B.—4—160	
42	Assistant skilled worker.	2	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
43	Head Clerk ..	1	195—10—245	200—10—290—15—320	
44	Senior Clerk-*cum*-Storekeeper	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
45	Storekeeper ..	1	145—8—185	150—8—190—10—220—E.B.—10—270	
46	Clerk-*cum*-Storekeeper	4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	CLASS IV				
47	Hammer-Man ..	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
48	Assistant Fitter ..	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
49	Semi skilled worker	8	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
50	Day Watchman/Night Watchman/Winder/Unskilled worker/Peon/Laboratory Boy Peon-*cum* Chowkidar.	22	65—1—75	70—1—80—E.B.—2—90	

Directorate of Industries—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
			GOVERNMENT WORKSHOP AND STORES, NAGPUR		
			Rs.	Rs.	
	Gazetted.				
1	Superintendent ..	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 350)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the probation).	
2	Assistant Superintendent.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
	Non-Gazetted				
3	Junior Engineer ..	..	300—15—375	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and degree holders to start on Rs. 240)	
4	Junior Assistant ..	..	225—15—300—10—350 ..	160—10—290—E.B.—15—380 (Diploma holders to start on Rs. 180 and degree holders to start on Rs. 240)	
5	Office Assistant Superintendent.	..	200—10—250—15—295 ..	200—10—290—15—320	
6	Senior Accountant ..	..	180—10—280—E.B.—10—300—15—405	200—10—290—E.B.—15—410	
7	Clerk-*cum*-Storekeeper.	..	115—3—145—E.B.—5—190 ..	130—5—150—8—174—E.B.—8 190—10—220	
8	Store-keeper ..	..	115—3—145—E.B.—5—190 ..	130—5—150—8—174—E.B.—8 —190—10—220	
9	Cashier ..	..	145—145—5—195—E.B.—5—245	150—8—190—10—220—E.B.—10—270	
10	Draftsman ..	..	125—125—4—165—E.B.—5—220	130—4—150—5—175—E.B.—5 —200—6—230	
11	Supervisor ..	..	145—5—190—E.B.—10—300 ..	150—8—190—10—230—E.B.—10—300	
12	Auto Fitter ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 160	
13	Bench Fitter ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	
14	Turner ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	
15	Electrician ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	
16	Machinist ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	
17	Carpenter ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	
18	Moulder ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4 —160	

Directorate of Industries—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.	GOVERNMENT WORKSHOP AND STORES, NAGPUR—*contd.*	Rs.	Rs.	
19	Miller ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
20	Welder ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
21	Driver-*cum*-Mechanical Fitter.	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
22	Grinding Operator ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
23	Tin and Copper Smith.	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
24	Painter ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
25	Blacksmith ..	..	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
26	Drilling Operator ..	..	91—3—130	100—3—136—4—140	
27	Junior Machinist ..	..	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
28	Assistant Auto Fitter	..	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
29	Mochi ..	..	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
30	Assistant Welder ..	..	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
31	Assistant Moulder ..	..	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
32	Cleaner ..	..	65—1—75	70—1—80—E.B.—2—90	
33	Semi skilled Attendant.	..	65—1—75	70—1—80—E.B.—2—90	
34	Assistant Fitter ..	..	65—1—75	70—1—80—E.B.—2—90	
35	Assistant Blacksmith	..	65—1—75	70—1—80—E.B.—2—90	

PART B

Posts of which scales were not revised in 1962 revision.

Serial No.	Designation.	No. of posts	Scale of pay which remained to be revised in 1962 general revision.	Merger scale of pay admissible in 1-7-1962 revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
			Directorate of Industries.		
1	Mistry ..	1	80—4—120—5—150 ..	125—4—165—5—190 ..	110—4—150—E.B.—5—200.
2	Assistant Cotton Weaving Instructor.	1	50—2—60	85—2—105 ..	90—2—100—3—115
3	Head Master ..	1	150—10—200 ..	195—10—245 ..	200—10—300
4	Technical Assistant	1	100—8—140 ..	145—8—185 ..	155—5—170—6—200

CHAPTER 82

FACTORY DEPARTMENT

The Factory Department started functioning in 1923. It administers the provisions of Factories Act, 1948. The Chief Inspector of Factories, who is the head of the organisation, works under the administrative control of the Commissioner of Labour and Director of Employment. He is assisted by three Deputy Chief Inspectors of Factories and other inspectorial staff.

2. Designations of various posts in the Department their existing scales and the revised scales recommended by us for them are shown in the appended schedule. Considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed in the paragraphs below.

3. *Chief Inspector of Factories* (Rs. 1,300—1,600) :

The post is filled either by promotion from amongst Deputy Chief Inspectors of Factories or by nomination of candidates who are (i) graduates in Mechanical and/or Electrical Engineering ; (ii) have experience of not less than 10 years in a responsible position both in technical and managerial capacity ; (iii) have general knowledge of principles of construction of factory buildings including lighting, ventilation and sanitation ; and (iv) are conversant with occupational diseases and methods of their prevention. The post is already in the scale of Rs. 1,300—1,600 i.e. the same as the scale of Superintending Engineers with whom the Secretariat Department has equated the post. We do not consider that any change in the existing scale is necessary.

4. *Deputy Chief Inspector of Factories* (Rs. 610—1,100) :

The post is filled by promotion from amongst the Senior Inspectors of Factories. In addition to the scale of pay the post carries a special pay of Rs. 100 which has been sanctioned to distinguish it from the post of Senior Inspector with which it has a common scale. As the special pay is in lieu of a higher scale, we think that it should be merged with the scale of pay of the post. We accordingly recommend a revised scale of Rs. 740—45—1,100—50—1,150 without any special pay for the post. The special pay may be taken into account for the purpose of initial pay fixation.

5. *Senior Inspector of Factories/Senior Inspector of Factories and Personal Assistant* (Rs. 610—1,100) ; *Junior Inspector of Factories* (Rs. 370—1,100) :

The posts of Senior Inspector and Senior Inspector and Personal Assistant are filled by promotion of Junior Inspectors while those of Junior Inspectors are filled either by promotion of Inspectors of Notified Factories or by nomination of candidates possessing a degree in Mechanical and/or Electrical Engineering or First Class Diploma in Mechanical and/or Electrical Engineering. The Secretariat Department has pointed out that there is no difference in the duties attached to the posts of Senior and Junior Inspectors. The existing scales of pay attached to the two categories are also identical in the later stages. We, therefore, accept the suggestion made by the Secretariat Department to amalgamate the two scales and recommend a revised scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 (fixed pay of Rs. 380 during the period of probation) for all these posts. We also accept the suggestion of the Secretariat Department that the post of Senior Inspector of Factories and Personal Assistant be brought on the combined cadre of Inspectors.

6. *Technical Inspector of Factories* (Rs. 450—1,050) :

The post is filled either by promotion from amongst Junior Inspectors of Factories satisfying the qualifications prescribed for direct recruits or by noimnation of candidates possessing a degree in Textile or Textile Technology or L.T.M. Diploma in

Second Class and practical experience for not less than 4 years in a textile mill. It is stated that the post was originally created to help the Tribunals in deciding disputes relating to textile workers about standardisation. The Secretariat Department considers that it is no longer necessary to continue the post as a separate category and has suggested that the post may be brought on the combined cadre of Inspectors. We accept the suggestion and recommend a revised scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 (fixed pay of Rs. 380 during the period of probation) for the post.

7. *Medical Inspector of Factories* (Rs. 500—1,100) :

The post is filled either by promotion of Junior Medical Inspectors of Factories or by nomination of a candidate possessing M.B.B.S. degree and a degree or diploma in Industrial Health or equivalent qualifications. The Medical Inspector of Factories has to conduct research in industrial diseases and hazardous occupations and to give advice on medical matters. He has also to attend to the inspection of factories from the medical point of view. The Secretariat Department has suggested that the post should be continued as a special post because of the specialised knowledge in industrial medicine which the incumbent is required to possess and has suggested that it may be brought on the scale of Civil Surgeons. We recommend a revised scale of Rs. 560—30—650—45—875—E.B.—45—1,100—50—1,150 (fixed pay of Rs. 530 during the period of probation) for the post.

8. *Junior Medical Inspector of Factories* (Rs. 400—930) ; *Lady Inspector of Factories* (Rs. 250—715) :

The qualifications prescribed for both the posts are more or less similar viz. an M.B.B.S. degree and practical experience of not less than 3 years. The pay scale of the post of Junior Inspector has been recently revised from Rs. 340—550 to Rs. 400—930. The post, however, is reported to be still vacant for want of a suitable candidate on the sanctioned scale. The duties attached to the post are the same as those attached to the post of Medical Inspector of Factories while those attached to the post of Lady Inspector of Factories are to enforce the provisions of Bombay Maternity Act and to inspect factories from the point of view of welfare of women workers. Having regard to the qualifications prescribed and the fact that prospects of promotion available in the Department for these officers are limited, we recommend a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) for them.

9. *Certifying Surgeon* (Rs. 250—715) :

The post is borne on the Maharashtra Medical Services Class II cadre. A revised scale of Rs. 325—25—550—30—610—E.B.—30—850 (fixed pay of Rs. 325 during the period of probation) is recommended for the post.

10. *Inspector of Notified Factories* (Rs. 300—715) :

The posts are filled by nomination of candidates having a degree in Mechanical or Electrical Engineering/Chemical Technology/Chemical Engineering/Textile Manufacture/Textile Chemistry/or a First Class Diploma in Mechanical and/or Electrical Engineering. The Secretariat Department has equated these posts with the posts of Industries Officers in the Industries Department. We accept the equation and recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 300 during the period of probation) for them.

11. *Inspector under Payment of Wages Act* (Rs. 330—615) :

The post is filled by nomination of a Law Graduate having three years experience. It is stated that the post was orginally created for performing certain duties under the Payment of Wages Act when the Act was mainly restricted to the textile industry.

The post has now become superfluous since all the Inspectors of Factories and Government Labour Officers have been declared as Inspectors under the Payment of Wages Act. The Secretariat Department considers that this post can be abolished after the present incumbent retires. The Department has, therefore, proposed that the post may be brought on the scale of the Inspectors of Notified Factories. We accept the suggestion and recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (fixed pay of Rs. 300 during the period of probation).

12. *Legal Assistant* (Rs. 330—615) :

The post is filled by nomination of a candidate possessing a degree in Law and experience of atleast five years in the conduct of cases in criminal courts. The existing scale of the post is ad-hoc. We recommend a revised scale of Rs. 340—20—500—E.B.—25—650 (fixed pay of Rs. 340 during the period of probation) for the post.

13. *Senior Chemist* (Rs. 210—300 C) :

According to the prescribed recruitment rule, the post is to be filled by nomination of a candidate possessing a Master's Degree in Science in Organic or Inorganic Chemistry and practical experience in chemical analysis for atleast 5 years in a well established laboratory. It is stated that despite repeated advertisements the post has remained vacant. The Department has, therefore, proposed that the post be converted into a gazetted post and brought on the cadre of Inspectors of Notified Factories. The Senior Chemist is required to conduct research in industrial diseases and hazardous occupations and works under the Medical Inspector of Factories. We do not consider that it is necessary to upgrade the post to the extent proposed by the Department. We, however, accept that some improvement is necessary and recommend a revised scale of Rs. 300—15—390—20—430—E.B.—20—550 for the post.

14. *Laboratory Technicians* (Rs. 190—10—270 C) :

The post is filled by direct appointment of a Science Graduate. A revised scale of Rs. 170—10—250—E.B.—10—290—15—320 is recommended.

15. *Inspector of Notified Factories* (*Artist*) (Rs. 220—10—300 C) :

The post has been created very recently. It is to be filled by appointment of a candidate holding a diploma in Commercial Art. The Department considers that this should be brought on the scale of Inspectors of Notified Factories. The duties of the post consist of preparation and display of posters and taking of photographs of the spots of accidents. We are unable to accept the suggestion to equate the post with that of an Inspector of Notified Factories. As the Inspector is essentially an Artist, we recommend a revised scale of Rs. 200—10—290—15—320 for the post.

16. *Adrama Operator* (Rs. 100—135 C) :

The post is filled by promotion of members of Class IV staff or by nomination of candidates having a fair working knowledge of reading English manuscripts and holding a certificate in training in the operation of Adrema Machine. A revised scale of Rs. 90—2—100—3—115—E.B.—3—130 is recommended.

17. *Special pays* :

The special pays drawn by the staff for handling cash and attending to accounts may continue.

SCHEDULE

FACTORY DEPARTMENT

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Chief Inspector of Factories.	1	1,300—60—1,600	1,300—60—1,600	
2	Deputy Chief Inspector of Factories.	3	610—40—730—45—835—E.B.—45—1,000—50—1,100 (Special pay Rs. 100)	740—45—1,100—50—1,150 (Special pay to be discontinued) (Special pay to be taken into account for initial pay fixation of present incumbents)	
3	Senior Inspector of Factories.	5	610—40—730—45—865—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
4	Senior Inspector of Factories and Personal Assistant.	1	610—40—730—45—865—E.B.—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
5	Junior Inspector of Factories.	19	370—370—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
6	Technical Inspector of Factories.	1	450—490—30—610—40—730—E.B.—45—1,000—50—1,050	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
7	Medical Inspector of Factories.	1	500—550—30—610—40—730—45—820—E.B.—45—1,000—50—1,100	560—30—650—45—875—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 530 during the period of probation).	
8	Junior Medical Inspector of Factories.	1	400—20—500—25—600—E.B.—30—930 (Fixed pay of Rs. 400 during the probation)	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
9	Lady Inspector of Factories.	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Fixed pay of Rs. 250 during probation).	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
10	Certifying Surgeon ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Fixed pay of Rs. 250 during probation).	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
11	Inspector of Notifying Factories.	18	300—360—15—420—E.B.—15—450—20—490—25—590—E.B. 25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
12	Inspector under Payment of Wages Act.	2	330—15—450—E.B.—20—490—E.B.—25—615	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
13	Legal Assistant ..	1	330—15—450—E.B.—20—490—25—615	340—20—500—E.B.—25—650 (Fixed pay of Rs. 340 during the period of probation)	
14	Organisation and Methods Officer.	1	270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation)	

Factory Department—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted		Rs.	Rs.	
15	Senior Chemist	1	210—10—300 (C) ..	300—15—390—20—430—E.B.—20—550	
16	Laboratory Technician.	1	190—10—270 (C) ..	170—10—250—E.B.—10—290—15—320.	
17	Laboratory Assistant.	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
18	Compounder ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
19	Inspector of Notified Factories (Artists).	1	220—10—300	200—10—290—15—320	
20	Senior Superintendent.	1	325—15—430 (C)	260—10—290—15—410	
21	Superintendent ..	9	250—10—330 (C) 195—10—245	200—10—290—15—320	
22	Senior Clerk ..	14	200—10—280 (C) .. .. 125—4—153—E.B.—4—165—5—190	150—8—190—10—220—E.B.—10—270	
23	Second Grade Clerk.	1	125—4—153—E.B.—4—165—5—190	150—8—190—10—220—E.B.—10—270	
24	Senior Clerk-*cum*-Librarian.	1	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
25	Clerk ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
26	Clerk ..	8	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
27	Clerk ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
28	Clerk-typist ..	60	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) 100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200 110—4—150—E.B.—5—200	
29	Cashier ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (Special pay Rs. 25)	110—4—150—E.B.—5—200 (Special pay to continue)	
30	Telephone Operator.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
31	Stenographer ..	1	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E'B.—10—330—E.B.—10—350—15—380	
32	Steno-Typist ..	3	(*i*) 145—5—165—8—189—E.B.—8—245 (C) (*ii*) 100—3—130—E.B.—4—170 (*Plus* Rs. 30 Shorthand Allowance.	(*i*) 110—4—150—E.B.—5—200 (*Plus* Shorthand Allowance according to speed for those borne on departmental cadre). (*ii*) 135—5—170—6—188—E.B.6—200—8—240—10—270 (For others)	
	CLASS IV				
33	Adrema Operator ..	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130.	
34	Daftarband ..	6	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
			70—1—80—E.B.—2—100	80—2—100—E.B.—2—110	
35	Naik ..	3	77—1—87—E.B.—1—92 (C) ..	80—2—100	
			70—1—80—E.B.—1—85 ..	80—2—100	
36	Peon/Laboratory Attendant/Residential Hamal.	69	72—1—82 (C)	70—1—80—E.B.—2—90	
			65—1—75	70—1—80—E.B.—2—90	

CHAPTER 83

GOVERNMENT PRINTING AND STATIONERY DEPARTMENT

The Printing and Stationery Department is a servicing department and its main functions are to execute all Government printing in the State of Maharashtra, arrange to sell Government publications to the public through Government Book Depots at Bombay, Poona, Nagpur and Aurangabad, and supply stationery articles required by the Government offices in the State. The work of printing and binding on behalf of the State Government is carried out at the following presses :—

(*a*) Government Central Press, Bombay;

(*b*) Yervada Prison Press, Poona;

(*c*) Government Photozincographic Press, Poona;

(*d*) Government Press, Nagpur;

(*e*) Government Jail Press, Nagpur;

(*f*) Government Press, Kolhapur.

Other establishments under the Department are (*i*) Stationery and Book Depots at Bombay; (*ii*) a Stationery Depot at Nagpur and (*iii*) a Stationery Stores and Book Depot at Aurangabad. Workshops are attached to the Stationery Depots at Bombay, Nagpur and Aurangabad where repairs to typewriters, duplicators and cycles are carried out.

2. The Department is headed by the Director of Government Printing and Stationery who has his headquarters at Bombay. He is assisted by a Deputy Director, two Mechanical Engineers, a Special Officer (Metric), one Art Executive, Manager (Publications) and an Assistant Director.

Each of the Government presses is under a Manager who is assisted by 2-3 Assistant Managers, and other technical and skilled staff.

3 The details of the establishments, including the designations of the posts, their existing pay-scales and the revised scales recommended by us are shown in the appended schedule. The main considerations underlying our recommendations in respect of some categories of posts are discussed in the following paragraphs.

4. *Director, Government Printing and Stationery* (*Rs. 1,300—60—1,600—C*).—The Director is in charge of the execution and supervision of Government printing, sale of Government publications and supply of stationery to Government offices. He handles about 8-10 institutions spread over the State and has a staff numbering about 4,000. The department is technical and new techniques have to be adopted every year. It was pointed out to us that the budget of the Printing and Stationery department has increased from Rs. 1·54 crores in 1957-58 to Rs. 2·75 crores in 1964-65. The Industries and Labour Department has recommended that a Grade I scale of the Heads of Departments may be given to the Director.

The post of the Director is filled by promotion from amongst the Managers of Government Presses or by nomination of a candidate possessing a degree or a diploma in Printing, experience of printing, (both letterpress and lithographic), experience of factory organisation and administration and general acquaintance with the process of manufacture of paper.

Conversion of the City scale into the mofussil scale involves reduction to the extent of the compensatory local allowance. In view, however, of the expanding activities and responsibilities of the department, we recommend the same scale of Rs. 1,300—60—1,600 for this post. The Director will be eligible to draw in addition, compensatory local allowance and house rent allowance according to rules. Incidentally, the same scale is recommended for the post of Superintending Engineer.

5. *Deputy Director* (*Rs.* 680—1,080 *plus special pay of Rs.* 100)—*Manager* (*Rs.* 680—1,080).—

The Deputy Director and the Managers are borne on the same cadre. The Deputy Director gets a special pay of Rs. 100 in addition. He assists the Director in the executive and technical matters pertaining to the department. Appointment to the post is made from among the Managers or by

promotion from among the Assistant Managers of Government Presses. The The incumbent for the Manager's post should have passed Inter-Arts or Science examination and possess experience of erection and adjustment of printing machinery and letter printing particularly of Monotype and Linotype composition. The administrative department has suggested a scale ofRs. 1,000—50—1,300 for the Deputy Director and Rs. 880—40—1,200 for the Managers. Taking into consideration the administrative, and technical responsibilities of the Managers, we suggest a scale of Rs. 650—45—1,100—50—1,150 (like Executive Engineers) for them. In regard to the Deputy Director's post which is higher than the Manager's post and lower than the Director's, we agree with the proposal of the Department and recommend a scale of Rs. 1,000—50—1,300 without any special pay.

6. *Assistant Manager* (*Rs.* 375—715).—There are in all 14 posts of Assistant Managers and one post each of Manager of Publications and Special Officer (Metric) in the grade of Rs. 375—715. The administrative department has proposed a scale of Deputy Engineers for these posts.

The posts are filled by promotion from amongst Junior Assistant Managers and holders of other supervisory posts in the Press. For appointment by promotion as well as nomination, a candidate must be a Secondary School Certificate holder and have thorough knowledge of composing, working knowledge of various press operations, knowledge of industrial cost accounting and estimating and practical experience in a printing concern. In view of the technical qualifications and experience prescribed for the post, we recommend a scale of Rs. 375—25—550—30—640—E.B.—30—850 for the posts, i.e. the scale we have recommended for Deputy Engineers, but with higher minimum.

Managers of the Government Press Kolhapur, Central Jail Press, Nagpur and Assistant Manager Government Press, Aurangabad who are included in the cadre of Assistant Managers have to perform duties of the Heads of Offices. In view of the higher responsibilities shouldered by them, the department has proposed a higher scale for them. We are reluctant to recommend a higher scale to make small distinctions. Since however these Managers function independently, unlike other Assistant Managers, they would deserve to be suitably compensated for the higher duties and responsibilities performed by them. We suggest that they may be granted a special pay of Rs. 50 per month in addition to their grade pay. This would meet the requirement of the case.

7. *Mechanical Engineer, Typewriter Workshop* (*Rs.* 325—815) *Mechanical Engineer* (*Rs.* 270—715).—As the posts are borne on the cadre of Deputy Engineers, we do not recommend a separate scale for them. The revised scale applicable to the cadre of Deputy Engineers will apply to them.

8. *Accounts Officer* (*Rs.* 270—715).—The post is included in the Maharashtra Finance and Accounts Service (Class II). The revised scale proposed for that service viz., Rs. 340—800 will apply to this post.

9. *Art Executive* (*Rs.* 350—665).—The Art Executive is responsible for the artistic layout of Government publications. He advises the Presses for quality printing. For appointment to this post, a candidate must be a Secondary School Certificate holder, possess diploma in Commercial Art and practical experience of studio work and typographic layouts. He should also be conversent with various printing processes.

The Industries and Labour Department has suggested a scale of Deputy Engineers for this post. In view of the above recruitment qualifications and the duties of the post, we do not think that a comparison with the Deputy Engineer's post is called for. We recommend a regular scale of Class II service viz., Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800 for the post.

10. *Labour Officer* (*Rs.* 270—550).—The post is filled either by a transfer of a Labour Officer under the Commissioner of Labour or by nomination of a candidate possessing the qualifications prescribed for appointment as Welfare Officer under Rule 4 of the Welfare Officers Rules 1952. We propose that the post should carry a scale of Rs. 300—20—460—E.B.—20—500—25—600 i.e., the same as that of Labour Officers in the Labour Department.

11. *Establishment Officer, Assistant Director* (*Rs.* 350—500).—The posts are filled normally by promotion of an Office Superintendent (Rs. 320—440 C). The post of Establishment Officer is filled also by nomination of a candidate who is a graduate and possesses experience of office work for not

less than 5 years. The administrative department has proposed a full standard Class II scale for the post. We recommend a scale of Rs. 360—20—500—25—600 for these posts which is a part of the standard Class II scale.

Non-gazetted (Technical) :—

12. The Printing and Stationery Department is primarily a technical department and 80 percent of its employees are industrial workers governed by various labour laws. There are 200 categories of posts distributed among ten different sections such as composing, printing, binding, reading, mechanical, etc. In such an organisation, comparisons between posts in different sections and their remuneration are bound to be drawn. In the interest of maintaining good industrial relations, rationalisation of pay scales of the posts in this department has been a long-felt need. In the absence of any technical assistance, the Commission, however much it desired, could not undertake a scientific evaluation of posts on the basis of the skills involved in various jobs. With a view to bringing uniformity in pay scales and reducing their number, the Industries and Labour Department had formed a small informal committee of its officers and representatives of workers to go into the question of rationalisation of pay scales. The Committee has divided all technical and skilled posts in the various Printing Presses in the State into 17 groups on the basis of the skills involved in various jobs, their places in the respective hierarchies, present pay etc. The Industries and Labour Department is in full agreement with the recommendations of the Committee.

The Committee has grouped supervisory categories of various sections (such as Head Binders, Head Printers, Head Readers, Head Draftsman, Overseers, etc.) in one group. Highly skilled mechanics are included in another group. Assistant Heads of Sections such as Assistant Head Binders, Assistant Head Printer, Composing Foreman form yet another group. Semiskilled categories including Flymen, Compositor-reservists, Galley Pressman, Distributors, Auxiliary hands etc., are brought together in a separate group. Having gone through the grouping suggested by the Committee, we feel that there should be no objection to accept the same broadly, with certain modifications appropriate with our scheme of revision of pay scales.

13. We have observed that the scales recommended by the Committee for various groups are arrived at more or less on the basis of the highest scale in each group with added increases to it. This results in most of the posts in lower scales in the group, getting unduly high scales of pay. Though we have accepted the need for rationalisation of pay scales is this department, we cannot ignore the scales of pay proposed by us in other departments and the extent of increases recommended by us in respect of other posts. We have therefore, recommended suitable scles of pay for the various groups, consistent with the general revision. While doing so, we had to make minor changes by separating one or two categories from a few groups and recommending a different scale for them. For example, finding that the existing scale of the posts of Mechanic and Electrician (Rs. 155—215) included in Group IX tends to influence the scale of the whole group, we considered it advisable to recommend a separate scale for those posts with due regard to existing relativities and without disturbing the essential character of the group.

14. *Senior Assistant (Standard and Planning) Rs.* 145—210/*Rs.* 190—270 (*C*).—The Committee has grouped these posts along with other technical posts for which it has recommended a scale of Rs. 190—280. The administrative department has however suggested that the post may be equated with Senior Clerk. A candidate for this post is required to have passed Secondary School Certificate Examination and possess diploma or certificate in printing of a recognised institute relaxable in respect of candidates who have experience of planning work as Junior Assistant and know various processes of printing. We, therefore, feel that this is a technical post and cannot be compared to a Senior Clerk. We have, therefore accepted the Committee's grouping so far as this post is concerned and have recommended a scale of Rs. 170—8—250 for it.

15. The posts of technical assistants (Binding) (Rs. 145—225 C) and Technical Assistants (Text Book) (Rs. 85—135) are grouped together by the Committee (Group IX), and a common scale of pay of Rs. 145—250 is proposed for them. A Technical Assistant is required to have passed Secondary School Certificate Examination and to have completed four years apprenticeship or

completed three years diploma course in printing technology or possess a final certificate of the City and Guilds of London Institute. We have recommended a scale of Rs. 130—4—150—5—175—E.B.—5—200—6—230 for these posts. The Technical Assistant (Text Books) is only IX standard passed, knowing technique of various photographic processes. Having regard to these qualifications and the duties which they are required to perform, we recommend a scale of Rs. 100—3—136—4—140 for the Technical Assistant (Text Books).

16. *Compositors Rs.* 120—200(C) : *Rs.* 100—170.—There are 528 posts of this category. The recruitment qualification involves passing of the Trade Test in Hand composing. The Committee has recommended two scales for the posts as compositors have no prospects of promotion. We would have ordinarily recommended a scale of Rs. 110—180 for these posts. However in view of the limited prospects of promotion, a higher scale of Rs. 110—4—150—E.B.—5—200 would be justified in this case. We do not consider it necessary to prescribe a selection grade.

17. Copy holders in the existing scale of Rs. 100—150 have been included in a group (XII) for which we have recommended a scale of Rs. 110—180. The copy holders are required to be Secondary School Certificate holders according to the recruitment rule prescribed for the post. For posts requiring similar qualifications elsewhere we have recommended a scale of Rs. 110—4—150—E.B.—5—200. We, therefore propose the same scale for the posts of copy holders.

18. *Junior Assistant* (*Standards and Planning*) *Rs.* 100—170/*Rs.* 120—245(C)—The Committee has included the posts of Junior Assistants (Standards and Planning) in the existing scale of Rs. 100—170 in the group for which a scale of Rs. 120—215 is recommended by it. The same post carrying the city scale of pay of Rs. 120—245 is however included in a higher group for which it has recommended a scale of Rs. 145—262. We assume that the post of Junior Assistant (Standards and Planning) in the City Press, carries higher duties and responsibilities than the post of Junior Assistant in the mofussil scale. We have accordingly recommended a scale of Rs. 130—230 for the posts in the city scale and Rs. 110—180 for the posts in the mofusil scale. It is desirable that they should be redesignated suitably. We have noticed this different valuation in respect of one or two other categories also but we accept the valuation of the Committee.

19. *Machinemen* (*Rs.* 115—180 *C*) ; (*Rs.* 100—146) :—There are 80 posts of Machinemen in the city scale of Rs. 115—180 and 106 posts in the scale of Rs. 100—146. Appointments to these posts are made by promotion from amongst Pressmen and Machine Assistants who have acquired practical experience of working a power driven machine independently. They are studied upto IX standard and possess ability to make form ready, handle machines and given an out turn of 1500 machine impressions per hour.

The informal committee has recommended 3 different scales for these posts according as they handle (*i*) Tradles and Rota Print Machine, (*ii*) Cylinder Hand Fed Machines or (*iii*) Automatic Cylinder Machines. We do not think that there should be a number of scales to make such small distinctions. We have recommended a common scale of Rs. 110—3—128—4—160 for all Machinemen.

20. The Printing and Stationery Department has proposed that the Assistant Binders in the Photozinco Press, Poona, who were previously designated as Binders should be redesignated as Binders and given the scale admissible to Binders.

The Junior Binders in the Photozinco Press (Rs. 40—60) and the Assistant Binders in other moffussil Presses (Rs. 35—1—45) were given a common scale of pay of Rs. 70—85 in the general revision of 1962. Very recently, these junior Binders have been designated as Assistant Binders and the anomaly in designations has been removed. While doing so, Government must have taken in to consideration the relative duties and responsibilities of the posts of Binders and Assistant Binders. The Committee also has proposed no such distinction in respect of the posts of Assistant Binders in the Photozinco Press. We do not, therefore, consider it necessary to split up the cadre of Assistant Binders to distinguish the Assistant Binders in the Photozinco Press only, from the rest.

21. *Special pays.*—(1) The Deputy Director is in receipt of a special pay of Rs. 100 which is attached to the post. We have recommended a higher scale of pay for this post. The special pay may, therefore be withdrawn. It should count for purposes of pay fixation in the revised scale of pay.

The Deputy Director is given another special pay of Rs. 150 per month for the work of co-ordination of Text Book Printing in Government Presses. So long as this work continues to be handled by him, the special pay may continue.

(2) Manager, Government Central Press, Bombay is given a special pay of Rs. 100 in addition to his grade pay in view of the heavy work at the headquarters. The Press runs round the clock during the sittings of the Legislatures and there is rush of work all the year round necessitating the working of the Press in two shifts. The Manager has also to deal with confidential and secret work which adds to his responsibility. The special pay may, therefore, continue.

(3) A special pay of Rs. 100 per month is sanctioned to the Senior Assistant Manager (Class II) for the arduous nature of duties and added responsibilities due to sanction of additional staff for the 2nd shift. As compared with Assistant Managers in other Government Presses, the work at the Bombay Press being arduous, the special pay is attached to this post also. The special pay may, therefore, be continued.

(4) There are 2 posts of Art Consultants in the Directorate which do not carry any scale of pay. The Art Consultants are given a special pay of Rs. 100 per month instead, for part-time guidance. Since the posts do not carry any pay scale, the remuneration would not be classified as special pay. It would be part-time pay or Honorarium. In either case, it does not come within the scope of the Commission.

(5) The Head Clerk in charge of stores in the Directorate is granted special pay of Rs. 20 per month for the additional responsibility of handling stores worth lakhs of rupees. The special pay may continue.

(6) The Senior Reader in the Government Press and Stationery Stores at Kolhapur carries a special pay of Rs. 15 per month for holding charge of the Reading Section, there being no post of Head Reader. The pay scale of the post is to be raised from Rs. 130—180 to Rs. 170—240 as recommended by us, so that the post will be on par with the Head Reader. The special pay may therefore, be discontinued.

(7) A special pay of Rs. 20 per month is sanctioned to the senior post Mono Key Board Operator in the Government Central Press in each shift for distribution of work and supervising the section, in addition to his own work. The special pay may continue.

(8) Three posts of Typists (Rota) in the Government Central Press carry special pay of Rs. 20 per month for typing on Zinc Plates with accuracy and speed. Since this involves skill, the special pay may continue. Special pay sanctioned on similar grounds in other Presses may also contiuue at the same rate.

(9) Letter Press Machinemen (Photozincographic Press, Poona) are given special pay of Rs. 15 per month for working on Auto Machines. In view of the revised scale of pay proposed for the posts, we suggest that the special pay may be discontinued.

The special pays given for handling cash may be continued subject to review by the Head of the Department in accordance with the general orders of Government in that behalf.

SCHEDULE

GOVERNMENT PRINTING AND STATIONERY DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Director ..	1	1,300—60—1,600 (C)	1,300—60—1,600	
2	Deputy Director ..	1	680—40—1,080 Special pays Rs. 100., Rs. 150.	1,000—50—1,300 (Special pay of Rs. 100 to discontinue). (Special pay of Rs. 150 to continue).	
3	Manager ..	4	680—40—1,080 (Special pay Rs. 100 for Manager Government Central Press.)	650—45—1,100—50—1,150 (Special pay to Manager, Government Central Press to continue).	
4	Assistant Manager including Assistant Manager Standards and Planning. Manager, Kolhapur, Manager, Central Jail, Nagpur. Manager of Publications.	14	375—20—535—E.B.—30—715 (Special pay Rs. 100 for Assistant Manager Government Central Press, Bombay.) (Special pay of Rs. 50 to Managers of Government Central Press Kolhapur, Central Jail Press Nagpur, and Asstt. Manager Government Press, Aurangabad.)	375—25—550—30—640—E.B.—30—850 (Special pays to continue).	
5	Special Officer (Metric).	1	375—20—535—E.B.—30—715	375—25—550—30—640—E.B.—30—850	
6	Manager of Publications.	1	375—20—535—E.B.—30—715	375—25—550—30—640—E.B.—30—850	
7	Mechanical Engineer (Typewriter Workshop).	1	325—25—500—E.B.—25—575—30—655—E.B—30—815	375—25—550—30—640—E.B.—30—850	
8	Mechanical Engineer	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	375—25—550—30—640—E.B.—30—850	
9	Accounts Officer ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during probation). Scale for Maharashtra Finance and Accounts Services Class II Officers.	
10	Establishment Officer.	1	350—15—500	360—20—500—25—600	
11	Assistant Director ..	2	350—15—500	360—20—500—25—600	
12	Art Executive Government Presses.	1	350—20—490—E.B.—25—665	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during probation).	
13	Labour Welfare Officer.	5	270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600	
	Non-Gazetted.				
14	Maintenance Supervisor.	1	250—15—355—E.B.—15—430—20—450	275—15—470	
15	Head Artist ..	2	250—15—340—E.B.—15—400—25—425	260—15—455	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.				
	Group I		Rs.	Rs.	
16	Assistant Manager ..		205—8—245—10—295	250—15—290—15—380	
17	Junior Assistant Manager/Printing Supervisor	11	250—10—350	250—10—290—15—380	
18	Head Mechanic ..	1	250—10—350	250—10—290—15—380	
	Group II				
19	Head Binder ..	2	205—8—245—10—295 (C)	200—10—300	
20	Head Binder/Binding Overseer.	3	165—6—195—E.B.—9—240	200—10—300	
21	Head Printer ..	3	205—8—245—10—295 (C)	200—10—300	
22	Composing Overseer (Confidential Foreman).	1	165—6—195—E.B.—9—240	200—10—300	
23	Head Reader ..	2	250—10—330 (C)	200—10—300	
24	Head Examiner	2	225—10—275	200—10—300	
25	Overseer ..	4	250—10—330 (C)	200—10—300	
26	L. P. Overseer ..	7	165—6—195—E.B.—9—240	200—10—300	
27	Planning Supervisor	1	250—10—330 (C)	200—10—300	
28	Planning Overseer/Planning Supervisor/Standards Overseer.	4	165—6—195—E.B.—9—240	200—10—300	
29	Three Colour Etcher	1	250—10—330 (C)	200—10—300	
30	Senior Artist ..	8	250—10—330 (C)	200—10—300	
31	Head Draftsman ..	1	210—10—290	200—10—300	
32	Process Overseer ..	1	210—10—290	200—10—300	
33	Printing Foreman ..	2	160—6—190—8—206—E.B.—8—230—10—270	200—10—300	
34	Foreman Offset ..	1	210—10—290	200—10—200	
35	Supervisor T.W. ..	6	200—10—300	200—10—300	
		1	250—10—350 (C)	200—10—300	
36	Head Mechanic (Typewriter)	1	200—10—270—E.B.—10—330 (C).	200—10—300	
37	Typographer (Metric)	3	205—8—245—10—295 (C)	200—10—300	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
	Group III				
38	Mono Mechanic ..	2	205—8—285 (C)	180—9—270	
		2	165—5—190—7—225 ..	180—9—270	
39	Lino Mechanic ..	2	205—8—285 (C) ..	180—9—270	
		2	165—5—190—7—225 ..	180—9—270	
40	General Mechanic ..	2	205—8—285 (C)	180—9—270	
41	Head Mechanic Government Press, Nagpur.	1	165—6—195—E.B.—9—240 ..	180—9—270	
	Group IV				
42	Senior Reader ..	10	190—8—270 (C)	170—8—250 (Special pay to Senior Reader, Kolhapur to be discontinued).	
		15	145—5—170—10—220		
			130—5—180 (Special pay Rs. 15)		
43	Photographer (Photostat and Process)	2	190—10—270 (C) ..	170—8—250	
44	Head Photographer	2	145—6—181—8—197—E.B.—8—245	170—8—250	
45	Senior Assistants (Standards and Planning / Senior Assistant Standard/ Standards Assistant.)	8	145—6—175—7—210 145—8—185	170—8—250	
		5	190—8—270 (C)		
	Group V				
46	Foreman (Composing).	12	165—9—255—(C)	170—8—250	
		11	145—6—175—7—210		
47	Head Reader	2	145—6—175—7—210 ..	170—8—250	
48	Assistant Head Draftsman.	6	165—6—195—E.B.—9—240 ..	170—8—250	
49	Mechanic ..	2	155—5—185—E.B.—6—213	170—8—250	
50	Cromo Artist ..	2	165—6—195—E.B.—9—240	170—8—250	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recomemnded scale of pay and special pay	Remarks
	2	3	4	5	6
	Non-Gazetted—contd.				
	Group VI		Rs.	Rs.	
51	Lino Operator ..	30	165—6—195—E.B.—9—240 (C)	155—5—170—6—200—8—240	
		24	145—5—175—E.B.—6—205 ..	155—5—170—6—200—8—240	
52	Assistant Overseer ..	5	145—5—170—6—200 (C)	155—5—170—6—200—8—240	
		7	145—5—180		
		6	145—5—170—6—200		
53	Dark Room Camera Operator.	2	145—5—170—6—200 ..	155—5—170—6—200—8—240	
	Group VII				
54	Offset Mukadam ..	1	145—5—180 ..	155—5—170—6—200—8—240	
		4	145—5—180	155—5—170—6—200—8—240	
55	Head Printer/Two Colour Offset Printer.	8	145—5—180	155—5—170—6—200—8—240	
56	Assistant Head Draftsman	1	150—5—190	155—5—170—6—200—8—240	
	Group VIII				
57	Junior Assistant (Standard and Planning).	15	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	130—4—150—5—175—E.B.—5—200—6—230	
58	Reader ..	73	145—5—185—E.B.—6—245 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		57	115—3—130—4—150—E.B.—4—170		
59	Mono Operator ..	35	145—5—170—6—188—E.B.—6—230 (C) (Special pay of Rs. 20 for Senior most Mono Key Board Operator).	130—4—150—5—175—E.B.—5—200—6—230 (Special pay to continue).	
		16	125—5—160—E.B.—6—190 ..	130—4—150—5—175—E.B.—5—200—6—230	
60	Half Tone Engraver	3	145—5—170—6—188—E.B.—6—230 (C)	130—4—150—5—175—E.B.—5—200—6—230	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.				
	Group IX		Rs.	Rs.	
61	Letter Press Machine Mukadam.	4	135—5—165—E.B.—5—190 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		3	(i) 130—5—160 (ii) 125—4—145—5—160	130—4—150—5—175—E.B.—5—200—6—230	
62	Assistant Head Binder.	2	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
63	Assistant Head Binder/Assistant Binding Foreman.	6	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
64	Technical Assistant (Binding).	6	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
65	Technical Assistant (Text Book).	26	85—2—105—E.B.—3—135 ..	100—3—136—4—140	
66	Assistant Head Printer.	2	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
67	Assistant Composing Foreman.	10	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
68	Progress Checker ..	8	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		3	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
69	Type Store-Keeper	2	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
70	Type Store-Keeper and Lino Foreman.	1	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
71	Foreman Type-Foundry.	2	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		3	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
	Foundry Supervisor	1	125—4—145—5—160 ..	130—4—150—5—175—E.B.—5—200—6—230	
72	Assistant General Mechanic.	2	145—5—180—E.B.—5—190—7—225 (C)	130—4—150—5—175—E.B.—5—200—6—230	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
73	Machine Fitter ..	3	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
74	Assistant Mono Mechanic.	2	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
75	Case Work Foreman	1	145—5—180	130—4—150—5—175—E.B.—5—200—6—230	
76	Mechanic/Machine Mechanic.	5	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
77	Mechanic ..	3	155—6—215	155—5—170—6—200—8—240	
78	Electrician ..	2	155—6—215	155—5—170—6—200—8—240	
	Group X				
79	Offset Printer ..	4	130—5—160	130—4—150—5—175—E.B.—5—200—6—230	
80	Auto Offset Printer.	15	130—5—160	130—4—150—5—175—E.B.—5—200—6—230	
	Group XI				
81	Auto Offset Machineman/Printer.	17	130—5—160	130—4—150—5—175—E.B.—5—200—6—230	
82	Mechanic ..	8	130—5—180	130—4—150—5—175—E.B.—5—200—6—230	
83	Draftsman ..	38	115—3—130—E.B.—5—150—E.B.—5—190	130—4—150—5—175—E.B.—5—200—6—230	
			125—125—4—165—E.B.—5—220	130—4—150—5—175—E.B.—5—200—6—230	
84	First Assistant Mechanic/Outdoor Mechanic/Mechanic	1	137—4—145—5—170 (C) ..	110—3—128—4—144—E.B.—4—180	
		2/2	145—5—190 (C)	110—3—128—4—144—E.B.—4—180	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.				
	Group XI		Rs.	Rs.	
85	Compositor ..	299	120—4—160—E.B.—5—200(C)	110—4—150—E.B.—5—200	
		229	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	Group XII				
86	Mono Caster Attendant.	44	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—144—E.B.—4—180	
		22	100—3—130—E.B.—4—146 ..	110—3—128—4—144—E.B.—4—180	
87	Section Holder ..	20	120—4—160—E.B.—5—200 (C)	110—3—128—4—144—E.B.—4—180	
		6	100—3—130—E.B.—4—146 ..	110—3—128—4—144—E.B.—4—180	
		7	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
88	Assistant Type Store-Keeper	1	120—4—160—E.B.—5—200 (C)	110—3—128—4—144—E.B.—4—180	
89	Copyholder ..	83	120—5—160—E.B.—5—185—6—215 (C)	110—4—150—E.B.—5—200	
		67	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
90	Photographer (Process) ..	2	125—4—145—5—150 (C) ..	110—3—128—4—144—E.B.—4—180	
91	Photostat Operator..	1	145—5—190 (C) ..	110—3—128—4—144—E.B.—4—180	
92	Driver ..	6	100—3—130—E.B.—4—150	110—3—128—4—144—E.B.—4—180	
		3	120—4—144—E.B.—4—160—5—180 (C)		
93	Tracer ..	32	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
94	Junior Assistant (Standards and Planning) / Progress Checker.	17 2	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
95	Process Operator ..	1	115—3—130—4—138—E.B.—4—160	110—3—128—4—144—E.B.—4—180	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
96	Process Etcher ..	7	115—3—130—4—138—E.B.—4—166	110—3—128—4—144—E.B.—4—180	
97	Helio Photographer/Photografher	2/2	115—3—130—4—138—E.B.—4—166	110—3—128—4—144—E.B.—4—180	
98	Transferer ..	1	115—3—130—4—138—E.B.—4—166	110—3—128—4—144—E.B.—4—180	
99	Helio Printer ..	5	115—3—130—4—138—E.B.—4—166	110—3—128—4—144—E.B.—4—180	
100	Mechanic ..	1	115—3—130—4—150 ..	110—3—128—4—144—E.B.—4—180	
101	Assistant Electrician	2	115—3—145	110—3—128—4—144—E.B.—4—180	
102	Assistant Mechanic and Motorman.	1	115—3—130—4—150 ..	110—3—128—4—144—E.B.—4—180	
	Group XIII				
103	Guillotine man ..	3	111—3—120—4—148 (C) ..	110—3—128—4—136—E.B.—4—160	
104	Senior Binder ..	26	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—136—E.B.—4—160	
		25	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
105	Senior Carpenter ..	5	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—136—E.B.—4—160	
		6	100—3—130—E.B.—4—146		
106	Half Tone Engraver	4	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—136—E.B.—4—160	
107	Plate Toucher ..	1	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—136—E.B.—4—160	
		1	100—3—130—E.B.—4—146 ..		
		9	100—3—130—E.B.—4—146 ..		
108	Hand Pressman ..	10	120—4—140—5—160 (C) ..	110—3—128—4—136—E.B.—4—160	
109	Gilder ..	2	135—5—160 (C) ..	110—3—128—4—136—E.B.—4—160	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
110	Machineman ..	80	115—3—151—E.B.—4—175—5—180 (C)	110—3—128—4—136—E.B.—4—160	
		106	100—3—130—E.B.—4—146 .. Special pay of Rs. 15 for L. P. Machine man.	110—3—128—4—136—E.B.—4—160 (Special pay to discontinue).	
111	Machine Minder ..	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
112	Litno Machineman ..	11	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
113	Machineman (Plate Graining).	4	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
114	Transfer Printer ..	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
115	Hand Press Printer..	5	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
116	Assistant Fitter ..	3	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
117	Super Caster Attendant.	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
118	Head Mounter ..	1	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—130	
119	Vandyke Operator ..	2	85—2—105—E.B.—3—135 ..	110—3—128—4—136—E.B.—4—160	
120	Intensifier ..	1	85—2—105—E.B.—3—135 ..	110—3—128—4—136—E.B.—4—160	
121	Technical Assistant..	24	85—2—105—E.B.—3—135 ..	110—3—128—4—136—E.B.—4—160	
122	Proof Printer ..	2	115—3—145	110—3—128—4—136—E.B.—4—160	
123	Outdoor Mechanic/Mechanic/Senior T. W. Mechanic.	7	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
		1/1	125—4—145—5—160 (C) ..	110—3—128—4—136—E.B.—4—160	
124	Assistant Mechanic/2nd Assistant Mechanic.	1/7	125—4—145—5—160 (C) ..	110—3—128—4—136—E.B.—4—160	
125	Junior T. W. Mechanic	2	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
126	Issue Checker/Head Packer.	4	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4—160	
127	Fitter and Turner ..	1	145—5—160 (C) ..	110—3—128—4—136—E.B.—4—160	
128	Despatcher (Confidential).	1	135—5—170 (C) ..	110—3—128—4—136—E.B.—4—160	
129	Head Counter ..	1	100—3—130—4—146	110—3—128—4—136—E.B.—4—160	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
	Group XIV				
130	Head Packer ..	1	100—3—115—4—135 (C) ..	110—3—128—4—136—E.B.—4—140	
	Group XV				
131	Binder ..	51	111—3—120—4—148 (C) ..	100—3—136—4—140	
		75	91—3—130	100—3—136—4—140	
132	Mono Key Board Reservist.	3	111—3—120—4—148 (C)	100—3—136—4—140	
133	Lino Reservist ..	2	111—3—120—4—148 (C) ..	100—3—136—4—140	
		4	91—3—130	100—3—136—4—140	
134	Warehouse Mukadam	2	111—3—120—4—148 (C)	100—3—136—4—140	
		2	91—3—130		
135	Rubber Stamp Caster/ Rubber Stamp	4	111—3—120—4—148 (C) ..	100—3—136—4—140	
	Operator.	1	91—3—130	100—3—136—4—140	
136	Motorman ..	2	120—4—152 (C) ..	100—3—136—4—140	
		1	100—3—130	100—3—136—4—140	
137	Assistant Operator (Photostat).	1	120—4—148 (C) ..	100—3—136—4—140	
138	Head Drawer ..	1	100—3—130	100—3—136—4—140	
139	Auto Auxiliary ..	20	91—3—130	100—3—136—4—140	
140	Foreman Foundry ..	1	100—3—130 ..	100—3—136—4—140	
141	Offset Printer ..	5	115—3—145 (C) ..	100—3—136—4—140	
142	Cycle Mechanic ..	2	91—3—130	100—3—136—4—140	
		1	111—3—120—4—148 (C) ..	100—3—136—4—140	
	Group XVI				
143	Assistant Binder ..	90	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
		151	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
144	Counter (Binding)	5	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
		7	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
145	Flymen ..	69	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
146	Auto Flymen ..	8	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
		2	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recomended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.		
147	Flymen/Boy ..	87	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
148	Rollerman (Hand) ..	10	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
149	Rollermaker ..	4	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
150	Compositor Reservist.	20	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
		20	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
151	Galley Presseman ..	27	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
		21	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
152	Pressman/Proof Pressman	3	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
153	Oiler and Cleaner ..	4	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
154	Cleaner ..	6	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
155	Packer ..	11	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
156	File Detacher ..	1	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
157	Washer and Feeder.	1	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
158	Feeder ..	1	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
159	Despatcher ..	1	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130	
160	Despatcher/Packer	18	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
161	Distributor ..	30	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
		38	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
162	Mono Caster Attendant/ Reservist.	8	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
163	Operative in Foundry.	18	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
164	Junior Carperter ..	2	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
		7	91—3—130	90—2—100—3—115—E.B.—3—130	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
165	Auxiliary Hand ..	6	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
		71	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
166	Offset Machine Assistant	2	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
167	Machine Assistant ..	2	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
168	Lino Bar Attendant	3	75—1—80—2—90—E.B.—2—100	90—2—100—3—115—E.B.—3—130	
169	Stereo Typer ..	4	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
170	Negative Engraver	3	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
171	Mounter ..	7	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
172	Drawer- *cum*-Packer	13	80—2—100—E.B.—3—115	90—2—100—3—115—E.B.—3—130	
	Packer/Drawer	4	100—3—115—4—135 (C)		
	Despatch Drawer	2	100—3—115—4—135 (C)		
173	Type Caster ..	3	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
174	Store Supplier ..	1	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
175	Packing Checker ..	5	80—2—100—E.B.—3—115	90—2—100—3—115—E.B.—3—130	
	Checker ..	8	100—3—115—4—135 (C)		
	Group XVII				
176	Binder Boy ..	92	85—2—105 (C)	75—1—80—2—90—E.B.—2—100	
		126	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
177	Machine Leave Reservist.	8	85—2—105 (C) ..	75—1—80—2—90—E.B.—2—100	
		18	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
178	Galley Rollerman ..	24	85—2—105 (C)	75—1—80—2—90—E.B.—2—100	
179	Bhai (Warehouse) ..	3	87—2—107 (C)	75—1—80—2—90—E.B.—2—100	
180	Mukadam Mazdoor	1	85—2—105 (C) ..	75—1—80—2—90—E.B.—2—100	
181	Composing Auxiliary.	19	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
182	Metal Furnace Attendant.	3	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
183	Counter (Warehouse/ Rota).	5	85—2—105 (C)	75—1—80—2—90—E.B.—2—100	
		7	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
	Ministerial				
184	Office Superintendent	2	320—20—440 (C) ..	300—15—375—20—475	
185	Office Superintendent	2	250—10—350 ..	260—10—290—15—410	
186	Costing Assistant ..	1	270—10—350 (C) ..	220—10—290—15—320	
187	Head Clerk ..	7	250—10—330 (C) .. Special pay of Rs. 20 to Head Clerk (Stores).	200—10—290—15—320 Special pay to continue.	
188	Head Clerk ..	9	185—10—245 .. .. Special pay of Rs. 35 for handling cash.	200—10—290—15—320 Special pay to continue.	
189	Senior Auditor ..	1	230—10—280 (C) ..	200—10—290—15—320	
190	Head Clerk (Forms Stores).	4	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
191	Senior Estimator ..	1	250—10—320 (C) ..	200—10—290—15—320	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
192	Supervisor Book-Depot.	1	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
	Supervisor .. Publications	1	145—8—185	150—8—190—10—220—E.B.—10—270	
		1	190—8—270 (C) ..	150—8—190—10—220—E.B.—10—270	
193	Senior Clerk/Head of Typewriter Branch.	27	190—8—270 (C) ..	150—8—190—10—220—E.B.—10—270	
194	Senior Clerk ..	27	145—8—185 .. .. Special pay of Rs. 40 for one post for handling cash.	150—8—190—10—220—E.B.—10—270 Special pay to continue.	
		10	130—5—180	150—8—190—10—220—E.B.—10—270	
195	Storekeeper ..	2	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
		1	145—8—185	150—8—190—10—220—E.B.—10—270	
196	Head Time-keeper/ Cashier (Text Book), Cashier-cum-Accountant.	3	145—8—185	150—8—190—10—220—E.B.—10—270	
197	Junior Auditor ..	1	160—9—205 (C) ..	150—8—190—10—220—E.B.—10—270	
198	Junior Clerk ..	119	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		167	100—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
199	Cashier ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 25.	110—4—150—E.B.—5—200 Special pay to continue.	
200	Cashier-*cum*-Clerk ..	2	100—3—130—E.B.—4—170 .. Special pay of Rs. 10.	110—4—150—E.B.—5—200 Special pay to continue.	
201	Clerk-Typist ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
202	Salesman ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C).	110—4—150—E.B.—5—200	
		1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
203	Steno-typist ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) *Plus* Shorthand allowance.	(*i*) 110—4—150—E.B.—5—200 (*Plus* shorthand allowance for those drawn from departmental cadre).	
		2	100—3—130—4—170 *Plus* Shorthand Allowance.	(*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (for others).	
204	Rota Typist ..	3	100—2—130—4—170 .. *Plus* special pay of Rs. 20.	110—4—150—E.B.—5—200 Special pay to continue.	
205	Timekeeper/Leave Reserve Clerk.	15	100—3—130—4—170 ..	100—3—128—4—144—E.B.—4—180	
206	Assistant to Despatch Clerk/Issue Checker	1/7	110—5—150—E.B.—6—180 (C)	110—3—128—4—144—E.B.—4—180	
207	Stenographer ..	2	190—8—254—E.B.—8—270—10—320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
208	Assistant Medical Officer.	1	160—7—230—E.B.—8—310—E.B.—10—350	180—10—290—E.B.—15—380 (Degree holder to start on Rs. 250).	
209	Pharmacist ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	CLASS IV				
210	Security Sergent ..	1	91—3—120	100—3—136—4—140	
211	Mukadam ..	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
212	Daftary ..	4	77—2—97—E.B.—2—107(C)	80—2—100—E.B.—2—110	
213	Daftarband ..	4	70—1—80—E.B.—2—100 ..		
214	Naik ..	3	77—1—87—E.B.—1—92 (C) ..	80—2—100	
		3	70—1—80—E.B.—1—85 ..	80—2—100	
215	Jamadar ..	5	87—2—107—(C) ..	80—2—100	
		5	70—1—80—E.B.—1—85 ..	80—2—100	
216	Mazdoor ..	6	87—2—107 (C) ..	75—1—80—2—90—E.B.—2—100	

Government Printing and Stationery Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
217	Lascar ..	14	82—2—102—E.B.—2—112 (C)	75—1—80—2—90—E.B.—2—100	
		42	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
218	Workshop Attendant.	2	85—2—105 (C) ..	75—1—80—2—90—E.B.—2—100	
219	Mali ..	2	72—1—82—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
		2	65—1—75—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
220	Inker ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
221	Peon ..	30	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		35	65—1—75	70—1—80—E.B.—2—90	
222	Mazdoor, Despatch Mazdoor, Mazdoor (Machine and Warehouse).	31	72—1—82 (C) ..	70—1—80—E.B.—2—90	
223	Watchman/Chowkidar	24	72—1—82 (C) ..	70—1—80—E.B.—2—90	
224	Chowkidar/Watchman	50	65—1—75	70—1—80—E.B.—2—90	
225	Sweeper, Sweeper-*cum*-Mazdoor, Sweeper (Dry and Wet).	20	72—1—82 (C) ..	70—1—80—E.B.—2—90	
226	Mali-*cum*-Sweeper ..	27	65—1—75	70—1—80—E.B.—2—90	
227	Attendant/Workshop Assistant/Attendant/Dispensary Attendant.	6	65—1—75	70—1—80—E.B.—2—90	
228	Mazdoor and Lascar; Mazdoor Watchman-*cum*-Mazdoor.	55	65—1—75	70—1—80—E.B.—2—90	
229	Servant/Cleaner ..	2	72—1—82 (C) ..	70—1—80—E.B.—2—90	
230	Cleaner ..	1	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 84

INDUSTRIAL COURT, MAHARASHTRA

The Judicial machinery under the Bombay Industrial Relations Act, 1946 consists of Industrial Court and Labour Courts. The present Industrial Court, Maharashtra, at Bombay consists of four members including the President. As a result of the application of Bombay Industrial Relations (Extension and Amendment) Act, 1964 to Vidarbha area with effect from 1st May 1965, the former State Industrial Court, Nagpur, performs the functions of Industrial Court, Maharashtra, Nagpur Bench. It has only one member, assisted by Assistant Registrar and subordinate staff. There are two Labour Courts at Bombay, one at Poona and one at Nagpur, presided over by Labour Judges. The District Industrial Court, Nagpur, functions as Labour Court, Nagpur.

2. Designations of various posts in the organisation, their existing pay scales and the revised scales recommended by us for these posts are shown in the schedule. Considerations underlying our recommendations in regard to few posts are discussed in the following paragraphs.

3. *President, Members (Bombay and Nagpur), Adjudicator and Judge, Industrial Court* (Rs. 1,800—2,500 C), (Rs. 1,200—1,600 C) and (Rs. 1,000—1,200 C) :

We have suggested the nearest revised scales after taking into account the existing scales of the posts.

4.4 *Labour Judge, Senior Division* (Rs. 680—1,080); *Labour Judge, Junior Division* (Rs. 450—880):

After taking into account the existing scale, the recruitment rule and the pay scale proposed by us separately for the post of Assistant Judge, Civil Judge, Senior and Junior Divisions, we have recommended a revised scale of Rs. 725—45—1,100—50—1,150 for the post of Labour Judge, Senior Division. For the post of Labour Judge, Junior Division we have proposed a scale of Rs. 500—30—650—45—965.

5. *Superintendent, State Industrial Court, Nagpur* (Rs. 225—350) :

The post had been sanctioned by the ex-Madhya Pradesh State in the scale of Rs. 175—15—250—E.B.—10—300. This post was not equated in 1956 and has continued in the Ex-Madhya Pradesh scale. In the revision of pay scales of 1962, the scale was revised to Rs. 225—350 by merging appropriate quantum of dearness allowance in pay. We feel that it is necessary to sanction a revised scale for the post on the basis of the scale sanctioned for equivalent post elsewhere and not necessarily on the basis of the existing scale. We have accordingly proposed one of the standard revised scale of comparable post viz. Rs. 200—320 for this post also.

6. For various other posts, we have proposed revised scales as have been proposed for similar ministerial posts in other departments.

7. *Special pay* :

At present officers deputed from the judicial department are granted special pay. Similarly, clerks are granted special pay for handling cash.

These special pays may continue.

SCHEDULE

INDUSTRIAL COURT, MAHARASHTRA

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	President ..	1	1,800—100—2,500 (C) ..	1,800—100—2,500	
2	Member ..	4	(*i*) 1,200—50—1,600 (C) ..	(*i*) 1,300—60—1,600 (For direct recruit).	
			(*ii*) For District Judge, grade pay *plus* special pay of Rs. 300	(*ii*) For District Judge, grade pay *plus* special pay of Rs. 300 per month.	
3	Adjudicator ..	2	(*i*) 1,000—50—1,200 (C) ..	(*i*) 900—50—1,300 (For direct recruit)	
			(*ii*) For Civil Judge, grade pay *plus* special pay of Rs. 150	(*ii*) For Civil Judge, grade pay *plus* special pay Rs. 150 per month.	
4	Judge, District Industrial Court.	1	Grade pay as Civil Judge *plus* special pay of Rs. 150	(*i*) 900—50—1,300 (For direct recruit)	
				(*ii*) For Civil Judge, grade pay *plus* special pay of Rs. 150	
5	Judge, Labour Court (Senior Division)	1	680—50—1080	785—45—1,100—50—1,150	
6	Judge, Labour Court (Junior Division).	1	450—25—550—30—670—E.B.—30—880 (Probationary pay Rs. 450)	500—30—650—45—965 (Probationary pay of Rs. 500)	
7	Registrar ..	1	450—25—550—30—670—E.B.—30—880 (C)	400—20—500—25—600—E.B.—25—650—30—800	
8	Deputy Registrar ..	1	350—15—440—E.B.—15—470—20—550 (C)	340—20—500	
9	Secretary, Wage Board for Cotton and Silk textiles and Sugar Industries.	1	350—15—440—E.B.—15—470—20—550 (C)	340—20—500	
10	Assistant Registrar	2	300—10—400	300—15—390—20—450	
	Non-Gazetted.				
11	Superintendent ..	2	210—10—280	200—10—290—15—320	
		1	225—15—300—10—350 ..	200—10—290—15—320	
12	Clerk of the Court and Interpreter.	5	210—10—290 (C) ..	200—10—290—15—320	
13	Research Assistant	1	210—10—290 (C) ..	200—10—290—15—320	
14	Technical Statistical Assistant	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
15	Accountant-cum-Cashier	1	140—10—210—E.B.—10—270	150—8—190—10—220—E.B.—10—270.	
16	Board Clerk ..	1	165—10—225—E.B.—10—255—15—300 (C) Special pay Rs. 20	150—8—190—10—220—E.B.—10—270 Special pay to continue	

Industrial Court, Maharashtra—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
17	Cashier ..	1	160—6—190—8—206—E.B.—8—230—10—270 (C)	150—8—190—10—220—E.B.—10—270	
		1	100—3—130—E.B.—4—170 .. Special pay of Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
18	Clerk of the Court ..	3	145—8—185	150—8—190—10—220—E.B.—10—270	
19	Upper Division Clerk	3	115—5—155—E.B.—5—190 .. Special pay of Rs. 5 for one post	150—8—190—10—220—E.B.—10—270 Special pay to continue	
		1	120—5—155—E.B.—5—190 ..	150—8—190—10—220—E.B.—10—270	
		1	145—8—185	150—8—190—10—220—E.B.—10—270	
20	Senior Clerk ..	3	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
21	Stenographer ..	5	250—10—350—E.B.—15—500 (C)	240—10—290—15—350—E.B.—15—470	
22	Stenographer ..	1	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
		2	145—5—170—6—200—E.B.—6—230—9—275	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
		3	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
23	Typist/Clerk-typist Junior Clerk.	13	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
24	Clerk-typist/Clerk ..	13	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
25	Bailiff ..	2	120—4—152 (C)	100—3—136—4—140	
		1	80—2—100—E.B.—3—115 ..	100—3—136—4—140	
	CLASS IV				
26	Chobdar ..	1	100—2—110 (C)	100—3—115	
27	Havildar ..	3	87—2—107 (C)	90—2—110	
		1	80—2—100	90—2—110	
28	Daftary ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
		1	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
29	Naik ..	4	77—1—87—E.B.—1—92 (C) ..	80—2—100	
		2	70—1—80—E.B.—1—85 ..	80—2—100	
30	Peon ..	15	72—1—82 (C)	70—1—80—E.B.—2—90	
31	Night Watchman ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
		1	65—1—75	70—1—80—E.B.—2—90	
32	Peon	9	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 85

LABOUR DEPARTMENT

The Labour Department was established in the State of Bombay in 1921. The Department is concerned mainly with administration of laws relating to industrial employment, employer-labourer relations, and the welfare of labour. The Head of the Department is the Commissioner of Labour with head-quarters at Bombay. He is assisted by three Deputy Commissioners at head-quarters and two Deputy Commissioners one each at the divisional head-quarters at Poona and Nagpur. In addition to the Labour Department, the Commissioner has under him the State Employment Organisation and Factory and Boiler Departments. He is also in direct control of 5 Industrial Training Workshops at Bombay, Sholapur, Aurangabad, Nagpur and the Bombay Labour Institute, Bombay.

2. Before we proceed to deal with the pay structure of the Department, it is necessary to refer to the suggestion made by the Commissioner of Labour that the existing disparity between the pay scales of non-gazetted staff in his office and those of the non-gazetted staff in Sachivalaya should be removed. The demand for parity in the Sachivalaya staff has also been made by the Labour Department Staff Union. We have dealt with this question at some length in a separate chapter and would not, therefore, like to go over the same grounds again. It may be pointed out that the pay scales recommended by us for various posts in different organisations have been arrived at with due regard to all relevant factors.

3. Designations of various posts in the Department their existing pay scales and the pay scales recommended by us for those posts are indicated in the appended schedule. Considerations underlying our recommendations in regard to pay scales of some categories are discussed below.

4. *Commissioner of Labour* (Rs. 1,300—1,800 *plus* Special pay of Rs. 150) :

The Department considers that the post should be equated with the post of a Secretary. The Industries and Labour Department, on the other hand, has suggested that the post should be brought on the time scale that may be recommended by the Commission for Senior Heads of Departments. In the case of other higher posts we have not, as a matter of principle, recommended any revision except where a revision is considered necessary on special grounds. In the present case, we do not think that there is any case for revising the pay-scale of the post.

The Commissioner of Labour is in receipt of a special pay of Rs. 150 as he is in-charge of the Employment Exchange Organisation and is on the same scale of pay as the Director of Employment. We recommend that this special pay be continued.

5. *Deputy Commissioner of Labour* (Rs. 730—1,080) :

The post is filled either by promotion of Assistant Commissioner or by nomination. The qualifications prescribed for nomination are an Honours degree preferably Economics or Commerce, and experience in investigation of labour problems and the settlement of labour disputes including knowledge of labour laws and industrial conditions. Having regard to the duties of the post and also qualifications prescribed for direct recruitment we consider that a revised scale of Rs. 740—45—1,100—50—1,150 would meet the requirements of the case.

6. *Assistant Commissioner of Labour* (Rs. 350—900) :

The post is filled either by promotion from among Government Labour Officers or by nomination of candidates possessing a Second Class degree in Arts, Science, Commerce or Law or an ordinary degree in Arts, Science etc. plus a degree or diploma in social work. A revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 per month during the period of probation) is recommended for the post.

7. *Government Labour Officer* (Rs. 250—550) :

The post is filled either by promotion from among Superintendents or other subordinate staff in the Offices of the Commissioner of Labour, Deputy and Assistant Commissioners of Labour or by nomination of candidates possessing a degree in Arts, Science, Commerce or Law. A revised scale of Rs. 300—20—460—E.B.—20—500—25—600 (fixed pay of Rs. 280 per month during the period of probation) is recommended for the post.

8. *Assistant Registrar of Trade Union* (Rs. 250—550) :

This post is comparable to the post of Government Labour Officer. We, therefore, recommend for the post the same scale as we have suggested for that post.

9. *Superintendent, Office of the Commissioner of Labour, Research Assistant* (Rs. 220—430 C); *Junior Inspector, Shops and Establishment, Aurangabad Division* (Rs. 220—380); *Inspector, Shops and Establishment, Nagpur Division* (Rs. 225—350) :

The posts of Superintendents are filled either by promotion of Senior Clerks or by nomination of candidates possessing a degree of a recognised University preferably in Economics, Mathematics, or Statistics. For the posts of Superintendents in other subordinate offices we have recommended a scale of Rs. 260—410. Since in the case of Labour Department, the recruitment rule provides for direct recruitment of graduates, we recommend for the post, a revised scale of Rs. 200—10—290—E.B.—15—410 with the provision of a higher start of Rs. 260 for those promoted from the lower cadres.

The posts of Junior Inspectors of Shops and Inspector of Shops and Establishments were allocated from the former States of Hyderabad and Madhya Pradesh respectively. They were not equated with any of the posts in the old Bombay set up presumably for want of corresponding posts. Since, from the point of view of recruitment qualifications, they are comparable to the posts of Superintendents and since in the Departmental hierarchy they hold positions corresponding to that of Superintendent, we recommend that they may also be brought on the scale of Rs. 200—410 which we have recommended for Superintendents.

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10. *Superintendent, Office of the Deputy Commissioner of Labour, Poona and Nagpur Divisions* :

The post carries a scale of Rs. 195—245. The prescribed qualifications for recruitment are the same as those prescribed in the case of Superintendents in the Commissioner's Office. As, however, these posts are in divisional offices, we recommend a revised scale of Rs. 200—10—290—15—320 for these posts.

11. *Superintendent, Office of the Assistant Commissioner of Labour, Aurangabad* (Rs. 195—245) :

This post was allocated from the former State of Hyderabad and was equated to the post of Superintendent in the office of the Commissioner of Labour, Bombay. The pay scale has, however, since been brought in line with the pay scale of Superintendents in other divisional offices viz. Rs. 195—245, though the incumbent is reported to have retained the Hyderabad scale of Rs. 220—380 (Revised). Having regard to the pay-scale recommended by us for the post of Superintendent in the Divisional offices at Nagpur and Poona we recommend a revised scale Rs. 200—10—290—15—320 for the post. The incumbent will have option to retain his old scale as personal to him. We are unable to accept the suggestion made by the Department that the pay-scale should be brought in line with that of Superintendent in the Office of the Commissioner of Labour, as this post is only comparable to similar posts in other divisional offices.

12. *Minimum Wage Inspector/Secretary, Labour Training Centre, Nagpur* (Rs. 200—300); *Price Supervisor/Senior Labour Investigator/Scrutinisers* (Rs. 190—300) :

All the posts are filled either by promotion of lower staff or by the direct recruitment of graduates. We recommend a revised scale of Rs. 200—10—290—15—320 for all these posts.

13. *Assistant Inspectors, Shops and Establishment* (Rs. 165—190); *Shop Inspector* (Rs. 145—185); *Inspector/Statistical Assistant/Senior Clerk* (Rs. 165—300 C); *Senior Clerk* (Rs. 145—185); *Junior Labour Investigator* (Rs. 145—190) :

The posts of Assistant Inspector, Shops and Establishment, were allocated from the former State of Madhya Pradesh. The scale was revised in the general revision of 1962 by merger of Dearness Allowance. The Commissioner considers that these posts are comparable to the posts of Shops Inspectors. We have, therefore, recommended a common scale of Rs. 150—8—190—10—220—E.B.—10—270 for all these posts and also for other posts mentioned above taking into account the recruitment rules and the nature of work attached to them.

14. *Librarian* (Rs. 140—250 unrevised) :

It is stated that the scale was not revised in the general revision of 1962. The post is filled either by promotion of subordinate member possessing a degree in Commerce or Economics or by nomination of candidates who possess a degree of a recognised university in Economics or Commerce and possess adequate experience or a diploma in Library Science. For Librarians in other Departments, who are graduates and possess a diploma or a certificate in library science we have recommended a scale of Rs. 160—10—250—E.B.—10—300. We suggest that the same scale may be prescribed for this post also, provided that the qualifications prescribed in the recruitment rule are satisfied. If the prescribed qualifications are not satisfied, we recommend a scale of Rs. 150—8—190—10—220—E.B.—10—270.

15. *Special pays* :

The following posts carry special pays for the reasons mentioned against them :—

Designation	Amount of special pay	Reason for grant of special pay
Senior Clerk, Office of the Commissioner of Labour.	Rs. 20	For attending to confidential work.
Senior Typist, Office of the Commissioner of Labour.	Rs. 20	For supervising the work of the typists.
Senior Clerk, Office of the Assistant Commissioner of Labour (Aurangabad) (2 persons).	Rs. 10	For extra duties of collection of prices from local market.
Senior Clerk (2 persons) ...	Rs. 20	For the additional work connected with the socio-economic survey for new series of cost of living index numbers.
Junior Clerk (3 persons) ...	Rs. 20	For the additional work connected with the socio-economic survey for new series of cost of living index number.

As the special pays have been sanctioned either for additional work or for arduous nature of duties, we recommend that the same may continue.

Special pays drawn by other staff for handling cash and for doing shorthand work may also continue.

BOMBAY LABOUR INSTITUTE

16. The Bombay Labour Institute was established in July 1947 by the then Government of Bombay. The Institute has been recognized under Section 15 of the Bombay University Act, 1953 as a post graduate institution for imparting specialised instructions leading to the two-years diploma in Labour Welfare. The Institute is headed by a Principal, who is on the standard Class I scale of Rs. 350—1,100, (which is also sanctioned scale of Professors at the same Institute) and in addition draws a special pay of Rs. 100. We recommend a revised scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 (fixed pay of Rs. 380 per month during the period of probation) for the post. We also recommend that the special pay of Rs. 100 which is granted to the Principal for looking after the administrative work of the institute be continued.

17. *Supervisor* (Rs. 350—1,100) :

The posts are filled by nomination of candidates possessing a second class Master's degree in Economics and Ph.D. degree in an appropriate subject of a recognized university. A revised scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 (fixed pay of Rs. 330 per month during the period of probation) is recommended for the post.

18. *Chief Editor* (Rs. 350—900) :

The post is filled either by promotion of a Lecturer or by nomination of candidates possessing at least a second class degree in one of the social sciences and having teaching, journalistic or writing experience for not less than 5 years. He is in charge of the correspondence course in Trade Unionism which the Institute conducts. We recommend for the post a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 per month during the period of probation).

19. *Lecturer* (*Gazetted*) (Rs. 270—550) :

The recruitment rule for the post of Lecturer in Labour Welfare has not been finalised while the rule for the post of Lecturer in Trade Unionism provides for the post being filled either by promotion from among non-gazetted Lecturers or by nomination of candidates having at least second class Bachelor's degree in one of the social sciences and possessing teaching experience for atleast two years. A revised scale of Rs. 300—20—460—E.B.—20—500—25—600 (fixed pay of Rs. 280 during the period of probation) is recommended for the post.

20. *Lecturer* (*Non-Gazetted*) (Rs. 200—450 C) :

The posts are filled by nomination of persons who are second class graduates in one of the social sciences. We recommend a revised scale of Rs. 180—10—290—E.B.—15—425 for the posts.

21. *Registrar* (Rs. 200—350) :

The post is filled by nomination of a graduate possessing a post-graduate diploma in Labour or Social Welfare and two years administrative experience in a Government office or an educational institute. A revised scale of Rs. 210—10—290—15—320—E.B.—15—425 is recommended for the post.

22. The special pay drawn by the Clerk handling cash may be continued.

INDUSTRIAL TRAINING WORKSHOPS

23. There are five Industrial Training Workshops one each at Bombay, Sholapur, Aurangabad, Nagpur and Nanded. The designation of posts, their existing scales and revised scales recommended by us are shown in the accompanying schedule. Revised scales for the posts of Superintendents in charge of the Workshops and Instructors have been recommended with due regard to the prescribed qualifications and pay scales suggested for similar posts elsewhere.

SCHEDULE

LABOUR DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	COMMISSIONER OF LABOUR AND DIRECTOR OF EMPLOYMENT				
	Gazetted		Rs.	Rs.	
1	Commissioner of Labour.	1	1,300—60—1,600—100—1,800 Special pay Rs. 150	1,300—60—1,600—100—1,800 Special pay of Rs. 150 to continue.	
2	Deputy Commissioner of Labour.	5	730—50—1,080	740—45—1,100—50—1,150	
3	Assistant Commissioner of Labour.	21	350—425—25—525—30—615—E.B.—30—675—45—900	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 per month during the period of probation).	
4	Government Labour Officer	32	250—270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600. (Fixed pay of Rs 280 per month during the period of probation).	
5	Assistant Registrar of Trade Union.	2	250—270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 per month during the period of probation)	
6	Special Officer (Organinisation and Methods)	1	250—270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 per month during the period of probation).	
	Non-Gazetted				
7	Superintendent ..	20	220—10—250—15—325—E.B.—15—430 (C)	200—10—290—E.B.—15—410 (Promotees to start on Rs. 260)	
8	Research Assistant	2	220—10—250—15—325—E.B.—15—430 (C)	200—10—290—E.B.—15—410 (Promotees to start on Rs. 260)	
9	Junior Inspector Shops and Establishments (Aurangabad Division).	4	220—10—300—E.B.—10—350—15—380	200—10—290—E.B.—15—410	
10	Inspector, Shops and Establishments (Nagpur-Division).	1	225—15—300—E.B.—10—350	200—10—290—E.B.—15—410	
11	Superintendent, Office of the Deputy Commissioner of Labour, Poona/Nagpur.	4	195—10—245	200—10—290—15—320	
12	Superintendent, ..	6	195—10—245	200—10—290—15—320	
13	Minimum Wage Inspector.	2	200—10—300	200—10—290—15—320	
14	Secretary, Labour Training Centre, Nagpur.	1	200—10—300	200—10—290—15—320	
15	Price Supervisor ..	2	190—10—250—E.B.—10—300	200—10—290—15—320	
16	Senior Labour Investigator.	11	190—10—250—E.B.—10—300	200—10—290—15—320	

Labour Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-gazetted—contd.		Rs.	Rs.	
17	Scrutinizer ..	3	190—10—250—E.B.—10—300	200—10—290—15—320	
18	Assistant Inspector, Shops and Establishments.	6	165—5—190	150—8—190—10—220—E.B.—10—270	
19	Shop Inspector ..	3	145—8—185	150—8—190—10—220—E.B.—10—270	
20	Price Inspector ..	2	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
21	Statistical Assistant	7	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
22	Senior Clerk ..	59	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
		14	145—8—185	150—8—190—10—220—E.B.—10—270	
23	Junior Labour Investigator.	27	145—5—190	150—8—190—10—220—E.B.—10—270	
24	Junior Clerk/Clerk/Typist/Telephone Operator.	126	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		43	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
25	Stenographer ..	5	190—8—254—E.B.—8—270—10—320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
		4	160—6—190—8—230—E.B.—10—320—10—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
26	Steno-typist ..	9	145—5—165—8—189—E.B.—8—245 (C)	(*i*) 110—4—150—E.B.—5—200 (*Plus* Shorthand allowance according to speed for those borne on the clerical cadre of the Department).	
		3	100—3—130—E.B.—4—170 (*Plus* shorthand Allowance)	(*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270	
	CLASS IV				
27	Daftari ..	1	77—2—97—E.B.—2—107 (C) ..	80—2—100—E.B.—2—110	
			70—1—80—2—100 ..	80—2—100—E.B.—2—110	
28	Naik ..	3	77—1—87—E.B.—1—92 (C)	80—2—100	
		1	70—1—80—E.B.—1—85		
29	Peon / Sweeper / Watchman.	59	72—1—82 (C)	70—1—80—E.B.—2—90	
30	Peon/Sweeper/Watchman.	50	65—1—75	70—1—80—E.B.—2—90	
31	Watchman-*cum*-Mali	1	65—1—75	70—1—80—E.B.—2—90	
32	Attendant ..	4	75 (Fixed) ..	70—1—80—E.B.—2—90 (Subject to remarks in the chapter on common categories of posts)	

Labour Department—contd.

PART B.

Posts scales of which were not revised in 1962 revision.

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision.	Merger scale of pay admissible in 1-7-1962 revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Librarian ..	1	140—6—200—E.B.—10—250 (C)	185—6—245—E.B.—10—295 (C)	(*i*) 160—10—250—E.B.—10—300 For graduates possessing a diploma in Library science. (*ii*) 150—8—190—10—220—E.B.—10—270 for Promotees from clerical cadre.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
			BOMBAY LABOUR INSTITUTE		
	Gazetted		Rs.	Rs.	
1	Professor-Director ..	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay Rs. 100	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs 380/- during the period of probation). Special pay to continue	
2	Professor ..	2	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
3	Chief Editor ..	1	350—425—25—525—30—615—E.B.—30—675—45—900	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
4	Lecturer ..	2	270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600	
	Non-Gazetted				
5	Lecturer ..	3	200—10—300—E.B.—15—450 (C)	180—10—290—E.B.—15—425	
6	Registrar ..	1	200—10—260—E.B.—15—350 *Plus* Honorarium of Rs. 25.	210—10—290—15—320—E.B.—15—425 *Plus* Honorarium of Rs. 25.	
7	Librarian ..	1	145—5—165—8—189—E.B.—8—245 (C)	(*i*) 160—10—250—E.B.—10—300 (For Graduates with diploma in Library Science) (*ii*) 135—5—170—6—188—E.B. 6—200—8—240—10—270 (For S.S.C., holders possessing a diploma or certificate in Library Science.)	
8	Senior Clerk ..	2	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	

Labour Department—contd

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			GOVERNMENT INDUSTRIAL TRAINING WORKSHOP		
			Rs.	Rs.	
	Gazetted				
1	Superintendent ..	4	270—15—390—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600	
	Non-Gazetted				
2	Instructor (Turner, Fitter, Tailor, Painter, Carpenter, Moulding, Smithy.)	26	125—4—153—E.B.—4—165—5—190	135—5—170—6—200	
3	Instructor ..	5	145—5—185—E.B.—6—215 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
4	Assistant Carpenter Instructor.	2	115—3—130—5—135—E.B.—5—165	125—4—157—E.B.—4—165—5—180	
5	Store-Keeper ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		4	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
6	Accounts Clerk ..	3	145—8—185	150—8—190—10—220—E.B.—10—270	
		1	160—6—190—8—206—E.B.—8—230—10—270 (C)	150—8—190—10—220—E.B.—10—270	
7	Clerk-typist/Junior Clerk/Clerk.	5	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
			100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
8	Cashier-*cum*-Accountant.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
9	Clerk-Typist ..	4	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
10	Steno-typist ..	2	145—5—165—8—189—E.B.—8—245 (C)	(*i*) 110—4—150—E.B.—5—200 (*Plus* shorthand allowance according to speed for those borne on departmental cadre).	
		2	120—5—160—E.B.—5—185—6—245 (C) *Plus* shorthand allowance	(*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For others)	
	CLASS IV				
11	Peon/Watchman, Mazdoor, Cleaner.	21	72—1—82 (C)	70—1—80—E.B.—2—90	
			65—1—75	70—1—80—E.B.—2—90	
12	Peon/Hamal / Sweeper/Watchman / Mali.	12	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 86

STEAM BOILER DEPARTMENT

The Steam Boiler Department is concerned with the administration of the Indian Boilers Act, 1923 and the Indian Boilers Regulations, 1924. The organisation is headed by the Chief Inspector of Steam Boilers and Smoke Nuisances, who is under the overall supervision of the Commissioner of Labour.

2. Designations of various posts, their existing pay-scales and the pay-scales recommended by us for those posts are indicated in enclosed schedule. Considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed in the following paragraphs.

3. *Chief Inspector of Steam Boilers and Smoke Nuisances* (Rs. 1,050—1,200 C) :

The post is filled either by promotion from among Inspectors of Steam Boilers and Smoke Nuisances or by nomination of candidates possessing a certificate of Competency of the First Class, issued by the Government of India, Ministry of Transport or a First Class degree in Mechanical or Electrical Engineering and who have served as Engineer and Ship Surveyor under the Ministry of Transport, United Kingdom or Government of India for not less than 4 years or have had experience of boiler inspection work or of consulting engineering work in connection with the inspection of boilers for not less than 4 years. The existing scale which has a span of only 4 years is rather short. Having regard to the qualifications prescribed and the nature of duties attached to the post, we recommend a general revised scale of Rs. 900—50—1,300 for it.

4. *Senior Inspector of Steam Boilers and Smoke Nuisances* (Rs. 680—1,080) :

This post has been temporarily created with effect from 1956 in lieu of a post of Inspector of Steam Boilers and Smoke Nuisances for the purpose of absorption of an officer allocated from the former State of Hyderabad. The post is on an ad-hoc scale and is not likely to continue after the present incumbent vacates it. We do not, therefore, accept the suggestion made by the Secretariat Department to bring the post on the scale of an Executive Engineer. We suggest that the post may be continued on the existing ad-hoc scale.

5. *Inspector of Steam Boilers and Smoke Nuisances* (Rs. 400—855) :

The post is filled by nomination of candidates possessing a degree in Mechanical and Electrical Engineering of a recognised university or a first class diploma in Mechanical or Electrical Engineering and practical experience for two years as an Engineer in the designs, construction, repairs and maintenance of steam engines and boilers. Persons possessing a certificate of proficiency in the first class as an Engineer under the Bombay Boiler Rules, 1924 or a First Class Certificate of Competency issued by the Ministry of Transport, Government of India under the Indian Merchant Shipping Act are also eligible for being appointed to the post. Having regard to the duties of the post we recommend a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) for the post.

6. *Senior Technical Assistant* (Rs. 250—330 C) .

The post is filled by promotion of a Junior Technical Assistant. The Secretariat Department has proposed that the scales of pay of Senior and Junior Technical Assistants be amalgamated. We, however, find that the Senior Technical Assistant has to supervise the duties of Junior Technical Assistants and that the duties attached to the two posts have been clearly differentiated. We do not, therefore, recommend an amalgamation of the two scales. We suggest a revised scale of Rs. 220—10—290—E.B.—15—380 for the post of Senior Technical Assistant.

7. *Junior Technical Assistant* (Rs. 200—300 C) :

The post is filled by nomination of candidates who are licentiates in Mechanical Engineering or hold a diploma in Mechanical Engineering from a recognised college or technical institute. A revised scale of Rs. 170—10—250—E.B.—10—290—15—320 with a provision for a higher starting pay of Rs. 180 for diploma holders in Mechanical Engineering is recommended for the post.

8. *Smoke Observer* (Rs. 150—230 C) :

The post is filled by nomination of a candidate who has passed Secondary School Certificate Examination and has some practical knowledge of engineering and combustion. A revised scale of Rs. 135—5—170—6—200 is recommended for the post.

9. *Special pays*:

One Senior Clerk and two Clerk-Typists are in receipt of special pays for handling cash. These special pays may be continued.

SCHEDULE

STEAM BOILER DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Gazetted				
1	Chief Inspector of Steam Boilers and Smoke Nuisances.	1	1,050—50—1,200 (C) ..	900—50—1,300	
2	Senior Inspector, Nagpur.	1	680—30—800—40—880—E.B.—40—1,080	Existing scale to continue.	
3	Inspector of Steam Boilers and Smoke Nuisances.	9	400—25—550—E.B.—30—640—40—720—45—855 (Fixed pay of Rs. 400 during the period of probation)	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation)	
	Non-Gazetted				
4	Senior Technical Assistant.	1	250—10—330 (C)	220—10—290—E.B.—15—380	
5	Junior Technical Assistant.	3	200—10—300—(C) ..	170—10—250—E.B.—10—290—15—320 Higher start of Rs. 180 for Diploma holders in Mechanical Engineering	
6	Smoke Observer ..	1	155—5—170—6—200—E.B.—6—230 (C)	135—5—170—6—200	
7	Superintendent ..	3	250—10—330 (C) ..	200—10—290—15—320	
8	Senior Clerk ..	5	200—10—280 (C) .. Special pay of Rs. 15 for one Senior Clerk for handling cash.	150—8—190—10—220—E.B.—10—270 Special pay for handling cash to continue	

Steam Boiler Department--contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
9	Clerk-Typist ..	21	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		4	100—3—130—E.B.—4—170 Special pay Rs. 5 for Clerks handling cash	Special pay for handling cash to continue	
	CLASS IV				
10	Daftari ..	2	77—2—92—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
11	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
12	Peon ..	13	72—1—82 (C)	70—1—80—E.B.—2—90	
13	Peon/Farash ..	5	65—1—75	70—1—80—E.B.—2—90	

सत्यमेव जयते

CHAPTER 87

CHARITY COMMISSIONER'S OFFICE

The Charity Organisation came into existence with the enactment of the Bombay Public Trusts Act, 1950 to regulate public, religious, and charitable trusts in the State. Every Trust falling within the scope of the Act is required to be registered with the Charity organisation. Accounts of every Trust have to be kept and audited in the prescribed manner. The Charity Commissioner's office has under its control six regional offices in the State. The Charity Commissioner is also the Treasurer of Charitable Endowments for the purposes of the Charitable Endowments Act, 1890 and also the Registrar of Societies under the Societies Registration Act, 1860.

2 The Charity Commissioner is assisted by a Joint Charity Commissioner, a Deputy Charity Commissioner and Assistant Charity Commissioner. For the purpose of carrying out the provisions of the Act, there are two other officers called the Director of Accounts and Assistant Director of Accounts and also Inspectors and other subordinate officers. Each regional office is called Public Trusts Registration Office and is in-charge of the Deputy Charity Commissioner or Assistant Charity Commissioner. We have made the following recommendations in respect of some of the proposals pertaining to their pay scales.

3. *Charity Commissioner* :

No pay scale has so far been prescribed for the post. The present incumbent draws a fixed pay of Rs. 2,250. When filled by nomination, the candidate for this post is required to be a person who is holding or has held a judicial office not lower than that of a District Judge. Having regard to this qualification, we recommend a scale of Rs. 1,500—60—1,800—100—2,000 for this post. When however an officer from the Judiciary is drawn, he may draw grade pay of the District Judge (Rs. 900—1,800) plus a special pay of Rs. 200.

4. *Joint Charity Commissioner* (Rs. 1,300—50—1,600) :

No change is recommended in the present pay scale except for the rate of annual increment which is raised from Rs. 50 to 60. When drawn from the judiciary, the incumbent may draw the grade pay of the post of District Judge (Rs. 900—1,,800) plus a special pay of Rs. 150 provided the grade pay plus the special pay does not exceed the maximum of the scale of the post.

5. *Deputy Charity Commissioner* (Rs. 730—1,100) :

Appointment to this post is made by promotion from the cadre of Assistant Commissioners or by nomination of a person who is holding or has held a judicial office not lower than that of a Civil Judge (Senior Division) or a Judge of Small Cause Court. In view of this requirement, we recommend a scale of Rs. 800—50—1,300 for this post. The same scale has been proposed for an Assistant Judge. When however an officer is drawn from the judiciary, he may draw his grade pay plus a special pay of Rs. 100.

6. *Director of Accounts* (Rs. 900—1,500 C) :

The appointment to this post is made by promotion of an Assistant Director of Accounts or by nomination of a candidate who is a Chartered Accountant and holds degree in Commerce with Advanced Accountancy and Auditing and 12 years experience in Accounts. We propose a scale of Rs. 740—1,150 for the post as it is included in the Maharashtra Finance and Accounts Service, Class I (Sr.).

7. *Assistant Director of Accounts* (Rs. 550—955) :

He is required to possess the same qualifications as the Director of Accounts except that the required experience of Accounts work in his case is 7 years. We propose a scale of Rs. 410—965 for this post as it is included in the Maharashtra Finance and Accounts Service, Class I (Jr.).

8. *Assistant Charity Commissioner* (Rs. 550—955) :

A person to be appointed as Assistant Charity Commissioner is required to have held a judicial office not lower than that of Civil Judge (Junior Division). Having regard to the scale of pay recommended for the post of Civil Judge (Junior Division) viz. Rs. 410—965, we recommend that this post may carry a scale of Rs. 560—30—650—45—965.

9. As regards the non-gazetted ministerial posts, they have been fitted in suitable common scales adopted by us for comparable posts. Where any posts have comparable counter-parts in the judicial department, we have as far as possible suggested the scales proposed in the judicial department.

10. *Special pays* :

(1) The incumbent of the post of Joint Charity Commissioner belongs to the judicial service drawing grade pay of the District Judge's post plus a special pay of Rs. 200 per month. In accordance with the recommendation made by us, the special pay may be limited to Rs. 150 per month.

(2) The Deputy Charity Commissioner is granted special pay of Rs. 150 in addition to his grade pay of the District Judge's post. In accordance with the recommendation made by us above, he may draw a special pay of Rs. 100 per month.

(3) A Junior Clerk is given special pay of Rs. 15 in addition to his grade pay in view of the additional responsibility shouldered by him as Treasurer of Charitable Endowments Accounts. The special pay may continue.

(4) Daftaries in the scale of Rs. 65—1—75 are given a special pay of Rs. 25 each for additional responsibilities of keeping record. We have proposed a regular scale of Daftary for these posts. There is now no justification for any special pay in addition. The same may be discontinued.

SCHEDULE

CHARITY COMMISSIONER, BOMBAY

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Charity Commissioner	1	2,250 .. .. (For the present incumbent)	2,250 (For the present incumbent). (*i*) 1,500—60—1,800—100—2000 (For direct recruit) Or (*ii*) When drawn from Judiciary, grade pay of District Judge *plus* special pay of Rs. 200	
2	Joint Charity Commissioner.	1	1,300—50—1,600 .. .. (or grade pay in Judicial service *plus* special pay Rs. 200)	(*i*) 1,300—60—1,600 (For direct recruit) Or (*ii*) When drawn from Judiciary, Grade pay of District Judge *plus* special pay of Rs. 150.	

Charity Commissioner, Bombay—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
3	Deputy Charity Commissioner.	2	730—45—1,000—50—1,100 Or Grade pay of District Judge *plus* special pay of Rs. 150	(*i*) 800—50—1,300 Or (*ii*) When drawn from Judiciary, grade pay *plus* special pay of Rs. 100.	
4	Assistant Charity Commissioner.*	7	550—30—610—40—730—E.B.—45—955	560—30—650—45—965	
5	Director of Accounts	1	900—50—1,200—E.B.—60—1,500 (C)	740—45—1,100—50—1,150 (Scale of Maharashtra Finance and Accounts service Cl. I Sr.)	
6	Assistant Director of Accounts.	1	550—30—610—40—730—E.B.—45—955	410—30—650—E.B.—45—965 (Scale of Maharashtra Finance and Accounts service Cl. I Jr.)	
	Non-Gazetted				
7	Superintendent (Head Office).	4	350—20—550 (C)	340—20—500	
8	Superintendent (Public Trusts Registration Office, Greater Bombay Region)	2	300—10—350—15—395 (C) ..	260—10—290—15—410	
9	Legal Assistant (Head Office).	1	260—15—350 (C)	250—10—290—15—350	
10	Accountant ..	10	210—10—290 (C)	200—10—290—15—320	
11	Bench Clerk ..	2	210—10—290 (C)	200—10—290—15—320	
12	Judicial Clerk ..	2	210—10—290 (C) ..	200—10—290—15—320	
13	Senior Clerk ..	5	210—10—290 (C)	150—8—190—10—220—E.B.—10—270	
14	Inspector ..	6	210—10—290 (C)	150—8—190—10—220—E.B.—10—270	
15	Superintendent (Regional Office)	5	210—10—300	200—10—290—15—320	
16	Accountant (Regional Office).	9	185—10—215	150—8—190—10—220—E.B.—10—270	
17	Inspector ..	12	185—10—215	150—8—190—10—220—E.B.—10—270	
18	Senior Clerk ..	5	145—8—185	150—8—190—10—220—E.B.—10—270	
19	Junior Clerk ..	31	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 15 to one clerk	110—4—150—E.B.—5—200 Special pay to continue	
20	Junior Clerk ..	26	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
21	Typist ..	3	120—5—160—E.B.—5—185—6—203—E.B.—8—245 (C)	110—4—150—E.B.—5—200	

Charity Commissioner, Bombay—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
22	Stenographer ..	2	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
23	Steno-typist ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) *Plus* shorthand Allowance.	110—4—150—E.B.—5—200 *Plus* shorthand allowance For those drawn from cadre of clerks. Or 135—5—170—6—188—E.B.—6—200—8—240—10—270 For direct recruits	
24	Steno-typist ..	5	100—3—130—E.B.—4—170 .. Shorthand allowance Rs. 30	110—4—150—E.B.—5—200 *Plus* shorthand allowance for those drawn from clerk's cadre Or 135—5—170—6—188—E.B.—6—200—8—240—10—270 For direct recruits	
	(CLASS IV)				
25	Daftary ..	2	65—1—75 .. .. Special pay Rs. 25	80—2—100—E.B.—2—110 Special pay to discontinue	
26	Naik ..	2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
27	Peon ..	37	71—1—82 (C) .. .. 65—1—75	70—1—80—E.B.—2—90	
28	Night Watchman ..	2	65—1—75 .. .. (Other posts)	70—1—80—E.B.—2—90	
29	Chowkdiar-*cum*-Farash.	2	65—1—75	70—1—80—E.B.—2—90	
30	Attendant ..	17	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to remarks in the chapter on common categories of posts)	

CHAPTER 88

JUDICIAL DEPARTMENT

The judicial machinery in the State for administration of justice, consists of several courts (Court of Civil Judge, District Court, Small Causes Court, Presidency Magistrate's Court, City Civil Court, etc.) with different jurisdictions spread over the whole State. The High Court at Bombay has jurisdiction over the whole State and has superintendence and administrative control over all courts in the State, the State Government exercising its powers in respect of the judiciary through and in consultation with the High Court. The High Court at Bombay has an Original side and an Appellate Side and has a Division Bench at Nagpur for dealing with the business arising in the Vidarbha Region.

2. The administrative work of the High Court is controlled by a Registrar and an Additional Registrar on the Appellate side and by the Prothonotary and Senior Master on the Original side.

3. The judicial set up in Greater Bombay is different from that in the rest of the State. It consists of (1) The Principal Judge and Judges of the City Civil Court, (2) The Chief Presidency Magistrate and the Presidency Magistrates at Bombay and (3) The Chief Judge and Judges of Small Causes Court at Bombay. In the mofussil, it consists of (1) District Judge, (2) Assistant Judge, (3) Small Causes Court Judge (at Poona and Nagpur only), (4) Civil Judge, Senior Division, and (5) Civil Judge, Junior Division, and Judicial Magistrates, First Class.

4. The High Court is of the view that the scales of pay of the various categories of judicial posts are not commensurate with the duties and responsibilities attached to them. The duties and responsibilities of the judicial officers have radically changed after 1947 due to separation and varied type of legislation undertaken by Government. In several States, the pay-scales are already revised and are higher than those prescribed in this State. The High Court, has, therefore, suggested an upward revision of pay scales.

5. The designations of posts in the Department, their existing scales of pay and the revised scales of pay proposed by us are shown in the appended schedules. The considerations underlying our recommendations in regard to revised scales of pay of some of the categories of posts are discussed in the following paragraphs.

6. *Principal Judge and Judges of the Bombay City Civil and Sessions Court* :

The Principal Judge at present draws a fixed pay of Rs. 2,500 (C) and the Judges receive Rs. 2,000 (C) fixed. The High Court is of the view that it is necessary to increase the pay of the Principal Judge and the Judges of the Court to attract suitable persons of the Bar and also Senior District Judges who usually do not like to come to the City Civil Court for a meagre rise in pay. However in view of the present pay of these posts considered in the frame work of the general pay structure and relativities with higher judicial posts and in consonance with the general principles, adopted by us, we do not consider that any significant change is necessary in their present salaries. We, however, recommend that the Principal Judge and the Judges of the City Civil and Sessions Court may draw the same fixed pay as at present and draw in addition Compensatory Local Allowance and House Rent Allowance admissible under the Rules. This itself will be an improvement in their emoluments.

7. *Chief Presidency Magistrate; Chief Judge, Small Causes Court* (Rs. 1,600—1,800 C); *Additional Chief Presidency Magistrate, Presidency Magistrates and Small Causes Court Judges* (Rs. 1,080—1,300 C) :

An enhanced scale of pay has been proposed for the posts of Chief Presidency Magistrate and Chief Judge, Court of Small Causes. The High Court has observed that

the pay scale of these posts may have to be determined having regard to the pay scale of the Judge of the City Civil Court to which the Chief Presidency Magistrate and the Chief Judge are now eligible to be appointed. We have recommend no change in the pay of the Judge of the City Civil Court. As in his case we recommend that the Chief Presidency Magistrate and the Chief Judge Small Causes Court, Bombay may continue to draw pay in their existing scale of pay viz. Rs. 1,600—100—1,800 and draw in addition Compensatory Local Allowance and House Rent Allowance admissible under the Rules. In the case of other posts we have suggested a common scale of Rs. 1,000—50—1,300.

8. *Presidency Magistrate* (Rs. 375—715 *plus special pay*) *and Presidency Magistrate Juvenile Court* (Rs. 515—815 C) :

The post of Presidency Magistrate for Railway cases carries a scale of Rs. 375—715. The incumbents for these posts are drawn from the cadre of Civil Judges (Junior Division) and Judicial Magistrates and are given a special pay of Rs. 100 per month in addition to their grade pay. We are recommending separately a scale of pay of Rs. 410—30—650—45—965 for the posts of Civil Judges. The same scale may apply to the Presidency Magistrate (Railways). The incumbent drawn from the cadre of Civil Judges and Judicial Magistrates may receive a special pay of Rs. 100 in addition, as at present.

The nature of duties and responsibilities of the post of Presidency Magistrate, Juvenile Court, appear to be different. Appointment to the post of Presidency Magistrate, Juvenile Court, is made from amongst candidates who possess a degree of a recognised University and experience of social work relating to children and child delinquency. Having regard to the qualifications prescribed for the post and the nature of duties, we recommend a scale of Rs. 500—25—650—30—800 for it.

9. *Registrar, Presidency Magistrate's Court; Registrar and Additional Registrar, Small Causes Court* (Rs. 495—865 C) :

The Registrar is the immediate head of the subordinate establishment and is responsible for administration of the department. He is also the disbursing Officer and exercises powers of the Presidency Magistrate in certain matters. In small causes Court also the Registrar exercises judicial powers. Appointment to the post is made by promotion of a person from the subordinate staff of the Court who is a Law Graduate or by nomination of a person who has practised for at least 3 years in Presidency Magistrate's/Civil Court. We feel that a new scale of Rs. 560—30—650—45—875 is adequate for this post.

10. *Registrar City Civil Court* (1,000—1,100 C) and *Registrar City Sessions Court, Greater Bombay* (Rs. 705—930 C) :

The Registrar City Civil Court is in charge of the administration of the office and is also the drawing and disbursing officer. He receives and admits applications and plaints, signs all processes and makes orders regarding production and inspection of documents. He signs and seals all decrees and orders of the Court. The Registrar of City Sessions Court supervises the working of the office. He reads out charges to the accused persons and takes their pleas. He empanels juries, takes verdict of the juries and attends to bail matters.

Having regard to the above duties and responsibilities we suggest that the posts should carry scales of Rs. 920—45—1,100—50—1,150 and Rs. 650—45—965 respectively.

SUBORDINATE COURTS

12. *District Judges* (Rs. 900—1,800) :

The present scale of the posts is the same as the senior scale of the I.A.S. In accordance with the general principles adopted by us, we recommend no change in the present scale.

The Law and Judiciary Department has recommended that (i) on promotion of a Civil Judge to the post of District Judge, (ii) on appointment of a District Judge from the Bar, and (iii) on recruitment to the post of Assistant Judge from the Bar, the initial pay should be fixed at Rs. 1,200 as against the present minimum of Rs. 1,000. As we have not proposed any change in the pay scale, we do not consider that any change in the present practice is warranted.

13. *Assistant Judges* (Rs. 780—1,080) :

Assistant Judges are appointed by promotion of Civil Judges or by nomination of candidates who have practised as Advocate or Pleader in the High Court or in Subordinate Court for over 3 years. After taking into consideration the scale of Civil Judges, we recommend a revised scale of Rs. 800—50—1,300 for Assistant Judges.

14. *Judges Small Causes Court, Poona, Nagpur* (Rs. 980—1,080) :

There are only four posts of this category. They are appointed either by promotion of a Civil Judge or by nomination of a Pleader or an Advocate possessing experience of not less than 3 years. The present scale is a two-year scale having the same maximum as that of an Assistant Judge. Having regard to the pay scale proposed for the Assistant Judges i.e. (Rs. 800—1,300), we recommend a scale of Rs. 1,000—50—1,300 for this post.

15. *Civil Judge (Junior Division)* (Rs. 375—715); *Civil Judge (Senior Division)* (Rs. 775—955) :

There are 364 posts of Civil Judges, Junior Division (including 16 Judicial Magistrates, First Class) and 27 posts of Civil Judges, Senior Division. The posts of Civil Judges (Senior Division) are filled by promotion of Civil Judge (Junior Division). The qualification prescribed for the posts of Civil Judges (Junior Division) is that the candidate should have practised as an Advocate or Pleader for not less than 3 years. The High Court has suggested a combined scale for these posts as persons with suitable qualifications are not available on the existing scale of Rs. 350—715. There is also stagnation in the cadre of the Civil Judges, Junior Division for which also, it is necessary to have a longer scale.

We do not think that the problems would be solved by combining the two grades. In our opinion, it would suffice if the scale of Civil Judge (Junior Division) in particular, is substantially improved. Accordingly, we recommend a scale of Rs. 410—30—650—E.B—45—965 for the posts of Civil Judge (Junior Division). The maximum of this scale is higher than the maximum of the existing scale of the Civil Judge (Senior Division). We also propose a higher scale of Rs. 785—45—1,100—50—1,150 for the post of Civil Judge (Senior Division).

Non-gazetted Staff

COURTS IN GREATER BOMBAY.

16. *Deputy Registrars in the offices of the Chief Presidency Magistrate and Small Causes Court* (Rs. 370—15—460 C) and *Assistant Registrar in the City Civil and Sessions Court* (Rs. 370—15—460 C) :

The Small Causes Court and the Presidency Magistrates Courts at Bombay are the counterparts of each other so far as the Civil and Criminal work is concerned.

These are the highest non-gazetted posts in the above Courts. The Deputy/Assistant Registrars are in charge of general supervision of the Office and perform administrative duties. They are promoted from amongst the clerical cadres. In view of the comparable duties and responsibilities of these posts, we recommend a common scale of Rs 340—20—500 for them.

17. *Assistant Registrars in the Chief Presidency Magistrate's Office* (Rs. 330—380 C); *Assistant Registrar in the Small Causes Court* (Rs. 310—370 C) and *Superintendents in the Bombay City Civil Court* (Rs. 300—380 C):

Assistant Registrars deal with the establishment and accounts matters. The Superintendents in the City Civil Court are in charge of various sections such as Establishment, Accounts, Records etc. All of them are promoted from the clerical staff of the respective Courts. Having regard to the scale of pay of the higher posts of Deputy Registrars/Chief Superintendent, we propose a revised scale of Rs. 260—10—290—15—410 for the posts of Assistant Registrars and Superintendents.

18. *Judicial Clerks and Interpreters* :

These posts carry identical scales of pay in the Chief Presidency Magistrate's office and the Small Causes Court viz. Rs. 210—10—290 (C). The interpreter's post in the City Civil Court carries a scale of Rs. 165—350 (C). These posts are filled by promotion from among the members of the staff knowing Hindi, Marathi and Gujarathi languages. If it is filled by direct appointment, a graduate who is proficient in regional language is appointed. The post of judicial clerks and interpreters are interchangeable. The Law and Judiciary Department has recommended a uniform scale for all posts. Having regard to the duties and qualifications required for these posts, we recommend a common scale of Rs. 200—10—290—15—320 for them. The Bombay Small Causes Court non-gazetted staff Association has claimed parity for the posts of Judicial Clerk in the Small Causes Court with that of Shirastedars in the City Civil Court. The post of Shirastedar in the City Civil Court carries a scale of Rs. 300—380 (C). They are promoted from the combined cadre of Assistant Superintendents and Interpreters (165—350 : C). They attend to Judges in the Courts in connection with the matters fixed for hearing, write Roznamas in all suits, prepare warrants in respect of Sessions trials, send intimations of acquittal etc. Their duties and responsibilities are comparable to those of Superintendents in the City Civil Court for whom we have recommended a scale of Rs. 260—410. Since this scale has been proposed by us for the Assistant Registrars in the Small Causes Court, we do not feel justified in recommending the same scale for judicial clerks also in the same Court who are subordinate to the Assistant Registrars

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Subordinate Courts

19. *Combination of the scales of pay of Senior Clerks.* (Rs. 145—215 and Rs. 145—185) in the subordinate Courts:—

At present posts of Senior Clerks are split up into two grades as follows :—

(1) Head Clerks, Nazir, Record Keeper (District Court), Clerk of the Court and Nazir of the Court of Civil Judge, Senior Division.	145—8—185—10—215
(2) Clerk of the Court, Clerk of the Court-*cum*-Nazir in the Court of Civil Judge (Junior Division), Senior Clerks in District Court, Senior Clerks in the Court of Civil Judge Senior Division and Court of Judicial Magistrate First Class, Bench Clerk, Accounts Clerk.	145—8—185.

It has been represented to us that in view of the general increase in the Courts work since 1946, the duties of the Senior Clerks in the lower group and the higher group are now equally onerous. The High Court has proposed abolition of this distinction but has recommended that the incumbents of the posts at the Head-quarters should get duty allowance of Rs. 30 per month. There are 422 posts in the lower scale and 114 in the higher scale. Since their duties and responsibilities, are identical, we do not see any point in maintaining the distinction. We have recommended

a common scale of Rs. 150—8—190—10—220—E.B.—10—270 for all posts of Senior Clerks. There is however no case for sanctioning a duty allowance of Rs. 30 for the posts at the Headquarters after having prescribed a common scale.

20. *Section writers* :—

The High Court has proposed that the distinction between the English Section writers and Regional Section writers in the subordinate courts should be abolished. There are 544 English Section writers in the scale of Rs. 91—170 and 176 Regional Section writers in the scale of Rs. 91—150. The Section writers in both the categories are required to do copying work. The only difference is that the former do English copying while the latter do regional copying work and this division also is not followed rigidly. We, therefore, see no point in prescribing different pay scales for these posts. We recommend a common pay scale of Rs. 110—4—150—E.B.—5—200 for both categories of Section writers.

21. *Bailiff* (Rs. 80—115) :

One of the proposals (non-official) is that the Bailiff and the Marathi Section writer should get the same pay scale. The duties of a Bailiff and Marathi Section writer being essentially different we do not agree to this proposal. We recommend a scale of Rs. 90—2—100—3—136—4—140 for the post of Bailiff.

22. *Special pays*:

(1) *Additional Chief Presidency Magistrate* (Rs. 1,080—1,300 C) :

These posts are in the same scale of pay as the Presidency Magistrate. The special pay of Rs. 200 p.m. is sanctioned for the extra administrative work assigned to them in addition to their Judicial work. The special pay may be continued.

(2) *Presidency Magistrate* (Rs. 375—715) :

Appointments to these posts are made by transfer of Civil Judges (Junior Division) and Judicial Magistrates, First Class.

A Special pay of Rs. 100 per month is sanctioned to them when they are posted as Presidency Magistrates in Bombay. The special pay may be continued.

Other special pays sanctioned for handling cash, supervising typists' work and for doing shorthand work may be continued.

SCHEDULE

JUDICIAL DEPARTMENT.

Serial No	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			CHIEF PRESIDENCY MAGISTRATE, BOMBAY		
	Gazetted.		Rs.	Rs.	
1	Chief Presidency Magistrate.	1	1,600—100—1,800 (C) ..	1,600—100—1,800	
2	Additional Chief Presidency Magistrate.	2	1,080—30—1,260—40—1,300 (C) Special pay Rs. 200	1,000—50—1,300 Special pay to continue.	
3	Presidency Magistrate	29	1,080—30—1,260—40—1,300 (C)	1,000—50—1,300	

Judicial Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			CHIEF PRESIDENCY MAGISTRATE, BOMBAY—*contd.*		
	Gazetted—contd.		Rs.	Rs.	
4	Presidency Magistrate.	2	375—20—535—E.B.—30—715 Special pay Rs. 100	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation) Special pay to continue	
5	Presidency Magistrate, Juvenile Court	1	575—25—625—E.B.—25—815 (C)	500—25—650—30—800	
6	Registrar, Presidency Magistrate Courts.	1	595—30—685—45—865 (C) ..	560—30—650—45—875	
	Non-Gazetted				
7	Deputy Registrar ..	1	370—15—460 (C)	340—20—500	
8	Assistant Registrar	2	330—10—350—15—380 (C) ..	260—10—290—15—410	
9	Senior Judicial Clerk	1	300—10—350 (C) ..	260—10—290—15—410	
10	Chief Interpreter and Translator.	1	300—10—350 (C)	260—10—290—15—410	
11	Judicial Clerk ..	29	210—10—290 (C)	200—10—290—15—320	
12	Interpreter ..	29	210—10—290 (C)	200—10—290—15—320	
13	Head Clerk ..	1	210—10—290 (C) ..	200—10—290—15—320	
14	Head Cashier ..	1	165—10—225—E.B.—10—265—15—280 (C) Special pay Rs. 30	150—8—190—10—220—E.B.—10—270 Special pay to continue	
15	Assistant Cashier ..	15	120—5—160—E.B.—5—185—6—203—6—245 (C) Special pay Rs. 20	110—4—150—E.B.—5—200 special pay to continue	
16	Stenographer ..	17	230—10—310—E.B.—10—350—15—380 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
17	Typist ..	..	120—5—160—E.B.—5—185—6—203—6—245 (C) Special pay Rs. 20 for two posts	110—4—150—E.B.—5—200 Special pay to continue	
18	Clerk ..	..	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
19	Liftman ..	1	87—2—107 (C)	90—2—110	
20	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
21	Chaprasi ..		77—1—87—E.B.—1—92 (C) ..	80—2—100	
22	Malis ..	4	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
23	Peon ..		72—1—82 (C)	70—1—80—E.B.—2—90	
24	Hamal ..		72—1—82 (C)	70—1—80—E.B.—2—90	
25	Sweeper ..	9	72—1—82 (C)	70—1—80—E.B.—2—90	

Judicial Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
		SMALL	CAUSES COURT, BOMBAY		
			Rs.	Rs.	
	Gazetted				
1	Chief Judge ..	1	1,600—100—1,800 (C) ..	1,600—100—1,800	
2	Judge ..	16	1,080—30—1,260—40—1,300 (C)	1,000—50—1,300	
3	Registrar ..	1	595—30—685—45—865 (C) ..	560—30—650—45—875	
	Additional Registrar.	1			
	Non-Gazetted				
4	Deputy Registrar ..	1	370—15—460 (C)	340—20—500	
5	Assistant Registrar;	1	310—15—370 (C)	260—10—290—15—410	
	Accountant.	1			
6	Chief Clerk ..	1	240—10—290 (C)	200—10—290—15—320	
7	Judicial Clerk ..	16	210—10—290 (C)	200—10—290—15—320	
8	Chief Judge's Judicial Clerk	1	270—10—330 (C) ..	220—10—290—15—380	
9	Translator and Interpreter.	17	210—10—290 (C) ..	200—10—290—15—320	
10	Superintendent, Correspondence Department	1	210—10—280 (C)	200—10—290—15—320	
11	Superintendent and Appraiser.	5	190—8—270 (C)	150—8—190—10—220—E.B.—10—270.	
12	Assistant Translator	2	165—10—245 (C)	150—8—190—10—220—E.B.—10—270	
13	Assistant Cashier ..	1	190—8—270 (C)	150—8—190—10—220—E.B.—10—270	
14	Additional Assistant Cashier.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 30	110—4—150—E.B.—5—200 Special pay to continue	
15	Assistant Appraiser	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 30	110—4—150—E.B.—5—200 Special pay to continue	
16	Registrar's Court Clerk.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 30	110—4—150—E.B.—5—200 Special pay to continue	
17	Shroff ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
18	Accounts Clerk ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 10	110—4—150—E.B.—5—200 Special pay to continue	
19	Clerk, Clerk-typist, Typist.	103	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	

Judicial Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
		SMALL	CAUSES COURT, BOMBAY—*contd*		
	Non-Gazetted—contd		Rs.	Rs.	
20	Steno-typist ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) *Plus* shorthand Allowance	110—4—150—E.B.—5—200 *plus* shorthand Allowance For those drawn from the cadre of clerks. Or 135—5—170—6—188—E.B.—6—200—8—240—10—270 For direct recruits	
21	Stenographer ..	12	230—10—310—E.B.—10—350—15—380 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
22	Librarian ..	1	165—10—225—E.B.—10—15—280 (C)	150—8—190—10—220—E.B. 10—270	
23	Head Bailiff ..	1	145—8—185—10—225 (C) ..	130—5—150—8—174—E.B.—8—190—10—220	
24	Bailiff ..	47	111—3—120—4—144—E.B.—4—160—5—165 (C)	90—2—100—3—136—4—140	
25	Custodian ..	..	111—3—120—4—144—E.B.—4—160—5—165 (C)	90—2—100—3—136—4—140	
	CLASS IV				
26	Liftmen	2	87—2—107 (C)	90—2—110	
27	Havildar ..	1	87—2—107 (C)	90—2—110	
28	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
29	Mali ..	2	77—1—87—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
30	Peon ..	26	72—1—82 (C)	70—1—80—E.B.—2—90	
31	Hamal ..	35	72—1—82 (C)	70—1—80—E.B.—2—90	
32	Water Server	1	72—1—82 (C)	70—1—80—E.B.—2—90	
33	Halalkhor ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	
		BOMBAY	CITY CIVIL AND SESSIONS COURT		
	Gazetted				
1	Principal Judge ..	1	2,500 (C)	2,500	
2	Judge ..	14	2,000 (C)	2,000	
3	Registrar, City Civil Court, Bombay.	1	1,000—50—1,100 (C) ..	920—45—1,100—50—1,150	
4	Registrar, City Sessions Court, Greater Bombay.	1	705—45—930 (C)	650—45—965	
5	Deputy Registrar City Civil Court.	1	615—25—765 (C)	550—25—650—30—800	

Judicial Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
		BOMBAY CITY CIVIL AND SESSIONS COURT—*contd.*			
	Non-Gazetted		Rs.	Rs.	
6	Assistant Registrar	3	370—15—460 (C) ..	340—20—500	
7	Chief Superintendent	1	370—15—460 (C) ..	340—20—500	
8	Superintendent .	6	300—10—350—15—380 (C) ..	260—10—290—15—410	
9	Sheristedar ..	15	300—10—350—15—380 (C) ..	260—10—290—15—410	
10	Stenographer ..	17	250—10—350—15—500 (C) ..	240—10—290—15—350—E.B.—15—470	
11	Interpreter ..	18	165—10—245—E.B.—15—350 (C)	200—10—290—15—320	
12	Assistant Superintendent.	8	165—10—225—E.B.—10—265—15—280 (C)	150—8—190—10—220—E.B.—10—270	
13	Librarian ..	1	165—10—225—E.B.—10—265—15—280 (C)	150—8—190—10—220—E.B.—10—270	
14	Clerk/Typist/Head Typist.	39 26 2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20 to Head Typist	110—4—150—E.B.—5—200 Special pay to Head Typist to continue	
15	Section Writer ..	7	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
16	Court Keeper ..	1	125 (Fixed) (C)	100—3—136—4—140	
17	Book-Binder ..	1	100—3—115—4—135 (C) ..	90—2—100—E.B.—3—130	
	CLASS IV				
18	Havildar ..	15	87—2—107 (C) ..	90—2—110	
19	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
20	Filer ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
21	Peon / Hamal ..	40	72—1—82 (C)	70—1—80—E.B.—2—90	
	Gazetted		SUBORDINATE COURTS		
1	District Judge ..	28	900—50—1,000—60—1,600—50—1,800	900—50—1,000—60—1,600—50—1,800	
2	Judge, Small Cause Court, Poona and Nagpur.	4	980—50—1,080	1,000—50—1,300	
3	Assistant Judge ..	38	780—50—1,080	800—50—1,300	
4	Civil Judge, Senior Division.	37	775—45—955 ..	785—45—1,100—50—1,150	
5	Civil Judge, Junior Division.	348	375—20—535—E.B.—30—715 (Rs. 350 probationary pay)	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during probation)	
6	Judicial Magistrate, First Class	16	375—20—535—E.B.—30—715	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during probation)	

Judicial Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted		SUBORDINATE COURTS—*contd.*		
7	Clerk of the Court; Registrar, Small Causes Court. Criminal Superintendent.	25/2	Rs. 210—10—280	Rs. 220—10—290—E.B.—15—380	
8	Clerk of the Court, Bhandara.	1	220—9—265—10—305 ..	220—10—290—E.B.—15—380	
9	Senior Clerk (Higher Grade), Nazir, District Court; Clerk of the Court; Nazir Civil Court; Head Clerk; Record Keeper; Shirastedar District Court.	114	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
10	Senior Clerk; Nazir; Clerk of the Court; Benoh Clerk; Accounts Clerk; Chief Correspondance Clerk.	422	145—8—185 ..	150—8—190—10—220—E.B.—10—270	
11	Junior Clerk ..	2078	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
12	English Section Writer.	544	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
13	Regional Section Writer.	176	91—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
14	Stenographer ..	118	160—6—190—8—230—E.B.—10—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
15	Clerk-*cum*-Steno ..	5	100—3—130—E.B.—4—170 .. Shorthand Allowance Rs. 15	110—4—150—E.B.—5—200 *Plus* Shorthand Allowance (For those drawn from clerical cadre) Or 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For direct recruits)	
16	Bailiff ..	1276	80—2—110—E.B.—3—115 ..	90—2—100—3—136—4—140	
17	Book-Binder ..	9	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
	CLASS IV				
18	Havaldar ..	25	80—2—100	90—2—110	
19	Daftarband ..	2	70—1—80—2—100 ..	80—2—100—E.B.—2—110	
20	Naik ..	29	70—1—80—E.B.—1—85 ..	80—2—100	
21	Mali, Gardener ..	3	70—1—80—E.B.—1—85 ..	70—1—80—E.B.—2—100	
22	Peon, Watchman, Sweeper, Mali, Warder, Civil Jail Guards, Water Server.	1530	65—1—75	70—1—80—E.B.—2—90	

Judicial Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	OFFICE OF THE GOVERNMENT PLEADER, HIGH COURT, BOMBAY				
	Non-Gazetted		Rs.	Rs.	
1	Personal Assistant	1	300—15—420—15—450—15—550 (C)	300—15—390—20—430—E.B.—20—550	
2	Senior Superintendent.	1	370—15—460 (C) ..	340—20—500	
3	Accountant ..	1	300—10—350—15—395 (C) ..	260—10—290—15—410	
4	Junior Superintendent	3	300—10—350—15—395 (C) ..	260—10—290—15—410	
5	Senior Clerk ..	5	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
6	Stenographer ..	2	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
7	Typist ..	11	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
8	Typist-Clerk ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
9	Clerk ..	16	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
10	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
11	Peon ..	16	72—1—82 (C)	70—1—80—E.B.—2—90	
	ADDITIONAL GOVRRNMENT PLEADER, BENCH AT NAGPUR				
	Non-Gazetted				
1	Head Clerk ..	1	200—10—300	200—10—290—15—320	
2	Senior Clerk ..	1	145—8—195—10—245 ..	150—8—190—10—220—E.B.—10—270	
3	Clerk-typist ..	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
4	Steno-typist ..	1	100—3—130—E.B.—4—170 .. Shorthand Allowance Rs. 20	110—4—150—E.B.—5—200 *Plus* Shorthand Allowance (For those drawn from Clerk's cadre). Or 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For direct recruits)	
5	Stenographer ..	1	165—5—200—E.B.—10—300 ..	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
	CLASS IV				
6	Peon ..	3	65—1—75	70—1—80—E.B.—2—90	

Judicial Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	GOVERNMENT PLEADER, CITY CIVIL COURT, BOMBAY				
			Rs.	Rs.	
	Non-Gazetted				
1	Managing Clerk ..	1	300—10—350—15—395 (C) ..	260—10—290—15—410	
2	Assistant Managing Clerk.	1	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
3	General Duty Clerk, Clerk, Clerk-typist, Typist.	7	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
4	Stenographer ..	1	190—8—254—8—270—10—320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
5	Stenographer-cum-Typist.	1	190—8—270 (C)	110—4—150—E.B.—5—200 *Plus* Shorthand Allowance (For those drawn from Clerk's Cadre). Or 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For direct recruits)	
	CLASS IV				
6	Peon ..	6	72—1—82 (C)	70—1—80—E.B.—2—90	
	PUBLIC PROSECUTOR FOR GREATER BOMBAY				
	Non-Gazetted				
1	Head Clerk ..	1	300—10—350—15—395 (C) ..	260—10—290—15—410	
2	Clerk ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
3	Clerk-typist ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
4	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
5	Peon ..	5	72—1—82 (C)	70—1—80—E.B.—2—90	

Judicial Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			SHERIFF' OFFICE		
			Rs.	Rs.	
	Gazetted				
1	Deputy Sheriff ..	1	730—25—930 (C)	695—45—965	
	Non-Gazetted				
2	Head Bailiff and Head Clerk.	1	300—10—350—15—395 (C) ..	260—10—290—15—410	
3	Second Bailiff and Book-Keeper and Cashier.	1	190—8—270 (C) .. .. Cash Allowance Rs. 30	150—8—190—10—220—E.B.—10—270 Cash allowance to continue	
4	Third Bailiff and Clerk.	1	190—8—270 (C)	150—8—190—10—220—E.B.—10—270	
5	Fourth Bailiff and Establishment Clerk.	1	120—5—160—5—180—8—260—10—270 (C)	110—4—150—E.B.—5—200	
6	Other Bailiffs and Clerk.	6	120—5—160—5—180—8—260—10—270 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
7	Havildar ..	1	87—2—107 (C)	90—2—110	
8	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
9	Peon	9	72—1—82 (C)	72—1—80—E.B.—2—90	

PART B

Posts of which scales were not revised in 1962 revision.

Serial No.	Designation	No. of post.	Scale of pay which remained to be revised in 1962 general revision.	Merger scale of pay admissible in 1962 revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Supervisor, Sheriff's Office.	1	50—2—60 (C)	87—2—107 (C)	90—2—110

CHAPTER 89

MAHARASHTRA LEGISLATURE SECRETARIAT

The Legislature Secretariat in Maharashtra is under the joint control of the Speaker of the Legislative Assembly and the Chairman of the Legislative Council. Subject to any enactment by the Legislature, the recruitment and conditions of service of the staff of the Legislature Secretariat are regulated by rules made by the Governor after consultation with the Speaker and the Chairman. At the head of the Legislature Secretariat is the Secretary to the Maharashtra Legislature. He is assisted by two Deputy Secretaries and three Under Secretaries, several Branches each under a Superintendent, Reporting Branch under a Chief Reporter, a Translation Branch under a Supervisor and a Library Section under a Deputy Librarian and Research Assistant.

2. The Maharashtra Legislature Secretariat was formerly a part of the State Secretariat. Even today, the scales of pay of most of the posts are on par with those admissible to corresponding posts in the State Secretariat. The main considerations underlying the revision of pay scales of the posts peculiar to the Maharashtra Legislature Secretariat are discussed below.

3. *Secretary* (Rs. 1,200—50—1,800—C) :

Though the present incumbent of the post draws pay in the scale of Rs. 900—1,800 plus special pay, it is personal to him. The regular scale of the post is Rs. 1,200—1,800 (C). The Maharashtra Legislature Secretariat has suggested that the Secretary should draw the same emoluments as the Secretary of an Administrative Department of the Secretariat. The post is filled either by nomination of a law graduate or a Barrister of at least 7 years standing or by promotion of a Deputy Secretary from the State services. We do not feel that the post of the Secretary to the Maharashtra Legislature Secretariat can be equated to the Secretary of an Administrative Department who has much more responsible duties. We agree, however, that from the point of view of maintaining the status of the Legislatures, the post needs to be ranked above that of Deputy Secretary to Government. We, therefore, recommend a scale of Rs. 1,300—60—1,600—100—1,800 to replace the existing scale of Rs. 1,200—50—1,800 (C).

4. *Librarian, Research and Information Officer* (Rs. 420—815—C) :

He is in charge of the Library Branch and Research and Information section of the Legislatures. Besides administration of the Legislature Library, he has also to prepare bibliographical notes on the important Bills and resolutions coming up before the Assembly and the Council. We have recommended for him a scale of Rs. 380—20—500—25—600—E.B.—25—650—30—800 which is the standard Class II scale with a higher minimum. The same scale has been recommended for the Chief Librarian in the Secretariat

5. *Reporters* (Rs. 300—600 C) :

There are 20 posts of this category. Their work consists of taking verbatim reports of the proceeding of the Legislature. They are required to possess a shorthand speed of 160 words per minute. Their scale has recently been revised from Rs. 300—10—370—15—500 (C) to Rs 300—20—500—25—600 (C). Having regard to the scale of pay recommended by us for stenographers, and the fact that the reporters do not have any prospects of promotion, we recommend a scale of Rs. 230—20—460—E.B.—20—500—25—600 for them. We do not consider it necessary to prescribe a selection grade in addition.

6. *Personal Assistants* (Rs. 230—450 C) :

Appointment to these posts is made by the Presiding Officers by selection from amongst the Ministerial establishment. Taking into consideration the duties which the Personal Assistants are called upon to perform, we consider that the scale of pay recommended to an Assistant in the Secretariat, namely, Rs. 180—10—290—E.B.—15—425 would be adequate for the post.

7. *Deputy Librarian and Research Assistant* (Rs. 250—490 C) :

He is incharge of the Library Section and is assisted by an Assistant and three clerks. Having regard to the pay scale of the Librarian (Class II) and also the Assistant who helps him, a scale of Rs. 260—15—380—E.B.—20—500 would be suitable for the post.

8. *Supervisor* (Rs. 370—490 C) :

The post is filled by promotion of a Senior Translator. He is in charge of the Translation Section consisting of 12 Translators. We have recommended a scale of Rs. 180—380 for the Translators. A scale of Rs. 340—20—500 would be adequate for this post and is therefore recommended.

9. *Junior Translators* (Rs. 165—300—C), *Senior Translators* (Rs. 260—350—C) :

There are at present 8 posts of Junior Translators and 4 posts of Senior Translators. Appointments to the posts of Junior Translators are made by nomination of candidates who possess a degree in Arts with Marathi as a special subject. In view of the combination of the cadres of Junior Assistants and Senior Assistants in the Secretariat, candidates with the above qualifications preferably go in for the Secretariat service. The Maharashtra Legislature Secretariat has therefore recommended a combined scale for Junior and Senior Translators to make it more attractive. Similar proposal has been made by the Directorate of Languages also. We accordingly recommend a combined scale of Rs. 180—10—270—E.B.—10—290—15—380 for the posts of Translators as in the Directorate of Languages.

10. *Special pays* :

(1) Secretary, Maharashtra Legislature Secretariat is in receipt of a special pay of Rs. 400 for doing additional work relating to Council. The scale of pay in which the present incumbent of the post has been allowed to draw pay viz. Rs. 900—1,800 (District Judge's scale) has already a much higher maximum than the existing pay scale of the post viz. Rs. 1,200—1,800 (C). We have recommended a scale of Rs. 1,300—1,800 for the post. Since the Secretary is in over-all charge of the whole Maharashtra Legislature Secretariat, the work that he is doing for the Council is a part of his regular work. Grant of special pay to him in addition to his grade pay is not at all justified. We therefore, suggest that this special pay should be withdrawn.

(2) *Chief Reporter* :

A special pay of Rs. 50 per month is granted to the Chief Reporter for performing supervisory duties. He distributes work among 20 reporters and exercises general supervision over them in addition to his own work. The special pay granted to him may continue.

(3) *Special pay to Personal Assistants* :

We have recommended a separate scale of pay for the posts of Personal Assistants to Presiding Officers. The Personal Assistants should ordinarily draw pay in that grade. Any case for grant of special pay of the nature given to the Personal Assistants cannot be examined without reference to their normal responsibilities and the pay drawn by them in their own grade. We are not in a position to do this on the basis

of the information before us. The Maharashtra Legislature Secretariat should, therefore, scrutinise their case in the light of the general observations made by us in regard to grant of special pays. No special pay can be justified unless it can be shown that the incumbent has to undertake extra or additional duties which are not a part of his normal work and that such extra or additional duties are of a substantial nature. Following the same reasoning, clerks, typists, peons, etc. performing comparable duties in the offices of the Presiding Officers should not be held eligible for grant of any special pay. The special pay of 20 % attached to the Chobdars in the Maharashtra Legislature Secretariat should also be withdrawn as there seems no reason why they should get this special pay in addition to their higher pay scale as Chobdars.

(4) *Bill Accountant* :

In view of the additional responsibilities involved in the work of the Bill Accountant (who is drawing pay in the Clerk's scale of pay) the special pay may continue.

(5) *Head Typist and Typists* :

As in the case of similar posts in the Secretariat Departments, the special pays granted to Head Typist and Typists may be continued at the present rates.

(6) *Cashiers* :

In accordance with Government Resolution, Finance Department, No. PAY. 1061/V, dated the 28th November 1962, the special pays granted for handling cash are required to be reviewed periodically on the basis of the cash handled. The special pays granted for handling cash may accordingly be reviewed by the Head of the Department. In the meanwhile, they may be continued.

SCHEDULE

MAHARASHTRA LEGISLATURE SECRETARIAT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Secretary	1	(*i*) 1,200—50—1,800 (C) .. (*ii*) 900—50—1,000—60—1,300 50—1,800. (Special pay Rs. 400 to present incumbent)	1,300—60—1,600—100—1,800	
2	Deputy Secretary ..	2	1,100—50—1,200—60—1,500(C)	1,100—50—1,300—60—1,600	
3	Under Secretary ..	3	730—50—1,180 (C) ..	695—45—1,100—50—1,150	
4	Assistant Secretary	2	730—50—1,030 (C) ..	695—45—1,055	
5	Librarian, Research and Information Officer.	1	420—15—450—20—490—25—615—E.B.—25—815 (C)	380—20—500—25—300—E.B.—25—650—30—800	
	Non-Gazetted				
6	Superintendent ..	9	370—20—490—E.B.—25—665 (C)	340—20—500—E.B.—25—650	
7	Assistant ..	24	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C)	180—10—290—E.B.—15—425	
8	Accountant ..	1	200—10—280—E.B.—10—300—15—360—E.B.—15—450 (C)	180—10—290—E.B.—15—425	

Maharashtra Legislature Secretariat—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
9	Personal Assistant ..	4	220—10—330—E.B.—10—360—15—450 (C) Special pay of 20 Percent of the pay or Rs. 50 whichever is less	180—10—290—E.B.—15—425 Special pay to be reviewed.	
10	Steward ..	1	165—10—225—E.B.—10—285—15—300 (C)	150—8—190—10—220—E.B.—10—270	
11	Clerk, cashier, bill Accountant..	31	120—5—160—E.B.—5—180—8 212—E.B.—8—260—10—270 (C). Special pay Rs. 50 for Cashier and Rs. 20 for Bill Accountant.	110—4—150—E.B.—5—200 Special pay to continue	
12	Telephone Operator	1	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C).	110—4—150—E.B.—5—200	
13	Typist /Head Typist	10	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C). Special pay Rs. 20 for Head Typist; Rs. 15 for Typist)	110—4—150—E.B.—5—200 Special pay to continue	
14	Reporter ..	20	300—20—400—E.B.—20—500—E.B.—25—600 (C) Special pay Rs. 50 for Chief Reporter	280—20—460—E.B.—20—500—25—600 Special pay to continue	
15	Deputy Librarian and and Research Assistant.	1	250—15—370—E.B.—20—490 (C)	260—15—380—E.B.—20—500	
16	Stenographer (Higher Grade).	1	250—10—350—E.B.—15—500 (C)	240—10—290—15—350—E.B.—15—470	
17	Stenographer (Lower Grade).	2	200—8—280—E.B.—8—320—10 350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
18	Supervisor ..	1	370—20—490 (C)	340—20—500	
19	Senior Translator ..	4	260—15—350 (C)	180—10—270—E.B.—10—290—15—380	To be redesignated as Translators.
20	Junior Translator ..	8	165—10—225—E.B.—10—285—300 (C)	180—10—270—E.B.—10—290—15—380.	
	CLASS IV				
21	Chobdar ..	4	100—2—110—(C) .. .. *Plus* special pay of 20 per cent	100—3—115 Special pay to discontinue	
22	Watchman ..	2	100—2—110—(C)	100—3—115	
23	Liftman ..	1	87—2—107 (C)	90—2—110	
24	Naik	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
25	Head Hamal ..	1	77—1—87 (C)	80—2—100	
26	Mali ..	2	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
27	Peon/Messenger.	39	72—1—82 (C)	70—1—80—E.B.—2—90	
28	Hamal ..	10	72—1—82 (C)	70—1—80—E.B.—2—90	
29	Sweeper ..	3	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 90

CONTROLLER OF ACCOMMODATION

The Controller of Accommodation who is also ex-officio Assistant Secretary to Government in the Revenue and Forests Department is responsible for the administration of the Bombay Land Requisition Act, 1948 and Chapter III of the Central Province and Berar Letting of Houses and Rent Control Order, 1949, in Vidarbha Region. In his capacity as Controller of Accommodation he attends to all matters like requisitioning (which activity has, however, since been suspended in Bombay), allotment, payment of compensation and repairs to the requisitioned premises in Bombay.

2. The designation of various posts in the Department their existing pay scales and the pay scales recommended by us for the posts are shown in the appended schedule. The considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed in the paragraphs below.

3. *Controller of Accommodation* :

Appointment to the post is made either from the cadre of Assistant Secretaries in the Secretariat or from the Deputy Collector's cadre. When a Deputy Collector is appointed to the post, he draws a special pay of Rs. 150, over his grade pay. We recommend that the existing arrangements be continued.

4. *Assistant Controller of Acommodation* (Rs. 550—820 C) :

There is no recruitment rule for the post, the post having been filled by transfer of a Government servant from another Department. We are unable to accept the suggestion of the Department to equate the post with that of Assistant Secretary in the Secretariat as the two posts are not comparable. We recommend a revised scale of Rs. 500--25—650—30—800 for the post.

5. *Compensation Officer* :

He is drawn from the cadre of Mamlatdars. Hence the scale of pay of Mamlatdar is recommended

6. *Accommodation Officer* (Rs. 370—590 C) :

The posts are filled by transfer of Superintendents from the Revenue and Forests Department of the Secretariat. The maximum of the present scale is, however, slightly lower than that of Superintendent and this has given rise to an anomalous position. The Accommodation Officers have been entrusted with the work of supervision and hearing of parties. They are also associated with the work of taking decisions. We accept the suggestion made by the Department to give them the same scale of pay as given to Superintendents in Sachivalaya and recommend the scale of Rs. 340—20—500—E.B.—25—650 for the post.

7. *Supervisory Assistant, Assistant, Enquiry Officer* :

All the posts carry the scale of Rs. 200—10—300—15—450 (C) which is the sanctioned scale of Assistants in the Secretariat. The post of Supervisory Assistant carries a special pay of Rs. 25 p.m. in addition. The post of Assistant is filled either by promotion of Junior clerks or by nomination through the Public Service Commission while that of Enquiry Officer is filled by promotion of a Junior Clerk. As the Office is a subordinate office, we do not see the propriety in adopting the staffing pattern of the scale In our opinion the post of Assistant is comparable to that of a Senior Clerk in a subordinate office. We therefore recommend a revised scale of Rs. 150—8—190—10—220—E.B.—10—270 for the posts.

8. *Accountant* (Rs. 190—8—270—C)/*Inspector* (Rs. 160—5—190—C) :

There is no separate recruitment rule for the posts which have been filled by promotion of Junior Clerks. We recommend the revised scale of Rs. 150—8—190—10—220—E.B.—10—270 for the posts.

9. *Special pays* :

The Compensation Officer is in receipt of a special pay of Rs. 70 for the responsible work of determining compensation for requisitioned properties. We recommend that the special pay be continued. We also recommend the continuance of the special pay of Rs. 25 sanctioned for the Supervisory Assistant as he has to supervise the work of other Assistant.

SCHEDULE

CONTROLLER OF ACCOMMODATION

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Controller of Accommodation, Ex-Officio, Assistant Secretary.	1	730—50—1,030 (C) ..	695—45—1,055	
2	Assistant Controller of Accommodation	1	550—30—820 (C) ..	500—25—650—30—800	
3	Compensation Officer	1	250—300—15—420—E.B.—15—450—20—550 Special pay Rs. 70.	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation) Special pay to be continued	
	Non-Gazetted				
4	Accommodation Officer.	3	370—20—490—E.B.—25—590 (C)	340—20—500—E.B.—25—650	
5	Superintendent ..	1	370—20—490 (C)	300—15—375—20—475	
6	Head Accountant ..	1	250—15—370—E.B.—15—400—20—500	260—15—380—E.B.—20—500	
7	Deputy Head Accountant.	1	250—10—350 (C) ..	200—10—290—15—320	
8	Supervisory Assistant	1	200—10—280—10—300—E.B.—15—360—E.B.—15—450 (C) Special pay of Rs. 25 per month.	(*i*) 180—10—290—E.B.—15—425 (For present incumbents drawn from the Secretariat Department cadre) Special pay to continue (*ii*) 150—8—190—10—220—E.B.—10—270 (For others)	
9	Enquiry Officer ..	1	200—10—280—10—300—E.B.—15—360—E.B.—15—450—(C)	(*i*) 180—10—290—E.B.—15—425 (For present incumbent drawn from the Secretariat Department cadre)	
10	Assistant ..	6	200—10—280—E.B.—10—300—E.B.—15—360—E.B.—15—450 (C)	(*ii*) 150—8—190—10—220—E.B.—10—270 (For others)	

Controller of Accommodation—contd

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
11	Accountant ..	4	190—8—270 (C)	150—8—190—10—220—E.B.—10—270	
12	Inspector ..	7	160—5—190 (C)	150—8—190—10—220—E.B.—10—270	
13	Cashier ..	6	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 Special pay Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
14	Clerk ..	18	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
15	Accounts Clerk ..	2	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C) special pay of Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
16	Typist ..	5	120—5—160—E.B.—5—180—8—212—E.B.—8—260—10—270 (C)	110—4—150—E.B.—5—200	
17	Precess Server ..	2	111—3—120—E.B.—4—144—E.B.—4—160—5—165 (C)	100—3—130—E.B.—3—136—4—160	
	CLASS IV				
18	Naik	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
19	Peon ..	10	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 91

FOREST DEPARTMENT

The main functions of the Forest Department are conservation, protection and development of forests, planned exploitation of forest on scientific basis, rearing of plantations of valuable species, afforestation of denuded areas and prevention of soil erosion. The Department is also responsible for improving grazing facilities, protection of wild life and exploring possibilities for industries based on forest raw produce. Under the Maharashtra Zilla Parishad Act, village forests and grazing lands are allotted to Zilla Parishads. The role of the Forest Department is limited to giving technical advice and financial assistance. No staff has been transferred to the Zilla Parishads for the purpose

2. At the head of the Department is the Chief Conservator of Forests with his headquarters at Poona. He is assisted by an Additional Chief Conservator of Forests and nine Conservators of Forests who are regional officers and are also declared as Heads of Departments. The Deputy Conservators of Forests work under the Conservator as divisional Officers. Each Forest Division is divided into executive charges known as ranges, the charges being held by Range Forest Officers. They in turn are assisted by Foresters and Forest Guards.

3. The designations of posts in the department, their existing pay scales and the revised pay scales recommended by us are shown in the appended schedule. The main considerations underlying our recommendations in regard to the revised pay scales of some posts, are discussed in the following paragraphs.

4. *Deputy Conservator of Forests* (Rs. 650—1,100) :

The posts of Deputy Conservator of Forests are filled by promotion from the cadre of Assistant Conservators of Forests. The pay scale of the posts has recently been brought in line with that of Executive Engineers by raising the minimum of the scale from Rs. 350 to Rs. 650. We do not consider it necessary, to improve the scale further. We have brought the post on the revised scale of Rs. 650—1,150 which is also admissible to Executive Engineer. As all the posts of Deputy Conservators are filled by promotion from Class II Service, some of the promotees are likely to get a big jump on promotion. In the case of Executive Engineers a check has been provided by laying down that no increment over the minimum of the Executive Engineer's scale should be allowed until the officer has completed a total of six years of service in both the higher and lower posts. We recommend a similar check in the case of Deputy Conservators also.

5. *Forest Engineer* (Rs. 780—1,080) :

No recruitment rule is so far framed for this post and the present scale is fixed more or less or an ad-hoc basis. It is understood that an officer of the rank of Executive Engineer from the Buildings and Communications Department held this post. On his retirement, the post is now filled by promotion of a Deputy Forest Engineer for whom we are recommending a scale of Rs. 325—850 i.e. the scale of Deputy Engineer. The Forest Engineer has a state-wide jurisdiction and has to perform multifarious duties which are comparable to those of an Executive Engineer. We, therefore, recommend the Executive Engineer's scale of Rs. 650—1,150 for the post.

6. *Assistant Conservators of Forests* (Rs. 320—360—800) :

The posts are filled either by promotion from among Range Forest Officers or by nomination from among candidates who are graduates in Science, Mathematics, Economics etc. Prior to last revision, these posts carried a Class II scale of pay (Rs. 220–650) which was upgraded to Rs. 320—360—15—420—E.B.—15—450—20—490—25—590—E.B.—25—740—30—800 from 1-7-1962, in view of the recruitment difficulties. The Department has reported that inspite of the revision, recruitment

difficulty continues to persist. It is, however, yet too early to conclude that the scale has proved to be inadequate. Having regard to the qualifications prescribed, we do not consider it necessary to improve the scale further. We have suggested a revised scale of Rs. 320—800 for the post.

7. *Deputy Forest Engineers and Workshop Superintendent* (Rs. 250—715) :

The posts of Deputy Forest Engineers are filled either by promotion of an overseer or by direct recruitment of an Engineering graduate with one year's experience or a diploma holder with two years' experience. A candidate for the post of workshop Superintendent is required to possess a degree or diploma in Mechanical/Electrical Engineering with experience of operation and maintenance of petrol diesel oil trunks. In view of the above qualifications which are comparable to those of a Deputy Engineer, we have recommended a revised scale of Rs. 325—850.

8. *Personal Assistant to Chief Conservator of Forests and Superintendents in the Offices of the Chief Conservator of Forests and the Conservator of Forests* (Rs. 330—490 and Rs. 270—435) :

The posts of Personal Assistant to Chief Conservator of Forests and Superintendents in the office of the Chief Conservator of Forests are in the grade of Rs. 330—490 while the posts of Superintendents in the offices of the Conservators are in the grade of Rs. 270—435. The Department has proposed that all these posts may be brought on the standard Class II scale. It has also proposed that the Personal Assistant to the Chief Conservator of Forests may be given a suitable special pay in addition. Having regard to the revised scales of pay which we are recommending for Superintendents in other Departments we are unable to accept the proposal to place the Superintendents in this Departments on the Class II scale. Instead, we recommend a common scale of Rs. 300—20—500, for all the posts. We are also unable to support the proposal to grant a special pay to the Personal Assistant to Chief Conservator of Forests as we have generally expressed ourselves against the grant of special pays in such cases.

9. *Range Forest Officers* (Rs. 190—360) :

In the last revision of pay scales, two separate grades of Range Forests Officers were amalgamated into one grade with a higher maximum. The posts are filled by promotion of Foresters or by direct recruitment of candidates who possess minimum qualification of Inter-Science. They are appointed on completion of training at Rangers' College at government cost. We have recommended a scale of Rs. 200—330 which further improves the present scale.

10. *Foresters and Forest surveyors* (100—170) :

The posts are filled by appointment of candidates who have passed the Secondary School Certificate Examination. The posts of Foresters are filled also by promotion of Forest guards. The Association of Foresters and Forest guards has asked for a high scale taking into account the nature of duties which the holders of these posts have to perform and the fact that they have to work in remote villages devoid of all amenities. In the last revision posts of Foresters were brought on the full scale of junior clerks. We are recommending an improved scale for clerks and consider that the improved scale of clerks would be adequate for Foresters. We are recommending the same scale for Forest Surveyors also and further suggest that two advance increments may be given to those Surveyors who have passed the Intermediate Grade Drawing Examination as at present.

11. *Senior Accountants* (Rs. 145—215) and *Junior Accountants* (Rs. 145—185):

The nature of work and responsibilities of these posts being identical, the Department has suggested that the cadres may be amalgamated into a common cadre of Accountants. We have recommended a common scale of Rs. 150—270 for them

12. *Allapalli Saw Mills and Integrated Units* :

The Allapalli saw mill which is situated in the interior forest areas of the Chanda district is conducted by Government on a commercial basis. On account of poor road transport, the mill is not easily accessible and is practically cut off from the rest of the district during the rainy season. The mill is in charge of the Assistant Conservator of Forests, Aliapalli, who is assisted by a Saw Mill Engineer, a Saw Doctor and a number of sawyers and other technical staff. There is a dearth of qualified hands and difficulties are experienced in filling a number of posts. On account of the situation of the Saw Mill in a remote forest area, the recruitment position is further aggravated. To meet this difficulty, some of the pay scales were improved in 1962. We have proposed further, improvements wherever necessary.

Similar posts exist in the integrated Units and workshops started by the Department in pursuance of the schemes for development and supply of substitute for Teak and mechanised logging. Here also pay scales of some of the posts have been improved by Government recently. We have recommended further improvement wherever necessary.

13. *Saw Mill Engineer* (Rs. 250—715) :

He is the Head of the Saw Mill so far as the technical side is concerned. Prior to 1-7-62 the post was non-gazetted. Recruitment to the post is made by nomination of a candidate possessing a degree/diploma in Mechanical Engineering and experience of running of Saw Mill and its maintenance. Inspite of the fact that the post was upgraded in the last revision of pay scales, it has remained vacant for over two years. In view of the above qualifications which are comparable to those of a Deputy Engineer, we recommend a revised scale of Rs. 325—850 for this post.

14. *Foreman* (Rs. 250—500) :

The candidate for this post is required to possess a diploma in mechanical engineering or First Class certificate of competency and practical experience of running the workshop. Government has recently revised the pay scale of this post from Rs. 130- -320 to Rs. 250—500 in view of the recruitment difficulty. We consider that the present scale is adequate for the prescribed qualifications and does not require much improvement. A scale of Rs. 260—500 is accordingly recommended for the post.

15. *Assistant Saw Mill Engineer* (Rs. 125—245) :

He is required to possess Diploma in Engineering and a year's training in a Saw Mill. He is also required to possess 1st Class Boiler Attendant's Licence. We feel that a scale of Rs. 180—380 would be commensurate with the duties and qualifications prescribed, for one who is a diploma holder. For those who are appointed on the basis of mere experience, a scale of Rs. 130—270 is recommended.

16. *Senior Kiln Operator* (Rs. 240—360) :

Appointment to this post is made from the cadre of Range Forest Officers who have received special training in the operation of seasoning kilns at Forest Research Institute Dehra-Dun or by promotion from the grade of Kiln Assistant. A candidate for direct recruitment is required to have a diploma in specialised course of training in wood seasoning and 3 years experience. Government has recently revised the scale of the post from Rs. 195—245 to Rs. 240—360. A further improved scale of Rs. 250—380 is recommended for the post.

17. *Special Pays* :

The following posts in the Forest Department carry special pay for the reasons mentioned against them :—

	Designation.	No. of posts.	Amount of special pay.	Reasons for grant of special pay.
1.	Divisional Forest Officers working Plans Divisions.	8	100	In view of the highly technical work involving intensive touring, field work, scrutiny of data, Co-ordination of programmes, drafting of reports etc.
2.	Sub-Divisional Forest Officer working Plans Divisions including Forest Resources.	4	50	
3.	Forest Utilisation Officer	1	100	In view of the special and Technical nature of work.
4.	Director Forests Training School ..	2	100	In view of the special qualifications possessed by him for teaching and additional responsibilities involved in the office of the Director of the School.
5.	Instructors and	3	50	For the special nature of work and responsibility involved in the posts.
	Assistant Instructors, Forestry School ..	4	25	
6.	Assistant to the Chief Conservator ..	1	75	In view of the special nature of work and higher responsibilities devolving on him in assisting the Chief Conservator of Forests in the work of administration.
7.	Assistant Conservator of Forests in charge of Allapalli Saw Mill.	1	75	Specialised nature of work calling for special aptitude and acumen. The turnover of work in the saw mill is on the increase.
8.	Depot Officers Amravati, Chanda, Nasik ..	1	25	In charge of departmental Timber Depot. The large value of stores and stock on hand all the year round, the large amounts received at auctions, maintenance of accounts, and general management of the depot involve additional responsibility.
		1	20	
		1	20	
9.	Range Forest Officer, Akrani	1	20	For doing additional revenue work in respect of unsurveyed villages in Akrani Mahal.
10.	Research Range Forest Officers including Range Forest Officers work plan.	44	30	The work of conducting research involves special aptitude and research mindeness. It is quite different from routine work and calls for originality in approach and perseverance.
11.	Foresters (Research Branch and Resource Scheme).	43	15	In accordance with Serial No. 11 and 12 in Bombay Forest Manual Volume I Appendix IV.
			10	

The above special pays may continue at the present rates except in the case of Assistant to the Chief Conservator of Forest. The exact nature of the higher responsibilities devolving on the Assistant in helping the Chief Conservator of Forest is not clear to us and in similar other cases of officers working in the offices of the Heads of Departments we have recommended discontinuance of special pays. In our opinion the job of the Assistant who functions as an Administrative Officer is easier than that of a regular Deputy Conservator with his multifurious executive and technical duties. We suggest that the special pay granted in this case be withdrawn. We also suggest that the rate of special pay of Rs. 25 drawn by the Depot Officer Amravati may be reduced to Rs. 20 per month i.e. the same rate at which it is admissible to Depot Officers Chanda, and Nasik.

18. The post of Commercial Accountant (Rs. 145—215) carries a special pay of Rs. 15 per month on the ground that the work is of commercial nature and not routine. In view of the revised scale of pay with higher maximum (Rs. 150—270) the special pay may be discontinued, but it may be taken into account while fixing the initial pay of the present incumbent in the revised scale.

SCHEDULE

FOREST DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Chief Conservator of Forests, Poona.	1	1,800—100—2,000	1,800—100—2,000	
2	Additional Chief Conservator of Forests.	1	1,800—100—2,000	1,800—100—2,000	
3	Conservator of Forest.	9	1,300—60—1,600	1,300—60—1,600	
4	Deputy Conservator of Forests (Divisional Forest Officer, F.U.O., Silviculturist, Officer on Special Duty for F.L.C.S. and Assistant to Chief Conservator of Forest)	49	650—40—730—45—1,000—50—1,100. Special pays :— 8 Divisional Forest Officers W.P Division, Rs. 100 per month 1 F. U. Officer Rs. 100 per month 2 Director Forestry Training School (Divisional Forest Officer West Sholapur and Chanda) Rs. 100 per month; Assistant to Chief Conservator of Forest Rs. 75 per month.	650—(6th year)—45—1,100—50—1,150 Special pays to continue except in the case of Assistant to the Chief Conservator of Forest.	
5	Forest Engineer ..	1	780—30—1,080	650—(6th year)—45—1,100—50—1,150	
6	Forest Statistician ..	1	400—30—700—E.B.—45—1,150	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
7	Assistant Conservator of Forests (Sub-Divisional Forest Officers W.S.O., Logging Officer, Instructor of Training School, Assistant Silviculturis)	73	320—360—15—420—E.B.—15—450—20—490—25—590—E.B.—25—740—30—800 Special pay Sub-Divisional Forest Officer, Working Plan W.S.O., Sub-Divisional Forest Officer, Forest Resources scheme, Instructor, Training School, Rs. 50 per month each; Sub-Divisional Forest Officer Allapalli Rs. 75 per month	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation) Special pay to continue	
8	Deputy Forest Engineer ..	3	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
9	Workshop Superintendent.	4	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
10	Saw Mill Engineer ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
11	Assistant Statistician	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	

Forest Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.				
12	Personal Assistant to Chief Conservator of Forest and Superintendent in the office of the Chief Conservator of Forests.	..	330—15—450—20—490 ..	300—20—500	
13	Superintendent in the office of the Conservator of Forests.		270—15—360—E.B.—15—435	300—20—500	
	Non-Gazetted				
14	Technical Assistant	6	290—15—410	290—15—425	
15	Range Forest Officer	423	190—10—270—E.B.—10—300—15—360 Special pay:— Range Forest Officer in Working Plan Division Rs. 25, Research Range Forest Officers Rs. 30, Assistant Instructor Rs. 25, Depot Officers Rs. 25 Amravati) Rs. 20 (Chanda, Nasik), Range Forest Officers Akrani Rs. 30, Personal Assistant to Divisional Forests Officer N. Dhulia Rs. 30, Special Duty Range Forests Officer Rs. 20.	200—10—290—E.B.—15—380 The rate of Special Pay of Depot Officer Amravati to be reduced from Rs.25 to Rs. 20 In all other cases special pay to continue.	
16	Range Surveyor ..	14	190—10—270—E.B.—10—300—15—360 Special Pay Rs. 25 to Range Surveyors in Working Plan Division.	200—10—290—E.B.—15—380 Special pay to continue	
17	Curator ..	1	190—10—270—E.B.—10—300—15—360	200—10—290—E.B.—15—380	
18	Curator ..	1	130—4—150	150—5—200	
19	Forester ..	1418	100—3—130—E.B.—4—170 .. (For Secondary School Certificate holders) 91—3—130—E.B.—4—150 (For others) special pay Research Branch Rs. 15 Rs. 10.	110—4—150—E.B.—5—200 Special Pay to continue.	
20	Forest Surveyor ..	180	100—3—130—E.B.—4—170 .. (Secondary School Certificate holders possessing an Intermediate Grade Drawing Certificate to start on Rs. 106)	110—4—150—E.B.—5—200 (Secondary School Certificate holders possessing an Intermediate Grade Drawing Certificate to start on Rs. 118)	
21	Forest Guard ..	5478	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
22	House Master Physical Training Teacher.	1	195—10—245	200—10—300	
23	Assistant Medical Officer.	5	160—7—230—E.B.—8—310—E.B.—10—350	180—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 to M.B.B.S., Degree holders)	

Forest Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
24	Overseer ..	7	150—10—300—E.B.—15—360 (Higher starting pay of Rs. 180 and Rs. 240 to diploma and degree holders in Civil Engineering)	160—10—290—E.B.—15—380 (Engineering Diploma holders to start on Rs. 180 and graduates to start on Rs. 240)	
25	Tracer ..	3	91—3—130—E.B.—4—170 .. (Secondary School Certificate holder to start on Rs. 100)	110—4—150—E.B.—5—200	
26	Compounder ..	6	91—3—130—E.B.—4—150 .. (Secondary School Certificate holder Rs. 100)	110—4—150—E.B.—5—200	
27	Khalasi on Launch	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
28	Tandel ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
29	Armed Constable ..	6	70—1—80—E.B.—1—85 ..	85—2—101—E.B.—2—107—3—110 (Pay scale of Constables in the Police Department from which the incumbents are drawn).	
30	Foreman (Intergrated Unit).	3	250—15—370—E.B.—15—400—20—500	260—15—380—E.B.—20—500	
31	Senior Kiln Operator (Integrated Unit).	3	240—10—300—15—360 ..	250—10—290—15—380	
32	Plant Operator (Integrated Unit).	3	240—10—300—15—360 ..	250—10—290—15—380	
33	Head Sawyer (Integrated Unit)	3	200—6—230—9—257—9—275—10—325	200—10—290—15—320	
34	Assistant Saw Mill Engineer (Allapalli).	1	125—5—145—8—185—E.B.—10—245	(*i*) 180—10—290—E.B.—15—380 (For Engineering Diploma holders). (*ii*) 130—5—150—8—190—10—270 (For others)	
35	Saw Doctor ..	4	150—8—190—10—220—E.B.—10—300	150—8—190—10—240—E.B.—10—320	
36	Electrician (Integratted Unit).	3	125—4—157—E.B.—4—165—5—180	145—4—165—5—180—E.B.—5—210	
37	Head Sawyer (Allapalli).	1	120—3—141—E.B.—3—153—4—165	135—5—170—6—200	
38	Sawyer (Band-Saw) (Allapalli Saw-Mill).	2	120—3—141—E.B.—3—153—4—165	135—5—170—6—200	
39	Sawyers (Integrated Unit)	21	170—5—205—6—241—7—255	170—8—210—10—270	
40	Assistant Sawyers (Integrated Unit).	21	150—4—190—4—210—5—225	150—5—190—E.B.—5—200—6—230	

Forest Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
41	Boilerman (Integrated Unit).	6	150—4—190—4—210—5—225	150—5—190—E.B.—5—200—6—230	
42	Kiln Operator ..	12	115—5—155—E.B.—5—190 ..	130—4—150—5—170—E.B.—5—200	
43	Saw Sharpner (6 Integrated Unit) (4 Alapalli).	10	115—5—155—E.B.—5—190 ..	130—4—150—5—170—E.B.—5—200	
44	Brazers (Integrated Unit).	3	110—3—140	125—4—165	
45	Cylinder Attendant (Integrated Unit).	3	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
46	Engine Driver (Steam Roller) (Allapalli).	2	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
47	Senior Fitter (Integrated Unit)	3	100—3—130	110—3—128—4—140	
48	Drivers ..	50	100—3—130 .. .. Or 100—3—130—4—150 ..	110—3—128—4—144—E.B.—4—130 (Heavy Vehicles) 110—3—128—4—140 (Others).	
49	Fitter and Junior Fitter— (1 Allapalli). (3 Integrated Unit)	4	91—3—130	100—3—136—4—140	
50	Boiler-Fitter and Bellman (Allapalli)	1	91—3—130	100—3—136—4—140	
51	Boiler Attendant (Integrated Unit).	6	91—3—130	100—3—136—4—140	
52	Smith ..	3	91—3—130	100—3—136—4—140	
53	Engine Driver (Steam Roller). (Allapalli).	1	91—3—130	100—3—136—4—140	
54	Fireman— (Allapalli).	1	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
55	Assistant Fitter (Allapalli).	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B—2—100	
56	Oilman (Saw Mill).	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
57	Mahut (Saw Mill) ..	20	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
58	Senior Statistical Assistant.	3	260—10—350	260—10—290—15—410	
59	Head Clerk ..	61	195—10—245	200—10—290—15—320	
60	Computor ..	1	150—8—190—10—250—10—310	160—10—270—E.B.—10—290—15—320	

Forest Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.				
61	Senior Accountant ..	60	145—8—185—10—215 .. Special Pay to Commercial Accountant Rs. 15.	150—8—190—10—220—E.B.—10—270 Special Pay to Commercial Accountant to be discontinued	
62	Junior Accountant ..	175	145—8—185	150—8—190—10—220—E.B.—10—270	
63	Junior Statistical Assistant.	7	125—5—145—8—185—E.B.—10—245	150—8—190—10—220—E.B.—10—270.	
64	Storekeeper ..	6	125—5—145—8—185—10—245	150—8—190—10—220—E.B.—10—270	
65	Clerk ..	810	100—3—130—E.B.—4—170 .. (For Secondary School Certificate holder). 91—3—130—E.B.—4—170 (For others)	110—4—150—E.B.—5—200	
66	Stenographer ..	12	160—6—190—8—230—E.B.—320—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
67	Steno-typist ..	45	100—3—130—E.B.—4—170 .. (*Plus* shorthand allowance)	(i) 110—4—150—5—200 (*Plus* shorthand allowance according to speed for those borne on the clerical cadre of the department) (ii) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For others)	
	CLASS IV				
68	Dafaterband ..	15	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
69	Naik	11	70—1—80—E.B.—1—85 ..	80—2—100	
70	Head Mali ..	1	70—1—80—E.B.—1—85 ..	80—2—100	
71	Mali ..	15	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
72	Peon ..	300	65—1—75	70—1—80—E.B.—2—90	
73	Chowkidar and watchman.	90	65—1—75	70—1—80—E.B.—2—90	
74	Sweeper ..	30	65—1—75	70—1—80—E.B.—2—90	
75	Khalasi ..	21	65—1—75	70—1—80—E.B.—2—90	
76	Ward Boy ..	5	65—1—75	70—1—80—E.B.—2—90	
77	Attendant ..	6	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to remarks in the Chapter on common categories of posts).	

CHAPTER 92

LAND RECORDS DEPARTMENT

The Land Records Department was created in 1854. In Vidarbha region, however, the Department was not functioning as a separate Department till August 1964 and the Land Records staff formed a part of the respective District Collectorates as was the case in the Old Madhya Pradesh State. From 1964 the departmental set up as in the Western Maharashtra Districts has been extended to the eight districts of the Vidarbha region. The main functions of the Department are to collect and provide statistics connected with land and to supervise the preparation and maintenance of the Record of Rights. The Alienation office attached to the Land Records Department deals with inam matters and attends to preservation and publication of records. The Department is headed by the Settlement Commissioner and Director of Land Records who is also ex-officio Inspector-General of Registration. He is assisted by 2 Regional Deputy Directors of Land Records one each at Bombay and Nagpur and by the Deputy Director of Land Records (Consolidation) at Poona.

2. The designations of posts in the Department, their pay-scales and the revised scales recommended by us for those posts are shown in the enclosed schedule. The considerations underlying the revised scales recommended by us for some categories of posts (other than common categories of posts) are discussed below.

3. *Superintendent of Land Records/Special Superintendent of Land Records/ Assistant Settlement Commissioners/Consolidation Officers* (Rs. 400—730) :

The posts carry, in addition to the pay scale of post, a special pay of Rs. 100 per month which is stated to have been sanctioned in view of the arduous nature of the duties attached to them. The basic post in or outside the department with which these posts were compared for the purpose of grant of special pay is not stated. At any rate, since the special pay has been sanctioned for all the posts in the cadre, it seems to be in the nature of additional emoluments granted in lieu of a higher time scale. Having regard to the duties and responsibilities attached to these posts, we recommend a revised scale of Rs. 410—30—650—E.B.—45—965 without any special pay. We also recommend that the special pay drawn by the present incumbents be taken into account for the purpose of fixation of their initial pay in the revised scale.

4. *District Superintendent of Land Records/District Inspector of Land Records/ Assistant Consolidation Officer/Enquiry Officer/Special District Inspector of Land Records* (Rs. 250—450) :

The posts are filled by promotion from among the subordinate staff of the Department. A revised scale of Rs. 300—20—500 is recommended for the posts.

5. *Special pays* :

The following officers belonging to the cadre of District Inspecors of Land Records are granted special pays for the reasons mentioned against them.

Designation of Officers.	No. of Officers.	Amount of special pay.	Reasons for grant of special pay.
Organisation and Methods Officer ..	1	20 percent of grade pay	.. For arduous nature of duties.
Office Superintendents in the Offices of Settlement Commissioner and Director of Land Records and two Deputy Directors of Land Records.	3	Rs. 30 per month	.. For the responsible nature of work.

Having regard to the general principles which we have enunciated in the Chapter on "Special pays" and the fact that we are recommending for these posts substantially improved scales, we consider that there should be no need to continue the special pays in the above cases. We accordingly recommend their discontinuance and they may not be taken into account while fixing initial pay of the present incumbent in the revised scale.

6. The following survey staff is in receipt of special pay equal to 20 % of grade pay.

Designation.	*Number of persons.*
Nimtandars on City Survey Establishment Bombay Suburban District and for City Survey Scheme Gaothan.	38
P. T. Surveyors on City Survey Establishment Bombay Suburban District and enquiry surveyors.	193
Surveyor working under Land Acquisition and Special Land Acquisition Officers.	Not stated.
Surveyor on special work of City Survey Scheme Gaothan Survey.	200

The above staff is appointed on special work and their work is of a specially arduous nature. We recommend continuance of special pay in their case, but the rate may be restricted to a fixed amount equal to 20 % of the average of the revised scale.

7. The Department has proposed that clerks appointed in the Accounts Br. and those put on typing work be granted special pay equal to 20 % of their grade pay. It is also proposed that the persons appointed to technical posts be granted technical pay equal to 20 % of their grade pay. We are unable to accept the suggestion to grant special pay to the clerks working in accounts branch as we are not recommending any special pay for similar posts in other Departments. Nor are we in a position to support the Department's proposal to the grant of technical pay equal to 1/5th of the grade pay for persons appointed to "technical posts", which in our opinion is a vague term having a wide connotation. The recruitment rules for these posts do not provide for any institutional training or "technical" qualification. The "technical" knowledge which the incumbents of the posts come to possess consists mainly of the theoretical knowledge obtained through the departmental training classes and skill acquired in the course of their service. Specialisation of this type is a common feature with all services and we do not think that such specialisation or "technical knowledge" needs be rewarded or recognised by grant of a special pay or technical pay. We do not, therefore, recommend the proposal for technical pay.

SCHEDULE

Land Records Department

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Deputy Director of Land Records.	2	650—40—730—45—1,000—50—1,100 (For officer other than I.A.S. Officers)	650—45—1,100—50—1,150	
2	Superintendent of Land Records.	5	400—30—610—40—730 .. Special pay Rs. 100.	410—30—650—E.B.—45—965 Special pay to be discontinued but to be taken into account for fixation of initial pay.	
3	Assistant Settlement Commissioner.	3	400—30—610—40—730 .. Special pay Rs. 100	410—30—650—E.B.—45—965 Special pay to be discontinued. but to be taken into account for fixation of initial pay.	
4	Special Superintendent of Land Records.	4	400—30—610—40—730 .. Special pay Rs. 100	410—30—650—E.B.—45—965 Special pay to be discontinued but to be taken into account for fixation of initial pay.	
5	Consolidation Officer	15	400—30—610—40—730 .. Special pay Rs. 100	410—30—650—E.B.—45—965 Special pay to be discontinued but to be taken into account for fixation of initial pay.	
6	District Superintendent of Land Records.	8	250—300—15—375—E.B.—15—450	280—300—20—500	
7	District Inspector of Land Records.	18	250—300—15—375—E.B.—15—450	280—300—20—500	
8	Additional District Inspector of Land Records.	1	250—300—15—375—E.B.—15—450	280—300—20—500	
9	City Survey Officer	2	250—300—15—375—E.B.—15—450	280—300—20—500	
10	Assistant Consolidation Officer.	73	250—300—15—375—E.B.—15—15—450	280—300—20—500	
11	Enquiry Officer ..	25	250—300—15—375—E.B.—15—450	280—300—20—500	
12	Survey Mamlatdar ..	7	250—300—15—375—E.B.—15—450	280—300—20—500	
13	Special District Inspector of Land Records.	24	250—300—15—375—E.B.—15—450	280—300—20—500	
14	Instructor ..	2	250—300—15—375—E.B.—15—450	280—300—20—500	
15	Organisations and Methods Officer.	1	250—300—15—375—E.B.—15—450 Special pay 20 percent of grade pay.	280—300—20—500— Special pay to be discontinued	
16	Office Superintendent	5	250—300—15—375—E.B.—15—450 Special pay Rs. 30	280—300—20—500 Special pay to be discontinued	

Land Records Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted		Rs.	Rs.	
17	Naib Tahsildar ..	1	210—10—280	(*i*) 220—10—290—15—380 (If the present incumbent is directly recruited as a Naib Tahsildar) (*ii*) 220—10—290—15—320 (for others)	
18	Assistant District Inspector of Land Records.	2	210—10—280	220—10—290—15—320	
19	Assistant Superintendent.	3	210—10—280	220—10—290—15—320	
20	Junior Accountant ..	1	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—270	
21	Head Clerk ..	40	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
22	Shirestedar ..	37	145—8—185	150—8—190—10—220—E.B.—10—270	
23	Headquarter Assistant.	23	145—8—185	150—8—190—10—220—E.B.—10—270	
24	Head Surveyor ..	24	145—8—185	150—8—190—10—220—E.B.—10—270	
25	Senior Clerk ..	28	145—8—185	150—8—190—10—220—E.B.—10—270	
26	Stenographer ..	2	160—6—190—8—230—E.B.—10—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
27	Head Record-Keeper	3	130—4—170	130—5—150—8—174—E.B.—8—190—10—220	
28	District Surveyor ..	26	115—3—130—4—150—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
29	Nimtandar ..	206	115—3—130—4—150—E.B.—4—170 Special pay 20 per cent of grade pay to 38 posts	130—5—150—8—174—E.B.—8—190—10—220 (Existing special pay to continue but the rate may be restricted to fixed amount equal to 20 per-cent of the average pay of the revised scale	
30	Maintenance Surveyor.	144	115—3—130—4—150—E.B.—4 170	130—5—150—8—174—E.B.—8—190—10—220	
31	Theodolite Surveyor	2	115—3—130—4—150—E.B.—4 170	130—5—150—8—174—E.B.—8—190—10—220	
32	Classer ..	88	115—3—130—4—150—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
33	Record-Keeper/ Deputy Record Keeper/Scrutiny Clerk/Utare Karkun Additional Record Keeper/Clerk/ Typist.	593	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	

Land Records Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
34	Cadestral Surveyor/ Consolidation Surveyor.	431	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
35	Pot-Hissa Measurer	392	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
36	Measuring Circle Inspector. (Alienation Office)	52	91—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
37	Head Clerk ..	1	210—10—280	220—10—290—15—320	
38	Record-Keeper ..	1	145—8—185—E.B.—10—215 ..	150—8—190—10—220—E.B.——10—270	
39	Senior Clerk ..	1	145—8—185—E.B.—10—215 ..	150—8—190—10—220—E.B.—10—270	
40	Research Assistant.	2	140—10—210—E.B.—10—270	160—10—250—E.B.—10—300	
41	Compiler ..	6	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270	
42	Clerk ..	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
43	Copyst (Modi) ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
44	Typist (Deonagari) ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	CLASS IV				
45	Jeep Driver ..	1	105—4—145	110—3—128—4—144—E.B.—4—180	
46	Havildar ..	1	80—2—100	90—2—110	
47	Daftarband ..	21	70—1—80—2—100 ..	30—2—100—E.B.—2—110	
48	Bastabardar ..	17	70—1—80—2—100 ..	80—2—100—E.B.—2—110	
49	Roneo Operator ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
50	Peon/Process Server	530	65—1—75	70—1—80—E.B.—2—90	
51	Watchman ..	3	65—1—75	70—1—80—E.B.—2—90	
	(Alienation Office)				
52	Binder-*cum*-Mender	1	91—3—130	100—3—136—4—140	
53	Daftarband ..	1	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
54	Mender ..	5	70—1—85	75—1—80—2—90—E.B.—2—100	
55	Naik ..	1	70—1—85	80—2—100	
56	Peon ..	13	65—1—75	70—1—80—E.B.—2—90	
57	Attendant ..	667	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to the remarks in the chapter on common categories of posts).	

CHAPTER 93

MAHARASHTRA REVENUE TRIBUNAL

The Bombay Revenue Tribunal now known as the Maharashtra Revenue Tribunal was established in the former Bombay State under the Bombay Revenue Tribunal Act, 1957. The Tribunal consists of a President and Members appointed by Government. Though this Tribunal was started with the object of deciding merely revenue cases, the jurisdiction has been extended to all tenancy and all land tenure abolition matters. The President is the Head of the Tribunal and in that capacity he exercises control over all its Benches. The Registrar is the head of the Tribunal's Office.

2. The designation of various posts in the Department, their existing scales and the revised pay scales recommended by us for them, are shown in the appended schedule. As the Registrar is drawn from the cadre of Deputy Collectors, we have recommended the revised scale of Deputy Collectors for the post. Similarly the revised scale of Mamlatdars or Superintendents in the Secretariat has been recommended for the posts of Deputy Registrar depnding on the source from which the incumbent is drawn.

3. Assistants—(Rs. 200—450—C) :

The posts are on the scale of Assistants in the Secretariat. The reason for staffing the Tribunal's Office on a Secretariat pattern are not clear to us. In our opinion the post is comparable to that of a Senior Clerk in any other office and we have, therefore, recommended the scale of Senior Clerks (Rs 150—270) for these posts.

4. Special pays :

The Registrar who is drawn from the cadre of Deputy Collectors has been granted a special pay equal to 20 % of his grade pay subject to a maximum of Rs. 150 per month on the ground that he has to discharge more arduous and responsible nature of work. As observed by us elsewhere such special pays are based on the assumption that a person transferred to another department or cadre or to an isolated post necessarily shoulders higher responsibilities. We have not been able to appreciate the logic underlying such an assumption. A case for grant of special pay can be said to exist only when the new office involves assumption of duties and responsibilities of a substantially higher degree. We are unable to accept that the office of the Registrar which is purely administrative is higher compared to that of a Deputy Collector who functions in the district both in the executive and administrative capacities. We, therefore, recommend that the special pay attached to the post, should be discontinued. For the same reasons, we recommend that the special pay granted to the Deputy Registrar who is drawn from the cadre of Mamlatdars or of Superintendents in the Secretariat, should be discontinued.

SCHEDULE

Serial No. 2	Designation 2	No. of posts 3	Existing scale of pay and special pay 4	Recommended scale of pay and special pay 5	Remarks 6
	Gazetted		Rs.	Rs.	
1	Registrar ..	1	350—400—30—610—E.B.—40—730—45—955 Special pay 20 percent of Grade pay not exceeding Rs. 150	410—30—650—E.B.—45—965 Fixed pay of Rs. 380 during the period of probation. Special pay to be discontinued	
2	Deputy Registrar ..	1	370—20—490—E.B.—25—665 (C) Special pay 20 percent of Grade pay not exceeding Rs. 70	(*i*) 340—20—500—E.B.—25—650 (For persons drawn from the Superintendent's cadre in the Secretariat. Special pay to be discontinued (*ii*) 300—20—460—E.B.—20—500—25—600 (For those drawn from the cadre of Mamlatdar)	

Maharashtra Revenue Tribunal—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks.
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
3	Deputy Registrar, ..	3	300—15—375	300—20—460—E.B.—20—500—25—600	
	Non-Gazetted				
4	Superintendent ..	1	370—20—490—E.B.—25—665 (C)	300—15—375—20—475	
5	Assistant ..	3	200—10—280—E.B.—10—300—15—360—E.B.—15—400 (C)	150—8—190—10—220—E.B.—10—270	
6	Aval Karkun (Poona Nagpur Aurangabad)	11	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
7	Senior Clerk ..	3	185—10—225—E.B.—10—265—15—280 (C)	150—8—190—10—220—E.B.—10—270	
8	Clerk/Clerk-Typist ..	21	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
9	Cashier ..	1	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
10	Stenographer, ..	3	190—8—254—E.B.—8—270—10 320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
11	Stenographer ..	7	145—8—185	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
12	Steno-typist ..	1	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C)	(*i*) 110—4—150—E.B.—5—200 *Plus* shorthand allowance according to speed for those borne on the clerical cadre of the Department (*ii*) 135—5—170—6—188—E.B—6—200—8—240—10—270 (For others).	
13	Steno-typist ..	3	100—3—130—E.B.—4—170 ..	(*i*) 110—4—150—E.B.—5—200 *Plus* shorthand allowance according to speed for those borne on the clerical cadre of the Department. (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For others)	
14	Cashier ..	3	100—3—130—EB.—4—170 ..	110—4—150—E.B.—5—200	
15	Clerk/clerk-typist ..	31	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	CLASS IV				
16	Daftari ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
17	Daftari ..	3	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
18	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
19	Peon ..	13	72—1—82 (C)	70—1—80—E.B.—2—90	
20	Peon ..	23	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 94

REGISTRATION DEPARTMENT

The Registration Department is primarily concerned with registration of documents under the Indian Registration Act of 1864 as amended from time to time. The Department is headed by the Inspector-General of Registration. The Settlement Commissioner and Director of Land Records, works as the Inspector-General of Registration in addition to his own duties. At the District level, the Collectors function as ex-Officio District Registrars for their respective districts. The Department has an attached Photo Registry Office where exact copies of documents registered are prepared by the process of micro-filming.

2. The designation of posts in the Department, their existing pay scales and the revised pay scales recommended by us are shown in the appended schedule. The considerations underlying our recommendations in regard to the pay scales of some of the categories of posts (other than common categories of posts) are discussed in the paragraphs below :

3. *Manager, Government Photo Registry, Poona* (Rs. 270—490) :

This post is filled either by promotion of an Assistants Manager or by direct appointment of a Second Class Science graduate possessing knowledge of Photography and about 3 years' administrative experience. The Department considers that the post is comparable to the post of Manager Photo Zinco Press Poona and has proposed that the scale prescribed for the latter be sanctioned for this post. Having regard to the duties and responsibilities attached to the post and qualifications prescribed for recruitment thereto we are, however, unable to accept the proposed equation. We recommend a revised scale of Rs. 300—20—500—25—600. At present, the post carries a special pay of Rs. 100 in addition to the pay scale. In view of the revision of pay scale recommended by us, we do not see any justification for any special pay, for this post. It may be withdrawn. It may, however, be taken into account for the purpose of fixation of initial pay.

4. *Assistant Manager, Photo Registry, Poona* (Rs. 145—245) :

The recruitment rule prescribed for the post provides for promotion of a suitable person from the subordinate service or direct appointment of a Science graduate with good knowledge of Photography. In conformity with the duties and responsibilities of the post we recommend a revised scale of Rs. 200—10—290—E.B.—15—380. The special pay of Rs. 50 sanctioned at present for this post need not be continued. It may be taken into account for the purpose of fixation of initial pay of the present incumbent.

5. *Sub-Registrars* :

At present, posts of Sub-Registrars are divided into four grades as shown below :—

Grade.	No. of posts.	Existing scale.
Grade I ...	12	Rs. 280—10—370
Grade II ...	57	Rs. 210—10—280
Grade III ...	115	Rs. 125—5—165—E.B.—8—205.
Grade IV ...	43	Rs. 125—4—157—E.B.—4—165—5—180

Posts in Grade III are filled by direct recruitment of graduates and those in Grade IV by promotion of members of lower staff. Grades I and II are promotion grades. The present grade system is not based on duties and responsibilities. The charges of all Sub-Registrars are more or less comparable except those of the Sub-Registrars posted at District Head-quarters. They have to carry out, irrespective of the grades to which they belong, certain administrative duties pertaining to the district in addition to the registration work. As there is no scientific basis for the present

system of grades, the department has suggested that the four grades be abolished and the cadre be reconstituted into two grades based on duties and responsibilities. The first grade is proposed to include 31 posts consisting of 25 at District headquarters, 3 posts in the office of the Inspector-General of Registration, one post for Nagpur City and one post at Haveli (Poona) all carrying duties and responsibilities higher than those attached to Sub-Registrars in charge of normal taluka offices, and the second grade to include all the remaining posts of Sub-Registrars. The abolition of the present four grades has also been suggested by Maharashtra State and the Vidarbha Registration Department Associations, as the system is stated to have led to stagnation of majority of sub-Registrars at the maximum of their respective scales. We accept the suggestion made by the Department to reconstitute the cadre into two grades and recommend that the posts in the existing grades II, III and IV be brought on a combined scale of Rs 150—8—190—10—230—E.B.—10—300. For the posts in Grade I we recommend a revised scale of Rs. 250—10—290—15—380. We also accept the suggestion to raise the strength of Grade I posts to 31 and recommend that 19 posts (31-12) from the lower Grade be converted into those in the higher Grade from a suitable future date.

6. *Store-keeper/Film Recorder* (Rs. 109—170); *Head Photo Registrar/Photo Registrar* (Rs. 125—176); *Head Photographer/Head Enlarger* (Rs. 105—180); *Photo Registry, Poona* :

The posts carry isolated scales of pay and are generally filled by promotion of subordinate members of the staff. The duties attached to the posts are not of a highly technical nature. We consider that a common scale would facilitate interchangeability of persons and accordingly suggest a revised scale of Rs. 130--5—150—8—174—E.B.—8—190—10—220 for all these posts.

7. *Senior Clerks, Government Photo Registry, Poona* (Rs. 120—170) :

These posts have been recently created. One of the clerks is reported to be attending to the establishment work of the Photo Registry and the other to the accounts work. Full details of their duties have not been made available to us, and we are unable to recommend for them the regular scale of Senior Clerks particularly because they are working under the supervision of a Head Clerk for whom we have recommended the lowest supervisory scale suggested by us. We accordingly, recommend for these posts, a revised scale of Rs. 130—5—150—8—174—E.B.—8—190—10—220 which we are recommending for a few isolated categories of posts in the Photo Registry (vide paragraph 6 above).

8. *Special pays* :

Special pays attached to the posts of Manager and Assistant Manager, Government Photo Registry have been dealt with in paragraphs 3 and 4 above. The following posts attached to the Photo Registry also carry special pay as shown against them :—

Designation	Amount of special pay per month	Reason for granting special pay
	Rs.	
1. Head Photo Registrar ...	25	He has to supervise the duties of Photo Registrars.
2. Four persons from technical section.	10	For the additional work relating to recovery of silver from waste hypo solution.
3. Foreman	15	In view of the unhealthy conditions under which the technical staff had to work when the Registry was housed in the old premises.
4. Head Enlarger/Head Photographer.	9	
5. Enlarger/Assistant Photographer/Toner.	8	
6. Senior Technical Assistant.	7	
7. Junior Technical Assistant	6	

We recommend that the special pay admissible to employees referred to at Serial numbers 1 and 2 above may be continued. As regards others we consider that with the shifting of the Registry to the new premises the need for any special pay does not exist. In recommending the revised scales for these posts we have also taken into account the nature of duties attached to them and we do not therefore recommend continuance of special pays in their case. The special pays may however be taken into account for the purpose of fixation of initial pay of present incumbents.

Special pay drawn for handling cash may, however, continue.

SCHEDULE

REGISTRATION DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Deputy Inspector General of Registration.	1	550—30—640—40—840	560—30—650—45—965	
2	Sub-Registrar, Bombay.	1	470—30—530—35—625 (C)	420—20—500—25—600	
3	Personal Assistant to the Inspector General of Registration.	1	350—20—450 ..	340—20—500	
4	Joint Sub-Registrar, Bombay.	3	350—20—450 ..	340—20—500	
5	Manager, Government Photo Registry Poona.	1	270—15—390—E.B.—450—20—490 Special pay Rs. 100.	300—20—500—25—600 Special pay to be discontinued.	Special pay to be taken into account for fixation of initial pay.
	Non-Gazetted				
6	Inspector of Registration.	10	290—15—410 ..	300—15—390—20—450	
7	Sub-Registrar Grade I.	12	280—10—370 ..	*Grade I*— 250—10—290—15—380	
	Grade II ..	57	210—10—280 ..	*Grade II*— 150—8—190—10—230—E.B.—10—300	
	Grade III ..	115	125—5—165—E.B.—8—205	*Grade II*— 150—8—190—10—230—E.B.—10—300	
	Grade IV ..	43	125—4—157—E.B.—4—165—5—180	*Grade II*— 150—8—190—10—230—E.B.—10—300	
8	Probationary Sub-Registrar.	9	109	120	
9	Head Clerk/Joint Head Clerk, Sub-Registrar's Office, Bombay.	2	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
10	Joint Head Clerk No. II Sub-Registrar's Office, Bombay.	1	190—8—270 (C) ..	150—8—190—10—220—E.B.—10—270	
11	Clerk ..	27	120—5—160—E.B.—8—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		215	91—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
12	Stenographer ..	1	145—8—185 ..	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	

Registration Department—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	Rs.
13	Assistant Manager, Government Photo Registry, Poona.	1	145—8—185—10—195—E.B.—10—245 Special pay Rs. 50	200—10—290—E.B.—15—380 Special pay to be discontinued.	Special pay to be taken into account for initial pay fixation.
14	Head Clerk, Government Photo Registry, Poona.	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
15	Supervisor, Government Photo Registry, Poona.	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
16	Foreman, Government Photo Registry, Poona.	1	145—8—185—E.B.—10—225 Special pay of Rs. 15	150—8—190—10—220—E.B.—10—270 Special pay to be discontinued.	
17	Senior Clerk, Government Photo Registry, Poona.	2	120—3—138—E.B.—4—150—5—170	130—5—150—8—174—E.B.—8—190—10—220	
18	Store-keeper, Government Photo Registry, Poona.	1	109—3—130—4—138—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
19	Film Recorder, Government Photo Registry, Poona.	1	109—3—130—4—138—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
20	Head Photo Registrar, Government Photo Registry, Poona.	1	125—5—160—E.B.—8—176 Special pay Rs. 25	130—5—150—8—174—E.B.—8—190—10—220 Special pay to continue.	
21	Photo Registrar, Government Photo Registry, Poona.	7	125—5—160—E.B.—8—176	130—5—150—8—174—E.B.—8—190—10—220	
22	Head Photographer/Head Enlarger.	2	105—4—145—E.B.—4—165—5—180 Special pay Rs. 9.	130—5—150—8—174—E.B.—8—190—10—220 Special pay to be discontinued.	Special pay to be taken into account for initial pay fixation.
23	Photo Registry Clerk, Government Photo Registry, Poona.	24	91—3—130—E.B.—4—170.	110—4—150—E.B.—5—200.	
24	Numberer, Government Photo Registry, Poona.	2	91—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
25	Time-keeper, Government Photo Registry, Poona.	2	91—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
26	Assistant Photographer/Enlarger/Toner.	13	100—3—130—E.B.—4—140 Special pay Rs. 8.	110—3—128—4—144—E.B.—4—180 Special pay to be discontinued.	
27	Senior Technical Assistants, Govrenment Photo Registry, Poona.	25	95—2—115—E.B.—2—125 Special pay Rs. 7.	100—3—136—4—140 .. Special pay to be discontinued.	Special pay to be taken into account for initial pay fixation.

Registration Department—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	CLASS IV		Rs.	Rs.	
28	Book-Binder ..	1	111—3—120—4—148 (C)	100—3—136—4—140	
		1	91—3—130 ..	100—3—136—4—140	
29	Junior Technical Assistants, Government Photo Registry Poona.	28	75—2—95—E.B.—2—105 Special pay Rs. 5	80—2—100—E.B.—3—115 Special pay to be discontinued	Special pay to be taken into account for initial pay fixation.
30	Junior Technical Assistant (Leave Reserve), Government Photo Registry Poona.	12	75 (Fixed) .. Special pay Rs. 6	80 (Fixed) .. Special pay to be discontinued	
31	Daftarband ..	1	70—1—80—E.B.—2—100	80—2—100—E.B.—2—110	
32	Naik ..	2	70—1—80—E.B.—1—85	80—2—100	
		1	77—1—87—E.B.—1—92 (C)	80—2—100	
33	Assistant Sorter/Packer.	11	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100	
34	Peon	206	65—1—75 ..	70—1—80—E.B.—2—90	
		1	77—2—97—E.B.—2—107 (C)	70—1—80—E.B.—2—90	
		8	72—1—82 ..	70—1—80—E.B.—2—90	
35	Hamal ..	1	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		1	65—1—75 (C) ..	70—1—80—E.B.—2—90	
36	Watchman ..	45	65—1—75 ..	70—1—80—E.B.—2—90	
37	Boy Peon ..	..	60 (Fixed) ..	55—1—60	

CHAPTER 95

REVENUE DEPARTMENT

The Revenue Department which is concerned with the general administration of the State is one of the oldest Departments of Government having its ramifications in the remotest villages of the State. The set up of the Department is broadly organised as shown below :—

1. The Commissioner is in charge of a Division comprising 5 to 8 Districts.
2. The Collector in charge of a Revenue District.
3. Prant Officer (Deputy or Assistant Collector) in charge of a Sub-Division (i.e. a group of Talukas).
4. Mamlatdar or Tehsildar in charge of a revenue Taluka or Tehsil.
5. Circle Officer or Circle Inspector in charge of a Circle or Group of villages.
6. Talati at the lowest level i.e. at the village level.

Though there is general uniformity in the organisational set up of all the four Revenue Divisions of the State, the staffing pattern of the Revenue Offices in the Vidarbha region differs from that in the Western Maharashtra in one or two important respects. Compared with Talukas in Western Maharashtra which consist of 200—225 villages on an average, the Tahsils in the Vidarbha region are larger in size consisting of as many as 500 and in some cases 900 villages. The Mamlatdars or Tehsildars in charge of such Tehsils have of necessity to be provided with the help of Naib Tehsildars which category is non-existent in the Districts of Western Maharashtra. Again, in the staffing pattern in vogue in the Vidarbha region there are separate ministerial and executive cadres unlike in the Western Maharashtra Districts where there are common cadres of both executive and ministerial functions. Thus, a Mamlatdar functions either as a ministerial head of a Section in the Collector's Office or as an executive Officer in charge of a Taluka. Similarly an Aval Karkun can function both as a Senior Clerk in the Collector's Office or a Circle Officer in charge of a group of villages. In Vidarbha region on the other hand there is no such intertransferability, the ministerial posts of Superintendent, Assistant Superintendent and First Grade Clerk on the one hand and the executive posts of Tahsildar and Naib Tahsildars on the other forming separate promotion groups.

2. The designations of the various posts in the Department their existing pay scales and the revised scales recommended by us for those posts are shown in the appended schedule. The considerations underlying our recommendations in regard to the pay scales of some categories of posts are discussed in the paragraphs below.

(A) *Posts common to offices of Divisional Commissioner and Collectors*

3. *Deputy Collector* (Rs. 350—955) :

Appointment to the post is made either by promotion of Mamlatdars or Tehsildars or by nomination of Graduates selected on the basis of the result of a competitive examination held by the State Public Service Commission. Prior to the General revision of 1962 the cadre of Deputy Collectors was divided in two grades, Grade I on a scale of pay of Rs. 695—875 and Grade II on Rs. 350—875. In the general revision the two grades were combined into one running revised scale of Rs. 350—400—30—610—40—730—45—965 as there was no difference in the duties attached to the posts in the two grades. The Revenue Department has proposed that the scale be further revised to Rs. 400—1,200. We do not, however, think it necessary to raise the maximum of the pay scale of the post as the present scale which has a span of 17 years is sufficiently long even for direct recruits who have good chances of being promoted to the Indian Administrative Service. We consider that a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) would be adequate for the post.

4. *Mamlatdars/Tahsildars* (Rs. 250—550) :

The posts are filled either by promotion of Aval Karkuns (or Naib Tahsildars in the case of Aurangabad and Nagpur Divisions) or by nomination of graduates selected through a competitive examination. Prior to the general revision of 1962 posts of Mamlatdars were in three scales viz. selection grade of Rs. 420—20—500, Grade I of Rs. 340—15—400 and Grade II Rs. 250—15—325. As the posts in all the three grades carried identical duties and responsibilities they were brought on a unified scale of Rs. 250—300—550 in the general revision. We recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—600 (fixed pay of Rs. 280 during the period of probation) for the post.

5. *Naib Tahsildar* (Rs. 210—280) :

Posts of Naib Tahsildars were inherited from the former States of Madhya Pradesh and Hyderabad. As the posts allocated from the former Hyderabad State carried duties and responsibilities comparable to those of Mahalkaris in the Old Bombay set up, they were equated with the latter posts. The posts allocated from the former State of Madhya Pradesh could not, however, be equated for want of comparable posts in the Bombay set up. However the scale of Rs. 210—10—280 which is the scale of Mahalkaris has been made applicable to the posts. As pointed out earlier in this Chapter, posts of Naib Tahsildars constitute an essential constitutent of the staffing pattern following from a peculiar organisational set up obtaining in the Vidarbha region and cannot, therefore be absorbed in any other cadre of the Department. The posts are filled by direct recruitment of graduates or by promotion from among First Grade Clerks. The present scale of Rs. 210—10—280 which is an eight year scale is short for direct recruits. We recommend a revised scale of Rs. 220—10—290—E.B.—15—380 for the post.

6. *Mahalkari* (Rs. 210—280) :

The posts are filled by promotion of Aval Karkuns. Mahalkaris are in charge of Mahals. They are also put on special assignments such as inspectors. A revised scale of Rs. 220—10—290—E.B.—15—380 is recommended for the post.

7. *Superintendent* (Rs. 300—425) :

This is the highest ministerial post in the staffing pattern obtaining in the Vidarbha region. The Federation of Government Employees, Nagpur has pointed out that this is the single category of which the scale has remained unrevised. They have argued that the post is comparable to the post of Chitnis which is held by a Mamlatdar in the set up obtaining in the Western Maharashtra District. We however, consider that the post is comparable to that of Superintendents in the Offices of Heads of Department and recommend a revised scale of Rs. 300—15—375—20—475 for it.

8. *Assistant Superintndent* (Rs. 200—295) :

This is another ministerial category peculiar to the Vidarbha set up. The post is filled by promotion of First Grade Clerks. We recommend a revised scale of Rs. 200—10—290—15—320 for the post.

9. *Research Assistant, Office of the Commissioner of Bombay Division* (Rs. 190—390):

The post is borne on the establishment of the Bureau of Economics and Statistics The revised scale recommended for the post (viz Rs. 200—410) is the same as the scale rceommended for similar posts in the Bureau.

10. *Aval Karkuns (Western Maharashtra Districts)* Rs. 145—215 *and First Grade Clerk (Vidarbha Districts)* Rs. 145—185 :

Government employees in the Vidarbha region have claimed that posts of First Grade clerk in the Revenue Department be equated with the posts of Aval Karkun in the Western Maharashtra Districts. Similar claims have also been made by employees'

in Aurangabad Division. The Maharashtra Government Employees' Confederation has also urged that First Grade Clerk in Vidarbha region has remained to be equated with the Aval Karkun. There appears to be some misunderstanding about the post of Aval Karkun presumably due to the designation of the office. The designation "Aval Karkun" can be a synonym for First Grade Clerk. From this point of view the claim for equation of First Grade Clerks with Aval Karkuns would seem to be plausible. It is, therefore, necessary to examine the nature and character of the two offices with reference to duties, responsibilities and place in the organisational set up of the Department. We have already referred in the beginning of this Chapter, to the essential difference in the organisational set up of the Revenue Department in the territories of the Old Bombay State (i.e. Western Maharashtra) from the one in the Vidarbha region. In the former set up Aval Karkuns are in the Upper Division of the Revenue services. They are divided and designated as Aval Karkun, Extra-Aval Karkun, Circle Aval Karkun, Treasury Aval Karkun, Taluka Aval Karkun, Head Aval Karkun or subordinate Aval Karkun according to the nature of duties assigned to them. The important offices like those of Shirastedar to the Assistant or Deputy Collector, Deputy Chitnis to Collector, Circle Officer or Circle Aval Karkun are also held by Aval Karkun. Generally there are two Aval Karkuns in a Taluka Office i.e. (1) Taluka or Office Aval Karkun, and (2) Treasury Aval Karkun. Aval Karkun in charge of a Circle is called a Circle Aval Karkun or a Circle Officer and routine duties of a Mamlatdar are entrusted to the Aval Karkun. During the former's absence on tour the Taluka Aval Karkun runs the whole office. He is also an executive magistrate. He can, in the absence of the Mamlatdar, exercise all his powers except those delegated to the Mamlatdar by name. He exercises powers of issuing notices of demand under Bombay Land Record Code, can receive Rajinamas, can levy fees up to Rs. 5 and can try rent cases up to the limit of Rs. 100. He has powers to summon persons to give evidence and produce documents for enquiries which he is entitled to hold and to enter any land or premises for the purposes of measurement, fixing or inspecting boundaries, classification of soil or assessment etc. He exercises delegated powers to enter and search places and arrest persons without warrant for ensuring compliance with provisions of "Dangerous Drugs Act" (Central Act) (Section 24-25). He also exercises powers under various other Acts such as Bombay Live Stock Improvement Act, Bombay Money Lenders Act and Famine Relief Code, 1951 etc. Thus, the Office of the Aval Karkun combines both ministerial and executive functions. He is a Senior Clerk, supervisory head over other clerks and also an executive officer empowered to exercise powers of Mamlatdar. In the Vidarbha region on the other hand where there is a complete separation of executive and ministerial duties, the First Grade Clerk occupies a purely clerical office with supervisory duties but without any executive functions. The Office of Aval Karkun is thus special to the Revenue Department in Western Maharashtra and cannot be equated with either the First Grade Clerk in the Vidarbha region and Senior Clerks in other Departments. The Aval Karkun is selected after his passing qualifying examination and on his furnishing proof of ability to undertake executive duties and independant charge of office. Though we do not accept the demand for equation of post of First Grade Clerks with the Aval Karkun, we do not however, think it necessary to prescribe two separate scales for the posts. We consider that the scale suggested by us for Senior Clerks viz. Rs. 150—8—190—10—220—E.B.—10—270 would be suitable in both the cases.

11. The grievances of the employees in Revenue Department in Vidarbha region, has justification to the extent that they have not the opportunity which clerks in Revenue Department in Western Division have for improving their career. This is possible by bringing about uniformity in the organisational set up in both the areas. It is possible also to create posts of Aval Karkun in Revenue Department of Vidarbha area, and provide opportunity to clerks for passing the qualifying examination, so that they could become eligible for being promoted to the post of Naib-Tehsildar or to the post of Tehsildar, if office of Naib Tehsildar is abolished.

All these matters pertain to structural changes in the departments and obviously beyond the scope of our reference. The above suggestions are made only for consideration of Government, so that the grievances of clerks which have some justification to the extent stated above could be remedied.

12. *Circle Inspector/Revenue Inspector* :

The posts carry a scale of Rs. 100—3—130—E.B.—4—170. A few posts in Poona Division carry a slightly higher scale of Rs. 130—4—154—E.B.—4—170—5—180 though they carry the same responsibilities as those attached to the posts in the lower grade. The posts are filled either by promotion of Talatis (or Patwaris in the case of Vidarbha region) or by nomination of candidates who are S. S. C. holders. Circle Inspectors are in charge of groups of villages and they supervise the work of Talatis under them The Commissioner Poona Division has recommended that the two grades be amalgamated as there is no difference in duties and responsibilities of the posts. As the recruitment qualifications prescribed for the posts are comparable to those of clerks we recommend a revised scale of Rs. 110—4—150—E.B.—5—200 for the post.

13. *Talati* :

The posts of Talatis had been transferred to Zilla Parishads but have recently been retransferred to the Revenue Department. Talatis are on two scales viz. Rs. 91-3—130 and Rs. 85—2—105. The posts are filled by nomination of candidates who have passed Vernacular final Examination. The Revenue Department and the Commissioner of Poona and Bombay Divisions have suggested that the present two scales be amalgamated as there is no difference in the duties and responsibilities attached to the two categories of posts. We accept the suggestion and recommend a common revised scale of Rs. 90—2—100—3—115—E.B.—3—136—4—140 for all the posts.

14. *Patwari* (Rs. 85—2—105):

These posts were allocated from the former State of Madhya Pradesh and have been continued in the Vidarbha set up. Though they correspond to the posts of Talatis in the set up of the Western Maharashtra Districts they were not equated with the latter as there is difference in the duties and responsibilities attached to the two categories. They have, however, been brought on the scale applicable to lower grade Talatis. The Commissioner, Nagpur Division, has suggested that as there is no material difference between the duties of Patwaris and Talatis, the posts of Patwaris may be brought on the revised scale which will be sanctioned for the posts of Talatis. In the scheme of rationalisation which we have followed, we have ignored marginal differences in grouping posts together. We also believe that small difference in the duties of posts which are otherwise comparable can be done away with by appropriate administrative measures. The recruitment qualifications prescribed for the posts of Talatis and Patwaris are the same. Taking into account all these factors we accept the suggestion made by the Commissioner Nagpur Division and recommend the revised scale of Rs. 90—2—100—3—115—E.B.—3—136—4—140 for these posts.

15. *Assistant Talatis* :

These are on a scale of Rs. 70—1—85 and are to be found in a few Districts of Western Maharashtra. Recruitment qualifications for the posts are the same as those prescribed for Talatis. The Commissioner Poona Division has proposed that these posts should be merged in the cadre of Talatis. As the number of posts of Assistant Talatis is negligible and as we see no justification for keeping the cadre only in a few Districts, we accept the suggestion and recommend that the existing Assistant Talatis may be given Talatis scale and that future recruitment be made only against Talati's posts.

(B) *Non-gazetted posts in Bombay Suburban District Collectorate.*

16. *Industries Inspector* (Rs. 210—425) :

The post is filled by promotion of an Aval Karkun. The Inspector attends to the work of Government Kandivali Industrial Estates. The existing scale of the post is that of Senior Industries Inspector in the Industries Department. A revised scale of Rs. 260—15—455 which is the revised scale suggested for the post of Senior Industries Inspector in the Industries Department is recommended for the post.

17. Other non-gazetted posts in the organisation which are on city scales have parallel posts in the mofussil set up. Corresponding revised scales have, therefore, been recommended for these posts.

(C) *Posts in Bombay Collectorate.*

18. The staff in the Bombay Collectorate is on isolated cadres and is not transferable outside. Unlike its counter part in the mofussil, the staff has only limited avenues of promotion.

19. *Superintendent, Bombay City Survey and Land Records Office* (Rs. 775—1,200 C):

The post is filled by direct recruitment. The Commissioner Bombay Division has suggested that the post be equated with that of a Superintending Engineer. In our opinion the present scale is adequate and needs no improvement. A revised uniform scale of Rs. 740—45—1,100—50—1,150 is accordingly recommended for the post.

20. *Supervisor, Bombay Entertainment Duty Act,* (Rs. 590—775 C)

The post is filled either by promotion or by nomination of a candidate possessing a degree in Arts, Science, etc. and qualifications necessary for administration and executive work and knowledge of localities and local conditions of Bombay. The post carries a city scale of Rs. 590—30—775. A special pay of Rs. 50 was sanctioned for the post in 1947 and the amount was increased by Rs. 75 in 1956 and Rs. 25 in 1959. The special pay is reported to have been sanctioned in view of the extension of the Supervisor's jurisdiction to the entire Bombay Suburban District and Borivli Taluka and of the additional work of betting tax collection of Bombay and Poona entrusted to him. We consider that the present minimum of Rs. 590 (C) is higher for a direct recruit who is not required to possess any special knowledge or technical qualifications. In our opinion, the post should be equated with that of a Deputy Collector and we accordingly recommend a revised scale of Rs. 410—30—650—E.B.—45—965 (fixed pay of Rs. 380 during the period of probation) for the post. With the improvement of the maximum of the scale, we do not consider that a special pay of Rs. 150 would be justified. We recommend that the special pay may be reduced to Rs. 100 per month.

21. *Head Clerk to Additional Collector for Income Tax Recovery/Organisation and Methods Officer* (Rs. 250—550) :

These posts are filled by promotion of experienced non-gazetted staff of the Collectorate and carry the sanctioned scale of a Mamlatdar. The Collector of Bombay has proposed that the scale of these posts be revised to Rs. 400—730 as the present scale of pay, in his opinion, is not commensurate with their duties and responsibilities. From the facts made available to us, it is observed that in the past these posts used to be manned from the cadre of Mamlatdars and that the posts have since been thrown open for promotion to the non-gazetted staff of the Collectorate as a measure for providing avenues of promotion to the lower staff. The present proposal has emanated from suggestion to prescribe a separate scale for the post on their being taken away from the Mamlatdar's cadre. In our opinion the post of Head Clerk is comparable to the post of Head Clerk in a Collector's Office which is borne on Mamlatdar's cadre. We have also noted that posts of Organisations and

Methods Officers in some other Departments or offices are on standard Class II scale or on part of the scale. Having regard to all these facts we think that the present equation of the posts with the post of Mamlatdar does not need any change. We accordingly recommend a revised scale of Rs. 300—20—460—E.B.—20—500—25—600 (fixed pay of Rs. 280 during the period of probation) for the posts.

22. *Personal Assistant to Superintendent, Bombay City Survey and Land Records/ Superintending Surveyor* (Rs. 300—380) :

These posts are filled by promotion of lower technical Staff. A revised scale of Rs. 260—10—290—15—410 is recommended for the posts.

23. *Chief Surveyor and Draftsman and Senior Surveyor* (Rs. 190—310 C) :

These posts are also filled by promotion of lower technical staff. We recommend a revised scale of Rs. 150—8—190—10—220—E.B.—10—270 for the posts.

24. *Traverser and Computor/Field Surveyor* (Rs. 140—245 C) *Mutation Surveyor* (Rs. 125—245 C) ; *Senior Draftsman* (Rs. 125—245 C) and *Junior Draftsman* (Rs. 120—245 C) :

The pay scales of these posts vary slightly at the commencement. The information furnished to us regarding the duties of the posts does not show that they differ materially from one another. We therefore recommend a common scale of Rs. 110—4—150—E.B.—5—200 for all the posts.

25. *Special pays* :

The following officers and staff are in receipt of special pays for the reasons mentioned against them.

Serial No.	Designation.	Amount of special pay.	Reasons for grant of special pay.
1	2	3	4
		Rs.	
1	Assistant Commissioner (i.e., Deputy Collector) in charge of Revenue General Ceiling and Small Saving Branches of Commissioner's Office.	100	In view of higher responsibilities and arduous nature of work handled by them.
2	Land Acquisition Officer (Deputy Collector) Defence Project, Nasik.	50	In view of higher responsibilities and arduous nature of work handled by them.
3	Mamlatdars appointed as Instructors for training class and as Reception Officers.	50	In view of higher responsibilities and arduous nature of work handled by them.
4	Aval Karkun, Office of Commissioner of Bombay ..	20 % of grade pay	For doing additional work relating to land acquisition for Defence projects.
5	Revenue Surveyor for Khar Lands (A.K.) Collectorate Thana.	15	In view of the arduous nature of work.
6	Personal Assistants and Confidential Clerk to the Commissioners.	25	For handling confidential work.
7	Mukadam, (Bombay-Division)	15	For performing additional duty of operating the electric pump.
8	Liftman (Bombay Division)	10	For performing additional work.
9	Darwan	2	For performing additional work.
10	Head Hamal	5	For relieving Darwan on duty at night time.

The grant of special pay to the Deputy Collectors appointed as Assistant Commissioners in the Commissioners Office is apparently based on the general assumption that an officer belonging to a regular cadre when appointed in the headquarters Office has necessarily to perform duties of a more arduous nature than those attached to the cadre. We have noticed this tendency in the case of other Departments also and in nearly all such cases we have expressed ourselves against such special pays. In our opinion the duties of an executive officer who has to work in the field are not less exacting or onerous than those of another belonging to the same cadre who is posted in an administrative charge in the office of the Head of Department. We have recommended discontinuance of special pays in similar cases in other Department. We recommend discontinuance of special pay in the case of Assistant Commissioners also. We recommend the continuance of special pay granted to the Land Acquisition Officer (Sr. No. 2 above) and Aval Karkun (Sr. No. 4 above) as they are placed on a work of special type which can be considered as more onerous. We also recommend continuance of the special pay granted to Mamlatdars appointed as receptionists and Instructors as the work entrusted to them is apparently of a different nature requiring special aptitude and skill. In the remaining cases the special pays have been sanctioned for specific additional duties or in view of arduous nature of work. We recommend the continuance of special pay in these cases also.

26. The following officers and staff in the Bombay Collectorate are also in receipt of special pay for the reasons mentioned against them.

Serial No.	Designation.	Amount of special pay.	Reasons for grant of special pay.
		Rs.	
1	Additional Collector for Income tax Recovery, Bombay and Bombay Suburban District.	150	For attending to responsibilities of Class I Officer and Bombay Suburban District work.
2	Supervisor, Bombay Entertainment Duty Act ..	150	For Bombay Suburban District Entertainment Tax collection and Betting Tax Collection.
3	Deputy Collector of Bombay and Controller of Hotels, and Lodging.	40	For attending to election work.
4	Senior Clerk (to supervise the work of Entertainment Duty Act Establishment).	20	For Checking of accounts returns etc., of Bombay Entertainment Duty Account Branch.
5	S.R.O., Machimar..	50	For doing recovery work in other Districts.
6	Revenue Inspector (35)	20	For arduous and special nature of duties.
7	Special Clerk	20	
8	Second Clerk	20	
9	Cashier (4)	35	For handling cash
10	Assistant Cashier	35	For handling cash.

We have suggested above (vide para. 19) that the special pay of Rs. 150 sanctioned in the case of Supervisor, Bombay Entertainment Duty Act should be reduced to Rs. 100 per month. The Additional Collector of Bombay who is in the grade of a Deputy Collector is in receipt of special pay of Rs. 150 granted to him in view of the specially arduous nature of duties involved in recovery of Income Tax. We recommend that the special pay may be continued. The special pay of Rs. 40 granted to the Deputy Collector of Bombay and Controller of Hotels and Lodging for attending to the additional work connected with elections may also be continued. The special pay sanctioned in other cases may also be continued pending a review by Government, as we have no adequate information at present to make specific recommendations in these cases.

SCHEDULE

REVENUE DEPARTMENT.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	(A) POSTS COMMON TO OFFICES OF DIVISIONAL COMMISSIONERS AND COLLECTORS				
			Rs.	Rs.	
	Gazetted				
1	Deputy Collector ..	356	350—400—30—610—E.B.—40—730—45—955 (Promotees to start on Rs. 400) Special pay of Rs. 100 to Assistant Commissioners in charge of Revenue General Ceiling and Small Savings in Commissioners Office.	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation) Special pay to be discontinued.	
2	Mamlatdar/Tahsildar	938	250—300—15—420—E.B.—15—450—20—550 Special pay Rs. 50 to Reception Officer and Instructors	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation) Special pay to continue.	
	Non-Gazetted				
3	Naib Tahsildar ..	575	210—10—280 ..	220—10—290—E.B.—15—380	
4	Mahalkari/Inspecting Officer.		210—10—280	220—10—290—E.B.—15—380	
5	Superintendent (Nagpur Division).	13	300—15—375—10—425 ..	300—15—375—20—475	
6	Head Accountant ..	23	250—15—370—E.B.—400—20—500	260—15—380—E.B.—20—500	
7	Research Assistant, Commissioner's Office, Bombay.	3	190—10—240—15—285—E.B.—15—390	200—10—290—E.B.—15—410 (As in the Bureau of Economics and Statistics)	
8	City Survey Officer (Dhulia District).	1	210—10—280	200—10—290—15—320	
9	Assistant Superintendent, Nagpur Division.	23	200—10—250—15—295 ..	200—10—290—15—320	
10	Deputy Accountant	38	185—10—245	200—10—290—15—320	
11	Divisional Godown Inspector.	4	185—10—245	200—10—290—15—320	
12	District Accounts Supervisor.	7	(*i*) 185—10—245 .. .. (For those drawn from Treasuries) (*ii*) 160—8—200—9—245 .. (For others)	200—10—290—15—320 200—10—290—15—320	
13	Aval Karkun, Supply Avalkarkun, Supply Inspector, Zonal Officer, Grain Purchase Inspector.	3,106	145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
14	Godown Manager ..		145—8—185	150—8—190—10—220—E.B.—10—270	
15	First Grade Clerk (Nagpur Division).	334	145—8—185	150—8—190—10—220—E.B.—10—270	

Revenue Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted.—contd		Rs.	Rs.	
16	Circle Inspector ..	980	H.G. 130—4—154—E.B.—4—170—5—180	110—4—150—E.B.—5—200	
			L.G. 100—3—130—E.B.—4—170	110—4—150—E.B.—5—200	
17	Clerk, Typist, Clerk Typist, Godown keeper.	8505	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
18	Marathi Typist (Office of Commissioner of Bombay).	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
19	Talati	5982	(*i*) 91—3—130 ..	90—2—100—3—115—E.B.—3—136—4—140	
			(*ii*) 85—2—105 ..	90—2—100—3—115—E.B.—3—136—4—140	
20	Patwari (Nagpur Division).	3801	85—2—105	90—2—100—3—115—E.B.—3—136—4—140	
21	Assistant Talati ..		70—1—80—E.B.—1—85 ..	90—2—100—3—115—E.B.—3—136—4—140	
22	Overseer, (Commissioner's Office, Poona).	2	150—10—300—15—360 ..	160—10—290—E.B.—15—380 (Engineering diploma holders to start on Rs. 180)	
23	Draftsman, Commissioner's Office, Poona.	1	150—8—190—10—210 ..	150—8—190—10—220—E.B.—10—270	
24	Computor/Tracer, Commissioner's Office, Poona.	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
25	Surveyor/Cadastral Surveyor.	20	110—3—130—E.B.—4—170 (For S.S.C. holders).	110—4—150—E.B.—5—200	
			91—3—130—E.B.—4—170 .. (For others).	110—4—150—E.B.—5—200	
26	Stenographer (Office of Commissioner, Bombay-Division)	1	250—10—350—E.B.—15—500 (C)	240—10—290—15—350—E.B.—15—470	
27	Stenographer ..	37	160—6—190—8—270—E.B.—10—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
28	Steno-Typist ..	54	100—3—130—E.B.—4—170 .. (Shorthand Allowance according to speed).	(*i*) 110—4—150—E.B.—5—200 (*Plus* shorthand Allowance according to speed for those borne on the clerical cadre of the Department) (*ii*) 135—5—170—6—188—E.B—6—200—8—240—10—270 (For others)	
29	Driver ..	28	100—3—130	110—3—128—4—140	

Revenue Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	CLASS IV				
30	Mukadam (Office of Commissioner Bombay Division)	1	100—2—110 (C) ..	90—2—100—E.B.—3—115	
31	Havildar ..	22	87—2—107 (C) ..	90—2—110	
			80—2—100	90—2—110	
32	Liftman/Darwan ..	4	87—2—107 (C)	90—2—110	
33	Daftarband ..	4	70—1—80—2—100 ..	80—2—100—E.B.—2—110	
34	Record Supplier ..	2	70—1—80—2—100 ..	80—2—100—E.B.—2—110	
35	Naik	128	77—1—87—E.B.—1—92 (C) ..	80—2—100	
			70—1—80—E.B.—1—85 ..	80—2—100	
36	Assistant Darwan/Head Hamal.	2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
37	Mali/Malan ..	12	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
38	Peon/Chowkidar/Watchman/Hamal/Hamal-*cum*-Sweeper Stitcher/Sweeper/Cleaner/Khalashi/Farash.	4789	72—1—82 (C) 65—1—75 }	70—1—80—E.B.—2—90	
	(B) POSTS IN THE BOMBAY SUBURBAN DISTRICT COLLECTORATE				
	Non-Gazetted				
39	Industries Inspector	1	210—10—300—15—315—E.B.—15—425	260—15—455	
40	Mahalkari ..	4	240—10—310 (C) ..	220—10—290—E.B.—15—380	
41	Head Clerk ..	1	220—10—290 (C) ..	200—10—290—15—320	
42	Aval Karkun ..	20	190—8—270 (C) ..	150—8—190—10—220—E.B.—10—270	
43	Circle Officer ..	2	190—8—270 (C) ..	150—8—190—10—220—E.B.—10—270	
44	Huzur Record Keeper	1	190—8—270 (C) ..	150—8—190—10—220—E.B.—10—270	
45	Deputy Accountant	1	190—8—270 (C) ..	150—8—190—10—220—E.B.—10—270	
46	Clerk/Typist ..	80	120—5—160—E.B.—5—185—6—215—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
47	Bill Collector ..	24	120—5—160—E.B.—5—185—6—215—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
48	Circle Inspector ..	10	120—5—160—E.B.—5—185—6—215—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
49	Surveyor ..	28	120—5—160—E.B.—5—185—6—215—E.B.—6—245 (C)	110—4—150—E.B.—5—200	

Revenue Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
50	Process Server ..	10	120—5—160—E.B.—5—185—6 215—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
51	Draftsman ..	5	(*i*) 120—5—165—8—181—E.B. —8—245 (C) (*ii*) 130—5—170—E.B.—5—185 —6—215—E.B.—6—245 (C)	110—4—150—E.B.—5—200 110—4—150—E.B.—5—200	
52	Talati ..	22	85—2—105	90—2—100—3—115—E.B.—3—136—4—140	
	CLASS IV				
53	Havildar ..	1	87—2—107 (C) ..	90—2—110	
54	Daftarband ..	1	77—2—87—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
55	Notice Server ..	9	77—2—87—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
56	Peon ..	47	72—1—82 (C) 65—1—75 ..	70—1—80—E.B.—2—90	
57	Night Watchman ..	3	72—1—82 (C) 65—1—75 ..	70—1—80—E.B.—2—90	
58	Village Servant ..	1	72—1—82 (C) 65—1—75 ..	70—1—80—E.B.—2—90	
59	Hamal	1	72—1—82 (C) 65—1—75 ..	70—1—80—E.B.—2—90	
	Gazetted	(C)	POSTS IN THE BOMBAY COLLECTORATE		
60	Superintendent Bombay City Survey and Land Records Office.	1	775—45—1,100—50—1,200 (C)	740—45—1,100—50—1,150	
61	Supervisor, Bombay Entertainment Duty Act.	1	595—30—775 (C) .. Special pay Rs. 150	410—30—650—E.B.—45—965 Special pay to be reduced to Rs. 100 per month. (Fixed pay of Rs. 380 during the period of probation).	
62	Additional Collector, for Income Tax Recovery, Bombay and Bombay Suburban District.	1	350—400—30—610—E.B.—40—730—45—955 Special pay Rs. 150	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation) Special pay to be continued.	
63	Deputy Collector of Bombay and Resident Deputy Collector of Bombay, Suburban District and Controller of Hotels and Lodging, Greater Bombay and Election Officer.	1	350—400—30—610—E.B.—40—730—45—955 Special pay Rs. 40	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation). Special pay to be continued.	

Revenue Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
64	Deputy Collector for Sales Tax Recovery Bombay and Bombay Suburban District.	1	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
65	Assistant Director of Town Planning.	1	500—550—30—610—E.B.—40—730—45—910	650—45—1,100—50—1,150 (Fixed pay of Rs. 300 during the period of probation).	
66	Organisations and Methods Officer Bombay Suburban District.	1	250—300—10—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
67	Mamlatdar ..	4	250—300—10—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
68	Head Clerk to Additional Collector (Income Tax).	1	250—300—10—420—E.B.—15—450—20—550	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
	Non-Gazetted				
69	Head Clerk and Head Accountant to Collector of Bombay	1	320—10—350—15—410 (C) ..	260—10—290—15—410	
70	Accountant ..	1	230—10—300 (C) ..	200—10—290—15—320	
71	Supervising Clerk ..	3	230—10—300 (C) ..	200—10—290—15—320	
72	Assistant to the Supervisor, Bombay Entertainment Duty Act.	1	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
73	Senior Auditor ..	2	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
74	Junior/Supervising Clerk/Senior Clerk/S. R. O./Record Keeper.	5	190—8—270 (C) .. Special pay Rs. 50 to S.R.O., Machimar.	150—8—190—10—220—E.B.—10—270 Special pay to be continued.	
75	Senior Clerk ..	24	160—10—230—E.B.—10—270 (C)	150—8—190—10—220—E.B.—10—270	
76	Stenographer ..	3	190—8—254—E.B—8—270 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
77	Cashier ..	5	120—5—160—E B.—5—185—6 203—E.B.—6—245 (C) Special pay Rs. 35 for 4 posts and Rs. 25 for one post	110—4—150—E.B.—5—200 Special pay to be continued.	
78	Second Clerk and Special Clerk.	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 Special pay Rs. 20	110—4—150—E.B.—5—200 Special pay to be continued.	

Revenue Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
79	Junior Clerk ..	71			
80	Typist ..	4			
81	Enquiry Officer and Record Keeper.	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
82	Telephone Operator	2			
83	Junior Auditor ..	1			
84	Inspector, Bombay Entertainment Duty Act.	5	135—5—165—8—181—E.B.—8—205—10—245 (C)		
85	Personal Assistant to Superintendent Bombay City Survey and Land Records.	1	200—10—350—15—280 (C) ..	260—10—290—15—410	
86	Superintending Surveyor.	1	300—10—350—15—380 (C) ..	260—10—290—15—410	
87	Chief Surveyor and Draftsman and Senior Surveyor.	5	190—10—250—10—310 (C) ..	150—8—190—10—220—E.B.—10—270	
88	Traversor and Computor.	1	140—5—185—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
89	Field Surveyor ..	7	140—5—185—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
90	Mutation Surveyor	3	125—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
91	Senior Draftsman ..	5	125—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
92	Junior Drafstman	2	125—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
	CLASS IV				
93	Binder ..	2	100—3—115—4—135 (C) ..	90—2—100—3—115	
94	Havildar ..	1	87—2—107 (C) ..	90—2—110	
95	Liftman ..	1	87—2—107 (C) ..	90—2—110	
96	Daftarband ..	2	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
97	Notice Server ..	34	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
98	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
99	Tindel ..	5	77—1—87—E.B.—1—97 (C) ..	75—1—80—2—90—E.B.—2—100	
100	Darwan/Peon/Hamal Watchman	42	72—1—82 (C) ..	70—1—80—E.B.—2—90	
101	Sweeper/Halalkhor/Scavenger.	10	72—1—82 (C) ..	70—1—80—E.B.—2—90	
102	Khalasi ..	20	72—1—82 (C) ..	70—1—80—E.B.—2—90	
103	Attendant ..	1514	75 (Fixed)	70—1—80—E.B.—2—90 (Subject to our remarks in chapter on common categories of posts)	

Revenue Department—contd.

PART B

Posts of which scales were not revised in 1962 revision

Serial No.	Designation.	No. of posts.	Scale of pay which remained to be revised in 1962 general revision.	Merger scale of pay admissible in 1962 general revision.	Recommended scale of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Stamp Vendor (Ratnagiri District).	1	40—1—50 ..	85—2—105 ..	90—2—100—3—115—E.B.—3—130

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CHAPTER 96

OFFICE OF THE SUPERINTENDENT OF STAMPS.

The Stamp Office is concerned with the administration of the Indian Stamp Act and Court Fees Act and is under the control of Inspector-General of Registration. It deals with custody, supply and sale of all kinds of stamps and other matters connected with those Acts. Except in Bombay where the Collector of Bombay is assisted by an Assistant Superintendent of Stamps and a separate office, there is no separate Stamp Office as such in the districts.

2. The designations of the posts in the Department, their existing pay scales and the revised pay scales recommended by us are shown in the accompanying schedule. Most of the posts in the Office belong to common categories, and have therefore been equated with those posts for purposes of pay scales. In the case of Senior Clerks who are on a scale of Rs. 145—6—187—E.B.—6—205—8—245 (C), we have recommended a revised scale of Rs. 130—5—150—8—174—E.B.—8—190—10—220 as they are working under supervisors for whom we have proposed a higher supervisory scale.

3. We recommend the continuation of the special pays admissible to the clerical staff for handling cash.

SCHEDULE

OFFICE OF THE SUPERINTENDENT OF STAMPS

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Assistant Superintendent of Stamps.	1	670—30—820—E.B.—45—955 (C)	500—30—650—45—965	
2	Deputy Assistant Superintendent of Stamps.	2	350—15—500 (C)	300—20—500	
	Non-Gazetted				
3	Inspector of Stamps	4	300—10—350—15—380 (C) ..	250—10—290—15—380	
4	Supervisor ..	6	210—10—280 (C)	150—8—190—10—220—E.B.—10—270	
5	Supervisor, Stores ..	1	210—10—280 (C)	150—8—190—10—220—E.B.—10—270	
6	Senior Clerk ..	3	145—6—187—E.B.—6—205—8—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
7	Clerk ..	28	120—5—160—E.B.—5—185—6—203—6—245 (C)	110—4—150—E.B.—5—200	
8	Stamp Vendor ..	33	120—5—160—E.B.—5—185—6—203—6—245 (C)	110—4—150—E.B.—5—200—	
9	Cashier ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 30	110—4—150—E.B.—5—200 Special pay to continue	

Office of the Superintendent of Stamps—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
10	Assitant Cashier ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 20	110—4—150—E.B.—5—200 Special pay to continue	
11	Establishment Cashier.	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay Rs. 15	110—4—150—E.B.—5—200 Special pay to continue	
	CLASS IV				
12	Driver ..	1	120—4—148 (C)	110—3—128—4—140	
13	Peon ..	35	72—1—82 (C)	70—1—80—E.B.—2—90	
14	Watchmen ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
15	Lascar ..	19	72—1—82 (C)	70—1—80—E.B.—2—90	

सत्यमेव जयते

CHAPTER 97

DIRECTORATE OF AYURVED.

The functions of the Directorate of Ayurved is to control Ayurvedic institutions belonging to the State Government, deal with matters relating to similar institutions aided by the State Government, advise the State Government as to the measures for the encouragement and promotion of Ayurved and serve as the executive agency for carrying out such measures. The institutions directly run by the State Government include three Ayurvedic Colleges at Bombay, Nagpur and Nanded and three Ayurvedic Hospitals, one each at Bombay, Nagpur and Nanded. Research is conducted at two Government Centres, viz. the R. A. Podar Ayurvedic Research Institute, Bombay and the Ayurvedic Ward of the Sassoon Hospitals, Poona. A Government Ayurvedic and Unani Pharmacy is maintained at Nanded and a Pharmacy Storage of Ayurvedic Herbs and Shrubs at Karad.

Under the Director of Ayurved are two Assistant Directors, one at Poona with jurisdiction over the Bombay and Poona Divisions and the other at Nagpur with jurisdiction over Nagpur and Aurangabad Divisions. At headquarters, the Director has the assistance of a Personal Assistant with a small ministerial staff.

2. The designations of various posts, their existing scales and revised scales recommended by us are shown in the accompanying schedule. Our views on some of the posts are discussed below :—

3. *Director of Ayurved* (Rs. 580—1,080 C) :

When the present scale was sanctioned, the Directorate was functioning as a part of the Medical Department under the Surgeon General. The functions, duties and activities of the Directorate have now considerably increased. As mentioned above, he has now under his control three Ayurvedic Colleges and Hospitals for which Government have sanctioned posts and scales of pay which are quite high when compared to the pay scales of the Director. We feel that it is desirable that the Director of Ayurved who has to exercise overall control over the administrative as well as teaching staff at the various institutions under the Directorate should get higher pay scale than the present scale. We have, therefore, recommended a pay scale of Rs. 700—50—1,250 for this post.

4. *Principal, R. A. Podar Medical College, Bombay and Superintendent, M. A. Podar Hospital, Bombay* (Rs. 595—865 C) (*ii*) *Superintendent of Government Ayurvedic Hospital, Nagpur* (Rs. 550—880) ; (*iii*) *Principal-cum-Superintendent, Government Ayurvedic College and Hospital, Nanded* (Rs. 550—880):

The qualification required for recruitment for the above posts is generally a degree or diploma in Ayurved from any of the recognised Ayurvedic Institutions with teaching and administrative experience of at least 5 years in any recognised Ayurvedic Institution. After taking into account recruitment rule, duties and responsibilities of the post and the pay scale which we are proposing for posts of Professors in Ayurvedic subjects, we have proposed a revised scale of Rs. 650—1,150 for these posts.

5. *Lecturer in Allopathic subjects, Diploma College* (Rs. 270—715) ; *Degree College* (Rs. 250—400 C) and *Junior Lecturer* (*Allopathic*) (Rs. 300—665) :

These posts are filled by nomination from among candidates who are Medical Graduates or hold equivalent qualification. Holders of the posts have to perform teaching duties and to work in the Hospital attached to the Colleges. As the qualifications and the duties prescribed for all these posts are the same we have suggested a common revised scale of Rs. 325—850 (fixed pay of Rs. 325 during the period of probation) for all of them.

6. *Professor (Ayurvedic)* (Rs. 550—880 and Rs. 270—715) :

Post is filled in by nomination of a person possessing one of the qualifications mentioned in Part ' A ' of the schedule appended to the Maharashtra Medical Practitioners' Act. 1961, with seven years teaching experience in Ayurvedic subjects. At the R. A. Podar Medical College, where now degree courses are conducted as also at the Ayurvedic College, Nanded, posts of Professors are in the scale of Rs. 270—715 whereas in Ayurvedic College at Nagpur new posts have been created in the scale of Rs. 550—880. After taking into account the recruitment rules prescribed for the posts we consider that it will be desirable to bring all these posts in a common scale. We have, therefore, recommended a revised scale of Rs. 560—965 for all these posts. This scale may however be allowed to only those Professors who fulfil the prescribed qualifications.

7. *Professor (Allopathic) Degree College* (Rs. 270—715):

Two posts of Professors (Allopathic) which have been recently created for the new Ayurvedic College at Nagpur have been sanctioned in the scale of Rs. 1,100—1,400, while posts at other Colleges are in the scale of Rs. 270—715. We understand that recruitment rules for all these posts have not yet been framed. In the absence of the recruitment rules it is not possible for us to properly evaluate the post. We have therefore, recommended a revised scale of Rs. 325—850 (Probationary pay Rs. 325) for the post in the lower scale. We suggest that designation of the post should be changed. We have not proposed any revision for posts on the scale of Rs. 1,100—1,400.

8. *Special Pays* :

Senior Professor in Government Ayurvedic College, Nagpur, is being paid a special pay of Rs. 150 for performing the duties of the Dean of the College. This may be continued.

9. Special pay of Rs. 25 is sanctioned to the posts of Cashiers for handling cash. This special pay may be continued.

10. Sister in charge of operation theatre, M. A. Podar Hospital, is at present granted special pay of Rs. 30 per month for arduous nature of duties. This may be continued.

At present Non-Practising Allowance is sanctioned at varying rates from Rs. 10 to Rs. 250. We have proposed uniform rates of Non-Practising Allowance equal to 25 per cent. of pay in Medical and Public Health Departments. We recommend that the Officers who are in receipt of Non-Practising Allowance at present in this Department may be granted Non-Practising Allowance at the rate of 25 per cent. of pay subject to maximum of Rs. 400.

SCHEDULE

DIRECTORATE OF AYURVED.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Ayurved	1	580—50—1,080 (C) ..	700—50—1,250	
2	Principal, R. A. Podar Medical College, Bombay, and Superintendent M.A.,Podar Hospital Bombay.	1	595—30—685—45—865 (C) ..	650—45—1,100—50—1,150	
3	Superintendent of Hospital, Nagpur.	1	550—30—640—40—880 ..	650—45—1,100—50—1,150	
4	Principal-*cum*-Superintendent Government Ayurved College and Hospital Nanded.	1	550—30—640—40—880 ..	650—45—1,100—50—1,150	
5	Professor (Allopathic) attached to Degree College.	2	1,100—50—1,400	1,100—50—1,400 (With post graduate degree).	
6	Professor (Allopathic) of Degree College.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
7	Reader (Allopathic) attached to Degree college.	2	550—30—640—40—880 ..	560—30—650—45—965	
8	Lecturer (Allopathic) Diploma College.	6	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
9	Lecturer (Allopathic) Degree College.	2	250—10—400 (C)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
10	Junior Lecturer (Allopathic) Degree College.	4	300—15—450—E.B.—20—490—25—665	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
11	Professor (Ayurvedic) attached to Degree College.	2	550—30—640—40—880 ..	560—30—650—45—965	
12	Professor (Ayurvedic) attached to Degree or Diploma College.	7	270—15—390—E.B.—15—450—20—490—E.B.—25—715	560—30—650—45—965	
13	Reader (Ayurvedic) attached to Degree College.	2	400—25—475—30—565—E.B.—30—715	400—20—500—25—600—E.B.—25—650—30—800	
14	Lecturer (Ayurvedic) Degree College.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
		1	220—10—310—E.B.—15—425 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
		1	250—10—400 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	

Directorate of Ayurved—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
15	Assistant Director of Ayurved	2	400—25—475—30—535—E.B.—30—715	400—20—500—25—600—E.B.—25—650—30—800	
16	Pharmacognoscist ..	1	400—15—505—E.B.—20—665 (C)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
17	Pharmacist ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
18	Resident Medical Officer (Ayurvedic)	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
19	Chief Vaidya (Ayurvedic).	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
20	Vaidya Incharge Panchkarma Unit.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
21	Lady Vaidya, Incharge Female and Children section	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
22	Personal Assistant to Director of Ayurved	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
23	Personal Assistant to Principal and Regional Officer.	4	270—15—390	260—10—290—15—410	
	Non-Gazetted				
24	Field Vaidya ..	1	250—10—350	240—10—290—15—350—E.B.—15—470	
25	Assistant Vaidya and Assistant Lady Vaidya.	2	225—7—281—E.B.—7—295—10—355—E.B.—10—395—15—425	240—10—290—15—350—E.B.—15—470	
26	Assistant Pharmacist (Ayurvedic)	1	225—7—281—E.B.—7—295—10—355—E.B.—10—395—15—425	240—10—290—15—350—E.B.—15—470	
27	Assistant Pharmacist (Unani).		225—7—281—E.B.—7—295—10—355—E.B.—10—395—15—425	240—10—290—15—350—E.B.—15—470	
28	Pharmacy Vaidya	1	270—10—360—10—450 (C) ..	240—10—290—15—350—E.B.—15—470	

Directorate of Ayurved—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
29	Resident Medical Officer (Non-gazetted)	1	225—7—281—E.B.—7—295—10—355—E.B.—10—395—15—425	240—10—290—15—350—E.B.—15—470	
30	Assistant Ayurvedic Inspector.	1	220—5—240—E.B.—5—250—10—300	220—10—290—E.B.—15—380	
31	Senior Lecturer (Ayurvedic) Diploma College.	1	230—10—330	220—10—290—E.B.—15—380	
32	Lecturer (Ayurvedic) Degree College.	2	210—10—300 (C)	220—10—290—E.B.—15—380	
33	Junior Lecturer (Ayurvedic) Diploma College.	1	210—10—330	220—10—290—E.B.—15—380	
34	Lecturer in Physics, Chemistry, Biology and Biochemistry	1	230—10—330	220—10—290—E.B.—15—380	
35	Tutor in Anatomy and Lecturer in Sharir Rachana, Degree College.	1	200—10—300 (C)	220—10—290—E.B.—15—380	
36	Vaidya (Male and Female).	2	130—5—145—6—175—E.B.—6—205—8—229—E.B.—8—245—9—290	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	
37	Tutor (Ayurvedic) Diploma College.	1	145—5—195—E.B.—5—245 ..	150—8—190—10—220—E.B.—10—270	
38	Tutor (Physics, Chemistry and Biology).	1	145—5—195—E.B.—5—245 ..	150—8—190—10—220—E.B.—10—270	
39	Demonstrator (Allopathic) Degree College.	2	145—6—175—7—196—E.B.—7—210—10—270 (C)	150—8—190—10—220—E.B.—10—270	
40	Demonstrator (Ayurvedic) Degree College.	1	145—6—175—7—196—E.B.—7—210—10—270 (C)	150—8—190—10—220—E.B.—10—270	
41	Demonstrator Diploma College.	5	145—8—193—E B—8—225—10—245	150—8—190—10—220—E.B.—10—270	
42	Assistant Pathologist and Demonstrator.	1	145—6—175—7—196—E.B.—7—210—10—270 (C)	150—8—190—10—220—E.B.—10—270	
43	Pharmacy Assistant	1	125—5—165—8—181—E.B.—8—245 (C)	110—4—150—E.B.—5—200	
44	X-Ray Technician ..	1	145—8—185—10—195—E.B.—10—245 (C)	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150)	
		1	105—8—185—10—195—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150)	

Directorate of Ayurved—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
45	X-Ray Assistant ..	1	111—3—120—4—140—E.B.—4—160—5—180 (C)	110—3—128—4—144—E.B.—4—180	
		1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4 180	
46	Laboratory Technician.	1	145—8—185—10—195—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150)	
		1	145—8—185—10—195—E.B.——10—245 (C)	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150)	
47	Laboratory Assistant	1	111—3—120—4—140—E.B.—4—160—5—180 (C)	110—3—128—4—144—E.B.—4—180	
48	Technician ..	5	145—8—185—10—195—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150)	
49	Mechanic-*cum*-Technician.	1	125—5—155—E.B.—5—180 ..	135—5—170—6—200	
50	Compounder ..	15	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
51	Jarah ..	1	85—2—105	90—2—110	
52	Superintendent ..	3	250—10—350	260—10—290—15—410	
53	Ayurvedic Library Research Worker.	1	220—10—290—E.B.—10—350	220—10—290—E.B.—15—380	
54	Accountant-*cum*-Cashier, Steward, Accountant, Senior Assistant, Store-Keeper-*cum*-Accountant, Senior Assistant-*cum*-Accountant	11	195—10—245	200—10—290—15—320	
55	Librarian ..	1	155—5—170—6—206—E.B.—6 230—9—275	(*i*) 160—10—250—E.B.—10—300 (For graduates possessing a diploma in Library Science). (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For S.S.C., holders possessing a diploma or certificate in Library Science).	
56	Senior Clerk, Junior Assistant, Accountant, Assistant Steward, Steward Incharge Medical Stores.	10	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
57	Senior Clerk, Assistant Storekeeper-*cum*-Accountant, Assistant Accountant.	8	145—8—185	150—8—190—10—220—E.B.—10—270	

Directorate of Ayurved—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
	Non-Gazetted—contd.				
58	Stock Verifier ..	2	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
59	Junior Clerk, Typist, Cashier	45	100—3—130—E.B.—4—170 .. Special pay of Rs 25 to Cashier	110—4—150—E.B.—5—200 Special pay to be continued	
60	Stenographer ..	1	200—8—280—E.B.—8—320—10 350 (C)	180—6—210—8—250—E.B.—10 330—E.B.—10—350—15—380	
	Nursing Establishment				
61	Matron ..	1	250—10—300	250—10—290—15—350	
62	Sister ..	10	165—6—195—10—245 .. Special pay of Rs 30 to Sister Incharge Operation Theatre	170—8—210—10—270 Special pay to Sister Incharge Operation theatre to be continued	
63	Staff Nurse ..	42	125—5—145	135—5—170—6—200	
64	Midwife ..	6	120—5—145	125—4—165	
	CLASS IV				
65	Massagist ..	1	95—2—105—3—120 (C)	90—2—100—3—115—E.B.—3—130	
66	Carpenter ..	1	80—2—100—E.B.—3—115		
67	Dresser ..	5	77—1—87—E.B.—1—92 (C) ..	(*i*) 80—2—100—E.B.—3—115 (For certificate holders) (*ii*) 75—1—80—2—90—E.B.—2—100 (For others)	
68	Cook ..	6	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
69	Cook Mate ..	1	60 (Fixed)	70—1—80—E.B.—2—90	
70	Barber ..	4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
71	Tailor ..	2	(*i*) 100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
			(*ii*) 70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
72	Mali	9	(*i*) 72—1—82—E.B.—1—92 (C)	70—1—80—E.B.—2—100	
			(*ii*) 65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
			(*iii*) 72—1—82 (C) ..	70—1—80—E.B.—2—90	
			(*iv*) 65—1—75	70—1—80—E.B.—2—90	
73	Theatre Attendant ..	1	(*i*) 100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
			(*ii*) 65—1—75	70—1—80—E.B.—2—90	
74	Attendant ..	10	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
75	Electric Pump Attendant.	1	72—1—82 (C)	70—1—80—E.B.—2—90	
76	Daya ..	3	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	

Directorate of Ayurved—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
77	Nursing Assistant ..	4	75—2—95—E.B.—2—105 (C)	80—2—100—E.B.—3—115	
78	Mukadam ..	1	77—1—87—E.B.—2—107 (C)	80—2—110	
79	Daftary ..	1	77—2—97—E.B.—2—107 (C)	80—2—110	
80	Naik ..	2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
81	Watchman (Chowkidar).	17	72—1—82 (C)	70—1—80—E.B.—2—90	
82	Hamal ..	1	72—1—82 (C)	70—1—80—E.B—2—90	
83	Peon ..	30	(*i*) 72—1—82 (C)	70—1—80—E.B.—2—90	
			(*ii*) 65—1—75	70—1—80—E.B.—2—90	
84	Dhobi ..	4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
85	Disection room servant.	2	72—1—82—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
86	Museum servant ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
87	Pharmacy servant ..	6	72—1—82 (C)	70—1—80—E.B.—2—90	
88	Hostel servant ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
89	Telephone servant ..	2	65—1—75	70—1—80—E.B.—2—90	
90	Dispensary servant ..	2	65—1—75	70—1—80—E.B.—2—90	
91	Field servant ..	1	65—1—75	70—1—80—E.B—2—90	
92	Ward servant ..	52	72—1—82 (C)	70—1—80—E.B.—2—90	
93	Store servant-*cum*-Packer.	1	65—1—75	70—1—80—E.B.—2—90	
94	Store Boy ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
95	Packer ..	6	(*i*) 72—1—82 (C)	70—1—80—E.B.—2—90	
			(*ii*) 65—1—75	70—1—80—E.B.—2—90	
96	Khidmaties ..	30	65—1—75	70—1—80—E.B—2—90	
97	Farash ..	2	65—1—75	70—1—80—E.B.—2—90	
98	Scavenger ..	3	65—1—75	70—1—80—E.B.—2—90	
99	Ayah ..	2	65—1—75	70—1—80—E.B.—2—90	
100	Waterman ..	2	65—1—75	70—1—80—E.B.—2—90	
101	Cleaner ..	1	65—1—75	70—1—80—E.B.—2—90	
102	Sweeper ..	49	72—1—82 (C)	70—1—80—E.B.—2—90	
103	Stretcher Boy ..	2	72—1—82 (C)	70—1—80—E.B.—2—90	
104	X-Ray servant ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
105	Laboratory Boy ..	4	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
106	Laboratory Servant	7	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 98

DRUGS CONTROL ADMINISTRATION

The Drugs Control Administration is responsible for enforcing the provisions of the Drugs and Cosmetics Act, 1940 and the Drugs and Magic Remedies (Objectionable Advertisements) Act, 1954. Its main functions in respect of the Drugs and Cosmetics Act, 1940, are (*a*) to detect and investigate cases of manufacture and sale of spurious and adulterated drugs and cosmetics, (*b*) to license premises where drugs and cosmetics are manufactured or sold, (*c*) to inspect licensed premises; (*d*) to evaluate reports of the Government analysts under the Act in respect of drugs and cosmetics and to recommend corrective action where necessary; and (*e*) to check lables for various drugs and cosmetics with reference to the requirements of the law. In respect of the Drugs and Magic Remedies (Objectionable Advertisements) Act, 1954, it is the function of the Administration to scrutinize advertisements appearing in newspapers, periodicals and journals published in the State and to institute proceedings in respect of advertisements which offend the law. The Administration also collaborates with other agencies for the more effective enforcement of the Poisons Act, the Dangerous Drugs Act, the Bombay Prohibition Act, and the Bombay Drugs (Control) Act and gives technical advice to pharmaceutical manufacturers for improvement of the layout, equipment or manufacturing processes of their factories.

2. At the head of the Administration is the Director, Drugs Control Administration. Under the Director, there are seven Assistant Directors, of whom five are respectively in charge (i) Greater Bombay, (ii) rest of the Bombay Division, (iii) Poona, (iv) Nagpur and (v) Aurangabad Divisons. The powers of the licensing authority have been delegated to these five Assistant Directors for their respective areas in respect of sale of drugs, the Director retaining the licensing authority in respect of manufacture. The sixth Assistant Director is incharge of enforcement of the Drugs and Magic Remedies Act, 1954, throughout the State and he is also Establishment Officer for the Administration. The Seventh Assistant Director is in charge of Cosmetics Act. The Headquarters establishment of the Director includes a Law Officer, a Technical Officer, an Accounts Officer and a Senior Drugs Inspector.

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3. Under the Senior Drugs Inspector is an Intelligence Branch manned by two Drugs Inspectors and some watchers who concentrate on investigation of offences. The Headquarters establishment also includes an office Superintendent with an Establishment, Accounts and Miscellaneous Sections under him. For the purpose of State-wide inspection of drugs manufacture, the Director has the assistance of Senior Drugs Inspectors and Drugs Inspectors. For other licensing and inspection work, he has a number of Drugs inspectors at the Head Quarters as well as in the Districts. The designations of various posts in the Department their existing pay scales and the revised scales recommended by us for the posts are indicated in the accompanying schedule. Considerations underlying our recommendations in regard to pay scales of few categories of posts are discussed below :

4. *Director, Drugs Control Administration* (Rs. 1,100—1,600—C) :

This is an administrative and technical post. The recruitment is done by promotion from among the Assistant Directors or by nomination of a person having Degree in Pharmacy and Pharmaceutical Chemistry or a post graduate degree in Chemistry and possessing administrative experience. (It is suggested that the present scale should be

revised to 1,800—2,250. We do not think that such a high scale is justified for this post which cannot be compared to major Heads of Departments like Director of Agriculture, Director of Education, etc.). It was only in 1962 that the pay scale of the Director, was revised from Rs. 650—45—1,100 to the present pay scale of 1,100—1,600 (C). We suggest a revised mofussil scale of Rs. 1,100—50—1,300—60—1,600 for the post.

5. *Senior Drugs Inspectors and Drugs Inspectors* (Rs. 250—270—715, Probationary pay Rs. 250) :

Appointments to these posts of Drugs Inspectors are made by nomination from among candidates possessing degree or diploma in Pharmacy or Pharmaceutical Chemistry or a Post graduate Degree in Chemistry with Pharmaceutics as a special subject or a degree in Medicine or Science having at least one year post graduate training in a Laboratory. Before 1-7-1962 the department had grades of Senior and Junior Drugs Inspectors. The Senior Drugs Inspectors' posts were filled by promotion of Drugs Inspectors. As the duties and responsibilities of Drugs Inspectors in both the grades were considered to be more or less equal, a common scale of Rs. 270—15—390—E.B.—15—450—20—490—25—715 was prescribed. The Director has now proposed a common scale of Rs. 400—25—500—30—830—35—900 and a higher starting pay of Rs. 590 in this scale to the Senior Drugs Inspectors to avoid administrative difficulties. This means that the scales should be Rs. 400—900 for Junior Drugs Inspectors and Rs. 590—900 for Senior Drugs Inspector. One of the Senior Drugs Inspectors has also represented, suggesting the scale of Rs. 350—50—900.

After taking into account the duties and responsibilities of both the grades and the fact that the combined scale was sanctioned at the time of revision of pay scales in 1962 after considering all aspects, it does not seem necessary to prescribe higher starting pay for Senior Drugs Inspectors. We are satisfied that amalgamation done in July 1962 was correct and needs no change. We recommend the combined scale of Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800, with fixed probationary pay of Rs. 300.

6. *Analytical Chemists* (Rs. 250—10—350 C) :

Recruitment is made by nomination. Qualification for the post is a degree of B. Pharm. or B. Sc. (Tech.) with Pharmaceutical and Fine Chemicals having at least two years experience in analysis of drugs. The post is technical. The Director has proposed the scale of Rs. 325—15—475. We have suggested the revised scale of Rs. 260—10—290—15—410.

7. *Special pays* :

The special pays granted to three Drugs Inspectors, for their hazardous and separate additional duties should be continued.

Similarly, the special pay given for handling cash may be continued.

SCHEDULE

DRUGS CONTROL ADMINISTRATION

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director ..	1	1,100—50—1,300—60—1,600 (C)	1,100—50—1,300—60—1,600	
2	Assistant Director ..	7	550—30—610—40—730—45—820—E.B.—45—1,000—50—1,100 (Fixed pay of Rs. 500 during the period of probation).	560—30—650—45—875—E.B.—45—1,100—50—1,150 (Probationary pay Rs. 500)	
3	Technical Officer ..	1	550—25—650—30—710—E.B.—30—890	560—30—650—45—965	
4	Law Officer ..	1	330—15—450—E.B.—20—490—25—615 (C)	As in parent department.	
5	Personal Assistant to Director.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Probationary pay Rs. 280).	
6	Senior Drugs Inspector/Drugs Inspector.	9/48	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Fixed pay of Rs. 250 for Drugs Inspector during the period of Probation). Special pay of Rs. 75 for:— 1 Post of Sr. Drugs Inspector and 2 posts of Drugs Inspectors.	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Probationary pay Rs. 300) Special pay to be continued	
	Non-Gazetted.				
7	Pharmaceutical Chemist.	1	400—15—505—E.B.—20—665 (C)	400—20—500—25—650	
8	Analytical Chemists	2	250—10—350 (C) ..	260—10—290—15—410	
9	Accounts Officer ..	1	270—15—390—E.B.—15—450—20—490	300—20—500	
10	Superintendent ..	2	250—10—350	260—10—290—15—410	
11	Head Clerk, Accountant, Storekeeper.	7	195—10—245 .. .. Special pay of Rs. 5 to Head clerk at Poona, Nagpur and Aurangabad for handling cash.	200—10—290—15—320 Special pay to continue.	
12	Stenographer ..	3	200—8—280—E.B.—8—320—10—350 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
13	Librarian ..	1	190—6—238—E.B.—6—250—10—300 (C)	(i) 160—10—250—E.B.—10—300 (For graduates having a diploma in Library Science) (ii) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For S.S.C., holders possessing a diploma in Library Science.)	
14	Senior Clerk/Sr. Assitant, Cashier.	19	145—8—185—10—195 Special pay of Rs. 15 to the Cashier	150—8—190—10—220—E.B.—10—270 Special pay to continue	

Drugs Control Administration—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
15	Junior Examiner ..	6	165—10—225—E.B.—10—255—15—300 (C)	150—8—190—10—220—E.B.—10—270	
16	Steno-Typist ..	6	100—3—130—E.B.—4—170 .. (Steno Allowance Rs. 30)	(*i*) 135—5—170—6—188—E.B. 6—200—8—240—10—270 (Direct recruits) (*ii*) 110—4—150—E.B.—5—200 (*Plus* Shorthand Allowance for those borne on the departmental cadre).	
17	Typist, Clerk-typist, Junior Clerk, Telephone Clerk.	5 50	100—3—130—E.B.—4—170 Special pay of Rs. 5 for—11 posts of clerks at district places for handling cash.	110—4—150—E.B.—5—200 Special pay to continue	
18	Laboratory Assistant	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
19	Driver ..	1	120—4—148 (C)	110—3—128—4—140	
20	Driver ..	4	100—3—130	110—3—128—4—140	
21	Watcher ..	10	100 (Fixed)	90—2—100—3—115—E.B.—3—130	
	CLASS IV				
22	Naik ..	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
23	Peon ..	37	72—1—82 (C)	70—1—80—E.B.—2—90	
	Peon ..	43	65—1—75	70—1—80—E.B.—2—90	
	Night Watchman ..	2	65—1—75	70—1—80—E.B.—2—90	
24	Motor Cleaner ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	
	Motor Cleaner ..	4	65—1—75	70—1—80—E.B.—2—90	
25	Hamal Sweeper ..	1	72—1—82 (C)	70—1—80—E.B.—2—90	

CHAPTER 99

HAFFKINE INSTITUTE

The Haffkine Institute started as a Laboratory for investigation of the epidemilogy and prophylaxis of plague and has developed into one of the largest centres in India for medical research and for the manufacture of vital biologicals. The Director of the Institute has the powers of a Head of Department. The Institute collaborates actively in the field of medical research with National and International bodies such as the Indian Council of Medical Research, the World Health Organisation, the Rockfeller Foundation, etc. The main functions of this Institute are :—

(*a*) The conduct of research on several vital problems in the various medical and allied scientific fields for the amelioration of human suffering.

(*b*) The training of research workers in public health fields to equip them for the academical post-graduate degrees awarded by the Universities in the State.

(*c*) The successful utilization of the beneficial results of research for the large scale manufacture of standard biological products of public health importance, at economical costs.

(*d*) To facilitate effective functioning of the drugs and medicine control by undertaking drugs testing and examinations of diagnostic materials.

The Institute at present manufactures sera and vaccines, sulpha and vitamin drugs, blood plasma, diagnostic reagents, etc.

2. As a medical research centre the Institute is affiliated to the University of Bombay for post-graduate training for the degree of M.Sc. and Ph.D. in Microbiology, Bacteriology, Biochemistry, Nutrition, Zoology and Organic Chemistry, and for the degrees of M.Sc. (Medical) and Ph.D. in Pathology, Bacteriology, Parasitology and Pharmacology. The Institute is also recognised for post-graduate courses by the College of Physicians and Surgeons. The Institute also conducts long-term and short-term training courses for Science graduates to equip them as laboratory technicians. The Institute has ten technical departments in addition to the administrative, purchase and sales, engineering sections and an animal house. The ten technical departments are as follows. (1) Department of Immunology, (2) Department of Bio-Chemistry, (3) Department of Chemotheraphy, (4) Department of Chemical Pathology, (5) Department of Entomology, (6) Department of Pharmacology, (7) Department of Bacteriology, (8) Department of Virology, (9) Blood Bank Department, (10) Department of Analytical Control.

3. Under the Director of Institute are Assistant Directors each in-charge of one of the departments described above. One Assistant Director is in-charge of administration with responsibility of maintenance of plant and machinery with technical assistance, for supervising the Animal House, for running the library, and for handling matters relating to research schemes, training activities, scholarships and fellowships. The office administration is the responsibility of the Personal Assistant to the Director. There is a Labour Welfare Officer responsible for the Welfare of the staff. The Director also has the assistance of a Business Manager who supervises the purchase of materials, including imports, costing and accounting, maintenance of storing, sales and stocking of the products of the Institution. The staff of the Institution numbers more than 1,300 including gazetted officers.

4. One of the points urged by the Director is that various new Medical Research Institutes are being set up by the Central Government and in these laboratories or Institutes posts are created on modern lines based on the specific aspects of work

with attractive scales of pay commensurate with the duties and responsibilities attached to posts and in consonance with the present day cost of living. The staff from the Haffkine Institute has, therefore, started migrating to the new institutes.

5. We have taken these views into account. In proposing revised pay scales we have also taken into account the minimum qualifications required for recruitment. Goverment may consider the question of grant of higher pay to highly qualified persons. Designations of various posts in the organisation, their existing pay scales and the revised scales recommended by us, for them are shown in the accompanying schedule. Considerations underlying our recommendations in regard to pay scales of few categories of posts are discussed in the following paragraphs:—

6. *Director* (Rs. 1,800—2,000 C with free furnished quarters and non-practising allowance of Rs. 300) :

The post is a tenure post for a period of five years. The administrative department has suggested that substantial improvement in the pay scale and Non-Practising Allowance as admissible to the Surgeon-General may be allowed to the Director also. We are not in favour of increasing the present pay scale to the extent suggested. We recommend a revised mofussil scale of Rs. 1,800-2,000 for the post with the non-practising allowance of Rs. 400. The emoluments admissible to the officer would thus be increased. We also recommend that the present concession of rent-free quarters may be continued.

7. *Assistant Director* (Rs. 900—1,400 *plus* non-practising allowance Rs. 100) :

We are not in favour of increasing the pay scale but we recommend that the non-practising allowance may be increased to Rs. 200 per month.

8. *Senior Scientific Officer* (*Class I*) (Rs. 350—1,100) .

The posts are at present in Standard Class I scale. We have proposed revised scale of Rs. 500—30—650—45—785—E.B.—45—1,100—50—1,150 for the post (probationary pay of Rs. 500). We recommend that the non-practising allowance admissible to the medical personnel may be brought on par with the rate recommneded for Medical Officer in the Medical Department.

9. *Senior Scientific Officer* (*Class II*) (Rs. 400—770—C) :

The Director has reported that many officers with long service to their credit have left the jobs in view of unattractive scales. In view of this we have proposed a substantially improved revised scale of Rs. 410—30—650—E.B.—45—830 (probationary pay Rs. 380) for the post.

10. *Junior Scientific Officer* (Rs. 300—550—C) :

The Director has reported that there are recruitment difficulties for filling up this post and many experienced persons are leaving the service due to non-attractive scales. After taking this into account as also the recruitment rules for the post we recommend a revised scale of Rs. 340—20—500—E.B.—25—650 (probationary pay Rs. 340).

11. *Assistant Engineer* (*Maintenance*) (Rs. 300—715) :

After taking into account recruitment rules and duties and responsibilities of the post we feel that the post is comparable to the post of Deputy Engineer in Buildings and Communications Department. We have accordingly recommended a revised scale of Rs. 325—850 for the post (probationary pay Rs. 325).

12. *Laboratory Attendant* (Rs. 77—92 C); (Rs. 72—82 C):

The Director has suggested a common scale for both categories of Laboratory Attendants. There are posts of Laboratory Attendants in other departments also doing similar duties. We, therefore, feel that it is not desirable to suggest the common scale for the two categories of posts only in this organisation. We therefore suggest two scales for the posts viz. Rs. 80—110 and Rs. 70—90.

13. *Miscellaneous Posts.*—At present there are posts—both ministerial and technical—in the same scale of Rs. 100—3—130—E.B.—4—170. Where according to recruitment rule, S. S. C. holders are appointed to the posts, we have now proposed revised scale of Rs. 110—4—150—E.B.—5—200.

For other posts for which S. S. C. is not the minimum qualification, but which are at present in the scale of Rs. 100—170, however, we have proposed a revised scale of Rs. 110—3—128—4—144—E.B.—4—180.

14. *Special Pays*:

At present special pay is attached to the following posts.

Designation of the post.	No. of posts.	Rates of special pay.
		Rs.
Medical Officer, Maharashtra Medical Services (Typhoid Unit) Clinical Pathological Department.	1	75
Medical Officer, Maharashtra Medical Services (Class II) Blood Collecting Unit, Blood Bank Department.	2	50
Medical Officer, Maharashtra Medical Services (Class III) Department of Clinical Pathology and Department of Virology.	2	40
Senior Cashier	1	30
Cashier	1	30
Junior Veterinary Surgeon	2	25
Confidential Clerk	1	20
Sales Counter Clerk	1	20
Compounder	1	20
Glass Blower	1	15
Clerk (to work as rail head assistant)	2	5
Laboratory Attendant for snake duty	1	10
Laboratory Attendant for cyclostyling work	1	2

Looking to the arduous nature of duties of these posts we recommend to continue the special pays at the present rates.

SCHEDULE

HAFFKINE INSTITUTE.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3	4	5	6
	Gazetted.		Rs.	Rs.	
1	Director ..	1	1,800—100—2,000 (C) ..	1,800—100—2,000	
2	Assistant Director ..	11	900—50—1,400 .. .. (Probationary pay Rs. 900)	900—50—1,400 (Fixed pay of Rs. 900 during the period of probation)	
3	Business Manager ..	1	650—40—730—45—1,000—50—1,100 (Probationary pay Rs. 650)	650—45—1,100—50—1,150 (Fixed pay of Rs. 650 during the period of probation)	
4	Labour Welfare Officer, Class II.	1	450—25—550—30—670 (C) .. (Probationary pay Rs. 450)	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
5	Senior Scientific Officer, Class I.	18	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Probationary pay Rs. 350)	500—30—650—45—785—E.B.—45—1,100—50—1,150. (Fixed pay of Rs. 500 during the period of probation).	
6	Senior Scientific Officer, Class II.	16	400—30—610—E.B.—40—770 (C) (Probationary pay Rs. 400)	410—30—650—E.B.—45—830 (Fixed pay of Rs. 380 during the period of probation)	
7	Cost Accounts Officer, Class II.	1	400—450—20—490—25—640—E.B.—30—880 (C) (Probationary pay Rs. 400)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation).	
8	Assistant Engineer, (Maintenance) (Class II)	1	300—330—15—450—20—490—E.B.—25—715 (Probationary pay Rs. 300)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
9	Stores Officer, Class II.	1	400—25—475—30—565—E.B.—30—715 (C) (Probationary pay Rs. 350)	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation).	
10	Statistician ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (C) (Fixed pay of Rs. 270 during the period of probation)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
11	Senior Veterinary Surgeon.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Fixed pay of Rs. 250 during the period of probation)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
12	Factory Canteen Adviser.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Fixed pay of Rs. 250 during the period of probation)	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
13	Medical Officer ..	11	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Fixed pay of Rs. 250 during the period of probation) Special pay of Rs. 50 for two posts and Rs. 75 for one post.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation) Special pay to be continued.	

Haffkine Institute—contd.

Serial No.	Designation.	No. of posts.	Existing scale of pay and special pay.	Recommended scale of pay and special pay.	Remarks.
1	2	3		5	6
	Gazetted—contd.		Rs.	Rs.	
14	Personal Assistant to Director.	1	450—25—550—30—670 (C) ..	400—20—500—25—650 (Fixed pay Rs. 380 during the period of probation).	
15	Junior Scientific Officer.	38	300—15—420—E.B.—15—450 20—550 (C) (Fixed pay of Rs. 300 during the period ofprobation)	340—20—500—E.B.—25—650 (Fixed pay of Rs. 340 during the period of probation)	
16	Pharmacist ..	1	300—15—420—E.B.—15—450—20—550 (C) (Fixed pay of Rs. 300 during the period of probation).	300—15—390—20—430—E.B.—20—550 (Fixed pay of Rs. 300 during the period of probation).	
17	Special Officer ..	1	300—20—400 (C) .. (Fixed pay of Rs. 300 during the period of probation).	300—20—500 (Fixed pay of Rs. 280 during the period of probation).	
	Non-Gazetted.				
18	Medical Officer ..	..	160—7—230—E.B.—8—310—E.B.—10—350 Special pay Rs. 40 per month	(*i*) 180—10—290—E.B.—15—380 Higher starting pay of Rs. 250 for M.B.B.S., (Doctors) for those possessing Allopathic qualification (*ii*) 150—6—180—8—204—E.B.—8—260—10—270—E. B.—10—320 (For Ayurvedic Doctors) Special pay to continue.	
19	Technical Assistant (Mechanical Department).	1	210—10—250—15—280—E. B.—15—370 (C)	(*i*) 180—10—290—E.B.—15—380 (For Diploma holders in Mechanical Engineering. (Engineering degree holders to start on Rs. 240). (*ii*) 135—5—170—6—188—E.B—6—200—8—240 (For others).	
19A	Mechanic ..	1	145—5—195—E.B.—5—245 (C)		
20	Refrigeratory Mechanic.	1	200—5—260—E.B.—5—300 (C)	170—8—210—10—270	
21	Refrigeratory Mechanic Assistant.	1	120—4—160—E.B.—5—200 (C)	110—3—128—4—144—E.B.—4—180	
22	Senior Technical Assistant.	88	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
		2	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
		2	145—8—209—E.B.—8—225—10 245	150—8—190—10—220—E.B.—10—270	
23	Junior Technical Assistant.	48	160—5—175—7—203—E.B.—7—245 (C) Special pay of Rs. 15 for one post	130—5—150—8—174—E.B.—8—190—10—220 Special pay to be continued	
		3	115—3—130—4—150—E.B.—4—170	130—5—150—8—174—E.B.—8—190—10—220	
24	Engineer (Boiler) ..	1	145—5—185—E.B.—6—245 (C)	135—5—170—6—188—E.B.—6—200—8—240	

Haffkine Institute—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
25	Boiler Assistant ..	1	100—3—130—E.B.—4—170 .. *Or* 91—3—130—E.B.—4—170 (For non-S.S.C.).	110—3—128—4—144—E.B.—4—180	
26	Boiler Attendant ..	6	120—4—144—E.B.—4—160—5 180 (C)	110—3—128—4—136—E.B.—4—160	
27	Welder-*cum*-Fitter ..	1	145—5—195—E.B.—5—245 (C)	135—5—170—6—188—E.B.—6—200—8—240	
28	Electrical Technician.	1	145—5—195—E.B.—5—245 (C)	135—5—170—6—188—E.B.—6—200—8—240	
29	Sterilizer Assistant ..	2	120—4—144—E.B.—4—160—5—180 (C)	110—3—128—4—136—E.B.—4—160	
30	Farm Supervisor ..	1	250—10—350	250—10—290—15—380	
31	Librarian ..	1	270—15—360—E.B.—15—450 (C)	260—15—380—E.B.—20—500	
32	Senior Lady Nutritionist.	5	190—10—260—E.B.—15—320	210—10—290—15—320—E.B.—15—425	
33	Accounts Superintendent.	1	250—10—350 (C)	200—10—290—E.B.—15—410 (Higher start of Rs. 260 to promotees).	
34	Office Superintendent	1	250—10—350 (C) ..	200—10—290—E.B.—15—410 (Higher start of Rs. 260 to promotees)	
35	Public Relation Assistant.	1	250—10—350 (C)	200—10—290—E.B.—15—410 (Higher start of Rs. 260 to promotees.)	
36	Despatch Incharge	1	250—10—350 (C) ..	200—10—290—E.B.—15—410 (Higher start of Rs. 260 to promotees).	
37	Superintendents (Factory and Establishment pay group and Stores).	3	250—10—350 (C)	200—10—290—E.B.—15—410 (Higher start of Rs. 260 to promotees)	
38	Exhibition Assistant.	1	250—10—350 (C)	200—10—290—E.B.—15—410 (Higher start of Rs. 260 to promotees)	
39	Senior Stock Controller.	2	250—10—350 (C) ..	200—10—290—E.B.—15—410 (Higher start of Rs. 260 to promotees).	
40	Senior Packing Supervisor.	1	250—10—350 (C)	200—10—290—E.B.—15—410 (Higher start of Rs. 260 to promotees).	
41	Senior Clerk ..	1	220—10—320	200—10—290—E.B.—15—410 (Higher start of Rs. 260 to promotees).	
42	Statistician ..	1	220—10—320	200—10—290—E.B.—15—410 (Higher start of Rs. 260 to promotees)	
43	Physical Verification Supervisor	1	200—10—270—E.B.—10—330 (C)	200—10—290—15—320	

Haffkine Institute—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
44	Senior Local Purchase Assistant.	1	200—10—270—E.B.—10—330 (C)	200—10—290—15—320	
45	Senior Import Assistant	1	200—10—270—E.B.—10—330 (C)	200—10—290—15—320	
46	Labour Welfare Assistant.	1	200—10—300 (C)	200—10—290—15—320	
47	Senior Cashier ..	1	200—10—270—E.B.—10—330 (C) Special pay of Rs. 30 per month	200—10—290—15—320 Special pay to be continued	
48	Cashier ..	1	195—10—245 (C) .. .. Special pay Rs. 30 per month	150—8—190—10—220—E.B.—10—270 Special pay to be continued	
49	Stenographer ..	2	190—8—254—E.B.—8—270—10—320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
50	Junior Veterinary Surgeon.	2	150—9—195—10—285—E.B.—15—360 Special pay of Rs. 25 per month (Veterinary graduate to start on on Rs. 215)	160—10—290—E.B.—15—380 (Veterinary graduates to start on Rs. 220) Special pay to be continued	
51	Junior Lady Nutritionist.	1	145—5—185—E.B.—6—245 ..	150—8—190—10—220—E.B.—10—270	
52	Assistant Librarian.	1	155—5—170—6—206—E.B.—6—230—9—275 (C)	(*i*) 160—10—250—E.B.—10—300 (For graduates with diploma in Library Science) (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For Secondary School Certificate holders with diploma in Library Science)	
53	Purchase Supervisor	1	190—8—254—E.B.—8—270—10—320 (C)	160—10—250—E.B.—10—300	
54	Junior Stock-Keeper	7	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
55	Senior Stock Verifier	3	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
56	Godown keeper ..	3	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
57	Invoice Assistant ..	1	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
58	Store Receiver ..	1	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
59	Stores Progress Chaser	1	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
60	Supply Invoice Assistant.	1	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
61	Shift Supervisor ..	3	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	

Haffkine Institute—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
62	Head Clerk ..	1	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
63	Senior Clerk ..	9	200—8—280 (C) ..	150—8—190—10—220—E.B.—10—270	
64	Senior Clerk ..	2	160—8—200—9—245 (C) ..	150—8—190—10—220—E.B.—10—270	
65	Senior Clerk ..	1	145—5—185—E.B.—6—245 ..	150—8—190—10—220—E.B.—10—270	
66	Senior Clerk ..	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
67	Senior Quotation Compiler.	1	190—8—254—E.B.—8—270—10—320 (C)	190—10—250—E.B.—10—300	
68	Senior Assistant for Establishment of delivery and export work.	1	190—8—254—E.B.—8—270—10—320 (C)	160—10—250—E.B.—10—300	
69	Import Claim Scrutinizer.	1	165—10—245—E.B.—15—350 (C)	160—10—250—E.B.—10—300	
70	Despatch Assistant	1	160—10—230—E.B.—10—300 (C)	150—8—190—10—220—E.B.—10—270	
71	Artist ..	1	165—7—235	155—5—170—6—200—8—240—10—270	
72	Assistant Storekeeper.	4	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
73	Market Representative.	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
74	Invoice checker ..	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
75	Assistant Accountant	4	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
76	Banking and Accounts Coordinator.	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
77	Local Quotation Compiler.	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
78	Sales Tax Assistant	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
79	Factory Assistant ..	1	145—5—185—E.B.—6—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
80	Compounder ..	3	100—3—130—E.B.—4—170 .. Special pay of Rs. 20	110—4—150—E.B.—5—200 Special pay to be continued.	
81	Laboratory Assistant	114	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) and 111—3—120—4—144—E.B.—4—160—5—180 (C) (For non-Secondary school Certificate)	110—4—150—E.B.—5—200	

Haffkine Institute—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted.—contd.		Rs.	Rs.	
82	Laboratory Assistant (Pimpri).	6	100—5—130—E.B.—4—170 *Or* 91—3—130—E.B.—4—150	110—4—150—E.B.—5—200	
83	Motor-Driver ..	4	120—4—144—E.B.—4—160—5—180 (C)	110—3—128—4—144—E.B.—4—180	
84	Driver (Pimpri) ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
85	Telephone Operator	4	120—5—160—E.B.—5—185—6 203—E.B.—6—245 (C) *Or* 110—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
86	Insect Collector ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) *Or* 111—3—120—4—144—E.B.—4—160—5—180 (C) (For non-Secondary School Certificate).	110—3—128—4—144—E.B.—4—180	
87	Junior Physical verifier.	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
88	Junior Stock verifier	1	120—5—160—E.B.—5—185—6—203—6—245 (C)		
89	Outdoor Assistant ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)		
90	Junior Costing Assistant.	8	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (Five advance increments to graduates in Commerce).	110—4—150—E.B.—5—200	
91	Senior Time-keeper	1	160—5—175—7—203—E.B.—7—245 (C)	130—5—150—8—174—E.B.—8—190—10—220	
92	Time-keeper ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
93	Time-keeper ..	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
94	Jamadar ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) *Or* 111—3—120—4—144—E.B.—4—160—5—180 (C) (For non-Secondary School Certificate).	110—3—128—4—144—E.B.—4—180	
95	Farrier (Pimpri) ..	1	100—3—130—E.B.—4—170 *Or* 91—3—130—E.B.—4—170 (For non-Secondary School Certificate)	110—3—128—4—144—E.B.—4—180	
96	Factory Assistant ..	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
97	Head Despatcher ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	

Haffkine Institute—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
98	Clerk-typist, Leave Reservists, Confidential Clerk, etc.	86	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) Special pay of Rs. 20 to the Confidential, clerk Sales Counter clerks and Rs. 5 for 2 clerks working as rail head assistants.	110—4—150—E.B.—5—200 Special pay to be continued.	
99	Clerk ..	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
100	Despatcher ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
101	Invoicer ..	1	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
102	Junior Bill Record Assistant.	2	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
103	Junior Commercial Accounts Assistant	3	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
104	Checker ..	3	110—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—3—128—4—144—E.B.—4—180	
105	Head Packer ..	2	120—4—144—E.B.—4—160—5—165 (C)	110—3—128—4—136—E.B.—4—160	
106	Snakeman ..	3	120—4—148 (C) ..	110—3—128—4—140	
107	Carpenter ..	6	111—3—120—4—148 (C) ..	100—3—136—4—140	
108	Blacksmith-*cum*-Tinsmith.	1	111—3—120—4—148 (C) ..	100—3—136—4—140	
109	Tinsmith ..	1	111—3—120—4—144 (C) ..	100—3—136—4—140	
110	Assistant Snakeman	2	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
111	Painter ..	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
112	Nurse ..	1	125—5—145	135—5—170—6—200	
	CLASS IV				
113	Daffedar ..	7	135 (Fixed)	100—3—136—4—140	
114	Machine Operator ..	25	111—3—120—4—148 (C) ..	100—3—136—4—140	
115	Tin Smith-*cum*-Painter.	1	111—3—120—4—148 (C) ..	100—3—136—4—140	
116	Laboratory Attendant (Sterile area).	47	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
117	Mukadam, (House Cleaner).	1	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	
118	Liftman ..	1	87—2—107 (C) ..	90—2—110	
111	Mukadam (Mali) ..	1	87—2—107 (C) ..	90—2—110	
120	Naik	1	77—1—87—E.B.—1—92 (C) ..	80—2—100	
121	Security Peon ..	24	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	

Haffkine Institute—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
122	Laboratory Attendant.	193	77—1—87—E.B.—1—92 (C) ..	80—2—100—E.B.—2—110	
123	Carpenter mate ..	2	72—1—82—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
124	Syce ..	70	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
125	Mechanical Attendant	7	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
126	Hamal ..	7	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
127	Outdoor Attendant	1	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
128	Assistant Painter ..	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
129	Tinsmith Helper ..	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
130	Packer ..	16	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
131	Godown Attendant	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
132	Mali Mate ..	18	72—1—82—E.B.—1—92 (C) ..	70—1—80—E.B.—2—100	
133	Syce (Pimpri) ..	66	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
134	Mali Mate (Pimpri)	6	65—1—75—E.B.—1—85 ..	70—1—80—E.B.—2—100	
135	Security Peon (Pimpri).	7	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
136	Laboratory Attendant.	154	72—1—82 (C) .. Special pay of Rs. 10 p.m. to one post and Rs. 2 p.m. for 2 posts.	70—1—80—E.B.—2—90 Special pay to be continued.	
137	House Cleaner ..	14	72—1—82 (C) ..	70—1—80—E.B.—2—90	
138	Peon ..	14	72—1—82 (C) ..	70—1—80—E.B.—2—90	
139	Wet Sweeper ..	18	72—1—82 (C) ..	70—1—80—E.B.—2—90	
140	Motor Cleaner ..	2	72—1—82 (C) ..	70—1—80—E.B.—2—90	
141	Hamal ..	4	72—1—82 (C) ..	70—1—80—E.B.—2—90	
142	Ticket Boy ..	4	72—1—82 (C) ..	70—1—80—E.B.—2—90	
143	Peon (Pimpri) ..	3	65—1—75 ..	70—1—80—E.B.—2—90	
144	Hamal (Pimpri) ..	1	65—1—75	70—1—80—E.B.—2—90	
145	Sweeper (Pimpri) ..	4	65—1—75	70—1—80—E.B.—2—90	
146	Laboratory Attendant (Pimpri).	7	65—1—75	70—1—80—E.B.—2—90	
147	Poultry Attendant (Pimpri).	1	65—1—75	70—1—80—E.B.—2—90	

CHAPTER 100

MEDICAL DEPARTMENT

The Medical Department is responsible for: (*a*) the provision of medical care, but not including preventive services which are the responsibility of the Public Health Department, (*b*) the provision of free medical treatment to employees of the State Government and, subject to the terms and conditions agreed upon with the Central Government, employees of that Government, (*c*) medical education, including the training of para medical personnel, such as dentists, nurses, midwives, laboratory and X-Ray technicians, occupational therapists and pharmacists; (*d*) conduct of, and encouragement to medical research; (*e*) the provision of medical benefits under the Employees' State Insurance Scheme to industrial workers in areas to which the scheme has been applied. At times of epidemics, the department works in close liaison with the Public Health Department. The services of the Department unlike those of most other Government Departments, are additional and supplementary to those of private agencies and of local authorities. A special feature of the Department is the extensive use made of the Honorary services of private medical practitioners, mostly specialists, in Government hospitals and in Government Colleges. It can be safely said that so far as recent developments at any rate are concerned, the State Government takes direct responsibility for medical education and research, special services on regional basis, like mental hospitals and tuberculosis hospitals, hospital services at district Headquarters which are beyond the resources of local authorities and which are meant for the whole district and cottage hospitals which serve rural areas but are located at taluka towns. The State Government has also assumed responsibility for specialised medicine, such as is provided under the Employees' State Insurance Scheme to insure industrial workers and their families. Local authorities are given every encouragement to undertake the provision of medical relief in their areas within their resources or to contribute towards the services rendered by the State Government. In particular, small municipalities are encouraged to maintain Public dispensaries by providing them with medical officers drawn from the State Medical services.

At the head of the Medical Department is the Surgeon General. He is assisted at headquarters by four Deputy Directors of Medical services. In addition to Deputy Director of Medical services, the Surgeon-General has the assistance of a Superintendent of Nursing Services, a non-technical and personal Assistant of Class I status, five non-technical Personal Assistants of Class II status (One of whom functions as Organisation and Methods Officer) and a Controller of Audit and Accounts of Class I status, and other non-gazetted staff.

Under the direct control of the Surgeon-General are (*a*) medical and dental colleges, (*b*) nursing college, (*c*) teaching and other hospitals, and (*d*) homoeopathic hospital.

In each district there is a Civil Surgeon. He is in-charge of the Government Hospital at district headquarters, except at Poona, Nagpur and Aurangabad, and controls all other hospitals in the district which are maintained or aided by the State Government, including cottage Hospitals. The designation of various posts, their existing pay scales and revised scales recommended by us for them are indicated in the accompanying schedule. Our views on some of the posts in the department are indicated below:—

2. *Deans of Medical Institutions* (Rs. 1,300—1,500) and *Deputy Director of Medical Services* (Rs. 1,200—50—1,500):

We agree with the view of the Surgeon-General that there should be only one scale for these two categories of posts and recommend a common revised scale of Rs. 1,300—1,600 for them.

Deans of Hospitals have represented that their pay scales should be Rs. 1,600—2,000 plus allowances. We feel that the present scales are suitable and have not recommended any change.

3. *Lecturers and other posts* (Rs. 550—880) :

Recruitment to the posts is made by promotion or nomination. Qualification for the post of lecturer is M.B.B.S. and post-graduate qualification in relevant subject with three years teaching experience. Some of the lecturers have represented that they have no chances of promotion to the post of Professor and hence the maximum of their scale should be the same as that of Professor.

We feel that in view of Government's expansion programme of Medical Education additional posts of Professors are likely to be created. The only difference in the recruitment for the post of Professor and the Lecturer is in their teaching experience. Therefore the lecturers would be eligible for post of Professor. We are therefore unable to share the unduly pessimistic view of the lecturers that they may have to stagnate on the maximum of the scale for want of promotion to the post of Professor.

We are of the opinion that since the duties and responsibilities of Professors who are incidentally the heads of their Departments are higher than those of lecturers, the maximum of the scale of the post of Professor must necessarily be higher than that of Lecturer.

After taking into account all factors we propose revised scale of Rs. 560—965 for the posts, with non-practicing allowance equal to 25 per cent. of pay.

4. *Maharashtra Medical Service Class I (Division-I and Division-II)* (Rs. 350—1,100):

We have proposed the standard revised Class I scale of Rs. 410—1,150 (probationary pay Rs. 380) for these posts. At present higher start of Rs. 550 is admissible to Officers of Division I if they possess post-graduate qualifications. We suggest that the higher start of Rs. 560 may be given to Officers in Division I and Division II if they possess post-graduate qualifications.

5. *Maharashtra Medical Service, Class II Officers and Other Medical Officers in Class II scales* (Rs. 250—715) :

The qualification required for recruitment is M.B.B.S. degree or equivalent qualifications. Recruitment is made either by nomination or by promotion of qualified Maharashtra Medical Service, Class III Officers. Direct recruits possessing post-graduate diploma or degree are given a higher start of Rs. 300 or Rs. 330 respectively. The Department has reported that about 400 posts in this cadre are vacant because of un-attractive pay scale. In view of this recruitment difficulty, we feel that it is necessary to make the scale more attractive. A revised scale of Rs. 325—850 (with probationary pay of Rs. 325) is accordingly recommended for these posts. Those possessing post-graduate diploma or degree may be given the higher start of Rs. 375 or Rs. 400 respectively. Those Government servants who get higher qualifications while in service may also be held eligible for the higher starting pay. This would be an incentive for Medical Officers to acquire higher qualifications.

The Department has suggested the creation of new cadre of Maharashtra Medical Service, Class II (A) Officers to meet the recruitment difficulty. We feel that it is not necessary to create such a cadre as we have substantially improved the pay scales.

6. *Junior Lecturer* (Rs. 300—665) :

In view of the recruitment difficulty reported by the Department, for these posts also, we suggest the revised scale of Rs. 325—850 (Probationary pay Rs. 325).

7. *Personal Assistant to the Surgeon-General* (Rs. 730—1,030—City) :

Till recently this post was being held by Assistant Secretary deputed from the Secretariat and hence the post carries the scale of Assistant Secretary in the Secretariat. The recruitment rule for the post, however, provides for its being filled by promotion of an Additional Personal Assistant. We do not think that it is a sound principle to equate the post with that of an Assistant Secretary or any other Secretariat post merely because the post was held in the past by these officers on deputation. Having regard to duties and responsibilities of the post, as also the recruitment rule, we consider that a revised scale of Rs. 410—965 would be adequate for it.

8. *Maharashtra Medical Service, Class III and Class III-A* :

There are at present two scales for Maharashtra Medical Service, Class III Officers viz.:—

Maharashtra Medical Service, Class III (For M.B.B.S., L.C.P.S. and other equivalent qualification in Allopathy). ... Rs. 160—350

Maharashtra Medical Service, Class III-A (For those who possess non-Allopathic qualifications). ... Rs. 130—290.

There is a demand from the officers belonging to Maharashtra Medical Service, Class III-A for parity with Maharashtra Medical Service, Class III Officers on the ground that there is no difference in the duties of the two categories of posts. A suggestion has also been made to us that posts in both the services should be brought on a common scale with the provision of a higher start for those possessing prescribed Allopathic qualifications. We have carefully considered these suggestions and feel that having regard to the rigid standards prescribed for admission to the Allopathic courses and the generally higher standard of education imparted in Allopathic institutions and also to the demand and supply position of personnel possessing the prescribed qualifications in the two Branches of Medicine, it would be desirable to keep two separate scales for the two services. A higher scale would be justified in the case of doctors possessing Allopathic qualifications who are in short supply in relation to demand and such a higher scale based on scarcity value cannot justifiably be extended to those in whose case this consideration does not apply. We, therefore, recommend the continuance of the existing arrangements and suggest the following scales for the two services.

Maharashtra Medical Service, Class III Service : Rs. 180—10—290—E.B.—15—380.

For Allopathic doctors. (Higher starting pay of Rs. 250 for M.B.B.S. doctors).

Maharashtra Medical Service, Class III-A Service : Rs. 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320) : For Non-Allopathic Doctors.

9. *Assistant Dental Technician; Dental Aid Nurse; Hygienist* (Rs. 100—170); *Dental Hygienist* (Rs. 120—245—C) :

These posts are filled in by nomination of candidates possessing Secondary School Certificate and have completed one year's training course and/or have experience in prosthetic work.

In view of these additional qualifications we feel that these posts should have a scale higher than that of clerk. We have, therefore, proposed the revised scale of Rs. 130—230 for all these posts.

10. *Special Pays* :

The following Officers are at present in receipt of special pay for the reasons shown against them.

	Designation of the Post.	Rate of special pay	Reasons for grant of special pay.
		Rs.	
1.	Dean Grant Medical College, Bombay ..	100	In view of the additional work of issuing medical certificate for liquor permits.
2.	Principal, Miraj Medical College, Miraj ..	150	For doing Principal's work.
3.	Dean, Government Dental College and Hospital, Bombay. (*a*)	150	For doing Dean's duties.
	(*b*)	250	For post graduate teaching duties.
4.	Police Surgeon, Bombay	100	For doing lecturer's duties in Grant Medical College, Bombay.
5.	Superintendent	150	Arduous nature of duties in the Mental Hospitals.
6.	Deputy Superintendent .. In Mental Hospital, Yeravada.	50	
7.	Woman Assistant Surgeon	50	
8.	Clinical Assistant ..	25	
9.	Senior Medical Officer .. In Mental Hospital and Jails.	40	Arduous nature of duties in Mental Hospitals and Jails.
10.	Junior Medical Officer ..	40	
11.	Male Attendant .. In Mental Hospitals	10	Special pay granted after they pass examination in Mental Hospital Nursing.
12.	Senior Overseer ..	25	
13.	Overseer ..	25	
14.	Supervisor ..	25	
15.	Deputy Superintendent Medical College and Hospital, Nagpur.	50	For teaching duties.
16.	Medical Officer (Class III) attached to Police Hospital.	30	For performing Medico Legal and post mortem work.
17.	Matron (Mental Hospital)	40	For Arduous nature of work in Mental Hospitals.
18.	Psychiatric Nurse (Mental Hospital)	30	
19.	Sister	20	
20.	Night Superintendent	30	Arduous nature of work or continuous work including night emergencies. Special knowledge and skill required for performing the duties.
21.	Sister (Operation Theatre)	30	
22.	Staff Nurse (Operation Theatre)	20	
23.	Compounder, Raj Bhavan Dispensary, Bombay..	15	For performing clerical duties in addition to the work of Compounder.
24.	Dresser, Employees State Insurance Scheme ..	10	As per Government of India orders.
25.	Comptist	20	For doing the work of Comptist.

We recommend the continuance of the special pays mentioned above.

We also recommend that special pay granted for handling cash may be continued.

In addition to the special pays mentioned above we find that special pays have been granted to few other posts. For reasons mentioned below, we suggest that these special pays may now be discontinued.

1. Ambulance Driver, Employees State Insurance Scheme.	Special pay of Rs. 20 had been granted when Drivers were denied the benefit of weekly offs. Now that additional posts of Drivers have been sanctioned, the special pay may be discontinued.
2. Staff Nurses	The Department has stated that special pay of Rs. 15 has been sanctioned in view of "Arduous duties involved in case of sick patients." We are of the view that pay scale of the post of staff Nurses is fixed after taking into account duties and responsibilities of the posts. Care of sick patients is the normal duty of staff nurses. Therefore, the special pay may be discontinued.
3. Senior Superintendent ...	Special pay of Rs. 40 has been granted for looking after cash, confidential records, for doing general supervision, etc. We feel that these are the normal duties of the post and hence special pay may be discontinued.
4. Librarian	A clerk is granted special pay of Rs. 10 for doing Librarian's work. Now that we are suggesting for the post of Librarian a scale higher than that of Clerk, there is no justification for continuance of special pay.
5. Medical Officer in-charge Diagnostic Centre, Sholapur. 6. Medical Officer in-charge, Employees State Insurance Scheme.	Special pay of Rs. 50 has been granted to each of these Officers as they have to look after Medical Stores. We feel that this is the normal duty of the Officer and hence the special pay may be discontinued.

In addition to the posts mentioned above, Administrative Department has proposed that special pay may be granted to the staff of Mobile Blood Bank Unit of the St. George's Hospital, Bombay. It is stated that the Head Quarters of Blood Bank Unit are at Bombay but they have to tour to district places to collect blood. They have to work hard and some times they cannot get their meals in time. Sometimes they even miss the meals due to rush of work. The Department has further argued that the blood supplied by voluntary donors is not sufficient to meet all the needs in Hospitals and if the Unit is given special pay by way of encouragement, it might make more strenous efforts to move voluntary donors, specially in the districts, to donate blood voluntarily.

Obviously it is not possible for us to agree to grant of "special pay" in order to encourage employees to put in their best. Also, it is not correct to grant special pay because the staff is unable to meet expenses on boarding and lodging on tour from their daily allowance. Such difficulties cannot be covered by regular special pays. From the information forwarded to us, it seems that such tours are of short duration. We do not think there is sufficient justification for grant of special pay to this staff.

Similarly the Department has proposed grant of special pay of Rs. 200 to the Administrative Medical Officer, Employees State Insurance Scheme on the ground that as soon as the incumbent (a senior Civil Surgeon) is posted to this post, he is cut off from professional experience and has to concentrate on administrative matters of organising the Employees State Insurance Scheme.

We feel that it is incorrect to sanction special pay to this post only because he is cut-off from professional experience. The holder of the post gets non-practicing allowance and that, we feel, is sufficient compensation.

11. *Non-practising allowance* :

There are many posts in the Medical Department, the holders of which are allowed private practice. Some of these posts are mentioned below:—

(i) Superintendent, G. T. Hospital, Bombay.

(ii) Superintendent, St. George's Hospital, Bombay.

(iii) Superintendent, Mental Hospitals, etc.

(iv) All Civil Surgeons and some Medical Officers of Hospitals and of the Maharashtra Medical Service, Class II Officers, etc.

There are some posts mainly teaching and administrative posts and also some posts attached to the Hospitals, dispensaries etc. the holders of which are debarred from private practice and hence granted non-practising allowance, which varies from Rs. 10 per month to Rs. 400 per month.

We agree with the recommendations of the Second Central Pay Commission that doctors who are in the whole-time employment of Government for providing medical attendance and treatment to Government servants should not be granted permission to do private practice but should be allowed non-practising allowance instead. Similarly, it is desirable to allow teaching staff and administrative staff, the non-practising allowance rather than permission to do private practice.

We also feel that it is but proper that medical officers under Employment State Insurance Scheme are allowed only non-practising allowance and not private practice.

In our opinion, the rate of Non-Practising Allowance should be related to pay because as the person gains experience he would generally get more private practice. We, therefore, recommended that rate of non-practising allowance should be 25 per cent. of pay subject to a maximum of Rs. 400.

At present the non-practising allowance is treated as a compensatory allowance. Under the Government of India rules, however, the allowance is treated as special pay. We recommend that non-practising allowance should be treated as special pay for purposes of pensionable pay etc. as is done under the Government of India Rules.

We have not made any recommendations regarding pay scales of posts of Director in-charge, Neurological and Neurosurgical Unit and Director Paediatric centre, J. J. Group of Hospitals as we understand that they are paid honorarium of Rs. 2,000 per month and Rs. 1,000 per month respectively, and not pay.

SCHEDULE

MEDICAL DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Surgeon General ..	1	1,800—100—2,000 ..	1,800—100—2,000	
2	Dean of Medical College.	4	1,300—70—1,440—60—1,500 .. Special pay of Rs. 100 per month for 1 post	1,300—60—1,600 Special pay to discontinue.	
3	Principal, Medical College, Miraj.	1	1,100—50—1,400 .. Special pay of Rs. 150 per month	1,100—50—1,400 Speical pay to continue	
4	Deputy Director of Medical Services.	4	1,200—50—1,500 ..	1,300—60—1,600	
5	Professor of Dentistry and Dental Surgeon and Dean, Government Dental College.	1	1,100—50—1,400 .. Special pay of Rs. 250 and Rs. 150 as Dean	1,100—50 1,400 Special pays to continue	
6	Professor ..	50	1,100—50—1,400 ..	1,100—50—1,400	
7	Neuro-Pathologist, J. J. Group of Hospitals, Bombay.	1	1,100—50—1,400 .. *Plus* Non-practising Allowance Rs. 250	1,100—50—1,400	
8	Director of Paediatric Centre, J. J. Group of Hospitals.	1	1,000 (fixed) ..	1,000 (fixed)*	*Honorarium
9	Chief Medical Officer, T. B. Control and Training Centre, Nagpur.	1	800—50—1,250 ..	900—50—1,300	
10	Police Surgeon, Bombay.	1	680—50—980—E.B.—50—1,180—60—1,300 Special pay of Rs. 100 per month	700—50—1,300 Special pay to continue	
11	T. B. Physician, Chest and General Hospital, Ambejogai, District Bhir.	1	680—40—1,080 ..	650—45—1,100—50—1,150	
12	Administrative Medical Officer, Employees State Insurance Scheme, Bombay.	1	680—40—1,000—50—1,100 ..	650—45—1,100—50—1,150	
13	Director, Medical Record Library, J. J. Group of Hospitals, Bombay.	1	610—40—730—45—E.B.—1,000—50—1,100 (C)	560—30—650—45—875—E.B.—45—1,100—50—1,150	
14	Director of Paediatric, B. J. Medical College, Poona.	1	550—30—640—40—880	560—30—650—45—965	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd		Rs.	Rs.	
15	Lecturer ..	109	550—30—640—40—880 ..	560—30—650—45—965	
16	Assistant Pathologist.	2	550—30—640—40—880 ..	560—30—650—45—965	
17	Principal, College of Nursing, Bombay.	1	550—30—640—40—880 ..	560—30—650—45—965	
18	Seriologist ..	1	550—30—640—40—880 ..	560—30—650—45—965	
19	Bacteriologist ..	1	550—30—640—40—880 ..	560—30—650—45—965	
20	Assistant Haemotologist.	1	550—30—640—40—880 ..	560—30—650—45—965	
21	Anaesthetist ..	1	500—550—30—610—40—730—E.B.—45—955	560—30—650—45—965 (Fixed pay of Rs. 530 during the period of probation)	
22	Epidemologist and Radiologist, T. B. Training Centre, Nagpur.	2	500—550—30—610—40—730—E.B.—45—955	560—30—650—45—965 (Fixed pay of Rs. 530 during the period of probation)	
23	Senior Radiologist	3	400—30—610—40—730—E.B.—45—1,000—50—1,100 (Higher starting pay of Rs. 550 for candidate with post graduate qualifications)	410—30—650—E.B.—45—1,100—50—1,150 (Higher start of Rs. 560 for candidates with post graduate qualifications) (Fixed pay of Rs. 380 during the period of probation).	
24	Assistant Radiologist	2	345—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B. 30—850 (Fixed pay of Rs. 325 during the period of probation)	
25	Radoilogist ..	1	345—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
26	Junior Radiologist ..	1	300—20—500 (C) ..	300—20—500	
27	Anaesthetist ..	2	400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
28	Orthopaedic Surgeon	3	400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation).	
29	Assistant Orthopaedic Surgeon	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
30	Maharashtra Medical Service, Class I Officer, Division I and Division II.	44	350—400—30—610—40—730—E.B.—45—1,000—50—1,100 (Rs. 350 for probationary for 2 years) (Higher start of Rs. 550 period for candidates possessing Post-Graduate qualification) (In Division I and for some posts in Division II)	410—30—650—E.B.—45—1,100 50—1,150 (Fixed pay of Rs. 380 during the period of probation) (Higher start of Rs. 560 for candidates possessing Post-graduate qualifications)	

. *Medical Department*—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd		Rs.	Rs.	
31	Full-time Surgeon at the Poona Chest Hospital, Aundh Camp, Poona.	1	350—400—20—610—40—730—E.B.—45—1,000—50—1,100 (Higher start of Rs. 550 for candidates with post-graduate qualification)	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation) (Higher start of Rs. 560 for candidates possessing post-graduate qualification).	
32	Superintendent of Nursing Service.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100—50—1,150 (Fixed pay of Rs. 380 during the period of probation)	
33	Junior Lecturer ..	248	300—15—450—E.B.—20—490—25—665	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
34	Junior Lecturer Ear, Nose and Throat Medical College of Nagpur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
35	Junior Lecturer ..	1	270—15—390—E.B.—15—450 20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
36	Dental Surgeon, Prosthetic Dentistry Clinic.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
37	Dental Surgeon ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
38	Dental Surgeon ..	1	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
39	Medical Inspector ..	7	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationers for 2 years on Rs. 250)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
40	Maharashtra Medical Service Class II Officer.	514	250—270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationers on Rs. 250 for 2 years) (Higher start of Rs. 300 to those who possess Post-Graduate Diploma. Rs. 330 for those who possess post-graduate degree or diploma equivalent to a post-graduate degree)	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation) (Higher start of Rs. 375 for those possessing post-graduate diploma and Rs. 400 for those possessing a post-graduate degree or a diploma equivalent to a degree)	
41	Registrar, Surgical and Medical.	3	350—20—550 (C) ..	340—20—500	
42	Research Assistant	1	250—270—15—390—E.B.—15—450	300—20—500 (Fixed pay of Rs. 300 during the period of probation)	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd		Rs.	Rs.	
43	Director, Occupational Therapy Training School, Nagpur.	1	300—15—450	300—20—460—E.B.—20—500—25—600	
44	Biochemist, Paediatric Centre, J. J. Group of Hospitals, Bombay.	1	550—30—640—40—880 ..	560—30—650—45—965	
45	Biochemist ..	4	300—15—450—E.B.—20—490—25—665	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
46	Pharmacist ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
47	Chemist-*cum*-Pharmacist.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
48	Physicist ..	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation)	
49	Physicist ..	1	275—275—300—15—360—E.B.—15—450	300—20—500 (Fixed pay of Rs. 300 during the period of probation)	
50	Chemist ..	1	275—275—300—15—360—E.B. 15—450	300—20—500 (Fixed pay of Rs. 300 during the period of probation)	
51	Controller of Audit and Accounts, Surgeon General's Office, Bombay.	1	350—400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation for Officers of the Maharashtra Finance and Accounts Service)	
52	Personal Assistant to the Surgeon General.	1	730—50—1,030 (C) ..	410—30—650—E.B.—45—965	
53	Personal Assistant to the Administrative Medical Officer, Employees' State Insurance Scheme, Bombay.	1	450—25—550—30—670 (C) ..	400—20—500—25—650	
54	Statistician ..	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
55	Statistician, T. B. Control and Training Centre, Nagpur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 (Probationers on Rs. 250 for 2 years)	300—20—460—E.B.—20—500—25—650—E.B.—30—300 (Fixed pay of Rs. 280 during the period of probation)	
56	Statistician, Surgeon General's Office, Bombay.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
57	Additional Personal Assistant to the Surgeon General including Organisation and Methods Officer.	5	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
58	Personal Assistant to Dean of Medical College.	4	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
59	Record Officer, Administrative Medical Office, Employees' State Insurance Scheme, Bombay.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation)	
60	Personal Assistants to Superintendent of Government Hospitals in Bombay, T.B Mental Hospitals; Civil Surgeons; Assistant Medical Officer, Employees' State Insurance Scheme, Nagpur Poona and Police Surgeon, Bombay.	28	225—250—10—330—E.B.—15—390—20—450 (Probationers on Rs. 225 for 2 years)	300—20—500 (Fixed pay of Rs. 280 during the period of probation)	
	Non-Gazetted				
61	Dental Surgeon ..	14	230—10—350—E.B.—15—500	250—10—290—15—380—E.B.—15—530	
62	Occupational Therapist.	28	230—10—280—15—325 ..	220—10—290—E.B.—15—380	
63	Physiotherapist ..	13	230—10—280—15—325 ..	220—10—290—E.B.—15—380	
64	Medical Social Workers.	11	250—10—350 (C) ..	220—10—290—E.B.—15—380	
		1	220—10—320	220—10—290—E.B.—15—380	
65	Psychiatric Social Worker.	18	220—10—320	220—10—290—E.B.—15—380	
66	Social Guide ..	1	250—10—350	220—10—290—E.B.—15—380	
67	Maharashtra Medical Service, Class III Officer.		(*i*) 160—7—230—E.B.—8—310—E.B.—10—350 (Allopathic)	(*i*) 180—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 for M.B.B.S.,) For those possessing allopathic qualifications	
			(*ii*) 130—5—145—6—E.B.—6—205—8—229—E.B.—8—245—9—290 (Ayurvedic D.M.P.S.).	(*ii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 For Ayurvedic Doctor.	
68	Selection Grade Pharmacist.	2	210—10—290—E.B.—10—350—15—380—E.B.—15—500	220—10—290—15—320—E.B.—15—500	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
69	Pharmacist ..	27	130—5—170—E.B.—8—250—10—270	135—5—170—6—188—E.B.—6—200—8—240—10—270	
70	Dietician ..	5	205—15—400 (C) ..	180—10—290—E.B.—15—380	
71	Dental Technician ..	6	190—10—270	200—10—300	
72	Assistant Dental Technician.	2	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
73	Dental Aid ..	9	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
74	Dental Hygienist ..	5	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
75	Nurse/Hygienist ..	3	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
76	Laboratory Assistant.	113	100—3—130—E.B.—4—170 (For Secondary School Certificate holders)	110—4—150—E.B.—5—200	
			91—3—130—E.B.—4—150 .. (For others)	110—4—150—E.B.—5—200	
		12	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C) (For Secondary School Certificate holders)	110—4—150—E.B.—5—200	
			111—3—120—4—144—E.B.—4—160—5—180 (C) (For others)	110—4—150—E.B.—5—200	
		13	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
77	Electronic Technician.	1	250—10—350 (C) ..	200—10—290—E.B.—15—380	
78	Electromedical Technician.	1	195—5—245 (C) ..	170—6—200—8—240	
79	Technician for E.C.G. and E.E.G. Mechines.	1	195—5—245 (C) ..	170—6—200—8—240	
80	X-Ray Technician ..	140	145—8—185—10—195—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduates to start on Rs. 150)	
81	X-Ray Assistant ..	20	(i) 100—3—130—E.B.—4—170 (For Secondary School Certificate holders)	110—4—150—E.B.—5—200	
			(*ii*) 91—3—130—4—150 .. (For others)	110—4—150—E.B.—5—200	
82	Radiographer ..	8	145—8—185—10—195—E.B.—10—245	150—8—190—10—220—E.B.—10—270	
83	Laboratory Technician.	255	(*i*) 190—10—270 ..	130—5—150—8—190—E.B.—10—270 (Science graduates to start on Rs. 150)	
			(*ii*) 160—10—200—E.B.—10—300 (C)	130—5—150—8—190—E.B.—10—270 (Science Graduates to start on Rs. 150)	
			(*iii*) 145—8—185—10—195—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduates to start on Rs. 150)	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
84	Trained Technician.	2	160—10—230—E.B.—10—300 (C)	130—5—150—8—190—E.B.—10—270 (Science Graduates to start on Rs. 150)	
85	Junior Laboratory Technician.	1	145—8—185	130—5—150—8—190—E.B.—10—270 (Science Graduates to start on Rs. 150)	
86	Assistant Laboratory Technician.	1	120—5—150—E.B.—5—185—6—230—E.B.—6—245 (C) (For Secondary School Certificate holders)	110—4—150—E.B.—5—200	
			111—3—120—4—144—E.B.—4—160—5—180 (C) (For others)	110—4—150—E.B.—5—200	
87	Machine Operator ..	1	145—8—185	155—5—170—6—200	
88	Electrician ..	2	137—4—165—E.B.—5—190 ..	145—4—165—5—180—E.B.—5—210	
		1	100—3—130	110—3—128—4—140	
89	Electrician-*cum*-Mechanic.	1	117—4—145—E.B.—4—165—5—170 (C)	110—3—128—4—136—E.B.—4—160	
90	Electrician-Mechanic/Modeller.	2	100—3—130—E.B.—4—146 ..	110—3—128—4—136—E.B.—4 160	
91	Assistant Radiographer.	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
92	Boiler Engineer ..	2	91—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
93	Boiler Attendant ..	2	120—4—148 (C)	110—3—128—4—140	
			85—2—105	90—2—100—3—115	
94	Turner-*cum*-Fitter ..	1	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
95	Fitter ..	2	100—3—130—4—150 ..	110—3—128—4—136—E.B.—4—160	
			111—3—120—4—148 (C) ..	100—3—136—4—140	
96	Ambulance Driver ..	85	120—4—148 (C) .. .. Special pay of Rs. 12 for 21 posts and Rs. 20 for 2 posts	110—3—128—4—140 Special pay to be discontinued.	
			100—3—130	110—3—128—4—140 Special pay to be discontinued	
97	Driver ..	23	120—4—148 (C)	110—3—128—4—140	
			100—3—130	110—3—128—4—140	
98	Bus Driver ..	1	100—3—130	110—3—128—4—140	
99	Carpenter ..	2	100—3—130—E.B.—4—170 (C)	100—3—136—4—140	
		19	91—3—130 ..		
100	Assistant Carpenter	1	91—3—130 (C)	80—2—100—E.B.—3—115	
101	Microphotographer	1	100—3—130	110—3—128—4—140	
102	Instrument Mechanic	1	91—3—130	100—3—136—4—140	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gozetted—contd.		Rs.	Rs.	
103	Gas Plant Operator	1	91—3—130	100—3—136—4—140	
104	Plumber ..	2	91—3—130	100—3—136—4—140	
105	Blacksmith ..	1	91—3—130	100—3—136—4—140	
106	Engine Driver ..	2	80—2—100—3—115 ..	90—2—100—3—115—E.B.—3—130	
107	Supervisor ..	2	195—5—245 .. .. Special pay of Rs. 25 per month in Mental Hospital	180—9—270 Special pay to continue	
108	Senior Overseer ..	11	180—5—225 .. .. (Special Pay of Rs. 25 per month in Mental Hospital)	180—9—270 Special pay to continue	
109	Overseer ..	45	137—4—165—5—170 .. Special pay of Rs. 25 per month in Mental Hospital	135—5—170—6—200 Special pay to continue	
110	Curator for Museum	1	195—5—245	180—9—270	
111	Kitchen Supervisor	1	160—5—175—6—205 ..	160—5—220	
		2	160—5—190	160—5—220	
112	Artist ..	2	170—7—205—8—245 (C) ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
		2	145—5—190 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
113	Artist Photographer	1	150—6—180—8—260—10—300 (C)	135—5—170—6—188—E.B.—6—200—8—240—10—270	
114	Artist-*cum*-Photographer.	1	145—8—185—E.B.—10—245 (C)	135—5—170—6—188—E.B.—6—200—8—240—10—270	
		1	145—5—190	135—5—170—6—188—E.B.—6—200—8—240—10—270	
115	Photographer-*cum*-Artist.	1	170—5—205—E.B.—6—235 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
116	Photo-Artist ..	1	145—8—185—10—195—E.B.—10—245 (C)	135—5—170—6—188—E.B.—6—200—8—240—10—270	
117	Assistant Artist ..	1	125—5—150—6—180 (C) ..	110—3—128—4—144—E.B.—4—180	
118	Sanitary Inspector ..	2	137—4—165—5—205 ..	145—4—165—5—185—E.B.—5—225	
119	Linen Keeper ..	10	120—5—165	130—4—150—5—180	
120	Physical Instructor	2	115—5—160—E.B.—8—200—9—245	135—5—170—6—188—E.B.—6—200—8—240—10—270	
		1	130—4—154—6—190 ..	135—5—170—6—188—E.B.—6—200—8—240—10—270	
121	Agricultural Assistant.	1	100—3—130—4—170—5—180	110—4—150—E.B.—5—190—E.B.—5—220	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
122	Compounder ..	458	100—3—130—E.B.—4—170 .. 91—3—130—E.B.—4—170 (For Non-Secondary School Certificate) Rs. 15 Special pay to Compounder at Raj Bhavan	110—4—150—E.B.—5—200 Special pay to continue 110—4—150—E.B.—5—200	
123	Veterinary Compounder.	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
124	Curator ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
125	Taxi-Dermist ..	1	100—5—200	110—4—150—E.B.—5—200	
126	Modeller ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
127	Comptist ..	1	100—3—130—E.B.—4—170 .. Special pay of Rs. 20 per month	110—4—150—E.B.—5—200 Special pay to continue	
128	Dark Room Assistant	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
129	Pump Attendant ..	1	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
130	Glass Blower ..	1	91—3—130	110—3—128—4—144—E.B.—4—180	
131	Chief Head Attendant.	9	100—3—130	110—3—128—4—140	
132	Junior Head Attendant.				
133	Head Male Attendant.	1	115—3—130		
134	Painter ..	1	91—3—130	100—3—136—4—140	
135	Tailor ..		91—3—130	100—3—136—4—140	
		18	100—3—115—4—135 (C) .. 80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
136	Senior Superintendent; Superintendent; Steward; Accountant; Quarter Master; Head Steward; Office Superintendent.	46	250—10—350 .. Special pay of Rs. 40 to the Senior Superintendent	260—10—290—15—410 Special pay to be discontinued but to be taken into account for the purpose of fixation of initial pay of the present incumbent.	
137	Senior Assistant Steward; Accountant; Cashier; Senior Clerk & Head Clerk; Store-Keeper; Head of File Bureau.	87	195—10—245	200—10—290—15—320	
138	Lady Superintendent	1	210—15—360—E.B.—15—450 (C)	180—10—290—E.B.—15—425	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
139	Librarian ..	1	200—10—250—E.B.—15—325	200—10—290—15—320	
		8	155—5—170—6—206—E.B.—6—230—9—275	160—10—250—E.B.—10—300 (For graduates possessing a Diploma in Library Science) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (For Secondary School Certificate holders possessing a diploma or certificate in Library Science)	
140	Junior Assistant, Head Clerk; Senior Clerk; Clerk in charge Medical Store; Store-Keeper.	111	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
141	Senior Clerk, Head Clerk, Head Clerk-*cum*-Steward; Assistant Steward; Assistant Cashier; Accountant; Assistant Accountant; Nursing Accountant; Store keeper.	273	145—8—185	150—8—190—10—220—E.B.—10—270	
142	Clerk; Junior Clerk; Clerk-Typist; Steno Typist.	741	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
143	Stenographer ..	3	190—8—245—E.B.—8—270—10—320 (C)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
			160—6—190—8—230—E.B.—10—320—10—350 (For those with qualification of 100 words per minute shorthand and 40 words per minute in typing.)	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	
144	First Grade Attendant/Head Attendant.	34	85—2—105	90—2—100—3—115	
145	Second Grade Attendant.	119	80—2—100	85—2—105	
146	Third, Fourth and Fifth grade Attendant.	615	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
147	Female Attendant ..	154	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
148	Male Attendant ..	27	65—1—75	70—1—80—E.B.—2—90	
149	Attendant (Mental Hospitals)	138	65—1—75	70—1—80—E.B.—2—90	
150	Dresser ..	33	82—2—102—E.B.—2—112 (C) (For certificate holders).	80—2—100—E.B.—3—115 (For certificate holders).	
		51	75—2—95—E.B.—2—105 .. (For certificate holders)		
		34	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100 (For others)	
		4	77—1—87—E.B.—1—92 (C) ..		
151	Dresser-*cum*-Attendant.	1	82—2—102—E.B.—2—112 (C)	80—2—100—E.B.—3—115	
	Do. ..	17	72—1—82 (C)	70—1—80—E.B.—2—90	
152	Instrument Maker Adrema Operator	3	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			NURSING ESTABLISHMENT		
	Gazetted		Rs.	Rs.	
153	Matrons (In Hospitals with 750 beds and above).	5	450—25—650	475—25—700	
154	Matron (500 to 750 bed d hospitals)		400—25—550	420—20- 500—25- 600	
155	Matron (200 to 500 beded hospitals)	10	300—20—400 .. .. (Period of probation 2 years at the rate of fixed pay Rs. 300) Special pay Rs. 40 for Matrons at Mental Hospitals, Nagpur and Ratnagiri	300—20—500 (Fixed pay of Rs. 300 during the period of probation) Special pay to continue.	
156	Assistant Matrons (with 5 0 beds and above).	11	300—20- -400 .. .. (Period of probation 2 years at Rs. 300)	300—20—500 (Fixed pay of Rs. 300 during the period of probation).	
157	Tutor ..	7	350—15—440—E.B.—15—470—20—550 (C)	320—15—440—20- 500	
	Non-Gazetted.				
158	Matron ..	23	250—10—300 .. (Period of probation one year at Rs. 250).	250—10—290—15—350 (Period of probation of 1 year at Rs. 250).	
159	Assistant Matron (with 500 and less beds).	21	200—10—270 ..	220—10—290—15—320	
160	Sister Tutors ..	74	250—10—300 ..	250—10—290—15—350.	
161	Master Tutors ..				
162	Public Health Nurse	45	165—6—195—10—245 ..	170—8—210—10—270 ..	
163	Paediatric Nurses ..	17	165—6—195—10—245 ..	170—8—210—10—270	
164	Psychiatric Nurse	17	165—6—195—10—245 .. Special pay of Rs. 20 to those working at Mental Hospitals.	170—8—210—10—270 Special pay to continue.	
165	Sister ..	398	165—6—195—10—245 .. Special pay of Rs. 20 to those working in Mental Hospital. Rs. 30 to those in Operation theatre. Rs. 30 to Sisters on night Supervision Duty.	170—8—210—10—270 Special pay to continue.	
166	Ward Master ..				
167	Warden ..	9	165—6—195—10—245 .. (Probationary period of one year).	170—8—210—10—270	
168	T. B. Clinic Nurse ..	9	145—5—170—6—188—E.B.—6—230.	155—5—170—6—200—8—240	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
169	Health Visitor ..	128	145—5—170—6—188—E.B.—6—230.	155—5—170—6—200—8—240.	
170	Staff Nurse ..	1621	125—5—140 ..	135—5—170—6—200	
171	House and Linen Keeper.	29	120—5—165 ..	130—4—150—5—180	
172	Midwife ..	39	120—5—145 ..	125—4—165	
	CLASS IV				
173	Operation Theatre Assistant.	9	100—3—130—5—135 ..	110—3—128—4—140	
		4	80—2—100—3—115 ..	90—2—100—3—115—E.B.—3—130.	
		25	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
174	Operation Theatre Attendant.	2	100—3—130—5—135 ..	110—3—128—4—140	
		1	85—2—105—E.B.—3—135 (C)	90—2—100—3—115—E.B.—3—130.	
		6	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
		1	75—2—95—E.B.—2—105 (C)	75—1—80—2—90—E.B.—2—100.	
		2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
175	Dissection Hall Attendant.	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
176	Dissection Room Attendant.	12	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
		4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
177	Dark Room Attendent.	12	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
		26	72—1—82 (C) ..	70—1—80—E.B.—2—90	
178	Head Attendant ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
179	Lunatic Attendant ..	2	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
180	U. T. P. Attendant	2	72—1—82 (C) ..	70—1—80—E.B.—2—90	
181	Mental Attendant ..	4	70—1—80—E.B.—1—85 (C) ..	70—1—80—E.B.—2—90	
182	Bath Attendant ..	2	65—1—75 ..	70—1—80—E.B.—2—90	
183	Liftman/Attendant	19	87—2—107 (C) ..	90—2—110.	
		9	75—1—80—2—90—E.B.—2—100.	90—2—110.	
		3	70—1—80—1—85 ..	75—1—80—2—90—E.B.—2—100.	
		7	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		3	65—1—75 ..	70—1—80—E.B.—2—90	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
184	Laboratory Attendant.	4	100—3—115—4—135 (C) ..	90—2—100—3—115—E.B.—3—130.	
		4	77—1—87—E.B.—1—92 (C) ..	80—2—100—E.B.—2—110.	
		37	70—1—80—E.B.—1—85 ..	80—2—100—E.B.—2—110	
185	Laboratory Assistant	10	70—1—80—E.B.—1—85 ..	80—2—100—E.B.—2—110	
186	Laboratory Servant	2	70—1—80—E.B.—1—85 ..	80—2—100—E.B.—2—110	
		19	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		9	65—1—75 ..	70—1—80—E.B.—2—90	
187	Ward Servant ..	18	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
		682	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		2050	65—1—75 ..	70—1—80—E.B.—2—90	
188	Hotel Servant/Mess Servant Laboratory Attendant.	55	65—1—75 ..	70—1—80—E.B.—2—90.	
189	Museum Attendant/Servant.	2	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
190	Dispensary Servant..	3	72—1—92 (C) ..	70—1—80—E.B.—2—90	
		10	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		4	65—1—75 ..	70—1—80—E.B.—2—90	
191	Pinjari ..	3	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
192	Assistant for Blood Bank.	4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
		1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
		70	72—1—82 (C) ..	70—1—80—E.B.—2—90.	
193	Barber ..	49	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100.	
		28	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
		9	65—1—75 ..	75—1—80—2—90—E.B.—2—100.	
194	Intern Nurse, T. B. Control and Training Centre, Nagpur.	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
195	Caneman ..	3	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
196	Weaving Instructor..	13	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
197	Fireman ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
198	Madia Maker ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
199	Mistry ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
200	Tailor ..	25	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100.	
201	Mechanic ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
202	Gas Plant Operator	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
203	Gas Plant Attendant	5	65—1—75 ..	70—1—80—E.B.—2—90	
204	Gas Attendant ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
205	Stretcher Bearer ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
		35	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		26	65—1—75 ..	70—1—80—E.B.—2—90	
206	Cleaner ..	1	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
		2	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		15	65—1—75 ..	70—1—80—E.B.—2—90	
207	X-Ray Attendant/ Gas Attendant	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
208	X-Ray Servant ..	5	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		33	65—1—75 ..	70—1—80—E.B.—2—90	
209	Dhobi ..	66	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
		4	65—1—75 ..	70—1—80—E.B.—2—90	
		3	72—1—82 (C) ..	70—1—80—E.B.—2—90	
210	Ayah ..	6	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
		52	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		122	65—1—75 ..	70—1—80—E.B.—2—90 ..	
211	Mali ..	93	65—1—75—E.B.—1—85 ..	70—1—80—2—90—E.B.—2—100.	
		29	72—1—82—E.B.—1—92 (C) ..	70—1—80—2—90—E.B.—2—100	
		1	72—1—82 (C)	70—1—80—2—90—E.B.—2—100	
		26	65—1—75 ..	70—1—80—2—90—E.B.—2—100	
212	Milkman ..	3	65—1—75 ..	70—1—80—E.B.—2—100	
213	Gavli ..	1	65—1—75 ..	70—1—80—E.B.—2—100	
214	Farmhand ..	2	65—1—75 ..	70—1—80—E.B.—2—90	
215	Operator ..	21	65—1—75 ..	70—1—80—E.B.—2—90	
216	Masalji ..	4	65—1—75 ..	70—1—80—E.B.—2—90	
217	Malaria Squad ..	3	65—1—75 ..	70—1—80—E.B.—2—90	
218	Anti Malaria Attendant.	16	65—1—75 ..	70—1—80—E.B.—2—90	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
219	Shroff ..	2	65—1—75 ..	70—1—80—E.B.—2—90	
220	Messenger ..	7	72—1—82 (C) ..	70—1—80—E.B.—2—90	
221	Post Mortem Room Attendant	1	65—1—75 ..	70—1—80—E.B.—2—90	
222	Vaccinator ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
223	Ambulance Attendant.	50	65—1—75 ..	70—1—80—E.B.—2—90	
224	Cleaner-*cum*-attendant/Messenger.	7	65—1—75 ..	70—1—80—E.B.—2—90	
225	Ambulance cleaner ..	10	65—1—75 72—1—82 (C) } ..	70—1—80—E.B.—2—90	
226	Farash ..	13	65—1—75 ..	70—1—80—E.B.—2—90	
227	Animal Attendant ..	2	65—1—75 ..	70—1—80—E.B.—2—90	
		1	72—1—82 (C) ..	70—1—80—E.B.—2—90	
228	Animal Keeper ..	3	65—1—75 ..	70—1—80—E.B.—2—90	
		2	72—1—82 (C) ..	70—1—80—E.B.—2—90.	
229	Animal Housekeeper	1	72—1—82 (C) ..	70—1—80—E.B.—2—90	
230	Mukadam ..	3	87—2—107 (C) ..	90—2—110	
		1	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
		5	70—1—80—1—85 ..	75—1—80—2—90—E.B.—2—100	
231	Jamadar ..	6	87—2—107 (C) ..	90—2—110	
		1	80—2—100 ..		
		4	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
		7	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
232	Hawaldar ..	1	70—1—80—E.B.—1—85 ..	80—2—100	
233	Daftary ..	1	77—2—97—2—107 (C) ..	80—2—100—E.B.—2—110	
		2	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
234	Naik ..	10	70—1—80—E.B.—1—85 ..	80—2—100	
		2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
		1	77—1—87 (C) ..	80—2—100	
235	Head Peon ..	2	77—1—87—E.B.—1—92 (C) ..	80—2—100	
236	Peon ..	143	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		211	65—1—75 ..	70—1—80—E.B.—2—90	
237	Nursing Assistant ..	21	75—2—95—E.B.—2—105 ..	80—2—100—E.B.—3—115	
		1	65—1—75 ..	70—1—80—E.B.—2—90	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
238	Oilman ..	2	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
239	Head Cook ..	1	120—3—135 (C) ..	100—3—130	
		2	95—2—105—3—120 (C) ..	100—3—130.	
		2	80—2—100 ..	75—1—80—2—90—E.B.—2—100	
		6	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
240	Cook ..	41	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
		293	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
241	Cook/Cook Mate ..	86	72—1—82 (C) ..	70—1—80—E.B.—2—9	
		106	65—1—75 ..	70—1—80—E.B.—2—90	
242	Butler ..	7	77—1—87—E.B.—1—92 (C) ..	75—1—80—2—90—E.B.—2—100	
		16	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		12	65—1—75 ..	70—1—80—E.B.—2—90	
243	Assistant Butler ..	15	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		2	65—1—75 ..	70—1—80—E.B.—2—90	
244	Tea Boy ..	4	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		2	65—1—75 ..	70—1—80—E.B.—2—90	
245	Mattress Repairer ..	1	85—2—105 ..	90—2—100—3—115	
246	Masseur ..	1	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130	
247	Blind Masseur ..	1	95—2—105—3—120 (C) ..	90—2—100—3—115—E.B.—3—130.	
248	Masseur-*cum*-Physio-therapist.	2	80—2—100—E.B.—3—115 ..	90—2—100—3—115—E.B.—3—130.	
249	Sweeper (Male and Female)	668	72—1—82 ..	70—1—80—E.B.—2—90	
		1840	65—1—75 ..	70—1—80—E.B.—2—90	
250	Table Boy ..	6	65—1—75 ..	70—1—80—E.B.—2—90	
251	Games Boy ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
252	Kaı athi ..	14	65—1—75 ..	70—1—80—E.B.—2—90	
253	Waterman ..	23	65—1—75 ..	70—1—80—E.B.—2—90	
254	Water-man ..	3	72—1—82 (C) ..	70—1—80—E.B.—2—90	
255	Bhisti ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
256	Telephone Attendant/Boy	3	65—1—75 ..	70—1—80—E.B.—2—90	
		2	72—1—82 (C) ..	70—1—80—E.B.—2—90	

Medical Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV—*contd.*		Rs.	Rs.	
257	Telephone Messenger.	2	65—1—75 ..	70—1—80—E.B.—2—90	
258	Watchman ..	226	65—1—75 ..	70—1—80—E.B.—2—90	
		155	72—1—82 (C) ..	70—1—80—E.B.—2—90	
259	Ramoshi ..	2	72—1—82 (C) ..	70—1—80—E.B.—2—90	
260	Chowkidar ..	10	65—1—75 ..	70—1—80—E.B.—2—90	
261	Gangman ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
262	Escort Duty Woman.	1	65—1—75 ..	70—1—80—E.B.—2—90	
263	Pantry Boy/Post Mortem Servant.	5	72—1—82 (C) ..	70—1—80—E.B.—2—90	
264	Store Boy ..	22	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		18	65—1—75 ..	70—1—80—E.B.—2—90	
265	Hamal ..	51	65—1—75 ..	70—1—80—E.B.—2—90	
		59	72—1—82 (C) ..	70—1—80—E.B.—2—90	
266	Labourer ..	4	65—1—75 ..	70—1—80—E.B.—2—90	
267	Conservancy Cartman.	1	65—1—75 ..	70—1—80—E.B.—2—90	

PART B

Posts of which scales were not revised in 1962 revision.

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision	Merger scale of pay admissible in 1st July 1962 revision.	Recommended scale of of pay.
1	2	3	4	5	6
			Rs.	Rs.	Rs.
1	Sanitary Supervisor.	1	80—4—120—E.B.—5—150	125—4—157—E.B.—4—165—5—190	145—4—165—5—185—E.B.—5—225
2	Electrician ..	1	70—5—110—E.B.—5—150.	115—5—155—E.B.—5—195.	145—4—165—5—180—E.B.—6—210
3	Modeller ..	1	85—5—120—E.B.—8—200—10—220	130—5—170—E.B.—8—250—10—270	135—5—170—8—186—E.B.—8—250—E.B.—10—300
4	Assistant Librarian.	1	75—5—110—E.B.—5—150.	120—5—150—E.B.—5—190	135—5—170—6—188—E.B.—6—200—8—240—10—270
5	House Keeper ..	10	75—5—125 ..	120—5—165 ..	130—4—150—5—180.
6	Trained Mechanic ..	1	90—5—140 (C) ..	135—5—180 (C) ..	125—4—165
7	Electrician-*cum*-Mechanic.	1	72—4—108—E.B.—4—120—5—130	117—4—145—E.B.—4—165—5—170	125—4—157—E.B.—4—165—5—180

Medical Department—contd.

Serial No.	Designation	No. of posts	Scale of pay which remained to be revised in 1962 general revision	Merger scale of pay admissible in 1st July 1962 revision.	Recommended scale of of pay.
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	Rs.
8	Laboratory Assistant.	1	105—4—120—E.B.—4—164—6—170	100—3—130—E.B.—4—170	110—4—150—E.B.—5—200
9	Museum-*cum*-Assistant Artist.	1	70—5—110—E.B.—5—150	115—5—155—E.B.—5—190	110—4—150—E.B.—5—200
10	Assistant Technician.	8	75—3—105 (C) ..	120—3—150 (C)	110—3—128—4—136—4—160
11	Mechanic ..	1	60—4—100 ..	105—4—145 ..	110—3—128—4—136—4—160
12	Ambulance Driver.		50—3—80 ..	100—3—130 ..	110—3—128—4—140
13	Wireman ..	1	52—3—85 ..	91—3—130 ..	100—3—136—4—140
14	Dental Mechanic ..	1	50—3—80 ..	91—3—130 ..	100—3—136—4—140
15	Carpenter ..	2	50—3—80 ..	91—3—130 ..	100—3—136—4—140
16	Plumber ..	1	50—3—80 ..	91—3—130 ..	100—3—136—4—140
17	Electrician ..	1	60—2½—90 ..	91—3—130 ..	100—3—136—4—140
18	Store Boy ..	1	45—3—75 (C) ..	91—3—130 ..	100—3—136—4—140
19	Dresser ..	1	45—1—55 (C) ..	(*i*) 82—2—102—E.B.—2—112 (C) Or certificate holder. (ii) 70—1—80—E.B.—1—85 for others.	(*i*) 80—2—100—E.B.—3—115for certificate holder. (*ii*) 75—1—80—2—90—EB—2—100 for others.
	CLASS IV				
1	Masseur ..	1	45—1—50—2—60 ..	80—2—100—E.B.—3—115	90—2—100—3—115—EB—3—130
2	Blind physiotherapist	1	45—1—50 ..	95—2—105—3—120 (C)	90—2—100—3—115
3	Head Jamadar ..	1	50—1—55 (C) ..	87—2—107 (C) ..	90—2—110
4	Head Laboratory Attendant.	11	35—1—40—2—44—E.B. 2—60	70—1—80—E.B.—1—85	80—2—100—E.B.—2—110
5	Head Cook ..	1	50—2—60 ..	80—2—100 ..	75—1—80—2—90—E.B.—2—100
6	Head Dhobi ..	1	35—1—40 (C) ..	77—1—87—E.B.—1—92 (C)	75—1—80—2—90—E.B.—2—100
7	Tailor ..	1	35—1—40 ..	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
		4	35—½—40 ..	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
		1	35—½—40 (C) ..	77—1—87—E.B.—1—92 (C)	75—1—80—2—90—E.B.—2—100
8	Record Supplier ..	2	35—1—45 ..	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
		2	35—1—40 ..	70—1—80—E.B.—1—85	75—1—80—2—90—E.B.—2—100
9	Head Sweeper ..	4	35—1—40 (C) ..	72—1—82 (C) ..	70—1—80—E.B.—2—90

CHAPTER 101

PUBLIC HEALTH DEPARTMENT

The Public Health Department is concerned with preventive health services and with combined curative and preventive health services provided at Rural Primary Health Centres. The Department is responsible for prevention and control of communicable diseases like cholera, small pox, malaria, filaria, leprosy, etc. control over epidemics, environmental hygiene and sanitation, safeguarding of purity of water supply and checking adulteration of food by providing facilities for chemical and bacteriological analysis of samples, and provision of training for public health workers including sanitary inspectors, public health nurses and maternity and child health workers. The improvement of vital statistics, the organisation of school health services, the implementation of the UNICEF skim milk feeding programmes for expectant and nursing mothers and for school children and family planning are also the responsibilities of the Department.

2. The Director of Public Health has his headquarters at Poona. Below him are regional Dy. Directors, each in charge of an administrative Division, and one functional Deputy Director, with headquarters at Poona, in charge of Malaria eradication and filaria control. There are also other functional officers directly below the Director such as Assistant Directors, Leprosy Officers etc. In the headquarters office, which is divided into twelve branches, the Director has the assistance of the following officers :—

(1) Assistant Director (Head Quarters).

(2) Assistant Director Vital Statistics and Epidemiology.

(3) Assistant Director Maternity and Child Health.

(4) Assistant Director, National Small Pox Eradication programme.

(5) Officer in charge, Family Planning.

(6) Audit Officer.

(7) Two non-technical Personal Assistants.

The field staff of the Directorate is organised partly under the Deputy Directors of Public Health for the several Divisions and partly under the functional Deputy or Assistant Directors or the Specialist Officers.

3. The designations of various posts, their existing pay scales and revised scales recommended by us for them are indicated in the accompanying schedule. Our views on pay scales of some of the important posts are mentioned below.

4. *Director of Public Health* (Rs. 1,600—1,800) :

The Administrative Department has proposed that a common pay scale may be prescribed for this post and the post of Surgeon General with the Government. In view of the fact that responsibilities of Director, Public Health have increased considerably since the existing scale was sanctioned, we recommend a revised scale of Rs. 1,800--2,000 for the post.

5. *Deputy Director of Public Health* (Rs. 1,200—1,500) :

We have recommended a revised scale of Rs. 1,300—1,600 for the post. The same scale has been recommended by us for the post of Deputy Director of Medical Services.

6. *Assistant Director of Public Health* (Rs. 400—1,100) :

We have suggested Standard Class I scale of Rs. 410—1,150 (Probationary pay Rs. 380) for the post. As the Assistant Directors are functional officers who assist Director of Public Health in technical matters, we do not consider it necessary to place them on a higher scale than that of District Health officers who are also in Class I.

7. *District Health Officer* (Rs. 400—1,100) :

The pay scale of the post has been recently improved. We do not consider it necessary to revise the scale further. A standard revised scale of Rs. 410—1,150 with probationary pay of Rs. 380 is suggested for the post.

8. *Professor in Public Health Institute, Nagpur* (Rs. 880—1,250) :

This post is not comparable to the post of a Professor in a Medical College. After taking into account the recruitment rule and duties of the post we recommend a revised scale of Rs. 900—1,300 for the post as against the scale of Rs. 1,100—1,400 recommended by us for the post of Professor in Medical College.

9. *Assistant Public Health Engineer* (Rs. 270—715) :

This post is comparable to that of a Deputy Engineer in the Buildings and Communications Department. We have, therefore, recommended a common revised scale of Rs.325—850 (Probationary pay Rs. 325) for both the posts.

10. *Special pays* :

The following officers are at present in receipt of special pays for the reasons shown against them :—

Designation of the post	Rate of Special pay	Reason for grant of special pay.
Principal, Public Health Institute, Nagpur ..	Rs. 150 ..	For attending to the duties of Principal.
Medical Officers (Health) Class II ..	(*i*) 20% of grade pay (*ii*) Rs. 100 (*iii*) Rs. 50	There is no uniformity in rates. The special pay has been granted to officers in charge of Leprosy work and Family Planning work as their work is of arduous nature.
Medical Officers (Health) Class III ..	Rs. 20 or Rs. 30	Arduous nature of duties to be performed in rural areas.
Cashier	....	For handling cash.
Ist Chemical Assistant	Rs. 75 ..	Arduous nature of duties.
Machine Operator	Rs. 20% of grade pay.	For doing technical work.
Dental Surgeon	Rs. 50 ..	Arduous duties
Senior Typist	Rs. 20 ..	For supervision over Typists.
Senior Sanitory Inspector at Public Health Institute, Nagpur.	Rs. 20% of Grade Pay.	For supervision.

We recommend that the special pay may be continued at the existing rates except in the case of following officers for whom Special Pay may be as shown against them.

Medical Officer, Health (Cl. II) : Fixed Special pay of Rs. 100 p.m.
Machine Operator ... ... Fixed Special pay of Rs. 30 p.m.
Senior Sanitory Inspector ... ... Fixed Special pay of Rs. 35 p.m.

11. In addition to these posts, we find that special pays have been sanctioned to the following officers :—

	Rs.	
(1) Assistant Director of Public Health (Head Quarters).	150	For performing duties of Assistant Director Public Health (Technical) at Head-quarters (sanctioned in 1947)
(2) Special Leprosy Officer	50	Arduous nature of duties (sanctioned in 1958)
(3) Assistant Director of Public Health (Transport).	150	Deputation allowance at 20% plus Technical pay of Rs. 50 is given to the incumbent since he was getting this allowance in the parent department.
(4) Regional Malaria Officer	75	Arduous nature of duties (sanctioned in 1958)
(5) Superintendent	40	For general Supervision (sanctioned in 1945).

Since these special pays were sanctioned, there have been considerable changes. The number of posts of Assistant Directors has increased. Similarly, the District Health Officers who were formerly in Standard Class II scale are now in Class I scale. Also the number of posts of superintendents has increased and *Prima-facie* there is no need to have a separate post of Senior Superintendent. We therefore, recommend that special pays of these officers may be discontinued. We, however, recommend that the special pay of Rs. 40 granted to the senior Superintendent may be taken into account for purposes of his initial pay fixation. For the holder of the post of Assistant Director Public Health (Transport) a deputation allowance equal to 20 % of his grade pay in the parent department (Police Department) plus technical pay of Rs. 50 per month which he was getting in the Police Department has been sanctioned. We recommend that the officer may be allowed pay as admissible to him in the parent department. We do not recommend any deputation allowance to the officer because there is no change in the nature of work.

12. *Non-practising allowance* :

One of the long standing grievances of the officers of this Department is that where as their counter parts in the Medical Department with similar qualifications are allowed either private practice or non-practising allowance, no such non-practising allowance is granted to them. We find that a suggestion had been made that instead of granting Non-practising allowance to the officers of the Public Health Department, they may be allowed to do private practice. This suggestion has not found favour with the administrative department. Its view is that concept of preventive health services envisages full-time service by the Public-Health personnel and does not permit diversion of attention. We are in agreement with this view. We understand that in several other States the officers of the Public Health Department have been allowed non-practising allowance. We, therefore, support the proposal of granting non-practising allowance to the officers of the Public Health Department who have medical qualifications. For the officers of the Medical Department rate of Non-practising allowance proposed by us is 25 % of grade pay limited to Rs. 400. We recommend the same rate of Non-practising Allowance to medically qualified personnel of the Public Health Department.

SCHEDULE

PUBLIC HEALTH DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
1	Director of Public Health.	1	1,600—100—1,800 ..	1,800—100—2,000	
2	Deputy Director of Public Health.	5	1,200—50—1,500 ..	1,300—60—1,600	
3	Principal, Public Health. Institute.	1	880—40—1,000—50—1,250 Special pay of Rs. 150	900—50—1,300 Special pay to be continued.	
4	Professor, Public Health Institute.	1	880—40—1,000—50—1,250	900—50—1,300	
5	Medical Officer Incharge Leprosy Training Centre, Nagpur.	1	700—40—1,100—50/2—1,250 ..	700—50—1,250.	
6	Lecturer, Public Health Institute, Nagpur.	1	550—30—640—40—880 ..	560—30—650—45—965 ..	
7	Assistant Director of Public Health.	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay of Rs. 150	410—30—650—E.B.—45—1,100 50—1,150. (Fixed pay of Rs. 380 during the period of probation) Special pay to be discontinued.	
8	Assistant Director of Public Health.	11	400—30—610—40—730—E.B.—45—1,000—50—1,100. (Technical allowance Rs. 50 p. m. for one post of Assistant Director, Public Health, Transport; plus Deputation Allowance @ 20%)	410—30—650—E.B.—45—1,100 —50—1,150. (Fixed pay of Rs. 380 during the period of probation) (Technical Allowance to Assistant Director, Public Health Transport to be continued) Deputation Allowance to be discontinued.	
9	Special Leprosy Officer.	1	400—30—610—40—730—E.B.—45—1,000—50—1,100 Special pay of Rs. 50 p.m.	410—30—650—E.B.—45—1,100 50—1,150. (Fixed pay of Rs. Rs. 380 during the period of probation) Special pay to be discontinued.	
10	Entomologist ..	1	400—30—610—40—730—E.B.—45—1,100—50—1,150	410—30—650—.EB.—45—1,100 —50—1,150. (Fixed pay of Rs. 380 during the period of probation).	
11	Regional Malaria Officer.	4	400—30—610—40—730—E.B.—45—1,000—50—1,100. Special pay of Rs. 75	410—30—650—E.B.—45—1,100 —50—1,150. (Fixed pay of Rs. 380 during the period of probation). Special pay to be discontinued	
12	Public Health Officer, Additional Public Health Officer (Poona) and Medical Officer, Health Unit.	30	400—30—610—40—730—E.B.—45—1,000—50—1,100	410—30—650—E.B.—45—1,100 —50—1,150. (Fixed pay of Rs. 380 during the period of probation).	
13	Medical Officer Incharge Leprosy Control Unit.	27	270—15—390—E.B.—15—450—20—490—E.B.—25—715. Special pay of Rs. 100	325—25—550—30—610—E.B.—30—850. (Fixed pay of Rs. 325 during the period of probation). Special pay to be continued.	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
14	Malaria Officer Incharge National Malaria Eradication tion Units.	32	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	(*i*) 325—25—550—30—610—E.B.—30—850. (Fixed pay of Rs. 325 during the period of probation) For persons holding Medical qualification. (*ii*) 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of proba.ion) for others.	
15	Medical Officer and Assistant Health Officer, Mobile Medical Units, Aurangabad, Nanded and Mobile-*cum*-stationary Unit, Chanda.	8	270—15—390—E.B.—15—450 20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850. (Fixed pay of Rs. 325 during the period of probation).	
16	Medical Officer Incharge Mobile Hospital Units.	5	270—15—390—E.B.—15—450—20—490—E.B.—25—715. Special pay of Rs. 50	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay of Rs. 100 p.m.	
17	Medical Officer ..	12	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
18	Medical Officer, Leprosy Training Centre, Gondia.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715. Special pay of Rs. 100	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay to be continued.	
19	Medical Officer Incharge Primary Health Centre.	371	270—15—390—E.B.—15—450—20—490—E.B.—25—715. Special pay of Rs. 50 for 98 posts only	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay of Rs. 100 for 98 post	
20	District Family Planning Officer.	25	270—15—390—E.B.—15—450—20—490—E.B.—25—715. Special pay of Rs. 50	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay of Rs. 100 p.m.	
21	Research Officer, Filaria Control Units.	3	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
22	Filaria Officer, National Filaria Control Unit.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
23	Assistant Surgeon Incharge Public Health Centre and Health Units.	12	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation)	
24	Woman Assistant Surgeon, Daga Memorial Hospital.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
25	Junior Lecturer, Public Health Institute, Nagpur.	2	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
26	Officer-in-charge, Sanitary, Inspectors' Class, Nagpur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
27	Demonstrator, Leprosy Trainng Centre, Nagpur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
28	Superintendent, Shenda Park Leprosy Colony, Kolhapur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay at 20% of the grade pay.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay of Rs. 100 p.m..	
29	Superintendent, D. M. Petit Hospital, Ratnagiri.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay at 20% of the grade pay.	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation). Special pay of Rs. 100	
30	Assistant Leprosy Officer.	3	270—15—390—E.B.—15—450—20—490—E.B.—25—715 Special pay of Rs. 100	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation) Special pay of Rs. 100	
31	Assistant Regional Malaria Officer.	4	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
32	Additional Family Planning Officer, Nagpur.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
33	Research Officer, P. H. Laboratory, Poona.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
34	Assistant Health Officer.	3	270—15—390—E.B.—15—450—20—490—E.B.—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
35	Assistant Bacteriological Assistant (Cholera and Small pox).	3	270—15—390—E.B.—15—450—20—490—E.B.—25—715	(*i*) 325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation) for those possessing Medical qualifications (*ii*) 300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation) for others.	
36	Junior Entomologist.	4	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted—contd.		Rs.	Rs.	
37	Chief Chemist, Food Laboratories	3	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
38	Officer on Special Duty in-charge UNICEF skim milk.	1	270—15—390—E.B.—15—450—20—490—E.B.—25—715	300—20—430—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 300 during the period of probation).	
39	Personal Assistant to Director of Public Health; Additional Personal Assistant to Director of Public Health and Personal Assistant to the Deputy Director of Public Health.	7	270—15—390—E.B.—15—450—20—490—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
40	Organisation and Methods Officer.	1	270—15—390—E.B.—15—450—20—490—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during the period of probation).	
41	Statistician under Family Planning programme.	1	270—15—390—E.B.—15—450—20—490—25—715	300—20—460—E.B.—20—500—25—650—E.B.—30—800 (Fixed pay of Rs. 280 during period of probation).	
42	Assistant Public Health Engineer.	2	270—15—390—E.B.—15—450—20—490—25—715	325—25—550—30—610—E.B.—30—850 (Fixed pay of Rs. 325 during the period of probation).	
43	Audit Officer ..	1	270—15—390—E.B.—15—450—20—490—25—715	340—20—500—25—550—E.B.—25—650—30—800 (Fixed pay of Rs. 320 during the period of probation) for officers of Maharashtra Finance and Accounts Services.	
44	Lady Superintendent, Health School, Nagpur.	1	275—275—300—15—360—E.B.—15—450	300—20—500 (Fixed pay of Rs. 280 during the period of probation.)	
	NON-GAZETTED.				
45	Medical Officer in-charge Vasectomy Unit.	25	(*i*) 250—15—400 (for M.B.B.S) Special pay of Rs. 50 (*ii*) 160—7—230—E.B.—8—310—E.B.—10—350 (other than M.B.B.S.). Special pay of Rs. 20 for D.M.Ps.	(*i*) 260—15—455 (for M.B.B.S.) (*ii*) 180—10—290—E.B.—15—380 (For diploma holders in Allopathy). (*iii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320. (For others).	
46	Medical Officer in-charge Mobile Vasectomy Units.	4	(*i*) 250—15—400 (for M.B.B.S.) (*ii*) 160—7—230—E.B.—8—310 E.B.—10—350 (other than M.B.B.S.). Special pay of Rs. 50 for M.B.B.S. and Rs. 20 for D.M.P.S.	(*i*) 260—15—455 (for M.B.B.S.) (*ii*) 180—10—290—E.B.—15—380 (for diploma holders in in Allopathy). (*iii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 (for others).	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
47	Lady Doctor, Cama Hospital, Bombay.	1	(*i*) 250—15—400 (for M.B.B.S.) (*ii*) 160—7—230—E.B.—8—310—E.B.—10—350 (For others) Special pay of Rs. 50	(*i*) 260—15—455 (for M.B.B.S.) (*ii*) 180—10—290—E.B.—15—380 (For diploma holders in Allopathy). (*iii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 (for others).	
48	Lady Doctor, Regional Family Planning Training Centre.	2	(*i*) 250—15—400 (for M.B.B.S.) (*ii*) 160—7—230—E.B.—8—310—E.B.—10—350 (other than M.B.B.S.).	(*i*) 260—15—455 (for M.B.B.S.) (*ii*) 180—10—290—E.B.—15—380 ((for diploma holders in Allopathy). (*iii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 (for others).	
49	Lady Doctor, Medical College.	4	(*i*) 250—15—400 (for M.B.B.S.) (*ii*) 160—7—230—E.B.—8—310—E.B.—10—350 (other than M.B.B.S.) Special pay of Rs. 50	(*i*) 260—15—455 (for M.B.B.S.) (*ii*) 180—10—290—E.B.—15—380 (for diploma holders in Allopathy). (*iii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 (for others). Special pay to continue.	
50	Lady Doctor, M.G.G. Hospital, Mahabaleshwar.	1	(*i*) 250—15—400 (for M.B.B.S.) (*ii*) 160—7—230—E.B.—8—310—E.B.—10—350.	(*i*) 260—15—455 (for M.B.B.S.) (*ii*) 180—10—290—E.B.—15—380 (for diploma holders in Allopathy). (*iii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 (for others).	
51	Dental Surgeon ..	3	250—15—400 .. Special pay of Rs. 50	250—10—290—15—380—E.B.—15—530. Special pay to be continued.	
52	Health Educator ..	6	200—10—280—10—350 ..	200—10—290—E.B.—15—380	
53	Lady Doctor, Health Unit.	3	160—7—230—E.B.—8—310—E.B.—10—350 Special pay of Rs. 30 for 2 posts.	(*i*) 180—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 for M.B.B.S.) for those possessing Allopathic qualification. (*ii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 Special pay to be continued.	
54	Assistant Medical Officer, Mobile Hospital Unit.	10	160—7—230—E.B.—8—310—E.B.—10—350. Special pay of Rs. 30	(*i*) 180—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 for M.B.B.S.) for those possessing Allopathic qualification. (*ii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 Special pay to be continued.	
55	Assistant Superintendent, Vaccine Institute, Nagpur.	1	160—7—230—E.B.—8—310—E.B.—10—350	(*i*) 180—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 for M.B.B.S.) for those possessing Allopathic qualification. (*ii*) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
56	Assistant Unit Officer.	32	160—7—230—E.B.—8—310—E.B.—10—350 Special pay of Rs. 20	(i) 180—10—290—E.B.—15—380 (Higher starting pay of Rs. 250 for M.B.B.S.) for those possessing Allopathic qualification. (ii) 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320 Special pay to be continued	
57	Sister Tutor ..	2	250—10—300 ..	250—10—290—15—350	
58	Public Health Nurse	9	165—6—195—10—245 ..	170—8—210—10—270	
59	Lady Assistant Superintendent.	3	165—6—195—10—245 ..	170—8—210—10—270	
60	Veterinary Surgeon	1	150—9—195—10—285—E.B.—15—360 (Veterinary Graduate to start on Rs. 215)	160—10—290—E.B.—15—380 (Veterinary Graduate to start on Rs. 220)	
61	Health Visitor ..	17	145—5—170—6—188—E.B.—6—230	155—5—170—6—200—8—240	
62	Nurse ..	40	145—5—170—6—188—E.B.—6—230	155—5—170—6—200—8—240	
63	Auxiliary Nurse Midwife	1916	145—5—190 ..	155—5—170—6—200	
64	Leprosy Technician	236	137—4—165—5—205 ..	145—4—165—5—185—E.B.—5—225	
65	Midwife ..	28	120—5—145 ..	125—4—165	
66	Physio Theraphy Technician.	7	100—3—130—E.B.—4—170	110—3—128—4—144—E.B.—4—180	
67	First Chemical Assistant.	1	200—10—400 .. Special pay of Rs. 75	210—10—290—15—320—E.B.—15—425 Special pay to contine.	
68	First Bacteriological Assistant.	1	200—10—400 ..	210—10—290—15—320—E.B.—15—425	
69	Chemical and Bacteriological Assistant.	11	200—10—360 ..	200—10—290—E.B.—15—380	
70	Entomological Assistant.	4	200—10—360 ..	200—10—290—E.B.—15—380	
71	Laboratory Technicians.	8	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduates to start on on Rs. 150).	
72	Malaria Assistant ..	3	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150).	
73	Malaria Technician	219	125—5—145—8—185—E.B.—10—245	130—5—150—8—190—E.B.—10—270 (Science graduate to start on Rs. 150).	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
74	Engineering Supervisor.	1	150—10—300—E.B.—15—360	160—10—190—E.B.—15—380 (Engineering diploma holders to start on Rs 180).	
75	Machine Supervisor .	1	145—8—185 ..	155—5—170—6—200	
76	Projectionist ..	2	145—3—166—4—170 ..	150—5—200	
77	Driver-*cum*-Operator	2	145—3—166—4—170 ..	150—5—200	
78	Driver ..	546	100—3—130—4—150 ..	110—3—128—4—144—E.B.—4—180	
79	Foreman ..	6	125—5—145—8—185—E.B.—10—245	135—5—170—6—188—E.B.—6—200—8—240—10—270	
80	Auto Electrician ..	6	105—3—129—E.B.—3—150—E.B.—5—190	110—4—150—E.B.—5—200	
81	Mechanic (Transport)	6	105—4—133—E.B.—4—161	125—4—165	
82	Mechanic (Malaria)	8	120—3—135 ..	125—4—165	
83	Machine Operator ..	6	100—3—130—E.B.—4—170 .. Special pay at 20% of grade pay.	110—4—150—E.B.—5—200 Special pay of Rs. 30	
84	Carpenter ..	1	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
85	Non-Medical Supervisor.	28	200—10—280—E.B.—10—350	220—10—290—E.B.—15—380	
86	Medico-Social Worker.	1	220—10—320 ..	220—10—290—E.B.—15—380	
87	Extension Educator .	566	195—10—245 ..	200—10—300	
88	Malaria Supervisor ..	75	160—7—230—E.B.—8—310—E.B.—10—350	170—10—250—E.B.—10—290—15—350	
89	Non-Medical Assistant.	37	145—5—170—6—188—E.B.—6—230	155—5—170—6—200—8—240	
90	Milk Inspector ..	4	145—5—170—6—188—E.B.—6—230	155—5—170—6—200—8—240	
91	Field Worker ..	942	145—5—190 ..	150—5—200	
92	Malaria Inspector ..	61	137—4—165—5—205 ..	145—4—165—5—185—E.B.—5—225	
93	Filaria Inspector ..	4	137—4—165—5—205 ..	145—4—165—5—185—E.B.—5—225	
94	Senior Sanitary Inspector.	1	137—4—165—5—205 .. Special pay at 20% of grade pay.	145—4—165—5—185—E.B.—5—225 Special pay of Rs. 35	
95	Sanitary Inspector ..	17	137—4—165—5—205 ..	145—4—165—5—185—E.B.—5—225	
96	Malaria Surveillance Inspector.	621	137—4—165—5—205 ..	145—4—165—5—185—E.B.—5—225.	
97	Malaria Surveillance Worker.	1084	75—2—95—2—105 ..	80—2—100—E.B.—3—115	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
98	Verifier (V. S.) ..	5	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
99	Computor ..	47	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
100	Media Maker ..	1	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
101	Compounder ..	37	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
102	Photographer-*cum*-Artist.	1	105—3—126—E.B.—5—146 ..	110—3—128—4—144—E.B.—4—180	
103	Calf Operator ..	16	85—2—105 ..	90—2—100—3—115	
104	Superior Field Worker.	207	75—2—95—2—105 ..	80—2—100—E.B.—3—115	
105	Insect Collector ..	28	75—2—95—2—105 ..	80—2—100—E.B.—3—115	
106	Senior Superintendent.	1	250—10—350 .. Special pay of Rs. 40	260—10—290—15—410 Special pay to be discontinud.	Special pay to be taken into account for pay fixation.
107	Superintendent ..	16	250—10—350 ..	260—10—290—15—410	
108	Statistical Officer (Class III)	1	250—10—350 ..	260—10—290—15—410	
109	Section Officer ..	1	250—10—350 ..	260—10—290—15—410	
110	Senior Accountant	2	195—10—245 ..	200—10—290—15—320	
111	Accountant ..	5	195—10—245 ..	200—10—290—15—320	
112	Statistical Assistant (Family Planning).	25	195—10—245 ..	200—10—290—15—320	
113	Senior Assistant ..	15	195—10—245 ..	200—10—290—15—320	
114	Senior Clerk ..	26	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
115	Senior Clerk ..	123	145—8—185 ..	150—8—190—10—220—E.B.—10—270	
116	Store-Keeper ..	1	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
117	Statistical Assistant (Vital Statistic)	29	145—8—185 ..	150—8—190—10—220—E.B.—10—270	
118	Accountant-*cum*-Typist.	1	145—5—170—6—188—E.B.—6—230	150—8—190—10—220—E.B.—10—270	
119	Steno-Typist ..	1	100—3—130—E.B.—4—170 .. (Plus short hand allowance as admissible).	(*i*) 110—4—150—E.B.—5—200 (Plus short-hand allowance according to speed for those drawn from the Departmental cadre). (*ii*) 135—5—170—6—188—E.B.—6—200—8—240—10—270 (for direct recruits)	
120	Junior Clerk ..	408	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
121	Store-Keeper-*cum*-clerk-*cum*-Typist-*cum*-Accountant.	536	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
122	Compiler ..	7	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
123	Stenographer ..	7	160—6—185—8—230—E.B.—10—280—15—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380	

Public Health Department—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	CLASS IV		Rs.	Rs.	
124	Daftari ..	5	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
125	Naik ..	3	70—1—80—1—85 ..	80—2—100	
126	Barber ..	6	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
127	Watchmen ..	45	65—1—75 ..	70—1—80—E.B.—2—90	
128	Peon ..	352	65—1—75 ..	70—1—80—E.B.—2—90	
129	Hamal ..	3	65—1—75 ..	70—1—80—E.B.—2—90	
130	Cleaner ..	117	65—1—75 ..	70—1—80—E.B.—2—90	
131	Sweeper ..	237	65—1—75 ..	70—1—80—E.B.—2—90	
132	Ward Boy ..	27	65—1—75 ..	70—1—80—E.B.—2—90	
133	Sweeper (Male) (Female).	4	65—1—75 ..	70—1—80—E.B.—2—90	
134	Ward Aya ..	38	65—1—75 ..	70—1—80—E.B.—2—90	
135	Dhobi ..	3	66—1—75 ..	70—1—80—E.B.—2—90	
136	Cook ..	5	65—1—75 ..	70—1—80—E.B.—2—90	
137	Cookmate ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
138	Laboratory Cleaner..	3	65—1—75 ..	70—1—80—E.B.—2—90	
139	Laboratory Attendant.	61	65—1—75 ..	70—1—80—E.B.—2—90	
140	Khalasi ..	2	65—1—75 ..	70—1—80—E.B.—2—90	
141	Sanitary Orderly ..	8	65—1—75 ..	70—1—80—E.B.—2—90	
142	Senior Stable Attendant.	2	65—1—75 ..	70—1—80—E.B.—2—90	
143	Junior Stable Attendant.	15	65—1—75 ..	70—1—80—E.B.—2—90	
144	Mukadam ..	35	65—1—75 ..	70—1—80—E.B.—2—90	
145	Mazdoor ..	9	65—1—75 ..	70—1—80—E.B.—2—90	
146	Kamathi ..	206	65—1—75 ..	70—1—80—E.B.—2—90	
147	Helper ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
148	Grazer ..	8	65—1—75 ..	70—1—80—E.B.—2—90	
149	Choukidar ..	1	65—1—75 ..	70—1—80—E.B.—2—90	
150	Packer ..	5	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
151	Attendant ..	7	75 fixed ..	70—1—80—E.B.—2—90 (Subject to remarks in the Chapter on Common categories of Posts.)	

CHAPTER 102

TOWN PLANNING AND VALUATION DEPARTMENT

The Town Planning and Valuation Department as its name indicates, principally deals with the technical subjects of planning of land and valuation of real property.

At the Head of the Department is the Director of Town Planning with head quarters at Poona. There are Branch Offices at Bombay, Kalyan, Poona, Kolhapur, Sholapur, Jalgaon, Aurangabad, Amravati and Nagpur and subsidiary offices at Satara, Ahmednagar and Nanded. Branch Office at Bombay is under Deputy Director, Town Planning and another Branch offices are each under an Assitant Director of Town Planning. Subsidiary Offices are each under a Town Planner. In addition to the Branch and Subsidiary Offices, there are special Offices for specific assignments. The Assistant Directors and Land Acquisition Officers are entrusted with the work of these special Offices. All together there are forty five officers of Gazetted rank in the Department. The lower staff at Head quarters and in the Branch and other offices of the Department numbers more than five hundred. The staff of this department are allowed to retain 50 % of the fees received by them for giving expert evidence in courts in respect of Land Acquisition cases.

The designation of various posts in the department, their existing pay scales and the revised scales recommended by us for the posts are indicated in the accompanying schedule. Considerations underlying our recommendations in regard to pay scales of few categories of posts are discussed below.

2. *Director of Town Planning* (Rs. 1,300—1,800) :

The pay scale was revised in general revision of 1962 from Rs. 1,300—1,600 to Rs. 1,300—1,800. We do not think that further upgrading of pay scale is necessary.

3. *Assistant Director of Town Planning* (Rs. 550—910) ; (Probationary Pay Rs. 500) :

The department has equated this post to that of Executive Engineer in Buildings and Communications Department. In view of this we have proposed a revised scale of Rs. 650—1,150 for the post but with fixed probationary pay of Rs. 600.

4. *Town Planner, Special Land Acquisition Officer* (Rs. 390—715) (Probationary pay of Rs. 350) :

The Administrative Department has stated that the duties and responsibilities of these posts are more specialised and onerous than those of Deputy Engineers, in Buildings and Communications Department.

Accepting the above recommendation we have suggested the revised scale of Rs. 375—850 (fixed pay of Rs. 375 during the period of probation) for these posts.

5. *Assistant Town Planner* (Rs. 250—500 ; higher start of Rs. 295 for Engineering graduates) :

Recruitment is made either by promotion of Surveyors who possess a degree with two years experience or diploma with five years experience in Engineering or by nomination of persons possessing degree in Engineering with three years practical experience in Engineering.

The Director has stated that there is recruitment difficulty and 43 Assistant Town Planners have resigned since 1962 due to unattractive scales. The Director has proposed a revised scale of Rs. 345—690 for this post.

Since the post is filled in both by promotion and nomination we feel that pay scale of Rs. 275—570 is adequate for the post. At present a graduate Surveyor with two years service on appointment to the post of Assistant Town Planner is given higher start of Rs. 295. The administrative department has stated that in order to attract Engineering graduates to the post and also because the Engineering graduate as Surveyor gets higher starting pay of Rs. 240, the above orders of giving higher starting pay were issued

Surveyors, who are Diploma holders with 4 years experience in the department are eligible for appointment to the post of Assistant Town Planner but they are not eligible for the higher start of Rs. 295. They have represented and administrative department has supported them that no distinction need be made in the grant of higher starting pay to diploma holders and graduates. Strictly speaking on appointment of Surveyor to the post of the Assistant Town Planner, his pay should be fixed under the normal rules in the Bombay Civil Services Rules. But since the practice of grant of advance increments exists and also because the department wants Engineering graduates to be attracted to the post, we would not recommend its discontinuance. They may be given higher start of Rs. 305 in the revised scale. The Surveyors who are diploma holders will get pay at Rs. 220 after 4 years service. We have improved the minimum of the scale of the post of Assistant Town Planner. Therefore even under the normal rules they will draw pay of Rs. 275. In view of this we do not consider it necessary to accept their request for grant of higher starting pay equal to that of degree holders.

6. *Surveyors* (Rs. 150—360, BEs. to start on Rs. 240 and D.Es. to start on Rs. 180) :

Appointment is made by nomination of a person who possesses a degree or diploma in Civil Engineering or equivalent qualification. The holder of the post has to inspect sites, collect required data, scrutinise buildings permission cases and to submit reports.

Recruitment difficulty is felt as in the case of Assistant Town Planner. Therefore, the Director of Town Planning and the Urban Development, Public Health and Housing Department have proposed the scale of Rs. 200—450 (B. Es. and D. Es. to start on Rs. 280 and Rs. 220 respectively). The post is comparable to the post of Overseer in Buildings and Communications Dpartment. Therefore, we feel that the revised scale of Rs. 160—300 proposed by us for Overseer (Diploma holder to start on Rs. 180 and graduate to start on Rs. 240) is adequate for this post also.

7. *Assistant Draughtsman* (Rs. 145—215) ; (Rs. 145—300 Revised Ex-Madhya Pradesh scale and Rs. 145—215 unrevised Ex-Hyderabad scale) ; *Junior Draughtsman* [Rs. 120—245—C ; Rs. 115—190 (higher start of Rs. 125 for qualified Draughtsman) ; Rs. 125—220 ; Rs. 135—180] :

Looking to the qualification, duties and responsibilities of these posts and the pay scale proposed by us for similar posts in the Buildings and Communications Department we have proposed a combined scale of Rs. 150—270 for the post of Assistant Draughtsman and Rs. 130—230 for the post of Junior Draughtsman respectively.

8. *Special pay* :

At present special pay of Rs. 80 is attached to one post of Deputy Director of Town Planning for doing Land Acquisition work in addition to the normal work of the Department. This special pay may be continued. Similarly 23 posts of Clerks (Senior Clerk, Junior Clerks etc.) are getting special pay ranging from Rs. 5 to Rs. 15 for doing Cashiers work. This may be continued.

SCHEDULE

TOWN PLANNING AND VALUATION DEPARTMENT

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Director of Town Planning.	1	1,300—60—1,600—100—1,800	1,300—60—1,600—100—1,800	
2	Deputy Director of Town Planning	3	800—40—1,000—50—1,200 Special pay of Rs. 80 for one post.	900—50—1,300 Special pay to continue.	
3	Architect Planner	1	800—40—1,000—50—1,200	900—50—1,300	
4	Assistant Director of Town Planning.	15	500—550—30—610—40—730—E.B.—45—910 (Fixed pay of Rs. 500 during the period of probation).	650—45—1,100—50—1,150 (Fixed pay of Rs. 600 during the period of probation).	
5	Town Planner ..	22	350—390—15—450—20—490—25—540—E.B.—25—715 (Fixed pay of Rs. 350 during the period of probation).	375—25—550—30—640—E.B.—30—850 (Fixed pay of Rs. 375 during the period of probation).	
6	Special Land Acquisition Officer.	3	350—390—15—450—20—490—25—540—E.B.—25—715 (Fixed pay of Rs. 350 during the period of probation).	375—25—550—30—640—E.B.—30—850 (Fixed pay of Rs. 375 during the period of probation).	
	Non-Gazetted				
7	Head Draftsman (Architectural)	1	350—15—450 ..	350—15—440—20—500	
8	Assistant Town Planner.	48	250—15—370—E.B.—15—400—20—500 (Rs. 295 for Engineering graduates). (Rs. 340 for Engineering graduates in exceptional cases with previous Government approval).	275—15—425—E.B.—15—530—20—570 (With higher start of Rs. 305 to degree holders).	
9	Head Draftsman ..	3	(*i*) 230—10—320 ..	250—10—290—15—380	
			(*ii*) 180—5—220—E.B.—8—284—E.B.—8—300—10—350	250—10—290—15—380	
10	Surveyor .. (Planning Assistant)	97	150—10—300—E.B.—15—360 (B.Es. to start on Rs. 240 D.C.Es to start on Rs. 180.)	160—10—290—15—380 (Diploma holders to start on Rs. 180 and Degree holders to start on Rs. 240).	
11	Personal Clerk and Stenographer.	4	160—6—190—8—230—E.B.—10—320—10—350	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15 380.	
12	Assistant Draftsman .	19	(*i*) 145—8—185—10—215 ..	150—8—190—10—220—E.B.—10—270	
			(*ii*) 145—5—190—E.B.—10—300	150—8—190—10—220—E.B.—10—270	
			(*iii*) 145—4½—176—E.B.—6½—215 (Ex-Hyderabad).	150—8—190—10—220—E.B.—10—270	

Town Planning and Valuation Department--contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd.		Rs.	Rs.	
13	Junior Draftsman ..	6	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	130—4—150—5—175—E.B.—5—200—6—230	
		38	115—5—155—E.B.—5—190 .. Higher start of Rs. 125 for qualified draftsman.	130—4—150—5—175—E.B.—5—200—6—230	
			125—125—4—165—E.B.—6—220.	130—4—150—5—175—E.B.—5—200—6—230	
			135—3—159—E.B.—3—168—4—180	130—4—150—5—175—E.B.—5—200—6—230	
14	Tracer ..	41	91—3—130—E.B.—4—170 .. Higher start of Rs. 100 for S. S. C. holders.	110—4—150—E.B.—5—200	
15	Driver ..	3	100—3—130—4—150 ..	110—3—128—4—144—E.B.—4—180	
16	Accountant ..	1	300—15—450 ..	300—15—375—20—475	
17	Head Clerk ..	2	270—10—350 ..	260—10—290—15—410	
18	First Clerk/Town Planning Clerk, Head Clerk in Regional Plan Offices.	5	195—10—245 ..	200—10—290—15—320	
19	Accountant, Head Clerk in Branch Offices.	10	145—8—185—10—195 ..	150—8—190—10—220—E.B.—10—270	
			120—5—160—E.B.—5—170—10—220	150—8—190—10—220—E.B.—10—270	
20	Senior Clerk ..	5	200—10—280 (C) ..	150—8—190—10—220—E.B.—10—270	
		18	145—8—185	150—8—190—10—220—E.B.—10—270	
21	Land Acquisition Clerk.	1	105—4—137—E.B.—4—145—8—185	110—4—150—E.B.—5—200	
22	Junior Clerk ..	5	120—5—160—E.B.—5—185—6—203—E.B.—6—245 (C)	110—4—150—E.B.—5—200	
		65	100—3—130—E.B.—4—170 ..	110—4—150—E.B.—5—200	
	CLASS IV				
23	Blue Printer ..	2	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
24	Daftarband ..	1	77—2—97—E.B.—2—107 (C)	80—2—100—E.B.—2—110	
		17	70—1—80—E.B.—2—100 ..	80—2—100—E.B.—2—110	
25	Process Server ..	2	77—2—97—E.B.—2—107 (C)	75—1—80—2—90—E B.—2—100	
		9	70—1—80—E.B.—1—85 ..	75—1—80—2—90—E.B.—2—100	
26	Naik ..	2	70—1—80—E.B.—1—85 ..	80—2—100	
27	Peon/Survey Khalasi.	17	72—1—82 (C) ..	70—1—80—E.B.—2—90	
		100	65—1—75 ..	70—1—80—E.B.—2—90	
28	Attendant ..	34	75 fixed ..	70—1—80—E.B.—2—90 Subject to remarks in the Chapter on common categories of posts.	

PART III

CHAPTER 103

PAY SCALES OF TEACHERS

The Commission has been asked to consider the impact of its recommendations on the emoluments of teachers in aided schools and of the staff under Zilla Parishads including the primary and secondary teachers in schools under the management of Zilla Parishads. In this chapter we propose to discuss the structure of pay scales for both these categories of teachers and recommend a complementary structure of scales of pay and allowances, other than Dearness Allowance, for such employees.

When pay scales of Government employees are being revised, it is bound to have impact on the emoluments of teachers both in aided-schools and schools working under Zilla Parishads. Under the present system of grants-in-aid, the private managements of aided-schools are enjoined to pay their teachers according to the rates prescribed by the Education Department. It follows and is logical that whatever pay rates Government would provide for its own teacher employees, should also be prescribed for teachers in aided-schools.

Teachers both in Government employment and in aided-schools and under Zilla Parishads belong to the same social group and are equally suffering from the distressing economic factors. A teacher deserves a living as should befit his calling in life and profession of a teacher. Under the present conditions the profession holds no attraction for the talented person.

2. Primary Education is presently entrusted to the care of Zilla Parishads and Municipalities or Corporations, and Secondary Education is mostly managed by private associations under a grant-in-aid system. Education should be the responsibility of the State, but apparently for historical reasons, the same is placed in charge of the local authorities and private associations, who should accordingly be considered as agencies of the Government, entrusted with the task of discharging the educational obligations of the State. The State controls, regulates and supervises the educational system upto secondary level. The State Government is responsible for proper standards of education and its extension. A teacher being an integral and important functional agent in the State's educational activities, it becomes the responsibility of Government to adopt measures for providing fair and appropriate remuneration to the teacher-community.

3. Provisions relating to aided schools are contained in Grant-in-Aid Code. The educational system leading to higher education is divided in two stages, viz. Primary and Secondary. A primary school means a school in which primary education is imparted as prescribed under Bombay Primary Education Act 1947. "Elementary Standards" of a primary school means standards 1 to 4. Secondary education is provided by schools including what are known as English-teaching Schools, Vocational High Schools and European Schools. The main object is to impart a good general education suitable for pupils at the stage of adolescence.

4. There is also the other branch of primary education, known as "Basic Education". "Basic Education" is imparted in primary schools, wherein the instruction, throughout the course, centres round some form of manual and productive work: and all other activities, or training provided for, are as far as possible, integrally related to the central handicrafts chosen with due regard to the environment of the child. Similarly a "Craft School" is a primary school which provides for the teaching of one of the crafts approved by Government, in addition to the ordinary school subjects.

5. Due to expansion of primary education and the impact of educational concessions for economically backward classes under which children of all persons whose annual income from all sources does not exceed Rs. 1,200, receive free education at all stages i.e. primary, secondary, college, technical etc., progress in the field of secondary education has been substantially accelerated. The main features of this large scale

expansion in secondary education are (*a*) increasing facilities for elementary education, (*b*) the awakening among socially and economically backward classes to the value of education as an important means of their uplift, (*c*) the improvement of the economic conditions of the general mass of people, particularly of agriculturists and industrial labour and also (*d*) the extension of secondary school facilities in the rural areas. This has resulted in the increased demand for teachers.

6. In Western Maharashtra (13 districts of old Bombay State) the total duration of school education is 11 years. This period comprises 4 years of the lower primary or junior basic (standards I-IV), three years of the upper primary or senior basic (standards V-VII) and high school course of four years (standards VIII-XI). Some schools have the full secondary course of 7 years covering standards V-XI. Thus, standards V-VII may form part of primary school or of secondary school, but without material difference in syllabus. The Poona Divisional Board which is a statutory body, holds S. S. C. Examination at the end of secondary course. Primary school certificate is on optional basis. In Vidarbha, after primary course, there is an external examination called Primary Certificate Examinnation. This certificate is a pre-requisite for admission to secondary stage. The secondary schools are divided into Middle School (Lower Secondary), and Higher Secondary Schools (upper secondary). There are three types of middle schools viz :—

1. The Indian Middle Schools ... } Both teaching Standard V to VII with
2. The Senior Basic School. ... } Standards I-IV attached to them.
3. The Indian English Middle School. Teaching Standards V-VIII (English is compulsory subject).
4. The High or Higher Secondary Schools. Teaching Standards IX-X for Secondary Course and Standards IX-XI for Higher Secondary Course for joining colleges.

The Nagpur Divisional Board which is a statutory body, conducts the Secondary Schools Certificate (S. S. C.) and the Higher Secondary Certificate Examination.

In the five districts of Marathwada, the primary school course extends over five years from Standards I to V. There is no public examination. Thereafter there is middle-school stage with Standards VI-VIII in which English is taught as a compulsory subject, followed by high school or higher secondary stage with standards IX-XI and IX-XII respectively. Examinations are held by the Aurangabad Divisional Board. Some of the primary schools in Marathwada have Middle-school classes attached to them. There are also schools in which high-school standards are attached to middle schools. Entire education at the secondary stage has to be completed in schools. Pre-University classes started in Universities are considered as temporary measures and goal is to transfer these classes as soon as possible to higher secondary schools. Standard to be achieved at the end of secondary stage is expected to be of intermediate level of the former four-year college courses.

Following table illustrates the pattern of educational system in different regions of Maharashtra :—

Stage	Western Maharashtra	Vidarbha	Marathwada
Lower Primary Stage	.. Standard I—IV	.. Standard I—IV	.. Standard I—V
Primary (Upper) ..	.. Standard V—VII	.. Standard V—VII	.. Standard VI—VIII
Secondary ..	.. Standard V—VII	.. Standard V—VIII	.. Standard VI—VIII
High School Stage	.. Standard VIII—XI	.. Standard IX—X	.. Standard IX—XI
Higher Secondary Stage	.. ....	Standard IX—XI	.. Standard IX—XII

7. At present, there is much shortage of trained teachers. There are training institutions which take the form of a college, a school or a class for training students for the teachers' career. A secondary teacher is considered as trained, if he acquires any one of the following professional qualifications:—

(1) The Secondary Teachers Certificate (S.T.C.) of the Education Department (2) The Teachers Diploma (T.D./Dip. Ed.) of a University. (3) A Bachelor of Teaching (B.T.) or B.Ed. degree of an University. (4) A Primary Teachers' Training Certificate (P.T.C.) (for holders of Secondary School Certificates only).

Education department also holds examinations for the diploma in basic education and it is restricted to graduates with at least 2 years experience in the teaching line. Holders of this diploma are regarded as specially qualified to teach in primary teacher training institutions.

An untrained teacher other than a specialist teacher is not usually appointed on a permanent basis in a recognised school. He is expected to acquire training qualifications within a period of 5 years. Reasonable expenditure on deputation of teachers for undergoing the training course is admitted for grants.

Following table gives the position of trained teachers :—

Percentage of Trained Teachers 1962-63.

Region	Percentage of trained men teachers.	Percentage of trained women teachers.	Percentage of trained teachers to total teachers	Average number of pupils per teacher
Greater Bombay ..	84·4	88·6	87·0	35
Rest of Bombay Division ..	72·4	65·00	70·8	41
Poona Division	76·7	71·1	76·8	42
Nagpur Division ..	65·8	81·7	68·1	31
Aurangabad Division ..	29·7	37·0	30·5	37
	67·6	76·8	69·8	38

Teachers training at the secondary level is in two levels: (1) The Graduate level, and (2) The under-graduate level.

(A) At graduate level the secondary teacher is trained for :—

(i) B.T. or B.Ed. (regular).

(ii) B.T. degree short term (six months course).

(iii) B.T. degree (Basic)—for trained graduates i.e. post-graduate course.

(iv) Diploma in education (D.Ed.) of graduates basic training centres.

(B) At under-graduate level secondary teachers receive training for :—

(i) Secondary Teachers certificate (S.T.C.).

(ii) Teacher's Diploma (T.D.).

(iii) Diploma in Teaching (Dip. T)—one year course.

(iv) Basic training diploma.

S. T. C examination could be taken without necessity of having to put in full-time attendance, while T.D. is a full-time course. At times even graduates qualify with S.T.C. course. S.T.C. course cannot be considered as adequate training for graduates who are expected to take B.Ed. degree.

(C) Training of Hindi teachers for secondary schools :—

(1) Senior Hindi Sikshak Sanad (8 months course)—H.S.S.

(2) Junior Hindi Sikshak Sanad (4 months course).

(D) Drawing Teacher's training institutions :—

(1) Department of Teachers training attached to J. J. School of Art Bombay (course of one academic year).

(2) Chitrakala Sikshak, attached to Abhinava Kala Vidyalaya, Poona.

(3) Drawing Teachers Training classes attached to other recognised institutions.

(E) Training in Physical Education :—

(1) Diploma in physical education is given at the Training Institute for Physical Education, Kandivali.

(2) Short term course of three months for teachers in secondary schools by some institutions for physical education.

8. In the old Bombay State upto 1921 or so, the initial pay of a graduate teacher in a Government high school in the mofussil, ranged from Rs. 40 to Rs. 50 p.m. In 1921 it was changed to Rs. 70—200. Thereafter there was reduction and from 1931 new entrants were appointed on pay of Rs. 45—175. This position continued till 1948. After 1948, the pay of a graduate teacher in Government schools was upgraded to old level of Rs. 70—200. A Committee known as Secondary Schools Committee was appointed in 1947 to report among other things on the salary scales of Secondary School teachers. Acting on the recommendations of this Committee, the then Bombay Government introduced common scales of pay for Secondary teachers and the same were as below :—

(A) Trained Graduate—B.A. with B.T. Rs. 80—200.

(B) Trained Matriculates—Rs. 56—120.

Dearness Allowance to teaching staff in private schools at the same rate as was permissible to Government employees holding similar posts, was also sanctioned. As a result of above steps, an important principle of "Equality between pay scales of teachers in Government and Non-Government Schools" was recognised.

Steps on above lines were also taken in Vidarbha areas, then part of Madhya Pradesh, under a regulation which laid down that "the scales of pay of headmasters, teachers, and clerks and other Class IV servants in schools which are in receipt of Government grants shall not be less than those sanctioned for the corresponding staff in Government schools".

In Marathwada, revised "grant-in-aid" rules were sanctioned by the Education Department of Government of Hyderabad in 1952. It was provided that the scales of pay and allowances of teachers in aided schools for the purpose of calculating the grants should not be higher than those permissible in the case of Government schools.

9. The Integration Committee for Secondary Education appointed by Bombay Government (1958-59), after reviewing the pay structure in the Secondary schools prescribed uniform scales for teachers in Secondary Schools.

The pay scales as recommended by the Integration Committee were accepted by the Government with small changes and the present pay scales are mostly on lines proposed by that Committee. These new scales were given effect from November 1959.

10. It has to be realised that it will not be possible to get right type of teachers unless there is improvement in their status, and emoluments, and other conditions of service. It is necessary to provide better salary scales for attracting more competent persons to join the teaching profession. It is recognised by everyone that "teachers constitute the backbone of the system of school education". The Meeting of Experts on Teachers' Problem (International Labour Organisation) has pointed out—"To attract persons of the right quality in adequate number and to retain them in the profession, teachers should enjoy a high standing in the community; they should be given such conditions of employment as to enable them to live in a manner commensurate with their education, their responsibility and duties and the cultural and social significance of their work. It has also to be emphasised that every profession has some obligation towards the society, but, it has to be realised that obligations of teachers towards the children entrusted to them and towards the community as a whole are of a special kind, not entirely paralled with any other profession".

It has been pointed out that the present emoluments in the teaching profession are not adequate enough to attract the right type of personnel with requisite qualifications. It is also emphasised that better type of personnel prefer jobs in other departments of Government or in private establishments or in commercial offices. It is obvious that the emoluments in teaching profession in secondary and primary levels have been at low levels in pre-independence era, and even thereafter, no substantial improvements have been made therein. It is not suggested that the situation is a result of any deliberate policy. Some of the reasons why improvement upto desirable level could not be effected are also obvious.

12. The opportunities for promotion and self-advancement are limited and as has been said, a teacher's post is a "blind alley job". The only post for promotion can be of a headmaster and such posts are too few for being considered adequate for promotional opportunities. While determining salaries of teachers, the above facts deserve special consideration and point out the necessity for giving appropriate weightage on that account.

13. There is also an urgent need to improve the quality of recruitment to teaching profession. Employment potential both in government and in private sector is on the increase since the launching of Five-Year Plans. Emoluments offered by these sectors are comparatively more attractive as compared to salaries paid to teachers. Well-qualified candidates therefore naturally prefer services other than the teaching profession, with the result that there is grievous dearth of well qualified entrants of a right quality in the teaching line. Very often, candidates join the teaching line only as a "jumping off ground for other and better paid appointments". Instances are not wanting, where even trained teachers have left their profession simply because of low scales of salaries.

14. The foremost consideration placed before us refers to desirability of improving the status of teaching profession. Persons of right quality with adequate academic qualifications are attracted to a profession only if it commands respect and status in society. Even from the point of society, it is also obvious that a teacher will not give forth what society expects of him, unless his conditions of service are so changed, as to enable him to live a decent life and maintain a standard of conduct appropriate to the high tradition of his profession. While dealing with the question of salary determination of employees of Maharashtra Government, we have stressed the importance and utility of the two recognised principles namely, the "economic principle" and the "principle of fair comparison". The "economic principle" requires that employer should pay as much as is necessary, neither more nor less, for attracting right type of entrants to the service and maintaining their efficiency and keeping them above corruption. The principle is based mainly on the economic law of supply and demand. The rule of "fair comparison" requires determination of salaries of the employee concerned on fair comparison with the

current remuneration of outside staff employed broadly for comparable work. Considering the nature, significance and utility of teachers' profession to the society and the status and respect it should possess, it is not appropriate that the normal law of supply and demand should be applied to employment in this category.

15. The other equally important problem is about the measure of value of the duties and responsibilities of a teacher and its correlation with salary scales of other Government employees. The pay scales are ordinarily related to educational qualifications with due regard for nature of work, duties and responsibilities. Importance and utility of the service to the community is also a relevant factor. In the case of teachers upgrading of salaries is pressed or claimed on the basis of the need for raising the social and economic status of the teachers community. How to measure the level of social status in terms of money and to what extent the concept of required social status should influence determination of salaries present a most perplexing problem. We are anxious to avoid discremination within the different groups of services. Most of the proposals sent to us in the matter of upgrading of salaries, appear to have been influenced by idealistic concept of social status of a teacher. A pay plan has to be a balanced pay structure. For attracting talented persons to the profession, the concept of social status of the profession is no doubt relevant. But it is also necessary that consideration of the problem of raising the status of a teacher should not make us indifferent to the principle of equality, and the concept of status should be used only to the extent necessary and in a manner as would avoid unjustified distinctions among different services. Comparison of pay scales for employees with similar educational qualifications but working in different occupations is often difficult. There is, however, a general insistance that salaries of teachers should be comparable to those of government employees requiring similar educational qualifications for recruitment. It has been suggested that a graduate B. T. should be equated with a Mamlatdar and a graduate S. T. C. with a grade between that of Mamlatdar and Head clerk, an intermediate S. T. C. with the upper-division clerk and a Matric S. T. C. with lower-division clerk. In fact, in our view the above comparison is not sound and ignores the professional importance of the teachers and their differing requirements.

16. Recently, the Education Commission has made certain recommendations on these questions, and they can be appropriately considered at this stage. The recommendations can be summarised as below :—

(i) The Commission has approved generally, the idea of introducing national scales of pay for all categories of teachers. It has, however, observed that at the school stage, the problem is more difficult because the desirability of introducing national scales of pay at this stage is itself challenged. It has recommended that at the school stage the Government of India should lay out the minimum scales of pay for school teachers. The States and Union Territories should then adopt equivalent or higher scales of pay to suit their local conditions.

(ii) The remuneration of teachers working under different managements should also be the same and that all teachers having the same qualifications and the same responsibility should have the same, or at least similar, remuneration and conditions of work and service.

(iii) The scales of pay of primary teachers should be comparable to those of public servants with similar qualifications and responsibilities. But they should have a higher basic pay in recognition of the two years of professional training which they have received.

(iv) The difference in the remuneration of teachers at the different levels—primary, secondary and university should be reduced to the minimum. The Commission has accepted the idea in principle that the scales of pay of teachers at the school stage should be based only on qualifications and should be made

independent of the substage pre-primary, lower-primary, higher-primary, lower-secondary or higher-secondary, in which they might be serving. It has, however, been accepted that it may not be possible on financial grounds to adopt this principle immediately.

(v) The Commission has also made some specific proposals for reform in the structure of pay scales at the school stage. It has recommended that the existing multiplicity of scales of pay should be reduced and that there should be three main scales of pay for school teachers as mentioned below :—

(*a*) A scale of pay for teachers who have completed the secondary course and are trained, and who form the vast bulk of teachers at the primary stage.

(*b*) A scale of pay for trained graduates who would form a small proportion of teachers at the primary stage but the vast bulk of teachers at the lower secondary stage.

(*c*) A scale of pay for teachers with post-graduate qualifications who form a small proportion of teachers at the lower-secondary stage, but the bulk of teachers at the higher-secondary stage.

(vi) Incentives to teachers of special subjects or to teachers with additional qualifications can be given in the form of advance increments or special allowance. The scale of pay of special teachers i.e. for drawing, craft, physical education etc. should be related to above three basic scales in a suitable manner.

(vii) The improvement in the salaries of school teachers must be linked with an improvement in their qualifications and methods of recruitment. The responsibility for this should be on the State Education Department.

As regards private schools the Commission observes that the recruitment procedures should be tightened up on the lines recommended for affiliated colleges.

From the view point of promotional prospects, the Commission has recommended that qualified and trained teachers in primary schools should be considered for promotion to higher posts of Headmasters or Inspectors of Schools ordinarily meant for trained graduate teachers and that about 10-15 % of such posts should be reserved for such promotions.

Similarly, trained graduate teachers who have done outstanding work as teachers should be eligible for promotion to 10-15 % of the posts carrying salaries of teachers with post-graduate qualifications.

(viii) According to the Commission, scales of pay spread over 20 years cover too long a period. They have, therefore, recommended that it would be desirable to introduce a system under which teachers obtain advance increments for outstanding work. According to the Commission about 5 % of teachers should be able to reach the top of the scales in about 10 years and another 5 % in about 15 years.

(ix) On the question of relating the salaries to cost of living, the Commission has observed that this can be better done by resorting to the principle of parity with government employees and has recommended that all salaries of teachers should be reviewed every five years and the dearness allowance to be paid to teachers should be related to those of government servants.

(x) On the question of welfare services, the Commission has observed "a large number of suggestions have been put forward with a view to providing certain welfare services to teachers such as grant of free housing, free education for children, and free or subsidised medical facilities. Suggestions of this kind may serve as transitional measures until adequate scales are adopted but we do not think that an emphasis on such marginal benefits is the right approach to an equitable solution of the problem. The best course would be to pay the teachers adequately so that no special benefits of this type need be offered".

On the question of teachers from tribal areas, Commission feels that it is necessary to give special allowance to such teachers because they have to live under trying conditions. Assistance may also have to be provided for them for the education of their children.

17. We agree with most of the recommendations and observations made by the Commission. Some of these recommendations can be immediately implemented and others can be considered as objectives to be achieved by a phased programme, over a period of time. Due to local circumstances and financial position of the different States, some of the recommendations may perhaps be implemented only with variations.

18. As regards the principle of parity at all levels of school education, it has to be appreciated that this principle can be followed in a unified school system where a single salary scale with differentials according to qualifications and responsibility of the post is provided. But in a system which maintains divisions between school levels and prescribes different qualifications and requirements for teaching at each of these levels, a reasonable differentiation has to be maintained. At each level, salary has to be determined according to the standards of teaching a teacher is expected to maintain. A teacher with M.A. degree cannot be given salary which his higher qualifications may deserve, when employed in a school in which such higher qualifications are not needed or cannot be useful. A person with such higher qualifications would prove a burden economically without any compensating benefit. Difference in remuneration as based on differences in qualifications, training, and level of responsibilities becomes justified and rational. A single salary scale system is not workable where teachers' training institutes provide for training of teachers according to levels of schools intended to be served. Scales must therefore differ in accordance with the difference in the levels of teaching.

19. Somewhat similar problem arises as regards the equalisation of conditions of teachers serving in urban or semi-urban areas and backward or rural regions. Present system recognises differences in emoluments, based on differing cost of living in different towns and cities. Allowances such as compensatory local allowance and house rent allowance are intended only for this purpose. It is, therefore, essential to recognise and fully appreciate the disadvantage suffered by the teachers in certain rural areas such as isolation, lack of normal city or town amenities, lack of appropriate facility for education of children etc. In some countries, for example Newzealand, there is a practice of not allowing a teacher to go beyond the middle stage of the salary unless they serve for some years in such backward regions. These disadvantages demand consideration according to the nature and extent of hardships attached to particular place where a teacher is serving. In the absence of sufficient and detailed information we are not in a position to make specific recommendations in this behalf. We hope however that the Education Department will make appropriate provision for meeting such situations wherever they may exist.

20. We had posed the question whether there was sufficient scope for rewarding merit and marked abilities, and if not, suggestions were invited as to the method by which such objective could be achieved. We have not received concrete proposals as could be adopted in the existing system of pay structure. A suggestion has been made that some extra special scale for such teachers could be framed.

Measuring of competetive merit in teaching profession can be a subject of controversy and even a source of discord and discontent among teachers. There will arise the difficulty as to who should determine whether a teacher's services should be considered meritorious or not, and what criterion should be adopted for measuring the merit. These are clearly baffling problems. There is also a view that teachers should not ask their services to be measured in this fashion in terms of money or salary. According to this view, there should be no categorical provision in this

matter and teachers should be contented if their services are recognised and question of reward should be left to the management. But considering all the drawbacks and the other aspects, we feel that merit, ability and dedication to profession must be rewarded properly by reserving some promotional posts for them on the lines recommended by the Education Commission with sufficient safeguards against malpractices. We also recommend the granting of advance increments for higher qualifications.

21. The scales recommended by the Education Commission and recommended by us are intended for attracting talented personnel in the profession of teaching. If this intention is to succeed, it is necessary that recruitment should be controlled and regulated by appropriate recruitment rules. At present, as is observed by many, the recruitment is not strictly on a merit basis. This is so important a reform and a pre-requisite that we felt that we should suggest the postponement of the implementation of our proposals regarding improved pay scales until such recruitment rules are framed and made effective. On fuller consideration, we came to the conclusion that this step will not be in the interest of the profession and as such the question of taking appropriate steps should be left to the Education Department so that only proper personnel would receive the benefit of these scales of pay.

22. The problem of deciding proper pay scales for teachers presents various difficulties. It has to be realised that idealism or love for the teaching profession will attract only a few. Satisfactory level of remuneration can be the "largest single factor" which will attract right type of talent to this profession. Considering the importance and significance of teachers' profession for the society and the nature of the problem, we may hazard the opinion that it will not amount to discrimination even if some preferential discretion is exercised in favour of this class of employees. If society needs improvement in its educational system, it must pay for such improvement to the extent as can be considered reasonably necessary.

23. What is going to be the policy of Government in the event of upgrading of the teachers' salaries, in regard to grants-in-aid, we are not in a position to know. Private schools with limited financial capacity such as, those with small number of students or without substantial income from charitable endowments are bound to face insurmountable difficulties in balancing their budgets in the event of even a moderate upgrading of salaries of teachers. Undesirable forms of economy or manipulation in expenditure, which may follow are likely to defeat the very purpose of the revision of the pay structure. Standards of education may go down and the smaller schools may have to suffer precarious existence. Private managements have so far, rendered invaluable service to the society, in the field of education. The educational institutions must be guaranteed a healthy growth. We see many schools coming up in different parts of the State with modest beginning and then grow up to a respectable size. This progress is mostly due to reserves which they could build up in course of time. Giving due weight to the proposals received by us from influential associations of teachers and with full understanding of the anxiety to raise the status of the teachers' profession, we cannot help feeling that our recommendations will have heavy impact on the resources of the privately managed schools.

24. We find that the proposals for upgrading of salaries received by us vary according to their source. Proposals received individually from teachers or from their associations are generally pitched high, as compared to those, received from managements. Managements have also taken care to emphasize that the increase in expenditure as a result of upgrading of scales should be fully compensated by Government by increasing their grants or that permission should be granted to charge higher fees. We might reproduce in this connection what the Secretary, Deccan Education Society, Poona has to say:

"We have to observe that the scales of teachers in the Government-aided secondary schools should be revised and that it should compare well with the emoluments which persons of equal qualifications serving in other departments usually get. We have

also to observe further that the burden of additional expenditure should be borne by the State Government. The institutions may be expected to share some part of it by revising slightly the fee-rates in the schools".

In suggesting the minimum pay-scales, some of the witnesses have given figures of minimum expenditure required for a family. It is neither practicable nor have we the resources for undertaking a scientific survey for ascertaining the economic conditions of the teachers, for determining the minimum wage or living wage for this class of employees. There is no evidence before us of any large-scale and comprehensive investigation of the problem. Some organisation of teachers have given figures (minimum remuneration) on the basis of random survey of the family budgets. A random survey of this nature cannot be considered as representative of the economic conditions of the teachers' class. The price levels of different commodities and consumer goods differ from place to place and there are also variations in the pattern of consumption. The consumption units would also vary from family to family. The income pattern of such families also differs according to earning members in the family. The pattern of consumption would ordinarily correspond to the income level. A scientific survey is therefore essential. A casual calculation of expenses required by a family or few families cannot be a guide for determining minimum requirements of an "average teacher's family" with 3 units which is the recognised standard. The cost of living index of working class population is not also helpful for determining living wage for teachers. The other difficulty will be about determining the content of "living wage" and the type of living to be considered as a norm for deciding the standard to which the living wage could be related.

25. It has also been urged that salaries of teachers should be adequate to satisfy "the minimum needs". We have also commented on this question, elsewhere. Concept of need is relative and can receive some definiteness only in the case of "minimum wage" based on nutritional and health standards. What we have to consider in the case of a teacher is the quantum of "fair remuneration" to be paid according to his qualifications, nature of work, his desired status in society, and the importance and utility of the profession of a teacher, to the community. It is difficult, no doubt, to devise a yardstick for measuring the above requirements in terms of money. One can form only a general idea, after taking into account the comparative rates of remuneration for counterparts with equal or similar educational qualifications and professional attainments. In fact, it has been pressed before us by many witnesses that parity should be established in the scales of pay of teachers and of government employees with equal or comparable qualifications. On the other hand, if the standard of need-based wage is applied, perhaps, we may have to fix the same salary to a matriculate teacher, a graduate teacher and a post graduate.

26. We may now consider the proposals made by the Education Commission as regards scales of pay for secondary teachers and primary teachers.

The Education Commission has proposed three scales of pay respectively, for (1) teachers who have completed secondary course and have received two years' professional training, (2) graduates who have received one year's professional training, (3) teachers working in secondary school and having post-graduate qualifications as below :—

Teachers	Remuneration
Teachers who have completed the secondary course and have received two years' professional training.	Rs. 150—250 S.G. 250—300
Graduates who have received one year's professional training.	Rs. 220—400 S.G. 400—500
Teachers working in secondary schools and having post-graduate qualifications.	Rs. 300—600

The Commission has specifically added the following note at page 5 of its Report :—

"The above scales of pay for school teachers are at the current price level and include the existing dearness allowance. Suitable increases will however have to be made for rises in prices from time to time. For this purpose, there should be parity in dearness allowance, i.e. the dearness allowance in any given year should be the same as it is paid to government servants drawing the same salary."

The Education Commission has also considered the financial implications of their proposals and has observed :

"We are afraid that the State Government will not be able to deal with this very significant problem quickly and adequately, unless Central assistance is made available on a generous basis. We, therefore, recommend that liberal Central assistance should be given to State Governments for improving the salaries of school teachers as recommend by us. Whether this assistance is given to them through the Plans or outside the Plans, is not really an important issue, although we are of the view that the existing practice of including this expenditure within the Plan should preferably be continued". (page 59 of the Report).

27. Some observations are necessary in the context of the recommendations of the Education Commission. It has to be recognised that recommendations of the Education Commission are intended to serve as guide for improving the salaries of teachers in all the States in the country. Pay scales recommended ignore the regional differences, as regards the pattern of educational system, availability of qualified staff, the financial position of the individual States, and their "grant in-aid" policy. According to the Commission,, persons who have completed secondary course and have received professional training of two years, should constitute the staff for primary schools. There are obvious difficulties in implementing this proposal considering the present position as regards number of trained staff, and the rapid expansion of primary education.

28. Secondly, the Education Commission suggests that only persons who have completed secondary course and have received two years' professional training should be employed as teachers in primary schools. As stated previously, in Maharashtra, there are 2 classes of trained teachers namely Jr. trained and Sr. trained. Jr. trained is P. S. C. holder with the professional qualification of P. T. C. (two years) or a matriculate/S. S. C. holder, with one year's training. In Maharashtra, the training course for primary teacher is different from that of teachers intended for secondary schools. An S. S. C. holder has a separate course of one year after completion of Jr. P. T. C. after which he gets a "senior trained" qualification intended for primary schools. For an S. S. C. holder, the professional qualification for secondary schools is the obtaining of S. T. C. or T. D. qualifications. The scales of such different categories of teachers must necessarily differ and as such, separate scales for them have become necessary.

The pay scales proposed by the Commission for teachers in primary schools are intended for a person who has completed secondary course and two years training, while we will have to propose scales for P. S. C. holder with professional training of two years or S. S. C. holder with one year's training. It will also be necessary to propose scales for untrained staff as it may not be feasible, under the present circumstances, to staff primary schools with trained personnel only.

29. It has also to be appreciated that pay scales proposed by the Commission are inclusive of D.A. and are related to the price-level in the year 1966. The present scheme of remuneration for the teachers in Maharashtra, comprises of basic pay scales and D.A. The question of D.A. is excluded from our reference. The exact adoption of pay scales as proposed by the Education Commission thus is not feasible. The pay-scales to be proposed by us will have to retain D.A. in tact, as may be

sanctioned or is sanctioned by the Government. The scales of pay proposed by the Education Commission can therefore serve only as guide-lines and correctives. It is necessary for us, to propose pay-scales after taking into consideration the total emoluments which the Education Commission expects a teacher to receive, and then split the same in two components, namely, basic pay and D.A. as may be permissible under government orders. Appropriateness of the pay-scales propsed by us in the context of proposals of Education Commission would be considered with due regard to the amount of D.A. which a teacher will be receiving along with his basic pay. The pay scale proposed by us will not, therefore, exactly conform with the pay scales proposed by the Education Commission.

30. It would appear that the Education Commission envisages implementation of its proposals in respect of teachers of primary schools by a phased programme. It has proposed minimum pay rates to be immediately implemented and has also proposed scales of pay payable in the first year of the Fifth Plan. The pay proposed by the Education Commission for entry stage and at the maximum stage of the time-scale would indicate that at the initial stage the improvement is modest but at maximum end, it is of a substantially higher level. On the other hand, it has been strongly urged before us by the witnesses that pay scales should be more attractive at the entry stage of service.

31. The Education Commission has also suggested that minimum salary of (1) trained primary teachers, (2) for trained secondary school teachers, (3) post graduate trained teachers should be in the ratio of 1 : 2 : 3. The Education Commission has been able to propose scales of pay with such ratio because it has proposed pay rates which are inclusive of D.A. The rates of D.A. differ with different slabs of pay. It is, therefore, difficult to evolve such exact ratio for determining the scales of pay of these three important categories of teachers. In our view, mechanical insistence on the ratio is not contemplated. The proposal should be considered as being merely a broad indication of the differentials to be brought about in the pay scales of the above mentioned three categories of teachers. Rigidity of the ratio need not be considered as being the essence of the proposal. We intend to follow the ratio as far as is feasible.

32. There is further difficulty in our way in strictly adhering to the scales proposed by the Commission. The Education Commission has laid down that the salaries of teachers should be comparable with those of government employees with comparable qualifications and responsibilities and the former should get somewhat higher basic pay in recognition of the training qualifications. At present, the pattern of pay structure for teacher and government employee differs materially because of the differing pattern of D.A. in the Maharashtra State. Scales of pay of government employees were revised in 1962 by merging a substantial portion of D.A. in basic pay scales. In the case of teachers, no such merger of D.A. in basic pay scales has however been effected. The basic salary of government employee is thus higher as compared to that of a teacher, even when their educational qualifications are comparable.

33. The Education Commission has also recommended that there should be parity in D.A. i.e. D.A. in the given year should be the same as it is paid to government servants drawing the same salary and that allowances such as H.R.A. and C.L.A. should also be given on a parity basis.

It can be safely assumed that Government has the intention to give D.A. to teachers according to rates similar to those applicable to Government employees. Uniformity however, cannot be brought about without an appropriate merger of the portion of D.A. in basic salary of teachers on the lines of 1962 revision. The appropriate course for us therefore appears to be to deduct first the D.A. at the sanctioned rate and then to propose suitable scales of pay after taking into account the proposals of the Education

Commission and also other factors which deserve consideration. It is obvious from what has been stated before that the Education Commission is of the view that their proposals cannot be implemented by the State Government in view of the financial burden involved therein without the aid of the Central Government. We also notice a marked distinction made by the Education Commission while making proposals for Central aid in the case of expenditure involved in improving the salaries of college teachers, and of school teachers. In the case of college teachers, the Education Commission has made the positive recommendation : " that assistance from the Centre be provided to meet the additional expenditure, on a sharing basis of 80 % from the Central fund and 20 % by the State Governments and that in the case of private colleges, the Central assistance may even be provided on a 100 % basis " (Report, page 52). For school teachers, the question regarding Central aid is left vague and problematic depending on the decision of the Planning Commission. There is no reason why recommendation for Central aid for school teachers should not be similar to that for college teachers. This positive character of the assurance of Central aid in the case of college teachers would lead to a willing acceptance by the State Governments of the recommendations in respect of college teachers. In Maharashtra, the Minister for Education has already announced that recommendations of the Education Commission in respect of college teachers, were acceptable in principle. Expenditure involved in improving salaries of college teachers is only of some lakhs, while in the case of school teachers, it will be in terms of crores.

34. The magnitude of the additional expenditure involved in the pay scales proposed by Education Commission particularly in relation to maximum-end of their time scales can easily be imagined. It does not seem feasible, under present circumstances, to propose scales of pay rigidly on the lines proposed by the Education Commission, unless there is guarantee of aid from the Planning Commission. At present the recommendation is vague and is not likely to materialise. However, we have endeavoured to approximate our proposed pay-scales to the scales of pay recommended by the Education Commission. Our proposals are indicated below.

I. PRIMARY SCHOOL TEACHERS

35 According to the recommendations of the Education Commission, there should be no teacher at the primary stage who has not completed secondary school course and has not had two years of professional training. For teachers who have completed the secondary school course, the commission has recommended the following scales of pay :—

" (i) the minimum pay of a primary school teacher who has completed the secondary school course should be Rs. 100. This minimum should be given immediately and within a period of 5 years it should be raised to Rs. 125 ;

(ii) the minimum pay of a primary school teacher who has completed the secondary school course and is trained after undergoing 2 years professional training, should be Rs. 125 and within a period of 5 years it should be raised to Rs. 150 ;

(iii) the following scales of pay should be adopted as soon as practicable and at any rate, not later than the first year of the Fifth Plan, for all primary school teachers who have completed the secondary school course and are trained :—

Starting Salary	Rs. 150
Maximum salary (to be reached in a period of 20 years).	Rs. 250
Selection grade available for 15 % of the cadre ...	Rs. 250—300 ".

(The above proposed scales are inclusive of D.A. at current (1966) price-level).

36. According to the present pattern in the educational system of Maharashtra, there are the following three scales of pay, for primary schools :—

(*a*) Untrained primary teacher ... Rs. 40 (fixed) per month.

(*b*) Jr. Trained Teacher ... Rs. 50—1½—65—2½—70—S.G.—2½—90

(*c*) Sr. Trained Teacher ... Rs. 56—1½—65—2½—70—S.G.—3—100

Government have since 9th February 1959 directed that all primary teachers in the employment of Government and local bodies should be divided into two categories ; untrained and trained. The trained teachers are of two types—junior trained and senior trained teachers. The junior trained teachers include S.S.Cs, with one year's training course (old), S.S.Cs with two year's training course (if any), P.S.Cs trained according to the old or the new course, and S.S.Cs with Junior P.T.C. or those who are recognised as trained teachers by special orders. Senior trained teachers are those who are S.S.Cs or matriculates and have passed senior P.T.C. Examination.

37. The following table gives pay scales of primary teachers in other States :—

State/Union Territory	Matriculate trained teachers	Other/Scales of pay.
	Rs.	Rs.
Andhra Pradesh	80—4—100—5—150	(1) Lower grade 55—75. (2) Higher grade 65—95
N.B.—Matriculate trained teachers start on Rs. 73 when appointed to the higher grade of 65—95 and graduates start on Rs. 100 in the scale of 80—150.		
Assam	125—4—145—E.B.—4—165—E.B.—5—200. Selection Grade of 165—7—200 for 10% of teachers.	(1) Non-matriculate untrained 85—135. (2) Non-matriculate untrained or matriculate untrained 110—165.
N.B.—(1) Head-masers to get an allowance of Rs. 5 if there are 3 assistants or less, and Rs. 10 in other cases. (2) No separate D. A. is given.		
Bihar	In Government School 115—5—145—E.B.—5—195—E.B.—200 (D. A. Rs. 5)	(1) Untrained non-matric 40—60.
	In other schools 50—2—70—E.B.—2—75 (D. A. Rs. 30)	(2) Trained non-matric or untrained matric 45—75.
Gujarat	101—1½—110—2½—115—S.G.—2½—145 (D. A. Rs. 25 upto Rs. 109 and Rs. 30 upto Rs. 150).	(1) Untrained 75 fixed. (2) Non-matric untrained 95—1½—110 2½—115 S.G.—2½—145.
Jammu and Kashmir ..	70—6—100—E.B.—8—180 (trained teacners start on Rs. 80, D. A. Rs. 10 upto Rs. 100).	
Kerala	40—4—60—5—120 (D.A. 13 upto Rs. 99 and then Rs. 15).	
Madhya Pradesh ..	90—1½—100—E.B.—4—140—E.B.—5—170 (D. A. Rs. 15 upto Rs. 150 and then Rs. 20).	Non-matric 85—140 trained or untrained.
Madras	90—4—110—3—140 (D.A. Rs. 15) ..	Non-matric 65—90 trained. Standard V and lower elementary trained.
Maharashtra	56—1½—65—2½—70—SG—3—100—(D.A. Rs. 45 upto Rs. 50 and then Rs.50 (The D. A. rates have since been revised).	Untrained Rs. 40 fixed. Non-matric 50—90 trained.
Mysore	80—3—110—4—130—5—150 (D. A. Rs. 20)	Non-matric 65—90. Non-matric trained 70—110.

State/Union Territory	Matriculate trained teachers Rs.	Other/Scales of pay Rs.
Orissa	In Government schools 100—4—120—5—130—E.B.—5—155. In other schools 100—4—120—5—130—E.B.—5—150.	Non-matric untrained 70—85 Non-matric trained 70—90. Matric Untrained 80—125
Punjab	60—4—80—5—120—S.G.—5—175 Selection grade for 15% of posts . D. A. Rs. 40 upto 150 and then Rs. 45.	
Rajasthan	75—4—95—5—105—E.B.—5—130—E.B.—5—160 (with an initial start of Rs. 91) D. A. Rs. 25 up to 150 and then Rs. 35.	
Uttar Pradesh ..	In Government Schools 75—4—95—5—105—E.B.—5—130—(D. A. Rs. 40) In other schools 55—70 for Headmasters Rs. 50—60 for assistants (D.A. Rs. 38 upto Rs. 50 and then Rs. 40).	Untrained Rs. 40 fixed.
West Bengal ..	80—1—90—2—110—3—125 ..	Non-matric 65—70 untrained. Non-matric trained or matric untrained 75—90
Delhi	118—4—170—E.B.—5—200—E.B.—5—225 (D. A. Rs. 42, H.R.A. Rs. 17·70, C.C.A. Rs. 11·80).	Headmasters get Rs. 150—5—160—8—240 (D. A. Rs. 54, H.R.A. Rs. 22–50, C.C.A. Rs. 12.50).

(Source " Remuneration of Teachers " by Shri J. P. Naik, Page 16-18)

38. The Maharashtra Education and Social Welfare Department has forwarded proposals regardnig scales of pay to primary teachers, as formulated in consultation with the Joint Council for Primary School Teachers, and the same are stated below :—

Catagory of Teachers.	Pay scale
Untrained teachers (whether S.S.C.'s or otherwise), (Non-trained).	Rs. 150 per month fixed pay.
Teachers possessing primary school certificate and junior primary teachers' certificate (Junior trained).	Rs. 150—5—180—7—250—10—300
Teachers who possess secondary school certificate and junior primary teachers' certificate (Junior trained).	Rs. 175—5—200—8—280—10—340.
Teachers who possess secondary school certificate and senior primary certificate (Senior trained).	Rs. 185—5—200—8—280—10—360.

(above proposals were forwarded before the announcement of improved rates of D.A.).

Varying scales of pay have also been received from different associations of teachers and also from individual teachers and associations of Zillla Parishads employees. The important consideration would be to ascertain the relative position of the primary teacher in relation to the Government servant with equal qualification and period of professional training, if any. Lower Division Clerks are recruited only on the basis of their qualification as S.S.C. Similarly, a junior gram-sevak employed under Zilla Parishad is a matriculate and has later to undergo training required

for his office. Present position regarding remuneration of these categories is as follows :—

Category	Pay-scale	Dearness Allowance over initial pay as from 1st July 1968	Total emoluments at the initial Stage
	Rs.	Rs.	Rs.
Senior Trained Primary Teacher ..	56—100 ..	83	139
Gram-Sevak (Zilla Parishad) ..	100—150 ..	38	138
Junior Clerk	100—170 ..	38	138

39. It would appear that the Education Department recognises only three levels of primary teachers namely, (1) untrained primary teachers, (2) junior trained teachers, and (3) senior trained teachers. Scales of only these three categories of teachers have been submitted to us for consideration and revision. The training course is adjusted to suit two levels of teachers i.e. (*a*) P.S.Cs. (Primary School Certificate Holders) who have had 7 years of education, and (*b*) S.S.C's. (Secondary School Certificate holders) who have had 11 years of education. S.S.C. passed teachers who want to complete the junior course can take up one year's junior primary teachers' certificate. On completion of the above junior course, these teachers are eligible for pay scales prescribed for junior trained primary teachers. They are also eligible to appear privately for senior primary teacher's certificate examination after two years, of their obtaining the junior primary teachers certificate.

40. The Education Department and also Teachers' Association, have asked for two more scales of pay i.e. untrained P.S.C. and Junior Trained S.S.C. We are providing pay-scales for these two categories most reluctantly and as an exceptional measure. We hope the Education Department will discourage recruitment to these posts and in these pay-scales, except in very exceptional circumstances. We are proposing these scales only to meet the requirements of existing staff with such lower qualifications, inspite of the recommendation of the Education Commission to the contrary.

Much concern was shown by teachers in primary schools during interviews, regarding the necessity of a separate pay-scale for the headmaster. They impressed on us the urgent need of providing a pay-scale for bigger primary schools or in the alternative of some special allowance. It has been brought to our notice that at present there are no definite rules regulating the appointment of Head Masters and senior trained teachers are often passed over and their juniors appointed as Head Masters. These witnesses were not in favour of special allowances on the ground that this will not improve the present position. It was not possible for us to investigate into the charges that merit and seniority were not always rewarded. The Education Commission contemplates the appointment of trained graduates as Head Masters for bigger primary schools. To us, this does not appear practicable as at present, we have no graduate teachers in primary schools. The financial burden also will be very heavy. We, however, feel that bigger primary schools should have a Head Master with a scale of pay and prescribed qualifications. Appointments to these posts shall be made on the basis of seniority-*cum*-merit. In our view, a Head Master with the pay scale proposed by us should be appointed in primary schools teaching upto VII standards and having on their roll over 300 students each. The teacher to be appointed Head Master should be senior trained teacher with not less than 5 years teaching experience and 2 years post-training experience. These should be the minimum qualifications. We have proposed a separate scale of pay for Head Masters in the context of above circumstances and qualifications.

41. We have recommended a pay scale of Rs. 110—200 for lower division clerk and brought him in parity with his counter part in Central Government wth some further improvement. The duties, nature of work and the responsibilities of a teacher are obviously of a different type. At present his salary is at a comparatively lower level. The role of primary teacher in the society demands providing him with means to live a decent life suited to his profession. There is thus a strong case for improvement in the scales of pay of primary teacher but such upgrading has to be brought about with due regard to the resources available. Pay structure has to be based on considerations of capacity of the society to bear the financial burden and the level of pay scales of other employees of the State.

42. The vastness of the problem relating to primary teachers can be imagined from the relevant figures indicated below about the number of primary schools, primary teachers, expenditure thereon, etc.:—

	1962-63.
Number of primary schools	36,945.
Enrolment of pupils	36,31,419.
Total No. of primary teachers	1,23,196.
No. of trained teachers	85,959.
Direct expenditure on primary education ...	Rs. 17·82 crores.
Percentage of direct expenditure on primary education to total expenditure on education.	41·8 per cent.

43. In this context, to find an equitable solution in the matter of satisfactory pay-scales that would meet the aspirations of the teaching profession and at the same time be within the limits of financial resources of the State becomes an extremely difficult task. We have however tried our best to find an equitable solution and recommend the following pay-scales for teachers in primary schools:—

	Proposed scales.
(*a*) Untrained primary teacher who is S. S. C. holder.	Rs. 60—3—75.
(*b*) Untrained P. S. C. holder ...	Rs. 50—2—60.
(*c*) Junior Trained P. S. C. holder ...	Rs. 60—3—75—4—115—S.G.—4—135—5—140.
(*d*) Teachers who possess Secondary School Certificate and Junior Primary Teacher's Certificate.	Rs. 65—3—80—4—120—S.G.—4—140—5—160.
(e) Teachers who possess Secondary School Certificate and Senior Primary Teacher's Certificate (Senior Trained).	Rs. 70—4—130—5—140—S.G.—5—170.
(*f*) Headmasters, ...	Rs. 90—4—130—E.B.—5—190.

The above scales are exclusive of D. A. It would appear that at the initial stage, the emoluments more or less approximate to the scales proposed by the Education Commission. Maximum of the scale of pay proposed by the Education Commission is with reference to a S. S. C. holder with two years professional qualification. The scales of pay proposed by us for untrained S. S. C. holder is slightly higher than that proposed by Education Commission. So far as the initial emoluments are concerned he is kept in parity with other Government employees according to qualification. He is given a five year time-scale as contemplated by the Education Commission. The maximum proposed by the Education Commission has not been approached for

reasons of the excessive financial burden involved and because of the necessity of maintaining general parity with the pay structure we have proposed for Government employees having comparable qualifications. We have also proposed Selection Grade for compensating absence of promotional opportunities as recommended by the Education Commission.

II. SECONDARY SCHOOL TEACHERS

44. A lower secondary school generally employs teachers with matriculate (S.S.C.) or graduate qualifications, while a higher secondary school usually requires a teacher with post-graduate degree. These three categories of teachers have also to possess professional qualifications. It is necessary that the pay scales for the three categories should be properly correlated according to their respective qualifications. It would appear appropriate to relate these scales of pay in secondary schools at the top level, to scales of pay of lecturers in colleges, and at lower level to scales of pay provided for teachers in primary schools with appropriate differentiation based on difference in educational qualifications and professional training.

45. In higher secondary schools, educational qualifications of teachers for XI standard (H.S.C. class) are expected to be identical with those prescribed for lecturers teaching pre-university classes. The University Grants Commission has recommended scales for lecturers in affiliated colleges imparting education upto graduate level and Universities have framed scales for such lecturers in affiliated colleges within their jurisdiction. Scales provided by universities in their States will afford an appropriate guidance for determination of scales of pay for teachers with post-graduate degrees.

46. Professional training for secondary teachers (excluding language and special teachers) is provided at two levels. The training of graduate teachers is provided by secondary training colleges either owned by or affiliated to Universities and by Graduates Basic Training Centres conducted by Government. In addition to the B.T. or B.Ed., the Universities have instituted M. Ed. examination. For undergraduates there are colleges for awarding diploma in teaching. There are also classes attached to various colleges for training in T.D. courses. For improving professional qualifications of under-graduate teachers, the Education Department used to hold examination for the award of Secondary Teachers Certificate (S. T. C.). This examination was open to candidates who have passed the S.S.C. or equivalent examination or higher examination. Candidates who have teaching experience of not less than 9 months could appear for the examination after giving the required number of practical lessons under approved teachers.

47. We have received proposals for revision of pay-scales of teachers in secondary schools. There are wide varieties in these proposals, indicating absence of any fixed or commonly accepted principles or standard. The lowest and highest proposals for the above three categories are:—

(1) For trained matriculates ... Rs. 100—190 and Rs. 200—450.
(2) For trained graduates ... Rs. 150—400 and Rs. 300—550.
(3) For trained post-graduates ... Rs. 200—400 and 400—800.

The Education Department suggested the following scales for the consideration of the Commission:—

(1) For trained matriculates ... Rs. 145—260.
(2) For trained graduates ... Rs. 180—350.
(3) For trained post-graduates ... Rs. 195—440.

Later revised proposals were sent for our consideration. These were:—

(1) For trained matriculates ... Rs. 175—340.
(2) For trained graduates ... Rs. 200—400.
(3) For trained post-graduates ... Rs. 220—450.

The following table shows scales of pay of trained graduate teachers and teachers with post-graduate qualifications in secondary and higher secondary schools and head-masters in different States.

Scales of pay of Trained Graduate Teachers and Teachers with Post-Graduate qualifications in Secondary and Higher Secondary Schools (1965-66):

		Scales of Pay of		
		Headmasters or principals	Teachers with post-graduate qualifications	Trained graduates
Andhra Pradesh	..	(1) 325—700 (2) 200—375. *Headmaster's Allowance*— Rs. 40 if strength exceeds 500. Rs. 25 in other cases. *D.A.*—Rs. 20 upto 150. Rs. 32 upto Rs. 320.	....	130—250 (start at Rs. 145)
Assam	.. (Government)..	350—1,000 with a start at Rs. 450. *D.A.*—Rs. 10 for salaries upto Rs. 250. Hill Allowance in addition.	300—800 (2 increments for B.T.)	250—500—S.G.—600 (1) increment for special training/distinction/ Hons. 2 for B.T.).
	.. (Private) ..	(1) 250—300 with a start at Rs. 390. (2) 200—500—with a start of Rs. 350.	(1) 175—450 with a start at Rs. 220. (2) 150—300 (2 increments for B.T.).	125—275 (2 increments for B.T.)
		D.A—17% for pay between Rs. 101—250. 20% in the hills.		
Bihar	.. (Government)..	(1) 200—750 with a special pay of Rs. 50 for multi-purpose schools. (2) 200—750	230—450 D.A. Rs. 5 up to Rs. 300.	.. 160—280 (with a start at Rs. 188.
	.. (Private) ..	For Principal 250—700 .. For Headmasters— (1) 220—400 (upto 200 pupils). (2) 250—450 (above 200 pupils).	(1) 180—350 (2) 170—275.	.. 150—250.
		There is no D. A. for these scales. (There has been a recent revision-data is being obtained.)		
Gujarat	.. (Government) ..	(1) 280—735 (2) 250—470	.. 160—370	.. 115—245
	.. (Private) ..	(1) 200—300 (2) 250—450 (3) 300—500 (4) 350—600	.. 150—300 D.A.—Rs. 25 up to Rs. 100. Rs. 30 upto Rs. 149. Rs. 45 upto Rs. 209. Rs. 50 up to Rs. 299.	.. 120—300
		Between 300—350 D.A. is equal to the amount by which pay falls short of Rs. 350.		
Jammu & Kashmir (Government)		(1) 300—600 (2) 250—500	.. 145—350 for Assistant Teachers in Higher Secondary Schools.	100—280 for Assistant Teachers in high schools.
	.. (Private) ..	(1) 300—500 250—500	.. (*a*) 200—350 (*b*) 200—250 (*c*) 100—250	.. 100—280
		D.A.—Rs. 10 upto Rs. 100; Rs. 8 above Rs. 100.		

	Headmasters or principals	Teachers with post-graduate qualifications	Trained graduates
Kerala	.. 250—400	.. ....	(1) 150—250 (2) 80—165
		D.A.—Rs. 13 upto Rs. 99. Rs. 15 upto Rs. 199 and Rs. 10 upto Rs. 400.	
Madhya Pradesh	(1) 360—700 (2) 275—700	.. 250—450 for Lecturers ..	150—290
		D.A.—Rs. 15 upto Rs. 150. Rs. 20 upto Rs. 200. Rs. 25 upto Rs. 300.	
Madras .. (Government) ..	(1) 300—800 (2) 225—350 (3) 140—250	.. ....	140—250
(Local Body)	(1) 225—350 (2) 140—250	.. ....	140—250
(Private)	(1) 300—450 (2) 225—375	.. ....	140—250
Maharashtra .. (Private) ..	(1) 200—300 (2) 250—400 (3) 300—500 (4) 350—800	.. 150—350 ..	120—300
		*D.A.—Rs. 45 upto Rs. 50. Rs. 50 upto Rs. 100. Rs. 65 upto Rs. 150 Rs. 60 upto Rs. 200 Rs. 65 upto Rs. 250 Rs. 70 upto Rs. 500 and Rs. 85 upto Rs. 750.	
		*These rates have since been revised.	
Mysore	.. 250—500	.. ....	(1) 130—250 (2) 200—350 + S.G.
		D.A—.Rs. 20 upto Rs. 150. Rs. 20 upto Rs. 300	
Nagaland	(1) 350—600 and Spl. pay of 33⅓% subject to a minimum of Rs. 125 and and a max. of Rs. 250. (2) 200—500 with a start of Rs. 350.	150—300 plus special pay for Head Master.	125—275 plus spl. pay for Head Master.
		D.A. and other allowances extra.	
Orissa .. (Government) ..	(1) 260—780 (2) 250—425	.. 185—325	125—220
(Private) ..	215—385	.. 175—300	115—210
		D.A.—Rs. 25 upto Rs. 150. Rs. 35 upto Rs. 330 and then Rs. 40.	
Punjab	(1) 250—750 (2) 250—350	.. 200—500 .. .. .. 180—450 ..	110—250—S.G.—300 Selection Grade for 7% posts.
		D.A.—Rs. 30 upto Rs. 50. Rs. 40 upto Rs. 150. Rs. 45 upto Rs. 200 Rs. 50 upto Rs. 250. Rs. 60 upto Rs. 300 and then Rs. 85.	

	Headmasters or principals	Teachers with post-graduate qualifications	Trained graduates
Rajasthan	(1) 275—650 with a start at Rs. 335. (2) 285—540.	225—485	115—325 start of Rs. 140 to trained graduates.
		D.A.—Rs. 25 upto Rs. 150. Rs. 35 upto Rs. 540. Rs. 35 upto Rs. 575.	
Uttar Pradesh (Government) ..	(1) 250—850 (2) 250—500	.. 200—450	120—300
		D.A.—Rs. 38 upto Rs. 50. Rs. 40 upto Rs. 150. Rs. 45 upto Rs. 495.	
	Interim rate of Rs. 5 upto Rs. 50 Rs. 10 upto Rs. 150; Rs. 12·50 upto Rs. 450.		
		ad-hoc increase Rs. 5 upto Rs. 250	
(Private)	(1) 225—675 (2) 225—425	.. 175—350 In higher secondary School.	80—200
	D.A.—Rs. 20 (data about the recent revision is being obtained).		
West Bengal (Government) ..	325—1,000	.. (1) 350—525 (2) 225—475	.. 175—325
		D.A.—Rs. 10 upto Rs. 150. Rs. 20 upto Rs. 300 and Rs. 30 upto Rs. 600.	
(Private)	350—525 D.A. Rs. 10.	.. 210—450	.. 160—295
Delhi	425—680 D.A.—Rs. 70 H.R.A.—Rs. 20 C.C.A.—Rs. 34	.. 250—470 .... D.A.—Rs. 66 H.R.A.—Rs. 37·50 .. C.C.A.—Rs. 20	.. 170—380 .. D.A.—Rs. 54. .. H.R.A.—Rs. 25·50 .. C.C.A.—Rs. 13·60.

(*Source.*—Pamphlet by Shri J. P. Naik, Secretary Education Commission ' Remuneration of teachers ' page 31.)

48. The following are the scales of pay of three main and basic categories of teachers employed in secondary school:—

(*a*) Post-graduate trained teacher with scale of Rs. 150—7½—240—10—350.
(*b*) Trained graduate with scale of Rs. 120—5—170—E.B.—8—250—10—300.
(*c*) Trained matriculates with scale of Rs. 70—3—100—E.B.—4—140—5—150.

These scales are exclusive of D. A.

Besides above categories, matriculates and graduates who are not trained are also employed in secondary schools. According to the Commission, only trained graduates and post-graduate teachers should be employed in secondary schools and employment of matriculate teachers should be avoided. According to the Commission, the scale of pay of trained graduate teachers should have a minimum of Rs. 220 rising to Rs. 400 in a period of about 20 years, and that there should be a selection grade upto Rs. 500 available to 15 per cent. of the cadre. The Commission has also proposed that teachers with post-graduate qualifications in higher secondary schools, should have the same pay scales as Junior Lecturers, i.e. Rs. 300—600 and that they should be given one increment when trained. It has also been suggested that teachers with I and II class in B.A., B.Sc. or M.A., M.Sc. should be given advance increments in the above scales. Similarly, an advance increment should also be given to those who are M.Eds. Professional training should be obligatory for all secondary school teachers and should preferably be taken before first employment but exceptions may be made in the case of teachers with post-graduate qualifications and I and II class graduates. Such untrained teachers who are appointed originally without professional training should

take such training within three years and that all untrained teachers however should remain on their own starting salary and be integrated into the regular scale of pay only after professional training.

The following scales are proposed by the Education Commission.

Teachers.	*Remuneration.*
Graduates who have received one year's professional training.	Minimum for trained graduates Rs. 220. Maximum salary (to be reached in a period of 20 years) Rs. 400. Selection grade (for about 15 per cent. of the cadre) Rs. 400—500.
N.B.—Untrained graduates should remain on their starting salary of Rs. 200 p. m. until they are trained and become eligible for the scale.	
Teachers working in Secondary schools and having post-graduate qualifications.	Rs. 300—600.
N.B.—On being trained, they should get one additional increment.	
Head of secondary schools	... Depending upon the size and quality of the school and also on their qualifications, the Headmasters should have one or other of the scales of pay for affiliated colleges.

The above scales of pay are inclusive of Dearness Allowance at current prices (1966).

At present the scale of pay of trained graduate is Rs. 120—300. He, is allowed D. A. with effect from 1-7-1966 at the rate of Rs. 90 to Rs. 114. We have proposed a scale of Rs. 150—270 for a graduate clerk. D. A. allowed to such clerks will range from Rs. 70—84. Graduate teacher has to acquire professional qualifications: B.T. or B.Ed.

49. For proper comparison of pay-scale of a graduate clerk and an under-graduate clerk in Government service on the one hand, and graduate-teachers and under-graduate teachers in aided schools and those under Zilla Parishads, a detailed examination is necessary. In the case of Government employees, a portion of D. A. was merged in the basic pay-scale in 1962, while no such merger has taken place in the case of teachers in aided schools and schools under Zilla Parishads. The following table explains the difference in pay-scales and D.A. in different years from 1959-1965, (D. A. is mentioned as related to starting salary).

Year	Government services		Aided Schools		
	Matriculate Clerk	Graduate Clerk	Under-graduate Teacher	Graduate Teacher	Primary Teacher/ Senior Trained Teacher
1-11-1959	Basic Pay/D.A. 55-130/45, Total 95 (Minimum).	Basic Pay/D.A. 100—140/45, Total 145 (Minimum).	Basic Pay/D.A. 70—150/45, Total 115	Basic Pay/D.A. 120—300/50 (Total initial emolument Rs. 170).	Basic Pay/D.A. 56—100/45, Total initial emolument Rs. 101).
1-7-1962	Basic Pay/D.A. 100—170/15, Total 115 (Minimum)	145—185/15, Total 160 (Minimum).	70—150/45 Total 115.	120—300/50 (Total initial emoluments Rs. 170).	56—100/30 (Total initial emoluments Rs. 116).
1-7-1965	100—170/25, Total 125 (Minimum)	145/185—25, Total 170 (Minimum)	70—150/55, Total 125.	120—300/30, Total 180, (Minimum)	56—100/70, Total 126.
1-7-1966	100—170/38, Total 138, (Minimum).	145—185/52, Total 197, (Minimum).	70—150/68, Total 138, (Minimum).	120—300/90, Total 210, (Minimum).	56—100/83, Total 169, (Minimum).

Facts disclosed in the above table indicate that total emoluments of a matriculate (under-graduate) teacher in 1959 exceeded the emolument of a matriculate clerk by Rs. 20 at initial stage.

The existing emoluments of a trained under-graduate teacher are Rs. 138 at initial stage comprising basic pay of Rs. 70—150 and D. A. Rs. 68 and those of a matriculate clerk are also the same at the initial stage. We have proposed a scale of Rs. 110—200 for a matriculate clerk. He will now receive a total emolument of Rs. 162 at the initial stage with effect from 1-4-1966 if our proposals are accepted.

In 1959, a graduate teacher (trained) received Rs. 25 more than a graduate clerk at the initial stage. This difference was reduced to Rs. 10 in 1962 and remained the same in 1965 also. As a result of the latest increase in D. A. with effect from 1-7-1966, the difference in the initial emoluments now is Rs. 13. We have proposed a scale of Rs. 150—270 for graduate clerk. He will receive total emoluments of Rs. 220 at the initial stage.

50. Considering all aspects and in the light of the discussion so far, and the proposals of the Education Commisison, we recommend a scale of pay of Rs. 130—6—190—E.B.—8—270—E.B.—10—320 for a trained graduate (B.A./B.Sc. and B.T./B Ed.). His total minimum emoluments including D.A. as recently increased will be Rs. 220.

Determination of pay scales for post-graduate teachers intended for XI standard classes in higher secondary schools does not present much difficulty. Standard XI is the counterpart of pre-university classes in colleges and teaching is expected to be of the level of old intermediate standard. Universities insist on employment of M.A. class II for colleges imparting education at graduate level. U.G.C. has recommended scales for affiliated colleges; and a scale of Rs. 300—600 has been recommended for Jr. Lecturers. Universities in the State have not yet accepted the scales for colleges affiliated to the University. Ordinances framed by different Universities provide scales for such affiliated colleges.

51. The following scales have been prescribed by the five Universities in the State of Maharashtra for *Junior Lecturers*: —

Bombay University	...	Rs. 250—15—400—20—500.
Nagpur University	...	Rs. 200—15—320—E.B.—20—500.
Poona University	...	Rs. 200—15—380—20—400.
Aurangabad University	...	Rs. 200—15—380—20—400.
Kolhapur University	...	Rs. 200—15—380—20—400.

Minimum qualification for lecturer in the University is a post graduate degree in Class II. The teacher for Standard XI also possesses similar qualifications. As methods of imparting instructions differ in colleges and schools, it is insisted that a teacher in secondary high school should have a professional qualification. Thus M.A. with second class and professional degree of B.T. or B.Ed. is a necessary qualification for a teacher for XI Standard. He has thus an additional qualification of one year's training. It appears plausible that a Junior Lecturer and a post-graduate teacher possessing identical qualifications should have parity in the scale of pay. Till recently the U.G.C. had recommended a scale of Rs. 200—500 for Junior Lecturers in affiliated Colleges imparting instructions for graduate degree. It has to be recognised that a Lecturer in Colleges has to prepare students for degree course for three years but a teacher in schools (higher) has to teach only Students in XI Standard and may have to take periods in lower classes in X or IX standards for fulfilling the required quota of his

work. The lecturer in College has to undertake intensive studies and prepare his lessons for graduate level examination. It may be mentioned that the Universities have taken Pre-University teaching only as stop gap arrangement and it is to be discontinued as secondary schools are upgraded to higher secondary schools. U. G. C. scales are intended for teachers for three years degree Colleges and not for a separate category of teacher intended for Pre-University Classes only. Difference in scales of pay of the lecturer in College and a teacher in Secondary School should be considered permissible. Considering all aspects of the question we propose a scale of Rs. 190—8—230—10—280—E.B.—10—330—15—405—E.B.—15—480 for M.A./M.Sc. in Class II and further provide that if these teachers acquire professional qualification of B.T. or B.Ed. they should be given one additional advance increment. This scale is given for teachers employed in higher secondary schools for teaching standard XI. If there are other teachers with post-graduate degree, not required for teaching Standard XI but employed for teaching lower Standards IX or X they need not be given these scales and they may be given graduate teacher's scale with additional benefit for higher academic qualifications only. As observed by the Second Central Pay Commission, ' the qualifications of the incumbent of a post is only one factor to consider in determining his remuneration. His duties are equally and sometimes given more importance '.

52. The third important category is of a trained matriculate teacher, holding Intermediate, S. S. C. or equivalent qualifications with Secondary teachers certificate or T.D. diploma in teaching. His present scale is Rs. 70—150 with D.A. of Rs. 68. His educational qualification compares with that of a lower division clerk. He possesses additional professional diploma. For a lower division clerk, the scale proposed by us is Rs. 110—200 D. A. permissible is Rs. 52—70. We have already stated comparative facts about a lower division clerk and a matriculate teacher in the foregoing paragraphs. Work of a clerk is of a routine and mechanical character. A clerk has promotional opportunities and retirement benefits which are not presently available to a teacher in schools under private management.

53. The Education Commission does not envisage employment of matriculate teachers in secondary schools. It has proposed scales of pay for matriculate teacher intended for primary schools with condition that such teacher will have professional qualifications of two years. It can, however, be expected that his pay scale would be better than that of a lower division clerk who is a matriculate and would be comparable to the pay scale of any other Government employee who is a matriculate and has also undergone training required for his duties. So far, the trained matriculate teacher was being paid too low a salary as compared to a lower division clerk though having equal educational qualifications. Demand for higher scale on the ground of additional professional qualifications is not unreasonable. A teacher has also no promotional opportunities. Considering these aspects and all the circumstances so far discussed, we propose a scale of Rs. 85—4—125—E.B.—5—180 for a trained matriculate teacher to be employed in Secondary Schools. This pay scale will be exclusive of D. A. After adding the amount of D.A. to the basic pay at the minimum and maximum ends of the time-scale it will be found that the scale of pay proposed by us quite nearly approximates the scale of pay proposed by the Education Commission for a matriculate teacher with two years professional course. The proposed scales of pay are what is called unrevised scales of pay as distinguished from revised scales of pay proposed for non-teacher Government employees. The above fact explains the difference in basic pay-rates between pay scales of teachers and Government employees with revised scales of pay though possessing comparative qualifications. A suggestion was made to us that we should also propose revised scales of pay for teachers by merging a portion of D.A. in basic scales of pay. This suggestion could not be accepted as we could not deal with Dearness Allowance and propose changes in orders of Government in that behalf. Following table will indicate comparative position of existing scales of pay, scales proposed by the Education Commission and the scales of pay proposed by us.

Table showing comparative position of scales of pay existing, as recommended by Education Commission and as proposed by us for the three basic *categories*:

Designation	Present scale with D. A.	Salary as recommended by Education Commission (inclusive of D. A. at 1966 prices)	Salary proposed with D. A.
M.A./M.Sc., II Class	.. 150—350 + 90 124 D.A.		.. 190—480 +109 129 D.A.
	240—474	300—600	299—609 (One advance increment for B.T./B.Ed. and advance increment for M.Sc. proposed hereafter.)
Graduate B.T./B.Ed.	.. 120—300 + 90 114 D.A.		130—320 + 90 124 D. A.
	210—414	220—400—SG—500	220—444
Matric, S.T.C./T.D.	.. 70 150 + 68 90 D.A.		85 180 + 82 95 D.A.
	138—240	150—250—SG—300	167—275

Note.—We are aware of the fact that our proposals if accepted will come into effect from 1st April 1966. We have taken note of the D. A. which is to come with effect from 1st July 1966 proposing the scales of pay, as in our view, the course adopted by us was considered appropriate uder the circumstances.

54. The above 3 categories of teachers should be considered as being basic categories of teachers for a secondary school with classes V to XI standards. But it appears that teachers with lower qualifications are also employed in secondary schools such as (*a*) trained graduates (B.A., B.Sc., with S.T.C. or T.D.), (*b*) untrained graduate and (*c*) untrained matriculates or intermediates. There are also special teachers and Kandiwali trained B.A., B.Sc. with diploma in Physical Education, drawing teachers, drawing masters and art masters. It is necessary to propose the scales of pay for these categories also. In fact, S.T.C. and T.D. are not appropriate professional courses for graduates as these courses are intended for matriculates. The system of treating graduates with lower professional qualifications as trained graduates has to be discouraged. A graduate with his lower professional qualifications does not deserve the same scale of pay as has been proposed for a graduate with B.T. or B.Ed. degree. We propose a scale of pay of Rs. 120—5—170—E.B.—5—190—6—220 for a graduate with S.T.C. or T.D. qualifications and a scale of Rs. 110—5—135 for untrained graduates. The untrained graduates will have a short time scale of five years. We have proposed scales for graduates with lower professional qualifications as we feel convinced that the number of graduates with B.Ed. or B.T. qualifications is too small considering the demand for such qualified teachers. With the expansion of education and increase in the number of secondary schools, the demand is further increasing. The existing training colleges cannot meet the demand. The case of an untrained graduate and untrained matriculate is also of similar nature. In the absence of trained graduates and trained matriculates, recruitment of untrained personnel is inevitable. Provision has, therefore, to be made for such teachers also. We propose following scales of pay for such categories of teachers:—

Proposed scales.

(*a*) Graduates (with S.T.C. or T.D.) ... Rs. 120—5—170—E.B.—5—190—6—220.

(*b*) Graduates untrained ... ... Rs. 110—5—135.

(*c*) Matriculates (S.S.C. holder) or intermediates (untrained). Rs. 70—3—85.

We have not suggested much improvement in the maximum of the pay scales of graduates with S.T.C. or T.D. qualification as it is intended that they should obtain B.T. or B.Ed. qualifications and become qualified teachers according to their educational standard.

55. There is also a class of teachers in secondary schools, distinguished from the general class, who are called special teachers. In the existing system of secondary schools there are different categories of special teachers, besides the basic types whose pay scales are discussed above. The problem of determining pay scales of this special category is somewhat difficult because of the absence of standardised norms of assessing their qualifications in terms of money value. They have also no counter-part outside the field of education. We have proposed improved scales of pay for the basic categories of teachers for secondary schools. It is appropriate that the scales of pay of special teachers should also be proportionately improved. Barring few exceptions, the evidence which we have received in the form of written opinion or oral evidence is overwhelmingly in favour of retaining the existing relativities between the scales of pay of basic categories of teachers and special categories of teachers. In the existing pattern of pay structure we find that that pay rates of different types of special teachers are equated with one or the other category from the general categories of teachers. Under the circumstances, in our view, it is appropriate and fair that we should maintain the existing relativities keeping in a view the above principle. It will be noticed that under the present set up there are two basic scales for teachers of languages, one for a graduate and another for an under-graduate; and grant of advance increments is provided for qualifications for teaching the language. Advance increments are given depending on the merit in the examinations in the language. We would therefore propose only a change in the scales of pay and continue the existing system of giving advance increments. We propose the following scales for these categories.

(*a*) Sanskrit teachers	Rs. 120—5—170—E.B.—5—190—6—220 (Shastri graduate with S.T.C.). Rs. 85—4—125—E.B.—5—180 (Shastri S.T.C.).
(*b*) Hindi teachers	Rs. 120—5—170—E.B.—5—190—6—220 (graduate with Jr. H. S. S.). Rs. 85—4—125—E.B.—5—180 Matric /Inter with Jr. H.S.S. or H.S.S.).
(*c*) Kandivali trained (graduates with diploma in Physical Education).	Rs. 130—6—190—E.B.—8—270—E.B.—10—320 (B.A., B.Sc. and D.P.Ed.).
(*d*) Drawing teachers—	
(i) Drawing masters	Rs. 85—4—125—E.B.—5—180 (D.T.M./D.M.).
(ii) Arts masters.	Rs. 120—5—170—E.B.—5—190—6—220 (Special drawing teachers).
(*e*) Craft teachers	Rs. 85—4—125—E.B.—5—180 (P.S.C. with diploma).
(*f*) Music teachers	Rs. 120—5—170—E.B.—5—190—6—220 (S.S.C. with Sangit Visharad).

56. Under the existing system, additional pay ranging from Rs. 5 per month to Rs. 25 per month is admissible for higher qualifications. There is also arrangement for giving advance increments to teachers who are in short supply. That there is shortage of teachers in secondary schools for science subjects such as chemistry, physics, biology, arithmetic, agriculture is admitted by all concerned. There is also shortage particularly of M.Sc. teachers. This short supply is not limited to Maharashtra and is common to all States.

57. The Central Advisory Board of Education has also taken the view that though there is a case for creating specially higher scales for teachers of science and other shortage categories, distinction between teachers of different subjects working in the same institution should be avoided and has strongly recommended giving of advance increments within the same scale for all teachers in shortage category. We would accept this view and accordingly propose that teachers with science subjects should be

given one to three advance increments according as the Science degree is in the pass class, IInd or Ist class.

58. There are also teachers who are incharge of teaching special subjects relating to different skills and craft, such as Craft Teachers, Weaving Teachers, Needle work Mistress, etc. The pay structure indicates a definite relativity between the scales of pay of these teachers and teachers of a general class in the basic category. We propose to retain the same relativity for these teachers also.

59. No satisfactory reasons have been placed before us for making any substantial change in the rate of additional pay for higher qualifications. We recommend that the additional pay be granted as mentioned below.

Additional pay for higher qualifications :—

S.S.C. with Dip T.	...	...	Rs. 5.
B.A. or B.Sc. or B.Com.	... IInd Class	...	Rs. 5.
B.A. or B.Sc. or B.Com.	... Ist Class.	..	Rs 15.
B.T. or B.Ed.	... IInd Class.	...	Rs. 5.
B.T. or B.Ed.	... Ist Class	...	Rs. 10.
M. Ed.	... Pass Class	...	Rs 5.
M.Ed.	... IInd Class	...	Rs. 10.
M.Ed.	... Ist Class	...	Rs 15.
M.A.	... Pass Class	...	Rs. 5.
M.A.	... IInd Class	...	Rs 15.
M.A.	... Ist Class	...	Rs. 25.

The amount of additional pay should under no circumstances exceed Rs. 30. The additional benefit should be granted only for acquiring qualification in the subjects which are taught in the school and those relating to professional qualifications.

Under the existing system for determining the scales of pay of Headmasters the schools are divided into four categories according to their size as related to number of students and alternative arrangement to pay an allowance in addition to the grade pay of Assistant Master has also been provided. The present set up of remuneration for a post of Head Master/Mistress is as follows:—

	Scale	Alternative Allowance
	Rs.	Rs.
Enrolement utpo 300 students	200—10—300	or 50
Enrolement between 301 to 500	250—15—400	or 100
Enrolement between 501 to 1,000	300—20—500	or 150
Enrolement over 1,000	350—25—600	or 200

The alternative allowance is given in addition to the pay in the scale of pay of Assistant Masters only. We have received proposals that the existing number of categories of schools for scales of pay of Head Masters should be reduced.

The scales of pay proposed for head masters by associations of headmasters and teachers range between the pay scales of Rs. 300—550 to Rs. 600—1,200. Proposals have also been received for providing different scales for head masters according to the level of education provided in the school and according to the number of standards.

The Education Commission has made a general recommendation that head masters should have one or other of the scales of pay prescribed for teachers in affiliated Colleges depending upon the size and quality of the school and also upon their qualifications.

60. We propose that the present grouping of schools according to size depending on number of students should continue. The work load and responsibilities of the head master varies with the size of the school and its quality. The criterion of quality is vague and no definite standard is available for determining the quality of the school, except that some schools may have more or less number of standards of educational levels. At present there are two types of high schools i.e. high schools and higher schools, one with teaching arrangement upto X Std. (S.S.C.) on higher secondary school with teaching arrangement upto XI Standard. In our view, this difference also need not be recognised, necessitating different scales for the two types of schools. Provision of separate scales if proposed will without much benefit introduce an element of discrimination. We cannot accept the proposal for reducing the number of categories in which schools have been grouped for determining the scales of pay of headmasters. We find that the present grouping according to enrolment is quite satisfactory for providing an objective standard for fixing the scales of headmasters. In the present pattern, schools differ in size and it will be inappropriate to fix the same scales of pay irrespective of the extent of the work load and responsibility which in greater measure corresponds to the number of the students. With rapid expansion of education new schools are coming into existence in small towns where the number of students is bound to be small.

61. We also do not find any substantial reason for linking scales of pay of headmasters with scales of pay of lecturers in affiliated colleges. There is bound to be a difference in qualifications of lecturers in Colleges and those of headmasters of secondary schools. The duties and responsibilities of headmasters are obviously different from those of a college teacher. A college teacher is paid according to his academic distinction and merit. A headmaster of a school has administrative duties, besides, the teaching of classes. Linking of scales of pay of headmasters to those of lecturers in Colleges will also be a heavy burden on schools with small number of students, and may even hamper the growth of education.

62. We have proposed improvement in the scales of pay of teachers in secondary schools. It follows that there should also be corresponding improvement in the scales of pay of the headmasters. We realise the importance of the office of the headmasters of a school. The scale of pay of the headmaster has also to be in conformity with his status as a teacher and also a headmaster of the school. We cannot propose improvement to the level desired by some of the associations. In our view, an increase to the proposed level will be too heavy a burden on the managements of the schools and also the finances of the State Government. We also do not propose upgrading of allowance as scales of the teachers are being upgraded.

63. We propose grouping of the schools, the pay scales of headmasters, and the alternative rates of allowances, as stated below:—

Proposed scales of pay for Headmasters/Mistresses and alternative allowances:—

	Scale of pay.	*Alternate Allowance.*
(1) Schools with enrolment upto 300.	Rs. 220—10—280 —15—400.	Rs. 50.
(2) Schools with enrolment between 301-500.	Rs. 270—15—450.	Rs. 100.
(3) Schools with enrolment between 501-1,000.	Rs. 320—20—520.	Rs. 150.
(4) Schools with enrolment over 1,000.	Rs. 400—25—650.	Rs. 200.

The alternative allowance will be given in adidtion to the pay scales of Assistant Masters only. Our proposals regarding scales of pay of teachers are embodied in the table attached to this Chapter, with existing and proposed scales of pay and other allowances or benefits.

64. Associations of teachers from Marathwada Region have urged various grievances about their pay scales and have seriously complained of injustice. We got the impression that much of the bitterness was due to misunderstanding of the actual position of pay structure. (*a*) It has been urged that some of the posts are still unequated and that the ex-Hyderabad pay scales are not yet merged with pay scales which became effective since 1959. The Hyderabad State scales of pay were higher and trained matriculates had a scale of pay of Rs. 81—130. (*b*) it has also been pointed out that a craft teacher had the scale of Rs. 61—140 but the same is not mentioned in the appendix of our questionnaire. (*c*) That an untrained matriculate is even now paid a salary of Rs. 40 and not Rs. 65 as mentioned in the appendix. It would appear that the present pay structure for teachers in secondary schools has no separate scales of pay for intermediate trained teachers. He is classed as undergraduate teacher. The scale provided for undergraduate trained teacher is lower than the scale which is provided for intermediate trained teacher. The ex-Hyderabad teachers presumably did not opt for the new scales of pay. We are also of the opinion that there should be no separate scale for intermediate qualifications. We have now recommended an improved scale for trained undergraduate teacher and as such there should be no difficulty for ex-Hyderabad intermediate teachers in opting for the new scale of pay.

65. If upgrading of salaries of the teachers is to serve the intended purpose, it is imperative that there should be a definitely laid down policy regarding recruitment and recruitment requirements. At present our educational system upto secondary stage is under the management, local bodies or municipalities or private associations. Increased expenditure as a result of improvement in salaries is bound to have its impact on the financial position of these bodies and there is danger of various trends coming into existence, presumably in the long run, which may defeat the very purpose of the general revision of pay structure. As pay rates are related to qualifications, temptation can arise for reducing expenditure by employing proportionately less qualified personnel or allowing teachers lacking in required qualification to work in schools on the general excuse of shortage difficulties. Various extra academic reasons are also likely to play their part in the recruitment process and even in the working and management of schools. It should normally be the practice that only qualified and trained teachers are employed in schools and those without such qualifications should be considered as strictly exceptional.

66. Mere increase in salaries, though an important factor, is not sufficient by itself to give the teachers' profession a status and respectability it deserves. There ought to be further improvement in the conditions of service of the teacher. Considerable differences in the legal and administrative status of teaching staff have their own impact on the status and conditions of the employment. It is essential that their conditions of employment with rights and duties should be precisely defined, and that they should be provided with adequate safeguards, for proper recruitment, transfer, promotion, discipline or dismissal and regular payment of remuneration.

67. In the attached statement, we have brought together our recommendations in regard to pay scales of different types of teachers in the Secondary and Primary Schools.

Summary of our Recommendations.

Designation of Teacher	Minimum qualifications General and Professional	Existing Scales of Pay	Proposed scales
		Rs.	Rs.
Assistant Teachers	.. B.A./B.Sc. and B.T./B.Ed. ..	120—5—170—E.B.—8—250—E.B.—10—300.	130—6—190—E.B.—8—270—E.B.—10—320.
Assistant Teachers	.. B.A./B.Sc. with S.T.C./J.D./Dip. T.	110—4—170—E.B.—6—200	120—5—170—E.B.—5—190—6—220.

Designation of Teacher	Minimum qualifications General and Professional	Existing Scales of Pay	Proposed scales of pay
		Rs.	Rs.
Assistant Teachers ..	B.A., B.Sc. etc. (untrained)..	100 p.m. fixed pay ..	110—5—135
	Matric, S.T.C. or Intermediate (Holders of intermediate S.S.C. or equivalent qualifications with S.T.C. or T.D.)	70—3—100—E.B.—4—140——5—150.	85—4—125—E.B.—5—180—One advance increment for Dip. T.
Assistant Teachers ..	Untrained matriculates or intermediates.	65 p.m. fixed pay ..	70—3—85
Assistant Teacher ..	M.A./M.Sc. (IInd Class) ..	150—7½—240—E.B.—10—350	190—8—230—10—280—E.B.—10—330—15—405—E.B. 15—480.
Phy. Instructor ..	B.A., B.Sc. and D.P.Ed. ..	120—5—170—E.B.—8—250—E.B.—10—300.	130—6—190—E.B.—8—270 E.B.—10—320.
		110—4—170—E.B.—6—200	120—5—170—E.B.—5—190—6—220.
Drawing Teacher ..	D.T.C. or D.M. ..	70—3—100—E.B.—4—140—5—150.	85—4—125—E.B.—5—180
Drawing Teacher ..	Art Master	110—4—170—E.B.—6—200	120—5—170—E.B.—5—190—6—220.
Head Masters/Mistress ..	Trained graduates or with at least 5 years teaching experience of which at least two years should be post training service.		
	(*a*) Schools with an enrolment up to 300.	200—10—300 or Rs. 50 Alternative allowance ..	220—10—280—15—400, or Alternative Allowance Rs. 50.
	(*b*) Schools with an enrolment between 301—500	250—15—400—or Rs. 100 Alternative allowance ..	270—15—450 or Rs. 100.
	(*c*) Schools with an enrolment between 501—1,000	300—20—500—or Rs. 150 Alternative allowance ..	320—20—520 or Rs. 150.
	(*d*) Schools with an enrolment over 1,000.	350—25—600 or Rs. 200 Alternative allowance ..	400—25—650 or Rs. 200.

The alternative allowance should be given in addition to the pay in the scale of Assistant Masters/Teachers only.

Additional Pay for Higher Qualifications :

(*a*) B.A. or B.Sc. or B.Com. IInd Class ...		Rs. 5.
(*b*) B.A. or B.Sc. or B.Com. Ist Class ...		Rs. 15.
(*c*) B.T. or B.Ed. IInd Class	...	Rs. 5.
(*d*) B.T. or B.Ed. Ist Class.	...	Rs. 10.
(*e*) M.Ed. Pass Class ...	...	Rs. 5.
(*f*) M.Ed. IInd Class. ...	...	Rs. 10.
(*g*) M.Ed. Ist Class. ...	...	Rs. 15.
(*h*) M.A. Pass Class ...	...	Rs. 5.
(*i*) M.A. IInd Class. ...	...	Rs. 15.
(*j*) M.A. Ist Class. ...	...	Rs. 25.

The grant of the total additional pay in case of each teacher should be restricted to the maximum amount of Rs. 30 per month.

SPECIAL TEACHERS.

Qualifications.	*Existing scales of pay.*	*Proposed scales of pay.*
I. *Sanskrit Teachers* :		
Shastri without S.T.C. ...	Rs. 65 fixed.	Rs. 70—3—85.
Shastri with S.T.C. ...	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
Shastri (Graduates) without S.T.C.	Rs. 100 fixd pay.	Rs. 110—5—135.
Shastri (Graduates) with S.T.C.	Rs. 110—4—170—E.B.—6—200.	Rs. 120—5—170—E.B.—5—190—6—220.

In the case of persons having Shastri qualification which is recognised as equivalent to M.A., they should be paid Rs. 5, Rs. 15, and Rs. 25 as per higher qualifications for pass class, IInd class and Ist class in the final Shastri examination respectively.

II. *Hindi Teachers* :		
Matric with Kovid or Visharad.	Rs. 65 fixed pay.	Rs. 70—3—85.
Matric with Bhushan ...	Rs. 65 fixed pay.	Rs. 70—3—85.
B.A. with Hindi without H.S.S.	Rs. 100 fixed. pay.	Rs. 110—5—135.
Holders of Jr. H.S.S. :		
Graduate with Jr. H.S.S. ...	Rs. 110—4—170—E.B.—6—200.	Rs. 120—5—170—E.B.—5—190—6—220.
Matric, S.S.C., Inter with Jr. H.S.S. or Hindi Shikshak Sanad.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.

1. 1st and 2nd Class Jr. H.S.S. should be given two and one additional increments respectively in their respective scales.
2. A trained graduate with 1st class and 2nd class, Jr. H.S.S. should be given additional allowance equal to 3 increments and two increments respectively.
3. A trained matric or intermediate with Jr. H.S.S. should be given an additional allowance equal to one increment.

Holders of Sr. H.S.S. :		
A. A graduate with Sr. H.S.S. E.B.—6—200 (with two advance increments provided he is teaching Hindi for ⅓ periods of his total hours of work in the school).	Rs. 110—4—170—	Rs. 120—5—170—E.B.—5—190—6—220.
B. A matric or intermediate with H.S.S. 100—E.B.—4—140—5—150 (with two advance increments in his scale provided he is teaching Hindi for at least ⅓ period of his total hours of work in the school).	Rs. 70—3—	Rs. 85—4—125—E.B.—5—180.

Note.—A graduate with 2nd Class, Sr. H.S.S. should be given a start of three additional increments in his scale and that with 1st class should be given 4 additional increments.

A matric or intermediate with 2nd class Sr. H.S.S. should be given start of 3 increments in his scale and for 1st class four additional increments.

A trained graduate with Sr. H.S.S. and a trained matric or intermediate with Sr. H.S.S. should be given an additional increment in his scale.

III. *Physical Instructors* :

1. Physical Training Instructor (Graduate) :—Rs. 130—6—190—E.B.—8—270—E.B.—10—320.
2. Matric with short-term courses in physical education. Rs. 85—4—125—E.B.—5—180.
3. Matric with one year's certificate course in Physical Education. Rs. 85—4—125—E.B.—5—180.
4. Drill Teacher : Rs. 85—4—125—E.B.—5—180.

N.B.—The scale of category 2 above should be treated as personal to those teachers who are working as Physical instructors at present and not to new entrants. Persons in category 3 above, should be given two advance increments.

IV. *Drawing Teachers* :

	Existing pay scale.	*Proposed pay scale.*
1. Jr. Drawing Teachers ...	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
2. Sr. Drawing Teachers ...	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
3. Spl. Drawing Teachers.	Rs. 110—4—170—E.B.—6—200.	Rs. 120—5—170—E.B.—5—190—6—220.

V. *Music Teachers* :

Matric/S.S.C. with Sangit Visharad.	Rs. 110—4—170—E.B.—6—200.	Rs. 120—5—170—E.B.—5—190—6—220.
Sangit Visharad without Matric.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.

VI. *Craft Teachers* :

Primary school certificate examination passed plus a certificate and/or diploma in tailoring and/or embroidery courses approved by the Director of Technical Education.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
Craft Instructor P.G.B.T.C., Amravati (Trained graduate).	Rs. 120—5—170—E.B.—8—250—E.B.—10—300.	Rs. 130—6—190—E.B.—8—270—E.B.—10—320.
Craft Teacher Dip. T. for Women, Amravati.	Rs. 120—5—170—E.B.—8—250—E.B.—10—300.	Rs. 130—6—190—E.B.—8—270—E.B.—10—320.
Matric with craft certificate.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.

VII. *Weaving Teachers* :

Weaver Dip. T. Instructor, Amravati.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
Weaving Teacher, Govt. Basic Training College, Dhulia.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
Weaver, Govt. Basic Traininng College, Amravati.	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
VIII. *Needle Work Mistress* :	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.
IX. *Field Assistant* ...	Rs. 70—3—100—E.B.—4—140—5—150.	Rs. 85—4—125—E.B.—5—180.

Primary School Teachers:—

	Existing pay scale.	*Proposed pay scale.*
(a) Untrained Primary Teacher—		
P.S.C. Holder. ...	Rs. 40.	Rs. 50—2—60.
S.S.C. Holder. ...	Rs. 40.	Rs. 60—3—75.
(b) Junior Trained—		
P.S.C. Holder. ...	Rs. 50—1½—65—2½—70—S.G.—3—100.	Rs. 60—3—75—4—115—S.G. 4—135—5—140.
S.S.C. Holder. ...	Rs. 50—1½—65—2½—70—S.G.—3—100.	Rs. 65—3—80—4—120—S.G. —4—140—5—160.
(c) Senior Trained. ...	Rs. 56—1½—65—2½—70—S.G.—3—100.	Rs. 70—4—130—5—140—S.G.—5—170.
(d) Headmasters. ...	.....	Rs. 90—4—130—E.B.—5—190.

Procedure for Fixation of Initial Pay of Teachers in the Revised Scales.

68. No portion of Dearness Allowance is merged in the existing scales of pay of Primary and Secondary School Teachers. The rates of Dearness Allowance admissible to them are also different. In our recommendations also, we have not taken into account the absorption of Dearness Allowance in pay while proposing new scales of pay for them. Such being the case, the pay ranges for the limits of minimum and maximum benefits as proposed for Government employees will be different in the case of Primary and Secondary School Teachers. These pay ranges are indicated below :—

Secondary School Teachers.

Pay.	Minimum increase.	Maximum increase.
Rs.	Rs.	Rs.
Below 70	8	20
70—460	10	20
461—650	10	30

Primary School Teachers.

Pay.	Minimum increase.	Maximum increase.
Rs.	Rs.	Rs.
Below 55	8	20
55—200	10	20

The method for fixation of pay of the Primary and Secondary School Teachers will be the same as recommended by us for Government employees and described in detailed in a separate chapter.

69. *Rates of Compensatory Local Allowance and House Rent Allowance to Secondary and Primary Teachers* :

We have been asked to examine the Compensatory Local Allowance and the House Rent Allowance rates at present granted to Government Secondary School Teachers and Primary School Teachers and suggest their revision in the light of our recommendations in that respect for Government servants.

Rates of Compensatory Local Allowance and House Rent Allowance for Government servants were revised with effect from 1st July 1962 *vide* Government Resolution, Finance Department No. LCA-3063/XXVI, dated the 15th February 1963 when revised scales were sanctioned for them. In the revised scales bulk of Dearness Allowance then granted, was merged. Those Government servants who opted for the unrevised scale of pay (i.e. pre-1962 scale of pay) were also given the benefit of Dearness Pay for purposes of calculation of House Rent Allowance and Compensatory Local Allowance, etc. Thus for purposes of Compensatory Local Allowance and House Rent Allowance, a parity was maintained between Government servants who came on revised scales of pay and those who opted for their old scales. In the case of Primary Teachers and Government Secondary School Teachers, revised scales arrived at by merger of a portion of Dearness Allowance, were, however, not sanctioned. They were also not given the benefit of revised rates of Compensatory Local Allowance and House Rent Allowance. They continue to draw Compensatory Local Allowance and House Rent Allowance as per rates in Appendix XVII of Bombay Civil Services Rules, Volume II.

We feel that as far as rates of Compensatory Local Allowance and House Rent Allowance are cocerned there should be parity between Government employees on the one hand and Government Secondary School Teachers and Primary Teachers on the other. After taking into account the existing difference in rates of Dearness Allowance, we suggest the following scheme for grant of Compensatory Local Allowance and House Rent Allowance to Government Secondary School Teachers and Primary Teachers :

TABLE I : RATES OF COMPENSATORY LOCAL ALLOWANCE.

A. *For Government Secondary School Teachers,*

Bombay—

Below Rs. 130	...	10 per cent. of pay subject to a minimum of Rs. 7·50 and maximum of Rs. 12·50.
Rs. 130 and above	...	8 per cent. of pay subject to a minimum of Rs. 12·50 and maximum of Rs. 75.

Poona and Nagpur—

Below Rs. 220.	...	7½ per cent. of pay subject to a minimum of Rs. 6 and maximum of Rs. 15.
Rs. 220 and above.	...	6 per cent. of pay subject to a minimum of Rs. 15 and maximum of Rs. 50.

B. *For Primary School Teachers.*

Bombay—

Below Rs. 105.	...	10 per cent. of pay subject to a minimum of Rs. 7·50 and maximum of Rs. 12·50.
Rs. 105 and above	...	8 per cent. of pay subject to a minimum of Rs. 12·50 and maximum of Rs. 75.

Poona and Nagpur—

Below Rs. 200.	...	7½ per cent. of pay subject to minimum of Rs. 6 and maximum of Rs. 15.
Rs. 200 and above.	...	6 per cent. of pay subject to a minimum of Rs. 15 and maximum of Rs. 50.

TABLE II : RATES OF HOUSE RENT ALLOWANCE.

A. *For Government Secondary School Teachers.*

(i) For Bombay, Poona and Nagpur (Thana City to be included because of its contiguity to Bombay City).

Pay.		*Proposed rates.*
Below Rs. 70	...	Rs. 15.
Rs. 70 to Rs. 469	...	15 per cent. subject to a minimum of Rs. 20.
Rs. 470 and above	...	12½ per cent.

(ii) For Ahmednagar, Akola, Amravati, Aurangabad, Barsi, Bhusaval, Chanda, Dhulia, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kolhapur, Malegaon, Nanded, Nasik, Sangli-Miraj, Sholapur, Ulhasnagar.

Below Rs. 70	...	Rs. 8.
Rs. 70 to Rs. 270	...	8 per cent. subject to a minimum of Rs. 10 and maximum of Rs. 20.
Above Rs. 270	...	6 per cent. subject to a minimum of Rs. 20 and maximum of Rs. 50.

B. *For Primary School Teachers.*

(i) For Bombay, Poona and Nagpur (Thana City to be included because of its contiguity to Bombay city).

Pay.		*Proposed rates.*
Below Rs. 55	...	Rs. 15.
Rs. 55 to 449.	...	15 per cent. subject to a minimum of Rs. 20.
Rs. 450 and above.	...	12½ per cent.

(ii) For Ahmednagar, Akola, Amravati, Aurangabad, Barsi, Bhusaval, Chanda, Dhulia, Gondia, Ichalkaranji, Jalgaon, Jalna, Kalyan, Kolhapur, Malegaon, Nanded, Nasik, Sangli-Miraj, Sholapur, Ulhasnagar.

Pay.		*Proposed rates.*
Below Rs. 55	...	Rs. 8.
Rs. 55 to Rs. 250.	...	8 per cent. subject to a minimum of Rs. 10 and maximum of Rs. 20.
Above Rs. 250	...	6 per cent. subject to a minimum of Rs. 20 and maximum of Rs. 50.

Travelling Allowance Rules :

70. Our recommendations regarding the Travelling Allowance for Zilla Parishad Employees will apply to Primary Teachers who are Zilla Parishad Employees.

71. The Travelling Allowance Rules, which are now applicable to Secondary School Teachers in aided schools, have not been brought to our notice. We, however, consider that for the sake of uniformity it would be better if provisions of Bombay Civil Service Rules with the modifications suggested by us in the Chapter on Travelling Allowance are made applicable to the teachers to the extent they can be made applicable.

PART IV

CHAPTER 104

REVISION OF PAY SCALES OF ZILLA PARISHAD EMPLOYEES

We have been asked to examine the impact of our recommendations regarding revision of pay scales of Government employees on the emoluments of the staff of the Zilla Parishads and to recommend a complementary structure of scales of pay and allowances other than dearness allowance for such staff.

2. Zilla Parishads are constituted under the Maharashtra Zilla Parishads and Panchayat Samities Act, 1961 for performing local Government functions and undertaking the execution of certain works and development schemes of the State Five-Year Plans and in general, for achieving the objective of decentralisation of powers and functions under certain enactments with a view to promoting development of democratic institutions and to secure a greater measure of participation of the people in local and government functions. The Act came into force with effect from 1st May 1962.

3. For the purpose of the Act, the State of Maharashtra has been divided into Districts and Districts into Blocks. These Districts mostly correspond to the Revenue Districts, excluding therefrom the areas covered by Municipal Corporations, Municipalities, Cantonments and Notified Area Committees. The State Government is empowered to constitute in every District such number of Blocks, each consisting of such local area, as may be specified by notification by Government. A Zilla Parishad is established for every District. For every Block there is a Panchayat Samiti which has important powers vested in it by the Act. The Zilla Parishad appoints a Standing Committee and the Subjects Committees viz. Finance Committee, Works Committee, Agricultural Committee, Co-operative Committee and Health Committee.

4. Many of the activities of Government at district level have been transferred to the Zilla Parishads with the requisite staff. Even certain state sector activities have been made over to Zilla Parishads on agency basis. In addition to the present sources of income of the erstwhile District Local Boards, Janapada Sabhas, District School Boards, etc. the Zilla Parishads get the following grants :—

Land Revenue Grant Equalisation Grant	...	70 % of the land revenue realised in the area, based on the difference between the amount calculated at the rate of Rs. 2 per capita on the land revenue grant.
Block Grants :—		
Purposive Grants	...	75 % of the expenditure on approved schemes.
Establishment Grants	...	75 % of the expenditure on non-gazetted Government staff transferred to Zilla Parishads.
Deficit Grant	...	To meet deficits (payable for 10 years only).
Grant for Plan Schemes	...	Dependent on the Plan Scheme Expenditure.

Besides these incentive grants and local cess, matching grants have also been provided to encourage the Zilla Parishads to speed up their development programmes and for increasing their resources.

5. The Zilla Parishad is assisted in its functions by such number of Departments as the State Government may direct and each Department is placed in charge of a Class I or Class II State Service Officer. The following is the list of Departments and Officers in charge :—

Name of Department.	Officer in Charge.
1. General Administration Department.	1. Chief Executive Officer.
2. Finance Department. ...	2. Chief Accounts and Finance Officer.
3. Agriculture Department ...	3. Parishad Agricultural Development Officer.
4. Education Department ...	4. Parishad Education Officer.
5. Works Department ...	5. Parishad Executive Engineer.
6. Industries and Co-operation Department.	6. Co-operation and Industries Officer.
7. Health Department. ...	7. Public Health Officer.

6. There is a Chief Executive Officer and a Deputy Chief Executive Officer for every Zilla Parishad and they are appointed by the State Government. Executive power for the purpose of carrying out the provisions of the Act vests in the Chief Executive Officer. The Chief Executive Officer is empowered to lay down the duties of all officers and servants holding office under the Zilla Parishad, in accordance with rules made by the State Government and to exercise all powers specifically conferred upon him by or under the Act or under any other law for the time being in force. He can appoint officers and servants of Class III and Class IV service from the list of candidates selected by the District Selection Board or the Divisional Selection Board as the case may be. He has to assess the work of Officers of Class I and Class II Services and exercise supervision and control over the acts of officers and servants holding office under the Zilla Parishad. He has to draw and disburse moneys out of the District fund. Subject to the provisions of the Act, Zilla Parishad exercises general supervision and control on the work of the Chief Executive Officer.

7. There is a Block Development Officer for every Panchayat Samiti. He is appointed by the State Government. He also exercises executive powers in the Block for the purposes of carrying out the provision of the Act. He is the ex-officio Secretary of the Panchayat Samiti.

8. Under the powers given to State Government under the Act, it has constituted following Services for each Zilla Parishad :—

(i) A District Technical Service Class III.

(ii) A District Service Class III.

(iii) A District Service Class IV.

Class I and II services are, however, borne on the State Cadre. The Cadres to be formed in Class III and IV Zilla Parishad Services were also initially determined by the State Government.

9. Every person employed by then existing District Boards immediately before 1st May 1962 was appointed as from that date, a member of the District Technical Service (Class III), the District Service (Class III) or of the District Service (Class IV) as the case may be and became an officer or servant of the Zilla Parishad. Previous service is counted as service under the Zilla Parishad. Conditions of service of these employees can not be varied to their disadvantage except with the previous approval of State Government.

10. The ex-employees of the previously existing District Boards were thus absorbed under the Zilla Parishads and their pay scales and designations were determined for the corresponding posts. The equivalence between the posts in the District service (equivalent post) and the post previously held by allocated employees (corresponding post) immediately before 1st May 1962 has been determined with due regard to the pay scales, the minimum educational and other qualifications prescribed for the equivalent post and the corresponding post and the nature and magnitude of duties and responsibilities attached to the post and such other factors as the State Government deemed fit to consider, and every allocated employee holding a corresponding post was appointed to the equivalent post.

11. A new staffing pattern has been prescribed for the Zilla Parishads under the provisions of the Act. As a result, some posts in Government, District, Regional and Heads of Department Offices have been transferred to the Zilla Parishads along with personnel. All the non-gazetted staff in the service of the Zilla Parishads has been grouped into District Service Class III with the following five scales of pay and Class IV group with another scale of pay :—

Class III—Scale	No. I ...	Rs. 250—15—400—E.B.—20—540.
	No. II ...	Rs. 190—10—290—E.B.—15—320.
	No. III ...	Rs. 135—5—145—6—175—E.B.—8—215.
	No. IV ...	Rs. 100—3—130—E.B.—4—150.
	No. V ...	Rs. 75—2—95—E.B.—2—105.
Class IV—	...	Rs. 65—1—75.

In each of these categories, all the different staff in the different departments have been fitted in irrespective of whether they are technical or non-technical, skilled or unskilled, or executive or ministerial. The grouping has been on such an ad-hoc basis and without any rationale that it has, within a few years of its operation, given rise to various anomalies and created great dis-satisfaction among the Zilla Parishad Staff. The difficulties have been further aggravated by the transfer of Government personnel particularly technical ones, who carry their own pay scales which are higher than those in the Zilla Parishads, and are reluctant to be absorbed in the Zilla Parishad cadres firstly, because the pay scales are lower and secondly, there are very few chances of promotion. Scale No. I referred to above is the only promotional scale open for them and as the posts are within the district itself, chances of promotion are rare. Further, there are no gazetted posts open for them as all Class II and Class I posts are on the State Government cadre.

12. The most important general question to be first considered will be whether employees of the Zilla Parishad should be allowed the same scale of pay as is admissible to corresponding employees under the State Government or whether some-what lower scales should be considered suitable for them. Following considerations are put forth in support of lower scales :—

(a) That the pay scales of staff in previously existing District Boards or Janapad Sabhas were lower as compared to pay scales of corresponding categories in Government service.

(b) That persons recruited for service under local bodies are generally from the same localities and without liability of transfer over extensive areas as in the case with Government employees.

(c) That the resources of the Zilla Parishads are limited as compared with those of the State Government and as such Zilla Parishads can afford only lower scales than those sanctioned for employees of Government.

13. The personnel manning various posts under Zilla Parishads comprise three categories viz. (i) officers belonging to Class I and Class II State Services who have been deputed for manning posts of Gazetted rank, (2) those from Class III and Class IV services of the State who are transferred or are to be transferred to Zilla Parishads, and (3) those who are absorbed from the previously existing District-Boards and Janapad-Sabhas. The first group will continue in State service and their pay and allowances are drawn from the Consolidated Fund of the State. The staff in group, (2) being transferred or transferable from State Government service their rights to their own pay-scales etc. cannot be prejudicially affected. The case of the group (3) or those who are appointed by the Zilla Parishads alone, remains to be considered.

14. Zilla Parishads are constituted with a view to democratic decentralization of administration and District has been adopted as the first stage of such devolution with establishment of subsidiary authorities at the block level. Whatever may have been the reasons for lower salaries in pre-existing local bodies, there appears no justifiable reasons for continuing the disparity in the pay rates of the comparable staff under State Government and under the Zilla Parishads. In our view, it is necessary in the interest of this experiment of local self-Government to bring into existence parity in pay scales with the employees in State Government. Presumably lower scales were sanctioned by the previously existing local bodies on the ground that the then local bodies had only elementary responsibilities and that staff, even with such lower standards, could fulfill the requirements of their administration. The functions and responsibilities of the Zilla Parishads would not justify the above assumption.

15. The other reason regarding the limited transferability of the staff, will not also justify lower pay-rates as even in Government service, significant number of employees are also not liable to transfer. It has also to be recognised that employees in local bodies have no promotion prospects as exist for Government employees and for this reason at least, they should have comparable scales. The consideration that service in local bodies attracts persons of lower standard and therefore lower scales should be provided is equally incorrect and faulty. The above reasoning in fact would justify providing of improved pay-scales so that quality of recruitment in local bodies would be improved.

16. Inelastic and meagre resources of the local bodies and inability to bear the financial burden involved in bringing about parity in emoluments appears to be one reason which to some extent can explain the fixing of the pay-scales of employees under the local bodies at a lower level than those of corresponding grades of employees in State Government. With the financial aid which Zilla Parishads get from the State Government, and power vested in them in the matter of taxes, fees, cesses, etc. there is much difference in the financial position of the present Zilla Parishads and the previously existing local bodies. The proper development of local self-government and efficient discharge of the obligations demand that staff of Zilla Parishads should be accorded parity with corresponding grades in Government service.

17. In the course of our deliberations, we had occasions to discuss this matter with several of our witnessess including the Presidents and Chief Executive Officers of the different Zilla Parishads in the State, and representatives of Zilla Parishad Employees' Associations. We found that nearly every one of them emphasised the need for giving the Zilla Parishad servants, the same pay-scales as were prescribed by Government for their own employees.

18. The Commission found that the implementation of the above general suggestion that Zilla Parishad staff should have the same pay scales as those prescribed for Government staff was not so simple as it appeared. The categorization of the whole staff of the Zilla parishads into four classes, has made any parity with

Government cadres extremely difficult. Under the Zilla Parishad, Extension Officer (Agriculture), Overseer, and Veterinary Officer draw the same pay and are in the same pay scale as Planning Assistant, Statistical Assistant, or Deputy Accountant. Under Government the former categories of posts carry a much higher pay scale than the latter categories. Any equation with Government cadres and pay scales would completely upset the present pattern of cadres and pay scales of the Zilla Parishads and may lead to some other complications or anomalies. The present pattern, however faulty or defective it may be, has been in force for more than four years and is in the process of stabilising itself. To uproot the existing pattern wholly and to propose the several pay-scales prevailing in Government services for the Zilla Parishads, will not be advisable either from the point of view of stability or security of services, or from the point of view of the heavy financial burden that such a procedure would impose on the Zilla Parishads.

19. After careful consideration of this intricate problem and continuous discussions with experienced Zilla Parishad Presidents and Officials, we feel that the pattern of cadres and pay scales presently prevailing in the Zilla Parishads does require modification to remove anomalies as dictated by administrative needs and responsibilities of different posts. The most satisfactory way to do this, in our opinion, is to separate the technical from the non-technical, the skilled from the unskilled or semi-skilled and the executive from the ministerial. In the schedule appended hereto, we have suggested pay scales recommended by us for various posts. Broadly, we have retained the existing internal relativities in the case of highest posts which have been provided more for equalising chances of promotion for persons from different services. At the next lower level, we have tried to retain the existing relativities in the case of technical posts keeping in mind the recommendations which we have made for corresponding posts under Government. Wherever necessary, we have provided for suitable higher starting pays for equalising the salaries available for persons possessing the same technical qualifications in Zilla Parishads and under Government. The pay-scales of ministerial posts have been brought in line with those suggested by us for similar posts under Government without regard to the internal relativities under the Zilla Parishads. In the case of still lower and lowest categories of posts we have suggested revised scales taking into account the scales which we have recommended for similar posts under Government where parallel posts exist, and where no parallel posts exist under Government, we have recommended revised scales taking into account the qualifications prescribed and duties attached to the posts.

20. We would like to bring out a few points in regard to revision of pay-scales of some categories of posts.

21. *Block Development Officers.*—In the course of our discussions with the Chief Executive Officers etc., it was pointed out to us that Block Development Officers who are drawn from the Revenue cadre are allowed the full scale of Mamlatdars i.e. Rs. 250—550 whereas officers appointed as Block Development Officers from amongst Extension Officers under the Zilla Parishads are given a scale of Rs. 250—375. We accept that such a discrimination is unhealthy from the point of view of contentment of the services and having regard to the duties and responsibilities attached to the posts of Block Development Officers, we consider that the revised scale which we recommend for Mamlatdars would be sanctioned for all Block Development Officers irrespective of the source from which they are appointed. We have accordingly recommended a revised scale of Rs. 300—600 (with a fixed pay of Rs. 280 during the period of probation) for all Block Development Officers.

22. *Office Assistants.*—In the set up of the Zilla Parishad a category under the designation of Office Assistant has been provided on a scale of Rs. 75—105. The recruitment rule for the post provides for the post being filled by persons who have passed vernacular final examination. All our witnesses were unanimous in emphasising that Office Assistant appointed on the prescribed qualifications have been of no use and

that this category should be abolished and only the cadre of Junior Assistants (i.e. Clerks) should be retained. We recommend the suggestion for acceptance of Government. So far as existing incumbents are concerned; we are recommending a scale of Rs. 90—130.

23. *Vaccinators.*—At present there are two categories of Vaccinators, one in the scale of Rs. 75—105 and the other in the scale of Rs. 65—75 plus a special pay of Rs. 10. As duties of both the categories of Vaccinators are similar, we do not see any reason for providing for two scales of pay for the post. All our witnesses were unanimous on the point that this distinction should be removed. We have accordingly recommended a scale of Rs. 90—130 for all Vaccinators. The Vaccinators who are at present on the scale of Rs. 65—75 plus special pay of Rs. 10 may be brought on the revised scale of Rs. 90—130 proposed by us.

24. *Drivers.*—Drivers under Government are on the scale of Rs. 100—3—130 and generally in Class III service whereas Drivers under the Zilla Parishads have been included in Class IV and are allowed a scale of Rs. 65—1—75 and a special pay of Rs. 25. In our opinion the scale allowed to Drivers is on the low side. For the lowest categories of Drivers under Government we have recommended a revised scale of Rs. 110—140. We have, therefore, recommended a similar scale for Drivers under Zilla Parishads also.

25. *Attendants.*—As under Government there are posts of Attendants designated as Junior Attendants under Zilla Parishads drawing a consolidated pay of Rs. 75 per month. In the case of Attendants under Government we have suggested to Government to undertake a review to find out whether services of Attendants are being utilised as full-time Government servants and have also suggested that those Attendants who are being utilised as full time Government servants should be given the scale of Rs. 70—90 which we have recommended for the lowest categories of employees. We suggest that a similar review may be taken in the case of Junior Attendants under Zilla Parishads also and that they may be allowed the scale of Rs. 70—90 in case it is found that their services are being utilised as full-time servants.

26. *Teachers.*—We have made our recommendations, in Part III of this Report, regarding the revision of payscales of Primary and Secondary School Teachers in aided schools We are not, therefore, discussing here the pay-scales of Primary and Secondary School Teachers under the Zilla Parishads as they will be covered by our recommendations made in Part III of this report.

27. *Fixation of initial pay in the revised scales.*—Detailed recommendations regarding the procedure to be followed for fixation of initial pay of Government servants have been made in a separate chapter in Part I of the Report. We suggest that the procedure proposed in the case of Government servants drawing pay in mofussil scales may also be followed for fixation of initial pay of Zilla Parishad employees in the revised scales which we have recommended.

28. *Travelling Allowance, H.R.A. and C.L.A.*—At present bulk of the employees of the Zilla Parishads consists of Government servants on deputation. They are governed by the rules regarding T.A. etc. applicable to Government servants. In the case of others it seems that there is no uniformity as in some cases we were told that the T.A. of the Zilla Parishad employees taken over from the former Local Bodies is being regulated by the rules of the former local bodies. It is desirable that one set of rules viz. Bombay Civil Services should be uniformaly applied to all employees of the Zilla Parishad. As regards H. R. and C. L. Allowances, Zilla Parishad employees are already governed by the rules and rates prescribed in the case of Government employees. In separate chapters on T.A., H.R.A., and C.L.A., included in Part I of this Report, we have made some recommendations for regulating these allowances of Government servants. We recommend that these recommendations may be made applicable to the employees of Zilla Parishads also.

29. Before we conclude, we would like to add a few remarks regarding the prospects of promotion available to the employees of the Zilla Parishads as this has been repeatedly brought to our notice by the various Associations of the Zilla Parishad employees etc. In view of the fact that all Class I and Class II posts connected with or supervising the Zilla Parishad activities are on Government cadre, the only promotional ladder left to them is the existing scale No. 1. The representatives of Zilla Parishad Employees Associations were unanimous in their demand that these gazetted posts should be kept open for them along with their colleagues in Government service. We feel that there is much justification for this demand, particularly as the Zilla Parishads are executing several developmental schemes as agents of Government and there is little difference in duties and responsibilities exercised by the Government employees and the Zilla Parishad employees. We recommend this demand of the Zilla Parishad staff for favourable consideration of Government and feel that a lot of discontent and reluctance to serve under Zilla Parishad, will be removed if the Zilla Parishad staff is given promotion to Government Class I and Class II cadres along with the comparable Government employees.

SCHEDULE

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Gazetted		Rs.	Rs.	
1	Deputy Chief Executive Officer.	25	350—400—30—550—E.B.—30—610—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
2	Adminstrativ Officer.	25	400—30—550—E.B.—30—610—40—730	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
3	Planning Officer ..	25	350—400—30—610—E.B.—40—730—45—955	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
4	Block Development Officer (for T. D. Blocks).	31	350—400—30—550—E.B.—30—610—40—730	410—30—650—E.B.—45—965 (Fixed pay of Rs. 380 during the period of probation).	
5	Block Development Officer.	264	250—300—15—375 ..	300—20—460—E.B.—20—500——25—600 (Fixed pay of Rs. 280 during the period of probation).	
6	Revenue Officer ..	25	250—300—15—375 ..	300—20—460—E.B.—20—500—25—600 (Fixed pay of Rs. 280 during the period of probation).	
	Non-Gazetted				
7	Senior Extension Officer Agriculture	113	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
8	Agricultural Officer I.	99	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
9	Extension Officer (Agriculture).	189	190—10—290—E.B.—15—320	200—10—290—E.B.—15—380 (Persons possessing post graduate qualifications or equivalent qualification in Agriculture to start on Rs. 250)	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
10	Agricultural Supervisor.	55	190—10—290—E.B.—15—320	200—10—290—E.B.—15—380 (Persons possessing post-graduate qualification or equivalent qualifications in agriculture to start on Rs. 250).	
11	Junior Extension Officer (Agriculture)	330	135—5—145—6—175—E.B.—8—215	150—8—190—10—230—E.B.—300 (Agriculture Graduates to start on Rs. 200).	
12	Junior Agricultural Supervisor.	34	135—5—145—6—175—E.B.—8—215	150—8—190—10—230—E.B.—10—300 (Agriculture graduates to start on Rs. 200).	
13	Assistant Extension Officer (Agriculture).	400	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
14	Agricultural Assistant	1358	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
15	Junior Agricultural Assistant.	98	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
16	Senior Extension Officer (Animal Husbandry).	4	250—15—400—E.B.—20—540.	275—15—410—E.B.—20—550	
17	Senior Veterinary Officer.	..	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
18	Senior Animal Husbandry Officer.	..	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
19	Extension Officer (Animal Husbandry)	111	190—10—290—E.B.—15—320 (with a higher start of Rs. 220 for Veterinary graduates).	200—10—290—E.B.—15—380 (Veterinary Graduates and those possessing equivalent qualification to start on Rs. 220).	
20	Veterinary Officer ..	124	190—10—290—E.B.—15—320 (With a higher start of Rs. 220 for Veterinary graduates).	200—10—290—E.B.—15—380 (Veterinary graduates and those possessing equivalent qualification to start on Rs. 220).	
21	Animal Husbandry Officer.	1	190—10—290—E.B.—15—320 (With a higher start of Rs. 220 for Veterinary graduates).	200—10—290—E.B.—15—380 (Veterinary graduates and those possessing equivalent qualification to start on Rs. 220).	
22	Live Stock Inspector	1	190—10—290—E.B.—15—320 (With a higher start of Rs. 220 for Veterinary graduates).	200—10—290—E.B.—15—380 (Veterinary graduates and those possessing equivalent qualification to start on Rs. 220).	
23	Junior Extension Officer.	64	135—5—145—5—175—E.B.—8—215.	150—8—190—10—230—E.B.—10—300	
24	Junior Veterinary Officer.	..	135—5—145—5—175—E.B.—8—215	150—8—190—10—230—E.B.—10—300	
25	Junior Animal Husbandry Officer.	..	135—5—145—5—175—E.B.—8—215	150—8—190—10—230—E.B.—10—300	
26	Assistant Extension Officer (Animal Husbandry).	83	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
27	Veterinary Assistant ..	..	100—3—130—E.B.—4—150	110—4—150—E.B.—5—200	
28	Stockman ..	588	100—3—130—E.B.—4—150	110—4—150—E.B.—5—200	
29	Livestock Supervisor	252	100—3—130—E.B.—4—150	110—4—150—E.B.—5—200	
30	Senior Compounder (Veterinary).	27	100—3—130—E.B.—4—150	110—4—150—E.B.—5—200	
31	Junior Veterinary Assistant.	..	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
32	Veterinary Compounder.	30	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
33	Senior Extension Officer (Works).	44	250—15—400—E.B.—20—540..	275—15—410—E.B.—15—550	
	Sub-Divisional Officer (Works).	..	250—15—400—E.B.—20—540..	275—15—410—E.B.—15—550	
34	Extension Officer (Works).	215	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380 (Engineering graduates to start on Rs. 240).	
35	Overseer ..	148	190—10—290—E.B.—15—320 .	200—10—290—E.B.—15—380 (Engineering graduates to start on Rs. 240).	
36	Senior Draftsman (Head Draftsman).	15	190—10—290—E.B.—15—320 . Special pay Rs. 50.	200—10—290—E.B.—15—380 (Higher starting pay of Rs. 240 for Engineering graduates Special pay to be discontinued but taken into account for fixation of initial pay).	
37	Junior Extension Officer (Works).	426	135—5—145—6—175—E.B.—8—215	150—8—190—10—230—E.B.—10—300 Higher starting pays :— (*i*) 3 years Diploma holders in Engineering :—Rs. 190. (*ii*) 2 years Certificate holders in Engineering :—Rs. 166.	
38	Draftsman ..	20	135—5—145—6—175—E.B.—8—215 Special pay at Rs. 35.	150—8—190—10—220—E.B.—10—270 Special pay to be discontinued but to be taken into account for fixation of initial pay of existing incumbents.	
39	Senior Mechanic ..	28	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
40	Tracer ..	198	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
41	Wiremen ..	10	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
42	Computer ..	19	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
43	Junior Mechanic ..	43	100—3—130—E.B.—4—150 ..	110—3—128—4—136—E.B.—4—160	
44	Road Roller Driver..	68	100—3—130—E.B.—4—150 .. Special pay Rs. 20.	110—3—128—4—144—E.B.—4—180 Special pay to be discontinued but taken into account for fixation of initial pay of present incumbents.	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
45	Tractor Driver ..	13	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
46	Assistant to Extension Officer (Works).	251	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
47	Junior Draftsman ..	183	100—3—130—E.B.—4—150 .. Special pay Rs. 20 per month.	110—4—150—E.B.—5—200 Special pay of Rs. 20 per month.	
48	Maistry (Grade I) ..	251	100—3—130—E.B.—4—150 ..	110—3—128—4—144—E.B.—4—180	
49	Maistry, Grade II ..	227	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
50	Fitter ..	26	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130 (Persons who have completed the prescribed course of Fitters to start on Rs. 100).	
51	Senior Extension Officer (Health).	..	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
	Assistant Health Officer.	1	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
	Senior Medical Officer (In Charge of dispensary).	13	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
52	Extension Officer (Health).	133	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
53	Epidemic Medical Officer.	22	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
54	Medical Officer in charge of dispensary.	259	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
55	Senior Sanitary Inspector.	2	190—10—290—E.B.—15—320..	145—4—165—5—185—E.B.—5—225 Special pay of Rs. 35.	
56	Public Health Nurse	7	190—10—290—E.B.—15—320..	200—10—290—15—320	
57	Sanitary Inspector ..	312	135—5—145—6—175—E.B.—8—215	145—4—165—5—185—E.B.—5—225	
58	Junior Extension Officer (Health).	154	135—5—15—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	
59	Health Assistant ..	97	135—5—145—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	
60	Junior Medical Officer in charge of Dispensary.	121	135—5—145—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	
61	Junior Health Supervisor.	..	135—5—145—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	
62	Nurse Midwife ..	611	135—5—145—6—175—E.B.—8—215	155—5—170—6—200—8—240	
63	Senior Ayurvedic Vaidya.	46	135—5—145—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
64	Senior Unani Hakim	..	135—5—145—6—175—E.B.—8—215	150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—320	
65	Health Visitor ..	147	135—5—145—6—175—E.B.—8—215	155—5—170—6—200—8—240	
66	Auxiliary Nurse Midwife.	611	135—5—145—6—175—E.B.—8—215	155—5—170—6—200	
67	Compounder ..	411	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
68	Dispensary Assistant	..	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
69	Junior Sanitary Inspector.	26	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
70	Ayurvedic Vaidya ..	114	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
71	Unani Hakim ..	8	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
72	Assistant Medical Officer in charge of Dispensary.	..	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
73	Junior Health Visitor	196	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
74	Senior Vaccinator ..	543	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
75	Junior Ayurvedic Vaidya.	5	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
76	Compounder (Lower Grade).	5	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
77	Junior Unani Hakim	..	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
78	Assistant Health Visitor.	..	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
79	Trained Dai ..	81	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
80	Senior Extension Officer (Industries)/	..	250—15—400—E.B.—20—540..	275—15—410—E.B.—15—550	
	Senior Industries Supervisor.	..	250—15—400—E.B.—20—540..	275—15—410—E.B.—15—550	
81	Extension Officer (Industries).	25	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
82	Senior Industries Inspector.	10	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
83	Industries Supervisor	2	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
84	Junior Extension Officer (Industries).	190	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
85	Junior Industries Supervisor.	15	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
86	Senior Industries Instructor.	1	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
87	Industries Assistants	7	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
88	Industries Instructor	16	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
89	Junior Industries Assistant.	7	75—2—95—E.B.—2—105 .	90—2—100—3—115—E.B.—3—130	
90	Junior Industries Instructor.	13	75—2—95—E.B.—2—105 .	90—2—100—3—115—E.B.—3—130	
91	Senior Extension Officer (Co-operation)	2	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
92	Senior Co-operation Officer.	5	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
93	Extension Officer (Co-oprration).	96	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
94	Co-operative Officer	15*	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
95	Junior Extension Officer (Co-operation)	308	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
96	Junior Co-operation Officer.	7	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
97	Assistant Extension Officer (Co-operative)	76	110—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
98	Co-operative Supervisor.	1	110—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
99	Junior Co-operative Supervisor.	..	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
100	Senior Extension Officer (Education).	1	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
101	Assistant Education Officer. (Senior.)	..	250—15—400—E.B.—20—540..	275—15—410—E.B.—20—550	
102	Extension Officer (Education).	235	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
103	Assistant Education Officer.	..	190—10—290—E.B.—15—320..	200—10—290—E.B.—15—380	
104	Senior Assistant Deputy Educational Inspector.	80	190—10—290—E.B.—15—320	200—10—290—E.B.—15—380	
105	Junior Extension Officer (Education).	449	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
106	Assistant Deputy Educational Inspector.	117 .	135—5—145—6—170—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
107	Assistant Educational Officer (Junior).	135	135—5—145—6—170—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
108	Mukhya Sevika ..	135	135—5—145—6—170—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
109	Assistant Extension Officer (Education).	58	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200 (Higher starting pay of Rs. 122 for holders of S.T.C.).	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
110	Education Assistant	..	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200 (Higher Starting pay of Rs. 122 for holders of S.T.C.).	
111	Gram Sevika ..	456	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
112	Assistant Gram Sevika	4	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
113	Junior Education Assistant.	..	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
114	Assistant Block Development Officer.	190	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
115	Senior Block Supervisor.	..	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
116	Extension Officer (Panchayat and Social Welfare).	98	190—10—290—E.B.—15—320	200—10—290—15—320	
117	Block Supervisor ..	..	190—10—290—E.B.—15—320	200—10—290—15—320	
118	Junior Extension Officer (Panchayat and Social Welfare).	296	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
119	Senior Gram Sevak	510	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
120	Junior Block Supervisor.	..	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
121	Gram Sevak ..	14889	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
122	Senior Social Welfare Assistant.	20	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
123	Assistant Gram Sevak	8429	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
124	Social Welfare Assistant.	231	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
125	Sectional Officer ..	35	250—15—400—E.B.—20—540	275—15—410—E.B.—15—550	
126	Superintendent ..	113	190—10—290—E.B.—15—320	200—10—290—15—320	
127	Senior Assistant ..	1 90	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
128	Stenographer ..	46	145—5—170—6—200—E.B.—6—230—9—275 Special pay 30/40 p.m.	180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380 (for those possessing a minimum shorthand speed of 100 words per minute). (Special pay to be discontinued and taken into account for fixation of initial pay).	
129	Junior Assistant ..	3502	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
130	Store Assistant ..	92	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	

Zilla Parishads—contd.

Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
			Rs.	Rs.	
131	Store-keeper ..	56	100—3—130—E.B.—4—150 ..	110—4—150—E.B.—5—200	
132	Steno-typist ..	95	100—3—130—E.B.—4—150 .. (Special pay Rs. 20).	110—4—150—E.B.—5—200 (Shorthand Allowance of Rs. 25 p.m.).	
133	Office Assistant ..	3502	75—2—95—E.B.—2—105 ..	90—2—100—3—115—E.B.—3—130	
134	Statistical Supervisor	..	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
135	Planning Assistant ..	22	190—10—290—E.B.—15—320	200—10—290—15—320	
	Statistical Assistant	1	190—10—290—E.B.—15—320	200—10—290—15—320	
136	Senior Assistant (Statistical).	167	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
137	Junior Statistical Assistant.	59	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
138	Head Accountant ..	22	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
139	Divisional Accountant	20	250—15—400—E.B.—20—540	275—15—410—E.B.—20—550	
140	Deputy Accountant	304	190—10—270—E.B.—15—320	200—10—290—15—320	
141	Senior Assistant (Accounts).	370	135—5—145—6—175—E.B.—8—215	150—8—190—10—220—E.B.—10—270	
	CLASS IV				
142	Havaldar ..	30	65—1—75 .. (Special pay Rs. 10).	90—2—110 (Special pay to be discontinued and taken into account for fixation of initial pay).	
143	Naik ..	20	65—1—75 .. .. (Special pay Rs. 5).	80—2—100 (Special pay to be discontinued and taken into account for fixation of initial pay.)	
144	Attendant ..	1227	65—1—75	70—1—80—E.B.—2—90	
145	Driver ..	482	65—1—75 .. .. (Special pay Rs. 25).	110—3—128—4—140 (Special pay to be discontinued and taken into account for fixation of initial pay).	
146	Fireman ..	68	65—1—75 .. .. (Special pay Rs. 10).	80—2—100—E.B.—2—110 (Special pay to be discontinued and to be taken into account for fixation of initial pay of the present incumbents).	
147	Junior Vaccinator ..	553	65—1—75 .. .. (Special pay Rs. 10).	90—2—100—3—115—E.B.—3—130 (Special pay to be discontinued and to be taken into account for fixation of initial pay of the present incumbents).	
148	Medical Attendant/Dresser.	101	65—1—75	75—1—80—2—90—E.B.—2—100	
149	Dai ..	184	65—1—75	70—1—80—E.B.—2—90	
150	Attendant (Ward Boy).	86	65—1—75	70—1—80—E.B.—2—90	
151	Junior Attendant ..	3449	Pay of Rs. 60 (Consolidated)	70—1—80—E.B.—2—90 (Subject to the remarks made in the Chapter).	

CHAPTER 105

CONCLUDING OBSERVATIONS

We have completed our examination in accordance with the terms of reference, of the pay-scales, special pays, allowances (excluding dearness allowance) of the Government employees, of the teachers in Secondary and Primary Schools and also of the employees of the Zilla Parishads. We have made appropriate recommendations on each of these, in the foregoing chapters. We feel happy that we have been able to present our Report within the time limit.

We do not know whether or to what extent our efforts will be appreciated by all concerned. Higher services may charge us with neglect of their interest, those in lower income groups, with want of sympathy because we have not been able to give as they proposed and even Government might consider our proposal financially irk-some.

It is not due to indifference that we have not proposed further improvement in the salaries of higher income groups, nor non-acceptance of the proposals of lower income groups was due to want of understanding and sympathy for their present economic distress. If our proposals are appreciated objectively and in the spirit in which we have made them, we hope our apprehensions will prove untrue.

We have discussed in detail the principles which guided us in formulating our proposals. We had to evolve a pay structure in the context of resources of the State, actual and potential, and also widely accepted socio-economic and administrative considerations.

The basic structure of the services shaped by long history cannot be reformed instantaneously by any effort of the Pay Commission. Our pay structure had unregulated growth. Our task cannot be compared to that of a gardener entrusted with the job of turning wild growth into a well-shaped garden. He deals with inanimate entities who cannot speak or act and can cut tall trees or prune the growth, nourish smaller plants, in a manner as would suit his ideas and design.

A reform should not be so drastic as would shatter the basic frame of the administrative structure. Reform of pay-structure has to be a phased programme and should be effected in a manner as would cause least harm to services and without casting unbearable financial burden on administration.

We have proposed removal of disparities in pay-structure, and reducing multiplicity of about 1,100 scales of pay to be substituted by about 170 standard common time-scales of pay (Appendix IV). Benefit of revision to existing employees has been proposed where in our view it was due, and within limits imposed by financial position of the State.

With great pleasure we submit this Report for consideration of the Government.

P. S. NADKARNI,
Secretary.

G. B. BADKAS,
Chairman.

K. L. PANJABI,
Member.

Bombay, 4th January 1967.

SUMMARY OF CONCLUSIONS AND RECOMMENDATIONS

Economic Background : Resources (Chapter 3).

(15) The figures regarding the Revenue Receipts and Revenue expenditure for the past 6 years indicate that the State does not have much money left on the basis of the indicated levels of receipts and expenditure.

(16) (17) The per capita taxation in Maharashtra is the heaviest among all States. With the heavy taxation that has already taken place in recent years, there seems very little scope for levying further imposts.

(18) As regards the Central assistance, the State Government expected to meet the revenue deficit by additional assistance from larger devolution of Central Taxes and from the Central grant-in-aid. The Fourth Finance Commission has, however, held that the State will have a surplus over the Fourth Plan period and there is no case for any grant-in-aid from Central Government.

(20) Government has undertaken heavy liability in the matter of Dearness Allowance, during the pendency of the revision of pay structure which has disturbed the estimates of resources as initially contemplated. Our recommendations have been made with full awareness of the limited resources of the State and its commitments. The improvement suggested by us in pay scales is likely to cost Government Rs. 5 crores initially.

Government may have either to find additional resources by adjusting priorities of different items of expenditure, seek aid from the Centre or find equivalent savings through economies in expenditure. As a last resort, it may have to take recourse to appropriate taxation. It would be worthwhile for Government to undertake a detailed examination of the scope for economies in expenditure in different offices and departments.

Principles and considerations for salary determination (Chapter 4).

(4) The present set up of administration with its hierarchical frame, concepts of status and prestige and their correspondence with pay rates, gradations and ranks is a mixture of diverse types of social and economic forces.

(8) In fixing value of a job or determination of differentials in relation to pay, the status or rank or any other condition of service, the only guide can be due sense of existing social and economic order as reflected in what is recognised as social conscience and principles of sound and efficient administration.

(12) The Constitution imposes certain obligations in the form of directive principles. The principle of equal pay for equal work and the principle of equality among men and women are two relevant considerations.

(15) and (16) The principle enunciated by the Islington Commission enumerates the application of the law of supply and demand. It is, however, found to conflict with the ideas of social justice when applied to employees with lower salaries and in conditions of inflation or unemployment. There is no means of measuring the degree of efficiency of the staff and what should be considered as necessary to keep it efficient.

(17) and (19) The Priestley Commission has stressed the principle of fair comparison with the current rates of outside staff. The practical difficulty would be about determining what the market rate is for any particular job.

(30) Inspite of the infirmities in the principle of fair comparison and market value, attempt has to be made to apply these principles as far as possible to avoid arbitrariness. An attempt has to be made to compare the rates in terms of broad similarity in work, required skill, knowledge, experience, responsibility etc. involved in the job.

(32) "Fair Comparison" principle may be adopted for broadly comparable jobs after taking into account the difference in conditions of service.

(34) The attribute "Model Employer" should not mean that Government should pay wages better than the general wage level or in competition with private sector. Government should be a model employer in the sense that it must accept the obligations which it imposes on other employers and should pay such remuneration as would ensure an efficient public service and as would be considered fair both to public servant and the community.

Rationalisation and Revision of Pay Structure (Chapter 5)

(4) Simplification of the pay structure has to be purposive and with due regard to administrative necessities and with the main object of removing anomalies.

(5) Rationalisation of pay structure is intended to achieve objectives such as (*a*) systematic classification of service and posts and their grading in standard pay scales, (*b*) fair remuneration with due regard to nature of work, duties and responsibilities, (*c*) determination of relativities and differentials between services and posts so as to provide "equal pay for equal work", and (*d*) framing of standard scales.

(6) Systematic classification:—Sound classification should take into account (1) duties and responsibilities, (2) degree of supervision, (3) exercise of independent judgement, (4) qualifications, (5) method of recruitment, and (6) hierarchy of the Department

(15) Fair remuneration:—Pay scales in Government service should bear fair comparision with remuneration of outside staff doing comparable work. "Government pay rates should be better than those of lower half of outside employees and need not be as good as those of top quarter."

(17) Financial position of Government (paying capacity) is a relevant factor to be considered for determination of rise in pay level of the employees. The impact of increased remuneration should not be such as cannot be borne by the community.

We have proposed such a revision of pay-scales as would afford relief to lower levels of employees and also safeguard interest of the wider community.

(33) The method of job valuation though apparently scientific is not considered to be realistic. The processes are very often subjective and at times arbitrary. We have no machinery to undertake such valuation. Job Valuation is not feasible in our system of public service.

(36) Comparison between different types of work is difficult as many factors are involved in it. Internal relativities should be used as a supplement to the principle of fair comparison in settling civil service rates when outside comparison cannot be made, and established standards for evolution of jobs fail. Relativities are in two directions—vertical and horizontal. In hierarchical araringement appropriate relativity in pay grades should be reflected according to status and rank. Horizontal relativity has reference to relationship between classes involving different duties or functional groups in public service.

(39) The minimum wage is one basic level of the pay plan and the rest of the relativities have to be determined with reference to the minimum level. Framing of an appropriate time-scale is another problem.

Length of the span of the time-scale.—Entry grade should have a longer span than the promotional grade.

(43-44) We propose scales covering a period of 20-25 years for entry grades. The arrangement of time-scale should present a pyramid. Minimum pay at entry stage should be higher.

(45) Amount of increment should be bigger in middle and closing period. In our view provision of Efficiency Bar in a time-scale is justifiable as being both expedient and necessary.

(46) There is a case for recommending that the benefit of atleast one full increment should be granted on promotion. Rules of promotion should provide for minimum increase on promotion.

Pay structure at the Centre and in other States (Chapter 6)

(2) Comparison of the minimum rates of remuneration for Class IV staff in different States shows that every State has been paying less than the Centre :

(7) If economic conditions of a State permit, there should be no objection to reducing the disparities to the minimum, particularly, in comparable jobs.

Financial position of the State and its economy are the fundamental causes for the existing disparity in the standards of remuneration at the Centre and among different States. This situation is inevitable.

There can be no logic in insisting on parity in emoluments of public services at the Centre and the States. The pay rates in the Central Government should not however, be left out of sight. Under the existing conditions it is not possible to establish substantial parity. Some reduction in disparity will however be brought about as a result of our recommendations.

Minimum and maximum salary (Chapter 7)

(4) There has been a reduction in disparity between the salaries of the lowest paid staff and certain salaries of high grade staff mostly due to increased taxation of higher income and progressive increase in pay scales and allowances of lower grade staff.

(6) Any attempt to reduce disparity in any particular service or occupation in isolation from other income groups will be unfair and discriminatory.

(7) Comparing the earnings in private services and independent professions like law, medicine, etc. the public service does not appear much attractive today, to young men of merit and ambition. The demand for reduction in maximum salary or other high grade salaries does not appear justified to us.

(8) Any reduction in maximum salary is bound to have serious repercussions in getting competent entrants. It will also have adverse consequences on the efficiency in public administration.

(10) We do not accept that from the socio-economic point of view the existing high grade salaries are disproportionately high and deserve drastic reduction If disparity between higher salaries and minimum salaries is to be reduced, the only course will be to raise the lower rate of salaries and not to reduce the existing salaries in the higher grades. In the present state of economic resources of the State and its financial position such a step does not appear practicable.

(13) Considering the socio-economic reasons and also the financial resources of the State we do not propose any change in the existing salaries of high grade posts.

Basic salary (Chapter 8)

(1) While considering questions relating to revision of pay structure, basic salary to be paid to lowest paid staff deserves first consideration.

(11) The standardised norms proposed by the 15th Labour Conference cannot be considered as realistic measure for determining minimum remuneration. Working class does not have a standardised pattern of diet. The standard of the cost of living of the industrial workers is not representative of all classes of workers.

(14) In determining the minimum remuneration both basic pay and dearness allowance require to be related to a basic year in relation to which its quantum is fixed.

(15) The selection of basic year and determination of basic pay with reference to that year necessarily involve decision regarding the quantum of dearness allowance to be paid in 1966 as supplement to basic pay.

(16) It is difficult to guess the level at which prices will stabilise. Though at present prices are indicating a rising trend it would be hazardous to conclude that prices will not go below the 1965 level.

(20) Compiling of consumer Price Index was found to be extremely difficult. Calculation of the cost of living representing the minimum needs was also not feasible. Since we cannot fix both the components of remuneration i.e. basic pay and dearness allowance, usefulness of such an attempt was doubtful. It would only result in expression of opinion which would prejudice employees in their claims of dearness allowance or embarass Government in determining the question of dearness allowance.

(35) Considering the changes in economic conditions of the employees and on grounds of social and economic need we feel persuaded to fix the minimum basic salary of the last grade employee at Rs. 70—90.

Basic salary of last grade Class III employee.

(37) No standardised norms appear to have been proposed by any responsible body for calculating pay-scales for middle class employees.

(40) The method of calculation of minimum remuneration for clerical staff on the differential of 80 % as proposed by the Government Employees Confederation cannot be considered as either logical or even broadly reasonable.

(42) Though there is no rigid relationship or established ratio, when basic salary of last grade employee is determined, the higher structure has to be constructed as far as possible on the basis of existing relativities.

(45) On this basis and after duly considering factors such as inflationary pressures on economy, limited resources of the State and the need of the employees, we think that the basic salary of clerks should be Rs. 110.

City scales (Chapter 9)

(4) Neither the time nor the circumstances regarding the genesis of the city scales are known definitely. The only explanation can be the high cost of living in Bombay City as compared to mofussil areas.

(10) The difference between the city scales and the mofussil scales was not one of higher cost of living allowance only but also of deliberate improvement in pay scales. In the case of Secretariat, the difference is still more glaring.

(15) Besides the benefit of getting higher pension, the employees on city scales obtain additional benefit in respect of dearness allowance, and other allowances, which are based on actual pay drawn which includes compensatory local allowance and house rent allowance.

(16) Separate city scales have resulted in creating a previleged class. We have no hesitation in holding that city scales give preferential treatment to a group of employees.

(20) In the present context of our social and political ideas, such special treatment and preferment for one class of employees only, cannot be supported or sustained. The principle of equal pay for equal work could not admit of such distinction.

(23) City scales cannot be supported even on administrative considerations. Transfers from the city to the mofussil and *vice-versa* take place frequently. The fact that such transfers are few is not a valid reason as differentiation itself is bad in principle. City scale being more advantages, an immobility is created.

(24) We recommend that city scales should be abolished on the ground that—

(i) Public service of the State is one service and it is illogical to design pay rates separately for a small area or part of the services.

(ii) The city scales give preferential treatment to the employees covered by them and as such are discriminatory.

(iii) These scales offend principle of equal pay for equal work.

Secretariat Scales (Chapter 10)

(5) There is no justification for having different scales of pay for Clerks/Typists in the Secretariat and out side Offices.

(9) In view of the educational qualifications, required calibre of candidates, nature of work and extent of responsibilities, the posts of Superintendent and Assistant in the Secretariat have to be classed separately for purposes of pay scales and distinguished from Superintendents and Upper Grade or Senior Clerks in non-Secretariat Offices.

(11) We are not in favour of having separate secretariat scales as such, as we see no significance in having scales office-wise or region-wise.

Government may consider the appropriateness of designating Superintendent in Secretariat as Section Officers.

(15) Stenographers who work as Personal Assistant to Ministers and to the Secretaries to Government have more onerous duties and responsibilities as compared to Stenographers attached to higher officers in other offices. Absolute parity between stenographers in the Secretariat and those in outside offices is neither possible nor justified.

Special Pays (Chapter 11)

(6) At present 20769 posts in various departments carry special pay most of them for arduous work and additional duties and responsibilities.

(9) Special pay is the most satisfactory way of compensating specific and sizeable addition to work and responsibility of a Government servant. Besides being an economical arrangement, it is admistratively very convenient in certain circumstances. The system of special pays should continue.

(10) Basic principles for grant of special pay stipulated in Bombay Civil Service Rule 9 (49) are quite sound and should be acceptable.

(11) Special pay should not be granted as a matter of course but should be given with special jealousy.

(13) While granting special pay it should be ensured that the increase in work and responsibility is not so much or of such a permanent nature as to justify a separate pay scale.

(15) Grant of special pay is a temporary arrangement and special pay should not ordinarily be attached to a post on permanent basis.

(16) (17) Ordinarily special pay should be 10 % of pay and in no case exceed 20 %. It should be expressed in terms of fixed amounts.

(18) Where the revision of the pay scales has resulted in substantial increase in pay, the special pay may be reduced or abolished.

(20) Special pays given to Clerk-typists, Clerks, Cashiers, Accounts Clerks, etc. are intended to obviate the necessity of creating special scales of pay. They should be continued.

(22) It was not possible to scrutinise 20,769 cases of special pay with all thoroughness. Our conclusions should be considered as *prima facie* appropriate on material supplied to us which was quite scanty. An official committee of administrative departments should examine each case of special pay in details.

(23) Special pay in deputation cases should not be given as a matter of course and unless it involves specific addition to duties and responsibilities. Government of India has discontinued grant of special pay in cases of deputation to posts which do not involve higher duties and responsibilities. The State Government may follow the same procedure.

Compensatory Local Allowance (Chapter 12)

Rates of Compensatory Local Allowance should be as follows :—

Below Rs. 150	...	10 per cent. of pay subject to a minimum of Rs. 7·50 and maximum of Rs. 12·50.
Rs. 150 and above	...	8 per cent. of pay subject to a minimum of Rs. 12·50 and maximum of Rs. 75.

Rates for gazetted and non-gazetted staff should be the same. Where this results in reduction of the amount being drawn at present, the reduction may be spread over three years, or so.

House Rent Allowance (Chapter 13)

(15) Criteria of population is the only available guide for classification of areas for purposes of house rent allowance, but in special cases house rent allowance may be sanctioned at other places also.

(18) The scheme of house rent allowance can be made applicable only to places where rents are considered as being abnormally high and acute shortage of accommodation is experienced in securing accommodation and not to all places.

(21) The extention of the house rent allowance scheme to towns with 'A' Class Municipalities with population over 50000 as done by the Government of India is however recommended.

(20) Rates of House Rent allowance admissible for Bombay city should be held admissible for both cities of Poona and Nagpur.

(19) Distinction between the rates of house rent allowance for gazetted officers and non-gazetted officers should be done away with.

(23) Rent free residence should be provided only if duties or conditions of work are such that a higher remuneration would be granted but for this concession.

Government employees having the concession of rent free quarters may continue to enjoy the concession but new employees to be recruited hereafter should not be admitted to the concession unless the requirements for granting such concessions enunciated by us are strictly fulfilled.

All cases in which the concession of rent free quarters or allowance in lieu thereof or quarters at reduced rent have been sanctioned should be reviewed and the anomalies or elements of injustice, if any, should be removed.

(27) The revised rates of house rent allowance should be as follows:—

I. Bombay (including Thana), Poona and Nagpur.

	Rate of H.R.A.
Pay below Rs. 100	Rs. 15
Rs. 100 to Rs. 499	15 % subject to a minimum of Rs. 20.
Rs. 500 to Rs. 999	12½ %
Rs. 1,000 and above.	10 %.

II. Ahmednagar, Akola, Amravati, Aurangabad, Barsi, Bhusawal, Chandrapur,, Dhulia, Gondia, Ichalkaranji, Jalgaon, Kalyan, Kolhapur, Malegaon, Nanded, Nasik, Sangli-Miraj, Sholapur, Ulhasnagar.

	Rate of H.R.A.
Pay below Rs. 100 ...	Rs. 8
Rs. 100 to Rs. 300 ..	8% subject to a minimum of Rs. 10 and maximum of Rs. 20.
Above Rs. 300 ...	6% subject to a minimum of Rs. 20 and maximum of Rs. 50.

(30) Policy of Government is to insist on industries to provide for accommodation to industrial workers. Under the existing economic and social conditions Government should undertake a scheme for constructing houses or flats for being let out to employees on reasonable rents. If the financial position does not permit immediate construction of permanent houses or blocks a scheme of constructing Kutcha buildings (with life of about 15 years) can be undertaken by Government.

Government should consider whether it would freeze rents, at the level of rents paid by its employees previous to their vacating the premises.

Transfers of Government servants at lower levels should be done after taking into account their difficulties of housing accommodation.

Travelling Allowance (Chapter 14)

(11) Government Officers drawing pay over Rs. 1,200 per month may be held eligible to travel by air-conditioned class on tour.

Government servants drawing pay exceeding Rs. 300 per month may be held eligible for travel by first class on tour and transfer.

(14) Government of India rule may be followed for regulating incidental charges.

(15) Daily allowance rates may be as follows :—

Pay range	Ordinary daily Allowance rates.	Special daily allowance rates at Bombay, Nagpur , Poona and Aurangabad.
1st Grade.		
Pay of Rs. 800 and above ...	Rs. 15	Rs. 18
2nd Grade.		
(a) Pay above Rs. 550 ...	Rs. 10	Rs. 14
(b) Pay between Rs. 351 to Rs. 550.	Rs. 8	Rs. 10
(c) Pay between Rs. 220 to Rs. 350.	Rs. 6	Rs. 9
3rd Grade.		
(a) Pay above Rs. 150 ...	Rs. 5	Rs. 6·50
(b) Pay between Rs. 100 and Rs. 150.	Rs. 4	Rs. 5
(c) Pay up to Rs 110 ...	Rs. 3	Rs. 4

(16) Rule regarding grant of half daily allowance may be liberalised so as to allow full daily allowance on the day of arrival and departure.

(19) The limit for full daily allowance for continuous halt on tour should be extended to 15 days as against the existing 10 days limit.

(20) Government of India rule regarding grant of travelling allowance on transfer may be adopted.

(21) Rate of road mileage may be as follows:—

	Motor car	Motor cycle
1st and 2nd Grade Officer.	40 paise per K. M.	20 paise per K. M.

(22) Rate of permanent travelling allowance may be increased by 25 %.

(23) Rates of conveyance allowance may be as follows :—

Average monthly touring on official duty (in kilometers)	Rate of Conveyance allowance for journey by car Rs.	Other Conveyance. Rs.
201—250	50	20
251—450	90	45
451—600	120	60
601—800	150	
801—1,200	180	
1201 and above	225	

(24) Cycle allowance may be increased from Rs. 4 per month to Rs. 6 per month.

(25) During leave and joining time conveyance allowance at 25 % of sanctioned rates may be granted subject to certain conditions.

Fixation of pay of existing employees in the new scales (Chapter 15)

All Government servants will have option to retain the existing scale or to come over to the revised scale with effect from 1st April 1966 (the date from which presumably the revised scales will be given effect to) or from a future date. When the Government servant opts for the revised scale with effect from 1st April 1966, his initial pay fixation will be done as under :—

(15) Government servants who are at present in the Mofussil scales of pay :—

(i) *Government servants getting pay over Rs. 1,100.*—No immediate benefit (Pay fixation under normal rules), (ii) *For employees getting pay above Rs. 500 and below Rs. 1,100.*—Next higher stage subject to limit of Rs. 30 with the proviso that employees drawing pay above Rs. 500 and upto Rs. 715 shall get benefit of a minimum increase of not less than Rs. 10. (iii) ***Employees drawing pay not exceeding Rs. 500,*** should be allowed weightage for the past service at the rate of one increment for every three completed years of service subject to a maximum of 4 increments. In no case the benefit shall be less than Rs. 8 and more than Rs. 20 in the case of employees receiving pay below Rs. 100 and less than Rs. 10 and more than Rs. 20 in the case of employees receiving pay of and above Rs. 100 and not exceeding Rs. 500.

The limitation will not apply when the pay is fixed on the minimum of the revised scale.

(16) Service for future increments will be counted (i) in the case of those whose pay is fixed at the minimum and those who receive weightage benefit for past service from 1-4-1966, and (ii) in the case of others from the existing date of increment.

(17) Government servants who are at present on City Scales of Pay :—

The City pay will have to be converted into Mofussil pay first. This will be done as follows :—

Class IV employees.—Only Compensatory Local Allowance to be deducted from the pay.

(31) Those drawing pay upto Rs. 289 :—Full Compensatory Local Allowance and half House Rent Allowance to be deducted from the City Pay. No deduction on account of house rent allowance should be made in the case of holders of posts to which the concession of rent free quarters is attached.

(33), (34) Those drawing pay over Rs. 289 :—Full Compensatory Local Allowance to be deducted from the City Pay.

After conversion of the city pay according to the method mentioned above, the pay should be fixed as in the case of Government servants who are at present in the Mofussil scales of pay.

Consumer Co-operative Stores and Subsidised Stores (Chapter 16)

(10) We are completely in favour of the idea of bringing into existance Consumer Co-operative Stores of Government employees wherever possible. Government should provide all reasonable facilities and assistance to such co-operative societies.

(12) We do not approve of the idea of providing consumer goods at subsidised rates as an alternative method to dearness allowance or revision of pay scales.

Our approach and method for Revision (Chapter 17)

(18) Standard scale of Class I service.—The starting salaries and the maximum salaries in respect of all services are not uniform. As recruitment qualifications prescribed for different services are different a certain amount of variation at the starting level is unavoidable to meet the supply and demand position. Such a disparity is not justified at the maximum level. Having regard to the scale of Rs. 400—400—450—30—510—700—40—1,100—50/2—1,250 prescribed by the Government of India for Class I service, we have recommended a revised scale of Rs. 410—30—650—E.B.—45—1,100—50—1,150 with fixed pay of 380 during probation for class I service in the State.

(21) Standard scale of Class II service : We have examined the feasibility of covering all existing Class II scales by a single uniform scale but in view of the acute recruitment difficulty in case of some services, we considered it necessary to prescribe 2 scales for Class II as follows:—

Rs. 325—25—550—30—610—E.B.—30—850 ... Engineering, Medical and other services.

Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800. Standard Class II.

We have also reconsidered fragments of the above scales to suit individual requirements of the Department.

Pay scales of common categories of post (Chapter 18)

(4) Peon : A newly recruited peon at present gets Rs. 65 and other allowances. We think that a minimum basic pay of Rs. 70 should be an adequate remuneration for an unskilled worker at the entry stage. The total emoluments including dearness allowance, compensatory local allowance, house rent allowance for a peon in Bombay will be Rs. 130½. For under age employees appointed as Boy Peons, the revised scale should be Rs. 55—1—60.

(10) Attendants: An attendant gets a total consolidated pay of Rs. 83. They were originally intended to be part-time workers and their remuneration fixed on that basis. Most of them are, however, fully employed and so they should get the minimum remuneration proposed for Class IV service and should be brought on a regular incremental time scale of Rs. 70—90 if they are working as regular peons. Government should investigate into the whole question.

(11) Havildar, Naik, Daftary : The revised scales proposed for these common categories are—

Havildar—Rs. 90—2—110

Naik—Rs. 80—2—100

Daftary—Rs. 80—2—100—E.B.—2—110

(14) Junior Clerks : There is no justification for making distinction in pay scales for the posts in the Secretariat and in offices outside the Secretariat.

Minimum basic pay for clerks should have relation to minimum basic pay admissible to clerks under Government of India and other State Governments. Several Associations have asked for a long scale or a selection grade for Junior Clerks. We are not sure whether institution of selection grade will meet the requirements of employees. Instead a slightly longer scale including an element of selection grade would be more appropriate. We recommend a scale of Rs. 110—4—150—E.B.—5—200.

We do not recommend any higher starting pay for graduate clerks.

(20) Senior Clerk : There is a multiplicity of scales for the category. There should be a uniform scale for all senior clerks. We recommend a revised scale of Rs. 150—8—190—10—220—E.B.—10—270 for the post of Senior Clerk. Passing of the departmental examination should be made a condition for promotion to the post of Senior Clerk.

(24) Supervisory Posts : By grouping the posts by the process of broadbanding, we have arrived at the following 4 scales to cover the numerous existing scales of these posts:—

I	...	...	Rs. 300—15—375 —15—475
II	...	...	Rs. 200—10—290—15—410
III	...	...	Rs. 200—10—290—15—320
IV	...	...	Rs. 150—8—190—10—220—E.B.—10—270

(29) Steno-typist : A scale of Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270 is recommended for Steno-typists selected on a proficiency test of not less than 80 words per minute. Stenotypists drawn from the clerical cadre will continue to draw clerk's scale and shorthand allowance at rates varying from Rs. 25 to Rs. 50 depending on speed.

(31) Stenographers : Government has only recently revised the scales of Stenographers. Stenographers have no promotion outlets. Recruitment difficulty still persists. The following revised scales are recommended for Stenographers :—

Higher Grade (120 w.p.m.)	...	Rs. 240—10—290—15—350—E.B.—15—470 with selection grade of Rs. 340—20—500—25—575 for 15% posts.
Lower Grade (100 w.p.m.)	...	Rs. 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380.

(36) Skilled, Semi-skilled and Unskilled Workers : While it was not possible to classify them on the basis of the skill involved, we have tried to bring about some order by following the method of broadbanding. In this process we have been guided by the grouping suggested by the Departments.

(37) Drivers of Motor Vehicles : We have tried to cover all drivers under the following two scales:—

Rs. 110—3—128—4—144—E.B.—4—180 for Drivers of heavy Vehicles.

Rs. 110—3—128—4—140 for others.

PART III

Pay scales of Teachers (Chapter 103)

(11) The fact that the emoluments in teaching profession have been at low levels in pre-independence era and even thereafter no substantial improvements have been made therein and that the opportunities for promotion are limited has to be given special consideration while determining salaries of teachers.

(17) We agree with most of the recommendations and observations made by the Education Commission regarding the pay-scales of teachers.

(27-28) The scales proposed by the Commission can serve only as guide lines and correctives. The pay-scales proposed by the Commission in Primary Schools are intended for persons who have completed Secondary Course and two years training. But having regard to the position obtaining in the State, we have to propose scales for P.S.C. holder with professional training of two years or S.S.C. holder with one year's training.

(40) The Education Commission contemplates appointment of trained graduates as Head Masters for bigger primary schools. This is not practicable so far as this State is concerned as we have no graduate teachers in primary schools. In our view Head Master with the pay-scale proposed by us should be appointed in primary schools teaching upto VII standards and having on roll over 300 students. The teacher should be a senior trained with not less than 5 years teaching experience. The revised scales of primary teachers should be as follows:—

(a) Untrained primary teacher who is S.S.C. holder.		Rs. 60—3—75
(b) Untrained P. S. C. holder	... ...	Rs. 50—2—60
(c) Junior Trained	... ...	Rs. 60—3—75—4—115—S.G.—4—135—5—140
(d) Teachers who possess Secondary School Certificate and Junior Primary Teachers Certificate.		Rs. 65—3—80—4—120—S.G.—4—140—5—160.
(e) Teachers who possess S.S.C. and Senior Primary Teachers Certificate (Senior Trained).		Rs. 70—4—130—5—140—S.G.—5—170.
(f) Head Masters	... ...	Rs. 90—4—130—E.B.—5—190.

Secondary School Teachers :

(50, 51, 53) We recommend following scales for basic categories of teachers after taking into account the recommendations of the Education Commission:—

(*a*) M.A./M.Sc. II class ... Rs. 190—8—230—10—280—E.B.—10—330—15—405—E.B.—15—480.

(*b*) B.A./B.Sc. B.T./B.Ed. ... Rs. 130—6—190—E.B.—8—270—E.B.—10—320.

(c) Matric S.T.C./T.D. ... Rs. 85—4—125—E.B.—5—180.

The system of treating Graduates with lower professional qualifications as trained graduates should be discouraged.

We have proposed scales for graduates with lower professional qualification as we feel convinced that the number of graduates with B.Ed. or B.T. is too small. The case of untrained graduates and untrained Matriculates is also of similar nature.

We have not suggested much improvement in the maximum of the pay-scales of graduate with S.T.C. or T.D. qualification as it is intended that they should obtain B.T. or B.Ed. qualification.

(55) We have maintained existing relativities in respect of scales of basic categories of teachers, special teachers, craft-teachers and P. T. Instructors.

(57) Teachers with science subjects should be given one to three advance increments.

(61) We do not find any substantial reason for linking scales of pay of Head Masters with scales of pay of lecturers in colleges.

(68) The method for fixation of pay of the Primary and Secondary School Teachers will be the same as recommended by us for Government employees. The pay ranges for the limits of benefits will be as follows :—

Primary School Teachers.				Secondary School Teachers.			
		Minimum Increase.	Maximum Increase.			Minimum Increase	Maximum Increase.
Below Rs. 55	...	8	20	Below Rs. 70	...	8	20
Rs. 55—220	...	10	20	Rs. 70—460	...	10	20
				Rs. 461—650	...	10	30

(69) So far as Compensatory Local Allowance and House Rent Allowance are concerned we have recommended a scheme for grant of these allowances to Teachers on par with those for Government Employees.

(70, 71) Our recommendations regarding Travelling Allowance to Zilla Parishad employees will apply to Primary Teachers who are Z. P. employees. For Secondary School Teachers the provisions of B. C. S. Rs. regarding T. A. may be made applicable.

APPENDIX—I

Copy of Government Resolution, Finance Department No. APT. 1265/4398 ... dated 3rd June 1965 as amended by Government Resolution, Finance Dep... No. APT. 1265/4398/65 V, dated 17th December 1965.

RESOLUTION

Some of the departments in and under Government were created seve... ago. In the intervening years, particularly with the launching of the Five-Ye... and on account of the progressively changing patterns of administration, sev... departments and posts have come into existence. The fixing of pay scales ... newly created from time to time has largely been a matter of *ad-hoc* deci... continuous process of comparison or correlation of the responsibilities of t... created posts with those already in existence in the same or other departm... offices seems to have been possible in the circumstances then obtaining.

2. The characteristic multiplicity of the pay scales now operating ... e apparent lack of uniformity in remuneration vis-a-vis responsibility and ... e largely the products of such *ad-hoc decisions*. The situation in this respect ... n aggravated from time to time by circumstances such as the merger of prin... es with the old Bombay State and the continuance of a large number of the pay ... of posts allocated from the erstwhile Madhya Pradesh and Hyderabad State ... ot equated with posts in the then Bombay State. A serious trammel on the inte... of several classes of personnel between posts in Bombay City and in the mofu... es from the existence of sets of scales peculiar to the Bombay City and o... les applicable outside the City to posts of which the duties and responsib... are approximately the same.

3. The general revision of pay scales undertaken in the Bombay State in ... not succeed to any appreciable extent in reducing the number of pay scales, t... uch reduction was then intended. The general revision resulting in the orders iss... 962 had in the main the obective of merger of the bulk of dearness allowance wit... pay. Though the question of revising and rationalising its varied pay scal... een engaging the attention of Government for a considerable time, the larger ... s of rationalisation of pay scales with particular reference to their multip... have inevitably been left untouched. Since the general orders of 1962, change... y of improvement in pay scales have been sanctioned mainly where difficulty ... ruit-ment from the open market has actually been observed.

4. Furthermore, studies of the man-power requirements of Governm... iture development and non-development activities have since been attem... , to a considerable extent, the requirements of technical and other cadres i... rious departments, for the implementation of the Fourth Plan, have been asse... vern-ment now, therefore, considers that the time is opportune for an autho... view of the whole of its pay structure with a view to its revision and rationa... o the extent possible, having due regard (*a*) to Government's other financial ... nents and to its resources, including the expectation of additional monetary a... from the Government of India, and (*b*) to the pay scales pertaining to corre... levels of responsibility in various services under the Government of India an... States. Government is, therefore, pleased to constitute a Pay Commission to u... such a review. Government is also pleased to appoint Mr. Justice G. ... as as Chairman and Shri K. L. Panjabi (I.C.S. Retd.) as Member of the Pa... ission.

Shri P. S. Nadkarni (I.A.S. Retd.) will be non-member Secretary to the Commission. The terms of reference of the Commission shall be as follows :—

A : The Commission will examine the structure of the pay scales at present applicable to the various cadres and posts under Government and suggest such revision as may be necessary to ensure that the pay of any post should be suitably fixed with reference to the responsibility and onerousness of the duties attaching to it, in order that there should be uniformity in the remuneration fixed for posts of which the duties and responsibilities are approximately equal and which call for the possession of approximately equal qualifications and skills. The scope of examination will extend to all gazetted and non-gazetted services, permanent or temporary other than All-India Services, but will not extend to work-charged and daily rated employees or casual labour: the Commission will also suggest the most appropriate method or methods to be adopted for the fixation of pay of existing employees in the new scales recommended by it.

B : The Commission will, having due regard to the genesis of the separate existence of Bombay City pay scales, recommend whether these should be done away with altogether or should continue. In the latter case, the Commission will recommend principles by which the extent of the difference between the City scales and other scales for corresponding posts outside the Bombay City should be determined.

C: The Commission will review special pays sanctioned in various offices and establishments under Government and submit recommendations for their abolition or their further continuance at existing, enhanced or reduced rates. The Commission will also suggest principles for regulating the grant of special pays in future.

D : The Commission will examine the basis of the structure of the present scales of Travelling Allowance, House Rent Allowance, Local Allowances and Daily allowance, but not Dearness allowance and recommend a suitable structure and scales for the future.

E : The Commission will consider the impact of its recommendations on the emoluments of teachers in aided schools and will recommend a complementary structure of scales and allowances other than Dearness Allowance for such employees.

F : The Commission will consider the impact of its recommendations on the emoluments of staff under the Zilla Parishads and will recommend a complementary structure of scales of pay and allowances other than Dearness Allowance for such employees.

The decision taken by Government on the recommendations of the Commission will be given effect from the 1st April 1966 notwithstanding that the decisions are taken at a later date.

APPENDIX II

1. Questionnaire for Departments

IMMEDIATE

No. PAY 3065/P.C.

OFFICE OF THE PAY COMMISSION,
Maharashtra State,
Sachivalaya, (3rd floor),
Bombay, Dt. 15th July 1965.

From

Shri P. S. Nadkarni,
Secretary, Pay Commission, Maharashtra State.

To

The Chief Secretary to Government.
General Administration Department,
Secretaries to Government of all other Departments of the Secretariat,
All Heads of Departments under the Government of Maharashtra.

Subject.—Appointment of Pay Commission.

Sir.

The Government of Maharashtra have appointed a Pay Commission with the following terms of reference :—

(A) To examine the structure of the pay scales at present applicable to the various cadres and posts under Government and suggest such revision as may be necessary to ensure that the pay of any posts should be suitably fixed with reference to the responsibility and onerousness of the duties attaching to it, in order that there should be uniformity in the remuneration fixed for posts of which the duties and responsibilities are approximately equal and which call for the possession of approximately equal qualifications and skills (the scope of the examination being extended to all gazetted and non-gazetted services, permanent or temporary, other than All-India Services, but not to work-charged and daily rated employees or casual labour) ; to suggest the most appropriate method or methods to be adopted for the fixation of pay of existing employees in the new scales recommended by it.

(B) To recommend, having due regard to the genesis of the separate existence of Bombay City Pay Scales, whether these should be done away with altogether or should continue, and in the latter case, to recommend principles by which the extent of the difference between the City Scales and other scales for corresponding posts outside the Bombay City should be determined.

(C) To review special pays sanctioned in various offices and establishments under Government and submit recommendations for their abolition or their further continuance at existing, enhanced or reduced rates, to suggest principles for regulating the grant of special pays in future.

(D) To examine the basis of the structure of the present scales of Travelling Allowance, House Rent Allowance, Local Allowances and Daily Allowance, but not Dearness Allowance and recommend a suitable structure and scales for the future.

2. To enable the Commission to carry out the work entrusted to them by the Maharashtra Government, the Commission seek the active co-operation of all Government Offices in collecting and compiling the relevant data. A questionnaire and two proforma statements which have been drawn up for eliciting information required by the Commission are enclosed. Heads of Departments are requested to forward their replies to the questionnaire and details of the entire establishments under them (including establishments in their subordinate offices) as on 1st July 1965 duly

compiled in the proforma statements I and II accompanying their letter so as to reach the Department of the Secretariat concerned and the Commission's Office by the dates stipulated in paras. 4 to 6 below :—

3. Heads of Department are also requested to prepare and forward to the Commission :—

(A) a brief note indicating (i) origin and functions of the Department, (ii) development of its organisational set up, and (iii) impact on services of (*a*) political changes of 1947, (*b*) reorganisation of the State as Symyukta Maharashtra, (*c*) growth of the State territorially and functionally, and (*d*) development activities following launching of Five-Year Plans ;

(B) a chart showing (i) sections in their offices and strength of various categories of posts in each section, (ii) subjects allotted to each section, and (iii) distribution of sections and work amongst various officers. Similar information may also be furnished in respect of subordinate offices. (If there are more than one such subordinate office and if the set up of all the offices is uniform or roughly comparable, one chart showing the standard pattern may be forwarded) ; and

(C) a statement showing designation, number and pay scales of Government servants who are on deputation to the Zilla Parishads and who will have to be given benefit of revised pay scales, if any sanctioned for similar posts under Government.

4. Information referred to in paras. 2 and 3 above (viz. replies to the questionnaire, statements of particulars, note and charts) may be compiled in triplicate, one copy being forwarded to the Commission's Office and the remaining two copies to the concerned Department of the Secretariat by the 31st August 1965. The Department of the Secretariat may retain one copy for its record and forward the other copy to the Commission by the 30th September 1965 at the latest together with comments, if any, on the suggestions made by the Heads of Departments and its own suggestions regarding revision of the existing structures of pay scales, special pay, Travelling Allowance, House Rent Allowance and Local Allowances. In the case of Departments for which more than one Head of Department have furnished details of establishments (e.g. Collectors, District Judges, Superintending Engineers and Conservators of Forests), the Department of the Secretariat may also forward a consolidated statement showing details of establishment of the whole Department in proforma I accompanying this letter.

5. Departments of the Secretariat are also requested to furnish to the Commission in duplicate replies to the questionnaire, details of establishment in proforma statements I and II, notes and charts referred to in paras. 3 and 4 above, so far as their own offices and the offices of Heads of Offices working directly under them are concerned, by 30th September 1965. So far as the posts common to all Departments of the Secretariat are concerned, the General Administration Department may furnish separately its own suggestions regarding revision and rationalisation of pay scales.

6. The Commission will be pleased to consider any suggestions and improvements that the Heads of Departments and the Secretariat Departments may like to make in regard to all or any item of reference which the Commission is competent to consider. The Heads of Departments and the Secretariat Departments are requested to ensure that the requisite material is furnished to the Commission by not later than 30th September 1965.

Yours faithfully,

P. S. NADKARNI,
Secretary,
Pay Commission.

PRELIMINARY QUESTIONNAIRE FOR DEPARTMENT :—

It is proposed to rationalise pay scales, reduce their number, and secure uniformity based on the nature and extent of responsilities and duties attached to the posts. Have you any suggestions to make in this regard with reference to scales of pay in your Department ? Would you suggest merging of any categories of posts into one category or combining two or more scales of pay into one scale in any of the promotion groups in your Department with a view to reducing the existing number of grades of responsibilities ?

2. How do the scales of pay of different categories of posts in your Department compare with those in force in other Departments for posts carrying similar duties and responsibilities and for which the recruitment qualifications are comparable ? If you have information regarding the emoluments sanctioned for similar posts by the Government of India and other State Governments the same may be furnished.

3. Do you think that the existing scales of pay of any category of posts in your Department are not commensurate with the duties and responsibilities attached to it ? If so, please give reasons and suggest suitable revised scales. Do you think that qualifications, experience etc. prescribed at present for these posts are suitable or do you think that they had to be pitched low because of the paucity of persons of higher calibre ?

4. Have duties and responsibilities of any posts in your Department undergone a radical change as a result of any new developments (e.g. formation of Zilla Parishads) which have taken place since pay scales for these posts were first fixed ? If so, do you think that any upward or downward revision in the existing scales is necessary ?

5. In the general revision of pay scales of 1962 pay scales of certain categories of posts were improved to facilitate recruitment. To what extent has this been satisfactory ? If not, please furnish details of posts which have remained vacant even after the posts were advertised on improved scales. Do you consider any factor other than inadequate scales being the cause for lack of qualified candidates for the advertised posts ?

6. Are there any other categories of posts (other than those referred to at 5 above) which have remained vacant inspite of advertisements ? If so, what are the reasons and what remedies would you suggest to meet the situation ?

7. Is there a tendency on the part of technical personnel to leave your Department ? If so please furnish the number of Government servants in each category who left your Department after the revised scales sanctioned in the general revision of 1962 were brought into force. Do you consider whether any factor other than unattractive pay scales being responsible for depletion of qualified personnel ? What are your suggestions to meet the situation ?

8. Is there any other administrative difficulty which, in your opinion, requires to be remedied by reorganisation of cadres of revision of pay scales ?

9. Have you any suggestions to make regarding the structure of pay scales regarding their minimum, maximum and rate of increments ? Do you consider efficiency bars desirable ? Please furnish the number of Government servants in different categories who were held up at the bar on 1st July 1965 and state how long they have been so held up.

10. Do you think that prospects of promotion to higher posts are adequate in your department for (*a*) ministerial staff, and (*b*) other staff ? If not, what are your suggestions for improving the prospects without impairing efficiency ?

11. Are there any posts in your Department which carry city scales of pay ? Has the existence of two sets of scales (viz. city scales and mofussil scales) given rise to any administrative difficulty in your Department ? Do you favour abolition of this distinction and introduction of one set of uniform scales for posts in both city and mofussil offices, with or without city allowances ?

12. Is there any staff in your Department which is governed by Factory Act or Industrial Disputes Act ? If so, please furnish details of such staff.

13. Do you think that special pays in your Department should be continued on existing basis or be abolished or the quantum of special pay be increased or reduced with due regard to the changes in circumstances, if any, which have taken place since they were first sanctioned ?

14. Have you any staff stationed at places where Bad climate allowance is admissible and if so have you any suggestions to make with reference to rules regulating grant of the allowance and the places at which the allowance is admissible (vide Appendix V in B. C. S. Rs. Vol. II) ?

15. Do you think any modification is necessary in the existing rules and orders regarding payment of special pay, for combination of appointments (vide B. C. S. R. 609) ?

16. Are there any cases in your Department where special pays have been given in lieu of a higher time scale ? In these cases would you suggest merging of the special pay in the respective time scales?

17. Rules regarding Travelling Allowance are contained in Parts III to VIII of Chapter XII of B. C. S. Rules (Vol. I). Do you think any change in the existing rates of allowance and rules regulating them is called for ?

18. Revised rates of House Rent Allowance and Compensatory Local Allowance were sanctioned in Government Resolution, Finance Department, No. LCA. 3063/XXVI, dated 15th February 1963. Do you think any change is necessary in the existing structure of these allowance and rules regulating their drawal (vide Appendices XV and XVII in B. C. S. Rs. Vol. II) ?

19. If you have any staff in receipt of Local Allowance referred to in Appendix XVII-A of B. C. S. Rs. Vol. II, please state whether any modification is necessary in the list so far as your Department is concerned.

20. If you have any staff eligible for rent free quarters or quarters at reduced rent or house rent allowance in lieu of rent free quarters (vide Appendix LV in B. C. S. Rs. Vol. II), please state whether any modification is necessary in the existing provisions in this regard so far as your Department is concerned.

PROFORMA I

(READ INSTRUCTIONS IN THE FOOT-NOTES BEFORE COMPLETING THE PROFORMA)

Statement showing the particulars of establishment in the _____ *as on 1st July 1965*
(mention here name of the Department)

Name of the Secretariat Department _____

Serial No.	Designation of the post and jurisdiction of cadre (i.e. whether All State, Divisional, District-wide or Taluka-wide)	Number of posts (excluding work-charged posts)					Scale of pay (or fixed rate of pay) (*i*) In force on 30th June 1962. (*ii*) Existing on 1st July 1965 (*See* Notes 1 to 5 below) (M) Mofussil Scale, (C) City Scale	Rate of special pay per month	(*a*) Mode of recruitment (*i.e.* promoted from the post of .... and/or nominated) (*b*) Educational and other qualifications and previous experience, if any, prescribed (*See* Notes 6 and 7 below)	Nature of duties and responsibilities	Remarks
		Permanent	Temporary	Paid from contingencies	Part-time	Attendants (on a consolidated pay of Rs. 70)					
1	2	3	4	5	6	7	8	9	10	11	12
	Class I and above										
	Other Gazetted posts (including Class II).										
	Class III										
	Class IV										

Note.1. Where a higher starting pay is admissible in the sanctioned scale of pay on account of higher educational qualifications or any other grounds, pay so admissible should be shown in brackets with the remarks "(Higher Start)" after the scale of pay in column 8. If any Government servant is on a fixed pay, the rate of pay may be mentioned with the remarks "Fixed Pay". If the fixed pay is inclusive of dearness allowance, it may be mentioned with the remarks "(Consolidated Pay)".

Note 2.—The period of probation, if any, and the rate of fixed pay during probation should be indicated in brackets after each scale.

Note 3.—In the case of offices situated in Greater Bombay, the scale of pay should invariably be marked by the letter (M) or (C) according as the scale of pay is a mofusil scale or a Bombay City scale.

Note 4.—If the scale of pay in force on 30th June 1962 was a scale sanctioned by the former State of Madhya Pradesh, Hyderabad, etc., the fact should be brought out by indicating the name of the former State immediately after the scale of pay in column 8.

Note 5.—If, in addition to scale of pay, any post carries concession of rent-free quarters or house rent allowance in lieu thereof or uniform allowance or compensatory allowance for loss of private practice or free boarding or any other concessions, the details thereof may be furnished. Allowances like compensatory local allowance or house rent allowance, given for high cost of living, dearness allowances, bad climate allowance, conveyance allowance or permanent travelling allowance need not be mentioned. If dearness allowance is given at full rate inspite of free boarding, the fact may be mentioned.

Note 6.—If there are any posts to which underage persons (*i.e.* below the age of 18 years) can be appointed, *e.g.* boy peons, they may be specified. Also if there are any posts for which age of recruitment is above the normal age (25 years) the minimum and maximum age prescribed for such posts may be indicated.

Note 7.—Details of compulsory examination (other than language examination) if any, prescribed for promotion/or confirmation should be furnished.

PROFORMA II

Statement showing details of special pay attached to certain categories of posts in _____
(mention here name of the Department)

Name of the Secretariat Department ————————————

Serial No.	Designation of the post carrying special pay.	No. of posts	Scale of pay existing on 1st July 1965	Rate of Special pay	No. and date of Government orders under which the special pay was first sanctioned	Reasons for the grant of special pay	Reasons for continuing the special pay	Remarks
1	2	3	4	5	6	7	8	9

2. General Questionnaire No. 1.

PAY COMMISSION, MAHARASHTRA STATE

QUESTIONNAIRE

Section A—General

Government Resolution No. APT. 1265/4398/65-XI dated the 3rd June 1965 indicates that :—

Besides the previously existing departments and posts, several new departments and posts have been created since the launching of Five-Year Plans and changes introduced in the pattern of administration. There has been no continuous process of comparison or correlation of responsibilities of newly created and previously existing posts. Pay scales of newly created posts were fixed by *ad-hoc* decisions. There is also a large number of pay scales of posts allocated from merged territories of Madhya Pradesh, Hyderabad State and princely States which have not been equated with posts in the then Bombay State. There is multiplicity of the pay scales. There is also lack of uniformity in remuneration vis-a-vis responsibility and onus attached to the posts.

It is intended to review, revise and rationalise the pay structure of the services. The following questionnaire is issued for collecting relevant evidence and information :

1. Do you consider the prevailing pay scales of the different services as being fair and satisfactory ? If you consider that a revision of pay scales is necessary, what are your suggestions on broad lines, and also with reference to any particular service or department or post ?

2. What in your view should be the guiding principles for determining the pay structure of the employees of the Government of Maharashtra ?

3. What pay scale would you recommend as being fair and just for Class III service which is predominantly comprised of persons belonging to what is popularly called the lower middle sector of society, and of Class IV service which is mostly comprised of persons who are economically at a much lower level of society ? What are your reasons for recommending such pay scales ?

4. How far and with what limitations, if any, concepts of "minimum wage" should prevail in determination of the lowest level of pay scale ?

5. What should be considered a "minimum wage" and how should it be determined in the context of prevailing socio-economic conditions in the State of Maharashtra ?

6. In fixing the "minimum wage" would it be justifiable to take into consideration other amenities and concessions admissible to Government servants ?

7. Should the "minimum wage" principle be any way limited in its application to the remuneration to be paid to employees of a State by considerations such as—

(*a*) that working class in the State of Maharashtra as a whole is not assured of minimum wage, e.g. self-employed workers, workers in farms, domestic service and in some of the cottage industries ;

(*b*) absence of uniformity in minimum remuneration paid in different industries located in the State ;

(*c*) requirements of funds for purposes of industrial and economic development of the State ;

(*d*) limited financial capacity and resources of the State ?

8. (*a*) What in your view should be the "maximum remuneration" beyond which the State should not pay considering socio-economic and financial resources of the State of Maharashtra ?

(*b*) What factors should determine the concept of "maximum remuneration ?

(*c*) Should there be and is it practicable to prescribe a fixed ratio or a multiple between the maximum remuneration and minimum remuneration ?

9. What are your comments on the following :—

(*a*) That the State as an employer should be distinguished from a private employer,

(*b*) That the principle of fair comparison between remuneration paid to employees of Government and to those outside Government service for broadly comparable work is limited by considerations of financial resources of the State and its capacity to pay,

(*c*) That the State should be a model employer ?

How far do you think the above considerations can be applicable for the purpose of revising and rationalising the pay scales at present prevailing in State of Maharashtra ?

10. If pay scales have to be related to economic conditions particularly for services at the lower level of remuneration and pay scales have to be framed from long range point of view, can you make any reasonable forecast as to whether during the next few years the level of prices of foodstuffs, clothing and other essential commodities may be expected to attain a reasonable measure of stability ; if so, the level at which they are likely to stabilise, taking the level of prices in 1939 or any other year as datum line ?

11. Do you think that it would be possible to achieve some stability in the pay scales if amenities like food grains, cooking oils and cloth are made available to Government servants through Consumers' Co-operative Societies or otherwise, by Government at subsidised rates ?

12. Are you of the opinion that the multiplicity of scales in the present pay structure of the Maharashtra State Services is avoidable and can be reduced ? If so, how ?

13. (*a*) What suggestions can you make for purposes of comparison or correlation of the responsibilities attached to different posts in order to achieve parity in remuneration in the context of responsibility and the onus attached to the posts ?

(*b*) Can you suggest any practicable method of evaluation and of scientific grading of duties and responsibilities for purposes of absorption or merger of any pay scales in order to reduce multiplicity ?

(*c*) What facts and circumstances in your view should be taken into consideration for deciding a suitable pay scale applicable to a particular post or cadre ?

14. Can you suggest what posts with differing pay scales in a department or departments could be grouped together and brought under one suitable new scale without prejudice to employees likely to be affected by such new arrangement ? Please recommend a new pay scale which in your view should appropriately govern the posts so grouped or merged together.

15. Are there any instances, within your knowledge, of injustifiable differences in pay scales causing disparity in emoluments ? If so, what are the grounds for your opinion and how, in your opinion, should such disparity be removed ?

16. Do you know of any posts allocated from the former States of Madhya Pradesh, Hyderabad, etc. which have remained unequated ? If so, please state the designation of those posts and how they should be equated.

17. What improvements can you suggest in the framing of a time scale particularly with reference to—

(*a*) The total period covered by the time scale for reaching the maximum. Should this period be uniform or vary with differing levels of pay-scales ?

(*b*) The amounts of and intervals between increments,

(*c*) Desirability of providing efficiency bars.

(*d*) Expediency or otherwise of having more than one time scale for the same grade,

(*e*) Relationship between a pay-scale and its immediately higher pay-scale for providing suitable promotions ?

18. (a) Do you think, that in the present pay structure with the existing time scales there is sufficient scope for rewarding merit and marked ability ? If not, what suggestions can you make in the matter of framing and arranging pay scales by way of adequate provision for promotion of employees with proved merit and ability ?

(b) Do the prevailing time-scales adequately provide for promotions between grades, or from lower cadre of service to higher cadre ?

19. Would you suggest any modification or change in the pay structure and the pay scales for Secretariat Services obtaining in the different departments of the Sachivalaya vis-a-vis the pay structure and the pay scales fixed for the different attached offices and subordinate offices in (i) Bombay City, (ii) elsewhere.

20. There are separate scales known as Bombay City pay scales and Mofussil pay scales. What is your view, as regards continuance of these two scales ? Are you in favour of abolition of this distinction and framing of uniform scales for posts whether in the city of Bombay or in the Mofussil ?

21. Do you think that uniformity should be insisted upon in standards of remuneration for similar kinds of work as between the Central Government and all the State Governments or do you think that difference can be permissible, considering the circumstances, economic and financial, pertaining to Central Government and State Governments ?

22. Do you think that the emoluments of Government employees in industrial and commercial establishments could be higher than those of employees doing more or less similar work in other establishments ?

23. If new scales of remuneration are fixed, what suggestions can you make as to method or methods to be adopted for fixation of pay of existing employees in the new scales so fixed.

24. Is any modification necessary in the present classification of services and nomenclature and designation of posts ? If so, what are your proposals in that behalf ?

25. Special pays have been sanctioned for posts in various departments and establishments and for various reasons. What is your view about granting of such special pays ? Do you favour the continuance or the abolition of these special pays ? Please give reasons for your views.

If you favour the continuance of special pays, what do you think should be the principles or guiding considerations for fixing them.

26. Have you any comments to make, as regards the present rates of Travelling Allowances, Daily Allowances, House Rent Allowances and Local Allowances ?

What in your opinion, should be the rates of these allowances ? Please give reasons in support of your suggestions.

27. Have you any other proposals to make in the matter of revising and rationalising of pay structure, or of special pays or of travelling and other allowances, which are not already covered by the replies you have given to this questionnaire ?

Section B—Teachers in Aided Schools.

28. Do you think that a revision of pay scales of teachers in aided schools is also necessary if the pay scales of the employees in State Service are to be revised ? If so will you suggest a suitable structure of pay scales and allowances (other than dearness allowance) for teachers in aided schools. Please give reasons for your suggestions.

29. What in your view should be the guiding principles for determining pay-structure in an aided school and what pay scales would you recommend as being fair and just ? Please give reasons for your opinion.

30. What in your view should be the minimum salary, the maximum salary and the incremental stages for a teacher in an aided school ? Please give reasons in support of your recommendations.

31. Do you think that in the present pay structure with the existing progressive time scales, there is sufficient scope for rewarding merit and marked ability ? If not, can you suggest any method by which this could be achieved while revising structure and framing new pay scales ?

32. It is generally commented that the present pay structure in Secondary Schools adversely affects recruitment of suitable type of teachers. How far do you agree with this view ?

33. Do you think it will be advisable to pay more to the teachers, teaching scientific and technical subjects ?

34. Should there be different grades of pay scales for teachers in a school ? If so, how and on what basis should such grades be framed and how should they be designated ?

35. Are there any other comments which you would like to make in the matter of pay scales and allowances (other than dearness allowance) of teachers in aided school ?

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3. General Questionnaire No. 2

PAY COMMISSION, MAHARASHTRA STATE

QUESTIONNAIRE FOR ZILLA PARISHADS

Section A—General

Government have appointed a Pay Commission for reviewing and rationalising the pay-scales of their employees and have prescribed the terms of reference of the Commission in Government Resolution, Finance Department, No. APT. 1265/4398/65-XI, dated the 3rd June 1965. Under Government Resolution, Finance Department No. APT. 1265/4398/65-V, dated the 17th December 1965, the Pay Commission is also required to consider the impact of its recommendations on the emoluments of staff under the Zilla Parishads and to recommend a complementary structure of scales of pay and allowances other than dearness allowance for such employees.

The following questionnaire is issued for collecting relevant evidence and information:—

1. Do you consider the prevailing pay-scales of the different services under the Zilla Parishads as being fair and satisfactory ? If you consider that a revision of pay-scales is necessary, what are your suggestions on broad lines, and also with reference to any particular service or post?

2. (*a*) What sggestions can you make for purposes of comparison or correlation of the responsibilities attached to different posts in order to achieve parity in remuneration in the context of responsibility and the onus attached to the posts ?

(*b*) Can you suggest any practicable method of evaluation of duties and responsibilities for purposes of absorption or merger of any pay-scales in order to reduce multiplicity ?

(*c*) What facts and circumstances in your view should be taken into consideration for deciding a suitable pay-scale applicable to a particular post or cadre ?

3 Are there any instances, within your knowledge, of unjustifiable differences in pay-scales causing disparity in emoluments ? If so, what are the grounds for your opinion and how, in your opinion, should such disparity be removed ?

4. What improvements can you suggest in the framing of a time-scale, particularly with reference to—

(a) The total period covered by the time-scale for reaching the maximum. Should this period be uniform or vary with differing levels of pay-scales?

(b) The amounts of and intervals between increments

(c) Desirability of providing efficiency bars.

(d) Expediency or otherwise of having more than one time-scale for the same grade.

(e) Relationship between a pay-scale and its immediately higher pay-scale for providing suitable promotions.

5. (a) Do you think that in the present pay structure with the existing time-scales, there is sufficient scope for rewarding merit and marked ability? If not, what suggestions can you make in the matter of framing and arranging pay-scales by way of adequate provision for promotion of employees with proved merit and abilty?

(b) Do the prevailing time-scales adequately provide for promotions between grades, or from lower cadre of service to higher cadre?

6. Do you think that uniformity should be insisted upon in standards of remuneration for similar kinds of work as between the State Government and the Zilla Parishads or do you think that difference can be permissible, considering the financial resources of the Zilla Parishads and their capacity to pay?

7. If new scales of remuneration are fixed, what suggestions can you make as to method or methods to be adopted for fixation of pay of existing employees in the new scales so fixed?

8. Is any modification necessary in the present classification of services and nomenclature and designation of posts? If so, what are your proposals in that behalf?

9. Special pays have been sanctioned for posts in various services and establishments and for various reasons. What is your view about granting of such special pays? Do you favour the continuance or the abolition of these special pays? Please give reasons for your views.

10. Have you any comments to make as regards the present rates of Travelling Allowances, Daily Allowances, House Rent Allowances and Local Allowances? What in your opinion, should be the rates of these allowances? Please give reasons in support of your suggestions.

11. Have you any other proposals to make in the matter of revising and rationalising of pay structure, or of special pays or of travelling and other allowances, which are not already covered by the replies you have given to this questionnaire?

Section B—Teachers

12. Do you think that a revision of pay-scales of teachers in the Primary and Secondary Schools is also necessary if the pay-scales of the employees in State service and Zilla Parishad service are to be revised?

13. If so, what in your view should be the guiding principles for determining the pay structure in Primary and Secondary Schools and what pay-scales would you recommend to them as being fair and just? Please give reasons for your suggestions.

14. What in your view, should be the minimum salary, the maximum salary and the incremental stages for a teacher in a primary and a secondary school? Please give reasons in support of your recommendation.

15. Do you hold that common scales of pay should be applicable to administrative posts (e.g. Assistant Deputy Educational Inspectors, Extension Officers) in the education service and teaching posts in the schools, and training colleges? If not, please give reasons for your opinion and suggest suitable scales for administrative posts.

16. It is generally commented that the present pay structure in Secondary schools adversely affects recruitment of suitable type of teachers. How far do you agree with this view ?

17. Should there be different grades of pay-scales for teachers possessing different academic and professional qualifications such as graduate teacher, undergraduate teacher, trained and untrained teacher, and teacher holding a degree or diploma in teaching, physical education etc. ? If so, how and on what basis should such grades be framed ? If not, how, in your opinion, possession of higher qualifications should be recognised ?

18. Do you consider it necessary to prescribe separate grades for special teachers such as Language teachers, Drawing teachers, Music teachers, Craft teachers, Physical Training Instructor etc., in view of the nature of work and special qualification ? On what basis should such grades be framed ?

19. Do you think it will be advisable to pay more to the teachers, teaching scientific and technical subjects ?

20. Do you think that the teachers in the secondary schools in the State should be given the same scales of pay as are prescribed for teachers in the Secondary schools in the State run by the Government of India ?

21. Should there be a separate grade for primary teachers who are trained graduates or intermediate trained and another for those teaching English in Primary Schools ? Do you think that the Head Masters of the Primary Schools should have a separate scale of pay ? If so, what scale will you suggest for the post ?

22. Do you think that in the present pay structure with the existing progressive time-scales there is sufficient scope for rewarding merit and marked ability ? If not, can you suggest any method by which this could be achieved while revising pay structure and framing new pay-scales ?

23. Are there any other comments which you would like to make in the matter of pay-scales and allowances (other than dearness allowance) of teachers in aided school ?

APPENDIX III

List of witnesses who gave oral evidence.

Shri M. D. Choudhary,
Minister for Education and Forests.

Shri D. R. Pradhan,
Chief Secretary to Government.

Agriculture and Co-operation Department--

Dr. A. U. Shaikh,
Secretary to Government,
Agriculture and Co-operation Department.
Dr. M. B. Ghatge, Director of Agriculture.
Shri Reheman, Director of Animal Husbandry.
Shri G. S. Godbole, Dairy Development Commissioner.
Dr. C. V. Kulkarni, Director of Fisheries.
Shri V. Subramanyam,
Registrar of Co-operative Societies.
Superintending Agricultural Officer.
Deputy Director of Animal Husbandry, Aurangabad.
Jt. Registrar of Co-operative Societies, Aurangabad.

Buildings and Communications Department—

Shri K. C. Nayar, Secretary to Government,
Buildings and Communications Department.
Superintending Engineer,
Buildings and Communications Circle, Nagpur.
Shri R. J. Oak, Superintending Engineer, Poona.

Education and Social Welfare Department—

Shri E. R. Dhongade, Director of Education.
Shri G. V. Sapre, Director of Technical Education.
Joint Director of Education, Poona.
Deputy Director of Education, Nagpur.

Finance Department—

Shri P. N. Damry, Secretary to Government, Finance Department.
Shri D. Ramachandra Rao,
Director of Accounts and Treasuries and Joint Secretary, Finance Department
Shri H. B. Munshi, Commissioner of Sales Tax.
Shri S. M. Vidwans, Director,
Bureau of Economics and Statistics.
Deputy Commissioner of Sales Tax, Nagpur.
Assistant Commissioner of Sales Tax, Aurangabad.

Industries and Labour Department—

Shri J. W. D'Souza, Director,
Government Printing and Stationery.
Assistant Director of Industries, Aurangabad.

Irrigation and Power Department—

Shri N. G. K. Murthi,
Chief Engineer and Secretary to Government,
Irrigation and Power Department.
Shri P. M. Mane, Chief Engineer, Koyna.
Shri G. M. Vaidya, Superintending Engineer,
Lift Irrigation Circle, Poona.
Superintending Engineer, Public Health Circle, Nagpur.

Home Department—

Deputy Inspector General of Police, Aurangabad.
Shri N. P Soma, Director Group I,
Finger Print Bureau, C. I. D.
Assistant Inspector General of Police, Bombay.

Law and Judiciary Department—

Shri B. P. Dalal,
Secretary to Government,
Law and Judiciary Department.
District and Sessions Judge, Aurangabad.
District Judge, Nanded.
District and Sessions Judge, Kolhapur.

Rural Development Department—

Shri R. G. Salvi,
Secretary to Government,
Rural Development Department.

Revenue and Forests Department—

Commissioner, Aurangabad Division, Aurangabad.
Commissioner, Nagpur Division, Nagpur.
Shri Mohd. Abdulla,
Settlement Commissioner and Director of Land Records.
Shri S. S. Buit, Chief Conservator of Forests.
Collector of Aurangabad.
Collector of Kolhapur.
Deputy Collectors, Kolhapur District.
Shri V. B. Patil,
Probationary Deputy Collector, Poona.
Shri P. V. Joshi,
Additional Mamlatdar and Agricultural Lands Tribunal II, Karad.

Urban Development and Public Health Department—

Dr. P. D. Bhave, Director, Public Health, Poona.
Deputy Director of Public Health, Aurangabad.
Deputy Director of Public Health, Nagpur.
Dr. Bhandarkar, Surgeon General with the Government of Maharashtra.
Shri B. T. Talim, Director of Town Planning.

M.L.Cs., Economists, etc.—

Swami Ramanand Bharati, M.L.C.
Shri R. D. Patil, M.L.C.
Shri D. A. Dabholkar, M.L.C., Murtijapur.
Shri K. W. Desai, M.L.C., Jalgaon.
Shri D. H. Sahasrabuddhe, M.L.C., Nagpur.
Shri M. N. Anjikar, M.L.C., Nagpur.
Dr. S. K. Muranjan, Bombay.
Dr. D. T. Lakdawala,
Department of Economics, University of Bombay, Bombay.
Shri R. G. Saraiya, Bombay-1.

Zilla Parishads—

President, Zilla Parishad, Alibag.
President, Zilla Parishad, Sangli.
President, Zilla Parishad, Satara.
President, Zilla Parishad, Ratnagiri.
President, Zilla Parishad, Yeotmal.
President, Zilla Parishad, Amravati.
President, Zilla Parishad, Wardha.
President, Zilla Parishad, Nagpur.
President, Zilla Parishad, Chanda.
President, Zilla Parishad, Nasik.
President, Zilla Parishad, Dhulia.
President, Zilla Parishad, Aurangabad.
President, Zilla Parishad, Parbhani.
President, Zilla Parishad, Osmanabad.
Chief Executive Officer, Sangli.
Chief Executive Officer, Kolhapur.
Chief Executive Officer, Zilla Parishad, Satara.
Chief Executive Officer, Zilla Parishad, Ratnagiri.
Chief Executive Officer, Zilla Parishad, Yeotmal.
Chief Executive Officer, Zilla Parishad, Amravati.

Chief Executive Officer, Zilla Parishad, Wardha.
Deputy Chief Executive Officer, Zilla Parishad, Nagpur and Parishad Education Officer.
Chief Executive Officer, Zilla Parishad, Chanda.
Chief Executive Officer, Zilla Parishad, Ahmednagar.
Chief Executive Officer, Zilla Parishad, Sholapur.
Chief Executive Officer, Zilla Parishad, Poona.
Chief Executive Officer, Zilla Parishad, Aurangabad.
Chief Executive Officer, Zilla Parishad, Parbhani.
Chief Executive Officer, Zilla Parishad, Bhir.
Chief Executive Officer, Zila Parishad, Nanded.
Chief Executive Officer, Zilla Parishad, Osmanabad.
Chief Executive Officer, Zilla Parishad, Akola.
Chief Executive Officer, Zilla Parishad, Buldhana.
Chief Executive Officer, Zilla Parishad, Alibag.
Chief Executive Officer, Zilla Parishad, Nasik.
Chief Executive Officer, Zilla Parishad, Thana.
Chief Executive Officer, Zilla Parishad, Dhulia.
Chief Executive Officer, Zilla Parishad, Bhandara.

Associations of Employees—

General Secretary, Maharashtra State Government Employees' Confederation, Bombay.
General Secretary, Greater Bombay State Employees' Federation, Bombay.
General Secretary, Greater Bombay Collectorates Employees' Association, Bombay.
Marathwada Government Servants, Class III Employees' Association, Aurangabad.
The Rastriya Hospital Employees Union, Nagpur.
The Maharashtra State T. B. Health Visitors' Union, Nagpur.
The Government Press Employees' Association, Nagpur
The Amravati District Judicial Department, Class III Government Servants' Association.
The Local Fund Accounts Association, Nagpur.
The Compounders' Association, Vidarbha Region, Nagpur.
The Hospital Karmachari Union, Nagpur.
The Vidarbha Registration Department Association, Nagpur,
The Bombay High Court Ministerial Staff Association.
The Association of Class III Government Servants of Directorate of Geology and Mining, Nagpur.
The Nagpur District Revenue Department, Class III Ministerial Government Servants' Association, Nagpur.
The Vice-President, Maharashtra State Government Employees' Confederation, Nagpur.
Rajya Sarkari Nokar Sanghatana, Nagpur District, Nagpur.
The D. M. P. Association, Maharashtra State, Nagpur.
All-India Occupational Therapy Associaton, Nagpur.
The Vidarbha Patwari Association, Nagpur.
The Vidarbha Laghuvetan Sarkari Karmachari Association, Nagpur.
The Stenographers' Association, Nagpur.
Rashtriya Vidarbha Krishi Karmachari Association, Agriculture Department, Nagpur.
The Maharashtra State Trained Nurses' Association, Nagpur.
Shri V. P. Pawar, General Secretary, Government Press Rashtriya Kamgar Sangh, Kolhapur.
Shri R. N. Naphade, President,
Ratnagiri District State Government Employees' Federation, Ratnagiri.

Shri Pandare, President, Kolhapur District State Government Employees' Federation, Kolhapur.

Shri M. L. Sawant, M.Ed., General Secretary, Satara District State Government Employees Federation, Satara.

The President, Government Employees' Federation, Sangli.

Secretary, Recognised Vaccination Sangh, Kolhapur.

Shri L. C. Latkar, Vaccinators' Recognised Association, Poona.

Shri G. S. Joglekar, Chairman,
The Association of Maharashtra State Land Records Department Gazetted Officers of Class II.

Shri S. G. Dixit, Maharashtra Veterinary Association, Poona.

Dr. M. G. Bhide, Hon. State Secretary Indian Medical Association, Poona.

The Divisional Storekeepers' Establishment Association, Poona.

Shri M. V Joshi,
General Secretary, Veterinary Livestock.

Shri R. G. Kulkarni, President, Poona Forest Ministerial Employees' Association, Poona.

Shri V. P. Bhide, Hon. Secretary, The Maharashtra Agricultural Services Association, Poona.

The Chairman, Agricultural Officers' and Agricultural Supervisors' Association, Poona.

Shri S. R. Patil, President, Maharashtra State,
Registration Department Association, Poona.

Representatives of the Ministerial Staff of Revenue Department, Poona Collectorate and Commissioner's Office, Poona.

President, Yeravda Prison Press, Clerical Staff Association.

Secretary, Sales Tax Staff Union, Poona.

General Secretary, Haffkine Institute Government Employees' Association (Class III), Bombay.

Shri V. L. Sakpal, President, Maharashtra Rajya Laghuvetan Sarkari Karmachari Sangh, Bombay.

President, Industries Department Ministerial Staff Association, Bombay.

General Secretary, Maharashtra Sales Tax Staff Union, Bombay.

President, Maharashtra Services of Engineers (Class I) Association, Bombay.

President, Maharashtra Services of Engineers (Class II) Association, Bombay.

General Secretary, Central Press Industrial Employees' Union, Bombay.

General Secretary, Labour Officers' Staff Association, Bombay.

Hon. General Secretary, Haffkine Institute, Class IV, Industrial Employees' Union, Bombay.

Hon. General Secretary, Bombay Small Causes Court, Non-gazetted Staff Association, Bombay.

Vice-President, Maharashtra Integrated Medical Association, Bombay.

Shri T. W. Shoorpal, Senior Scientific Assistant,
Representatives of Scientific Staff, Maharashtra Engineering Research Institute, Nasik.

Sarchitnis, Maharashtra State Medical Technicians' Association, Poona-5.

Representatives of the Vidarbha Laghuvetan Karmachari Sangh, Amravati District.

Representatives of Laboratory Attendants of Amravati.

Representatives of the Vidarbha Gram Sahayak Sangh.

District Vaccinators' Union, Amravati.

Vaccinators' Union, Nagpur.

Representative, Grameen Karmachari Mandal, Nagpur.

Representatives of the P. W. D. Employees' Union, Nagpur.

Representatives of the Deputy Collectors' Association, Nagpur.

Representatives of the Maharashtra Rajya Talathi Sangh.
Association of Forest Guards and Foresters.

Teachers' Associations—

President, Jalgaon Zilla Madhyamik Shikshak Sangh, Jalgaon.
Sarchitnis, Marathwada Sarkari Shikshak Sangh, Nanded.
The Private Primary Teachers' Association, Nagpur.
Secretary, Kolhapur Jilha Madhyamik Shikshak Sangh, Kolhapur.
Shri S. B. Mahadar, Joint Secretary,
Rayat Shikshak Sanstha, Satara.
The Secretary, Tarun Prathamik Shikshak Mandal, Sangli.
Shri A. A. Desai, General Secretary, Primary Teachers' Association, Ratnagiri.
President, Kolhapur District Backward Class Primary Teachers' Welfare Association.
Shri S. A. Bhosle, President, Maharashtra State, Class III, Education Officers Association.
Shri B. V. Shimpi, Karyadhyaksha, Maharashtra Rajya Prathamik Shikshak Samiti.
Shri S. A. Thakur, Secondary Teachers' Association.
The General Secretary, Maharashtra State Federation of Head Masters' Association.
Shri G. U. Karmarkar, Secretary, Maharashtra Rashtrabhasha Sabha.
General Secretary, Maharashtra Federation of Secondary Teachers' Association, Bombay.
Secretary, Maharashtra Rajya Basic Primary Training College Teachers' Association, Papdi.
President, English Teaching Schools' Association, Bombay.
President, Greater Bombay Secondary Teachers' Association, Bombay.
President, Shri Shivaji Vidya Prasarak Sanstha, Dhulia.
Principal, Smt. Gokalibai Punamchand P. High School, Bombay-56.
Greater Bombay Association of Heads of Secondary Schools.
Representatives of Mahavidarbha Primary Teachers' Union, Amravati.
Vidarbha Federation of Secondary School Teachers.
Sholapur District Primary Teachers' Sangh.
M. R. Prathamic Shikshak Sangh.
President, Marathwada Government Teachers' Association, Nanded.
President, Marathwada Teachers' Association, Osmanabad.
Prof. P. V. Sowani, Assistant Secretary, Deccan Education Society.
Principal, R. M. Bhatt High School, Parel, Bombay-12.
Principal, J. B. Vachha High School for Parsi Girls, Bombay.

Z. P. Employees Associations—

Representatives of Maharashtra Rajya Zilla Parishad Karmachari Union, Yeotmal.
Representatives of the Zilla Parishad Union, D.M.P. Association and Government Teachers' Association, Amravati
Zilla Parishad Primary Teachers' Association, Amravati.
Representatives of the State Zilla Parishad Employees Union, Nagpur.
Representatives of the Vidarbha Zilla Parishad Employees' Union.
Shri P. A. Bhagat, Secretary, Bhandara Zilla Parishad Karmachari Sangh.
President, Maharashtra State Zilla Parishad Union, Sholapur.
Representatives, Maharashtra State Zilla Parishad Union, Poona.
General Secretary, Sholapur Zilla Parishad Mazdoor Sabha.
Ahmednagar Zilla Gram Panchayat Union.
Ahmednagar Zilla Parishad Kamgar Union.
Ahmednagar Zilla Parishad Sevak Sangh.
Poona Zilla Parishad Union.
President, Maharashtra State Zilla Parishad Employees' Union, Nanded.
Secretary, Maharashtra State Zilla Parishad Employees' Union, Aurangabad.
President, Maharashtra State Zilla Parishad Employees' Union, Osmanabad Branch.

The Maharashtra State Zilla Parishad Employees' Union, Nagpur. (Representing Government Servants on deputation to the Zilla Parishad).

Others—

Principal, R. R. Vidyalaya, Jalgaon.
Professors in Government Colleges, Aurangabad.
Principal, Milind Multipurpose High School, Aurangabad.
The H. M. C. P. and Berar High School, Nagpur (Represented through Senior Teacher).
The Principal, Institute of Science, Nagpur.
Lecturers in Medical and Science Colleges.
Supervisors in Government Industrial Workshops.
Smt. Padmavati Kelkar, Lecturer, Government Pre-Primary Montessory Teacher Training Institute, Nagpur.
Shri R. A. Gole of Co-operative Department.
Shri C. A. Tiwari of Medical Department.
Shri K. N. Bhavalkar, Librarian, Medical College, Nagpur.
Sarvashri V. D. Kulkarni and Kumar of the Finger Print Bureau.
Shri S. K. Shiralkar and Others,
Laboratory Assistants, Rajaram College, Kolhapur.
Shri S. A. More and others,
Demonstrators in Government (Rajaram College) Colleges, Kolhapur.
Shri S. A. Kurne, Primary Teacher, Koregaon.
Shri S. A. Paripatyadar, Psychiatric Social Worker, Mental Hospital, Ratnagiri.
Shri Deshpande, Librarian, Rajaram College, Kolhapur.
Shri Hukerikar, Senior Clerk, Factory Inspection Office, Kolhapur.
Shri B. S. Bhalerao, Storekeeper, Electrical Engineering Department.
Shri Joshi, D.S.P.'s stenographer.
Shri U. B. Pethakar, Secondary Teacher.
Shri M. G. Samant, Professor of Instrumentation.
Shri A. S. Mahadik, Driver, D. V. Car.
Sarvashri S. V. Sawant, M. D. Prabhavalkar and Others,
Office of the Minister for Urban Development.
Sarvashri S. V. Pradhan, S. P. Gadkari and Others,
Office of the Minister for Buildings and Communications.
Drs. S. H. Mansukhani and Others,
Department of Pathology, G. M. College, Bombay-8.
Sarvashri R. V. Dabke, Mahajan and Others,
Directorate of Government Printing and Stationery, Bombay-4.
Shri M. B. Deshpande and Others,
Stenographers in Secretariat Departments.
Shri N. G. Mahajan and Others, Selection Grade Clerks and Senior Clerks from the Office of the Inspector General of Police.
Hindi and Marathi Stenographers from Sachivalaya.
Shri Ankolkar and Others, Reporters in the Maharashtra Legislature Secretariat.
Foundryman in Nagpur Jail Press.
Shri M. S. Tikle, Police Prosecutor, Nagpur.
Lecturers in Medical School.
Assistant Civil Surgeon and Resident Medical Officer, Mayo Hospital, Nagpur.
Shri Manohar Ratwanay, Mental Psychiatric Social Worker, Mental Hospital, Thana.

APPENDIX IV

List of Pay Scales recommended.

1. Rs. 2,500.
2. Rs. 2,000—100—2.500.

3. Rs. 2,000.
4. Rs. 1,900—75—2,200.
5. Rs. 1,800—100—2,500.
6. Rs. 1,800—100—2,300
7. Rs. 1,800—100—2,000.
8. Rs. 1,600—100—2,000.
9. Rs. 1,600—100—1,800.
10. Rs. 1,500—60—1,800—100—2,000.
11. Rs. 1,300—60—1,600—100—1,800.
12. Rs. 1,300—60—1,600.
13. Rs. 1,200—75—1,500.
14. Rs. 1,100—50—1,300—60—1,600.
15. Rs. 1,100—50—1,400.
16. Rs. 1,000—50—1,200—60—1,500.
17. Rs. 1,000—50—1,300.
18. Rs. 920—45—1,100—50—1,150.
19. Rs. 900—50—1,000—60—1,480—E.B.—60—1,600—50—1,800.
20. Rs. 900—50—1,400.
21. Rs. 900—50—1,300.
22. Rs. 830—45—1,100—50—1,150.
23 Rs. 800—50—1,300.
24. Rs. 800—50—1,150.
25. Rs. 785—45—1,100—50—1,150.
26. Rs. 740—45—1,100—50—1,150.
27. Rs. 740—45—1,055.
28. Rs. 740—45—965.
29. Rs. 700—50—1,300.
30. Rs. 700—50—1,250.
31. Rs. 700—30—820—40—900.
32. Rs. 695—45—1,100—50—1,150.
33 Rs. 695—45—1,055.
34. Rs. 650—45—1,100—50—1,150.
35. Rs. 650—45—965.
36. Rs. 600—25—650—30—800.
37. Rs. 590—30—650—45—830.
38. Rs. 560—30—650—45—875—E.B.—45—1,100—50—1,150.
39. Rs. 560—30—650—45—965.
40. Rs. 560—30—650—45—875.
41. Rs. 550—25—650—30—800.
42. Rs. 500—30—650—45—785—E.B.—45—1,100—50—1,150.
43. Rs. 500—30—650—45—965.
44. Rs. 500—25—550—30—730—E.B.—30—820—40—900.
45 Rs. 500—30—650—45—875.
46. Rs. 500—25—650—30—800.
47. Rs. 475—25—700.
48. Rs. 460—20—500—25—650—E.B.—30—800.
49. Rs. 420—20—500—25—600.
50. Rs. 410—30—650—E.B.—45—1,100—50—1,150.
51. Rs. 410—30—650—E.B.—45—965.
52. Rs. 410—30—650—E.B.—45—830.
53. Rs. 400—25—550—30—640—E.B.—30—820—40—900.
54. Rs. 400—25—550—30—640—E.B.—30—850.
55 Rs. 400—20—500—25—600—E.B.—25—650—30—800.
56. Rs. 400—20—500—25—650.
57. Rs. 380—20—500—25—600—E.B.—25—650—30—800.
58. Rs. 375—25—550—30—640—E.B.—30—850.
59. Rs. 360—20—500—25—550—E.B.—25—675.

60. Rs. 360—20—500—25—600.
61. Rs. 350—25—550—30—610—E.B.—30—850.
62. Rs. 350—25—550—E.B.—30—700.
63. Rs. 350—15—440—20—500.
64. Rs. 350—10—450.
65 Rs. 340—20—500—25—550—E.B.—25—650—30—800.
66. Rs. 340—20—500—E.B.—25—650—30—710.
67. Rs. 340—20—500—E.B.—25—650.
68. Rs. 340—20—500—25—575.
69. Rs. 340—20—500.
70. Rs. 325—25—550—30—610—E.B.—30—850.
71. Rs. 320—15—440—20—500.
72 Rs. 300—20—460—E.B.—20—500—25—650—E.B.—30—800.
73. Rs. 300—20—460—E.B.—20—500—25—600.
74. Rs. 300—15—390—20—430—E.B.—20—550.
75. Rs. 300—20—500.
76. Rs. 300—15—375—20—475.
77 Rs. 300—15—390—20—450.
78. Rs. 290—15—455.
79. Rs. 290—15—425.
80. Rs. 275—15—425—E.B.—15—530—20—570.
81. Rs. 275—15—410—E.B.—20—550.
82. Rs. 275—15—470.
83. Rs. 275—15—410.
84. Rs. 270—15—390—20—450.
85. Rs. 260—15—380—E.B.—20—500.
86. Rs. 260—15—455.
87. Rs. 260—10—290—15—410.
88. Rs. 250—10—290—15—380—E.B.—15—530.
89. Rs. 250—10—290—15—380.
90. Rs. 250—10—290—15—350.
91. Rs. 240—10—290—15—350—E.B.—15—470.
92. Rs. 220—10—290—15—320—E.B.—15—500.
93. Rs. 220—10—290—15—320—E.B.—15—410.
94 Rs. 220—10—290—E.B.—15—380.
95. Rs. 220—10—290—15—320.
96. Rs. 210—10—290—15—320—E.B.—15—425.
97. Rs. 200—10—290—E.B.—15—410.
98. Rs. 200—10—290—E.B.—15—380.
99. Rs. 200—10—290—15—320.
100. Rs. 200—10—300.
101. Rs. 200—8—240—10—270.
102. Rs. 180—10—290—E.B.—15—425.
103. Rs. 180—10—290—E.B.—15—380.
104. Rs. 180—6—210—8—250—E.B.—10—330—E.B.—10—350—15—380.
105. Rs. 180—10—300.
106. Rs. 180—6—210—8—250—10—270.
107. Rs. 180—9—270.
108. Rs. 180—5—225.
109. Rs. 170—10—250—E.B.—10—290—15—350.
110 Rs. 170—10—250—E.B.—10—290—15—320.
111. Rs. 170—190—10—300.
112. Rs. 170—8—210—10—270.
113. Rs. 170—8—250.
114. Rs. 170—6—200—8—240.
115. Rs. 170—6—200—8—224—E.B.—8—240—10—300.

116. Rs. 160—10—290—E.B.—15—380—20—400—E.B.—20—500.
117. Rs. 160—10—290—E.B.—15—380.
118. Rs. 160—10—270—E.B.—10—290—15—320.
119. Rs. 160—10—250—E.B.—10—300.
120. Rs. 160—5—220.
121. Rs. 155—5—170—6—200—E.B.—8—240—10—270.
122. Rs. 155—5—170—6—200—8—240.
123. Rs. 155—5—170—6—200.
124. Rs. 150—8—190—10—240—E.B.—10—320.
125. Rs. 150—6—180—8—204—E.B.—8—260—10—270—E.B.—10—
126. Rs. 150—8—190—10—230—E.B.—10—300.
127. Rs. 150—8—190—10—220—E.B.—10—270.
128. Rs. 150—5—190—E.B.—5—200—6—230.
129. Rs. 150—5—200.
130. Rs. 145—4—165—5—185—E.B.—5—225.
131. Rs. 145—4—165—5—180—E.B.—5—210.
132. Rs. 135—5—170—8—186—E.B.—8—250—10—300.
133. Rs. 135—5—170—6—188—E.B.—6—200—8—240—10—270.
134. Rs. 135—5—170—6—188—E.B.—6—200—8—240.
135. Rs. 135—5—170—6—200.
136. Rs. 130—5—150—8—190—E.B.—10—270—E.B.—10—320.
137. Rs. 130—5—150—8—190—E.B.—10—270.
138. Rs. 130—5—150—8—174—E.B.—8—190—10—220.
139. Rs. 130—4—150—5—175—E.B.—5—200—6—230.
140. Rs. 130—4—150—5—170—E.B.—5—200.
141. Rs. 130—4—150—5—180.
142. Rs. 130—4—150.
143. Rs. 125—4—157—E.B.—4—165—5—180.
144. Rs. 125—4—165.
145. Rs. 125—4—145.
146. Rs. 120—5—170—E.B.—6—200—8—240.
147. Rs. 115—3—130—4—150.
148. Rs. 110—4—150—E.B.—5—190—E.B.—5—220.
149. Rs. 110—4—150—E.B.—5—200.
150. Rs. 110—3—128—4—144—E.B.—4—180.
151. Rs. 110—3—128—4—136—E.B.—4—160.
152. Rs. 110—3—128—4—140.
153. Rs. 110—3—125.
154. Rs. 100—3—130—E.B.—3—136—4—160.
155. Rs. 100—3—136—4—140.
156. Rs. 100—3—130.
157. Rs. 100—3—115.
158. Rs. 90—2—100—3—115—E.B.—3—136—4—140.
159. Rs. 90—2—100—3—115—E.B.—3—130.
160. Rs. 90—2—100—3—115.
161. Rs. 90—2—110.
162. Rs. 85—2—101—E.B.—3—107—3—110.
163. Rs. 85—2—105.
164. Rs. 80—2—100—E.B.—3—115.
165. Rs. 80—2—100—E.B.—2—110.
166. Rs. 80—2—100.
167. Rs. 75—1—80—2—90—E.B.—2—100.
168. Rs. 70—1—80—E.B.—2—100.
169. Rs. 70—1—80—E.B.—2—90.
170. Rs. 55—1—60. (For underage—Boy Peon).