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—1,159 (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.	

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
		AGRICU	LTURE 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 C	OMMUNICATIONS DEPARTME POWER DEPARTMENT	NT AND IRRIGATION AND	
	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—730—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—610—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—880 (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	



CHAPTER 21

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 Agri. 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.

[illegible]

[illegible]

[illegible]

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.	
16	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 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.	
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 चे 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.	
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—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).	
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 Gazetteer.	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—450—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 Band 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	Recommended 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 Superintedent	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.	
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—F.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—130	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—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.	
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	Machine man ..	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.	
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—135	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—350 ..	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.	29	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
	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	Heardsman ..	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	Blasksmith ..	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

[redacted]

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 40 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.* Rs.	*Reasons for the grant of special pay.*
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 (3) 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.



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).	

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
	[illegible]				
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

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 (Bacon 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—380 (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 Research 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	

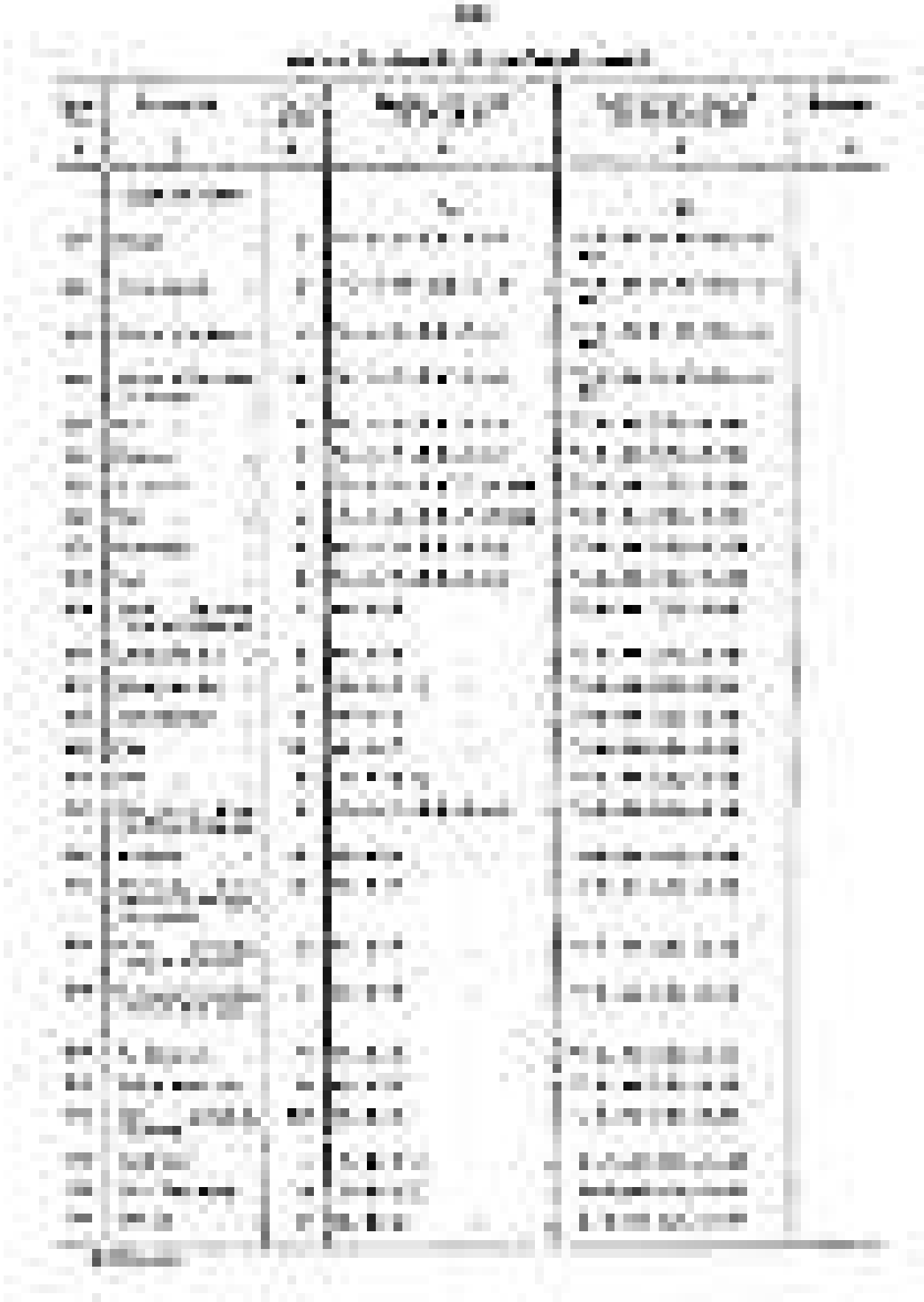


Animal Husbandry Department—contd.

Serial No.	Designation.	No. 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.—3—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.	
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).

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

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	Computer ..	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	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)	
13	Animal Nutrition Officer.	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)	
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—760—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) (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)	
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	Remarks.
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, Stucents 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—130—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	100—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	79—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. 280 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.



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	Biologist ..	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 High 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—260..	170—10—250—E.B.—10—290—15—350	

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	
		15	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—100	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	

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.

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

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:—

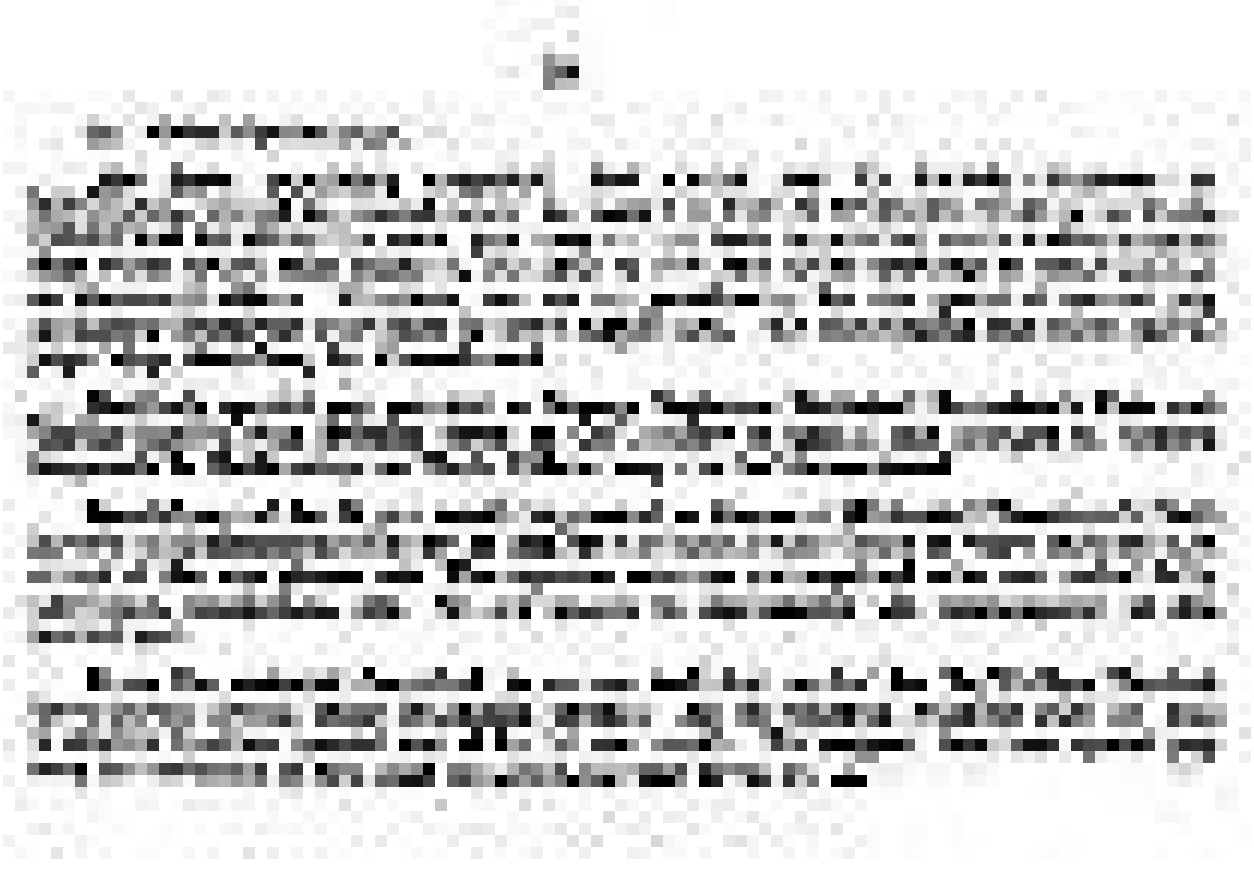
16. *Special Pay to posts under Designs Organisation :*

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.



[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]



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—165	
43	Maistry, Maistry-cum-Plumber/Licenced Plumber.	199	100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
			91—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	

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

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	

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
			[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]

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—260	
			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	160—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 recruits 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)	

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

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	Lifuman ..	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; Messmen; Caretaker; Sluice Keeper; Gange 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.	

[illegible]

[illegible]

[illegible]

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	410—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—30—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	

[redacted]

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.)

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
	Gazetted		Rs.	Rs.	
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—350—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—123—4—141—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.

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

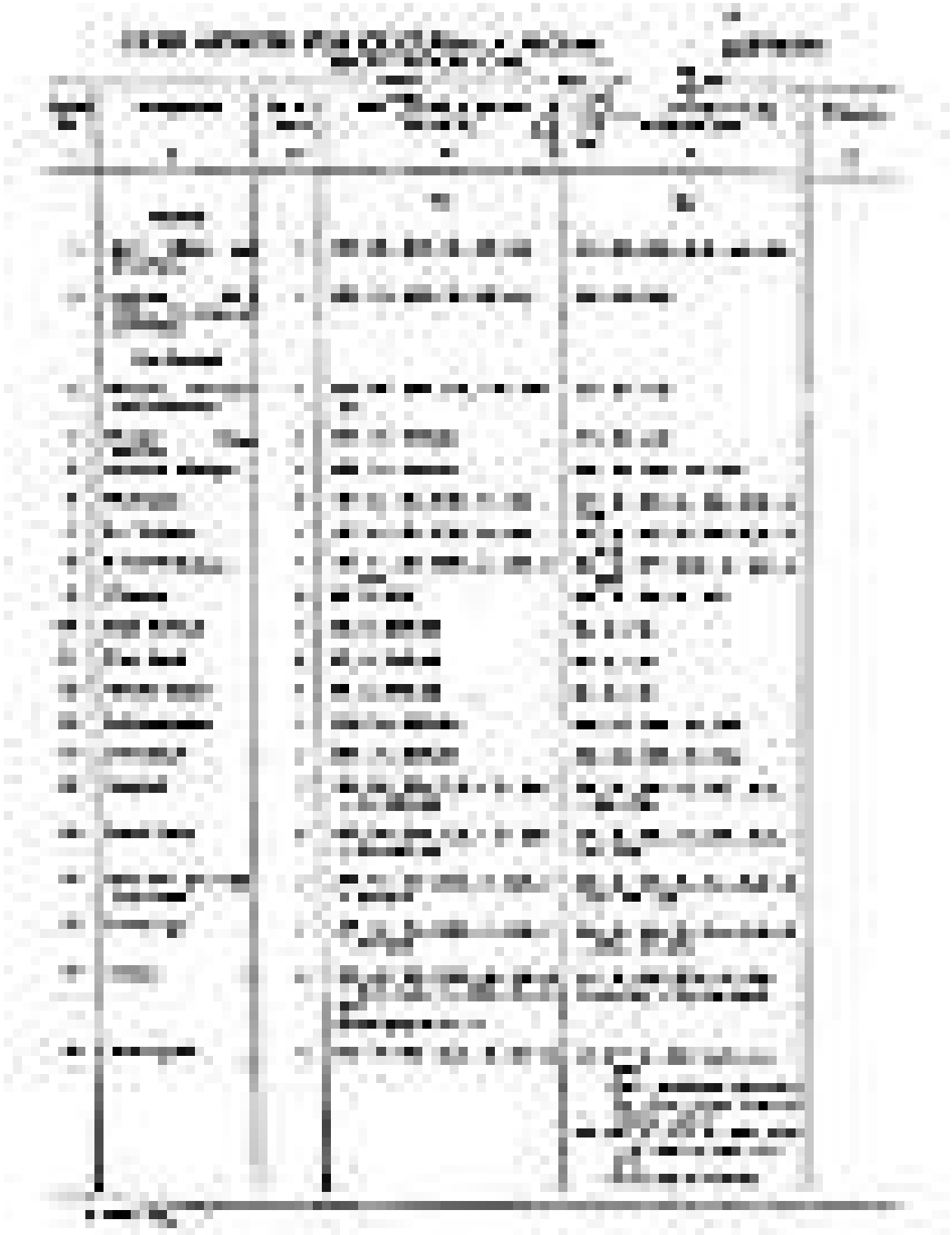
Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted.				
	CLASS III		Rs.	Rs.	
1	Junior Clerk ..	1	120—5—160—5—185 (C) ..	110—4—150—E.B.—5—200	
2	Typist ..	1	120—5—160—5—185 (C) ..	110—4—150—E.B.—5—200	
	CLASS IV				
3	Peon	2	72—1—82 (C)	70—1—80—E.B.—2—90	

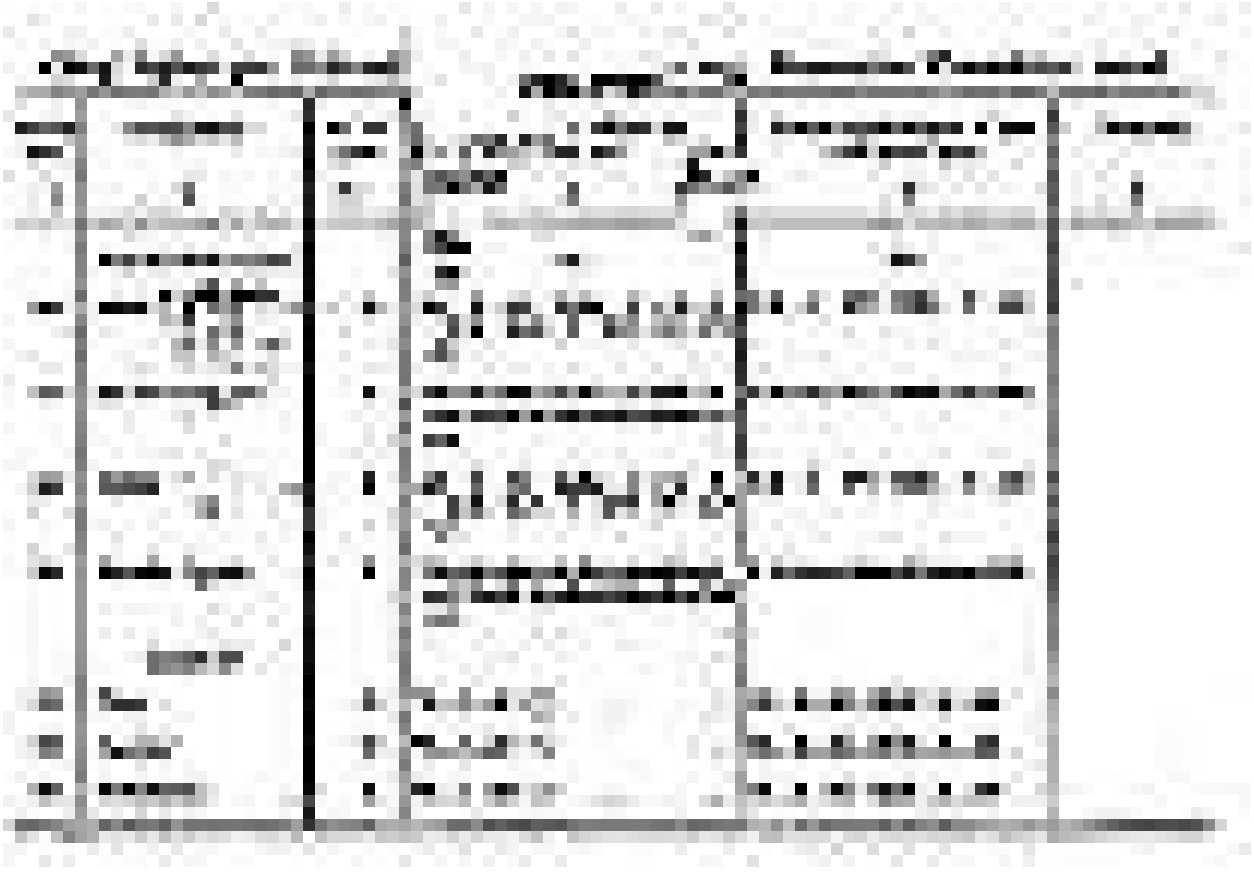
PART 'B'.

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

[illegible]





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—330 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—330 for all posts.

8. *Senior Cameraman* (Rs. 210—330 C); *Photographer-cum-Draftsman* (Rs. 145—330 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—330 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.



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 Musem 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).

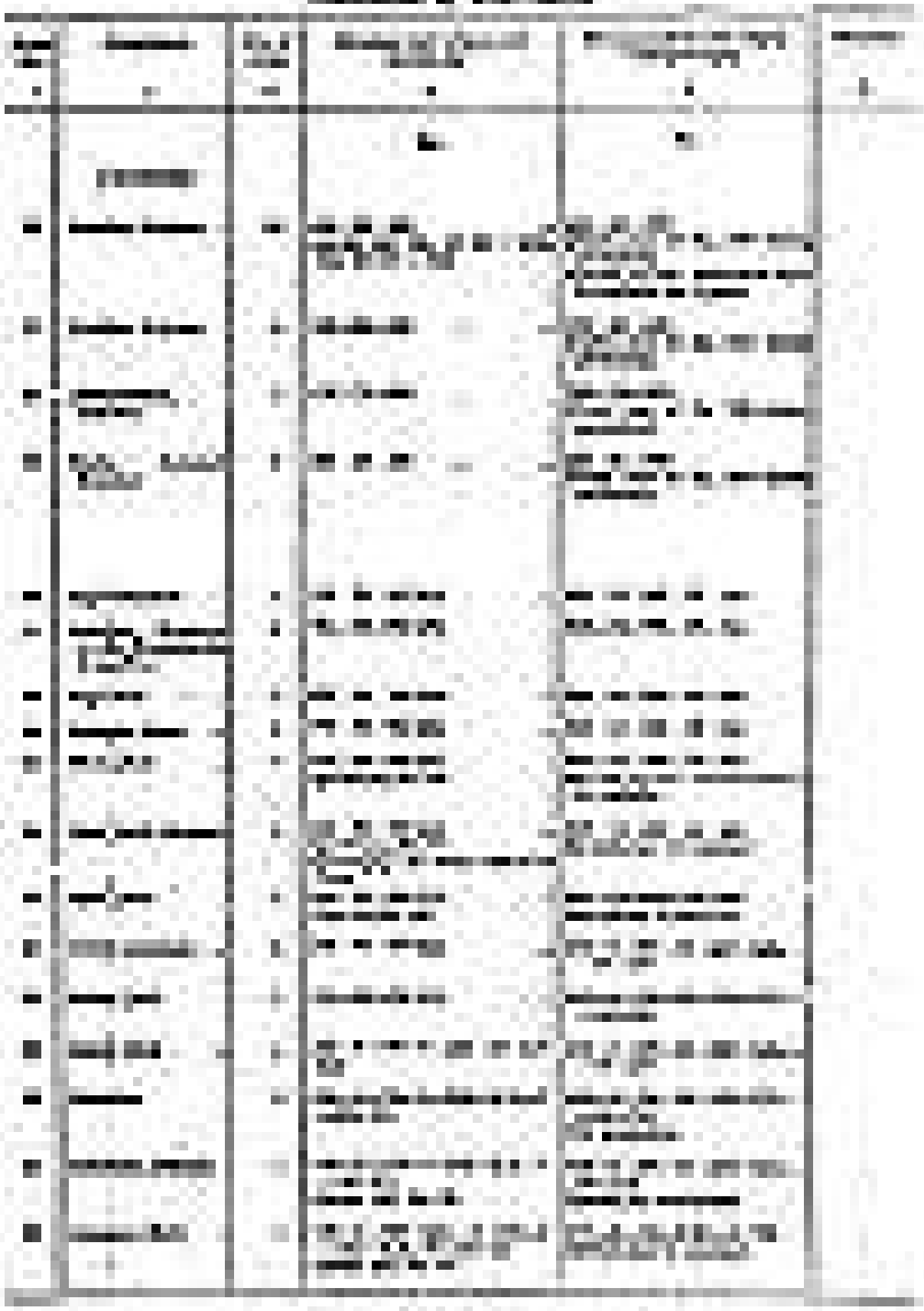
The special pays at the above rates may continue.

(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 continu-	
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
	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	

[illegible]

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.	Shivaji.	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.	
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.	
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—350—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 Surepintendent, 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—135 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	Remarks
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)	Head Master of Primary School with VII standards and more than 300 students :— 90—4—130—E.B.—5—190	
			56—1½—65—2½—70—S.G.—3—100 (Senior Trained) Rs. 40 fixed untrained P.S.C.	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 Watchmen, 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*-Mali.	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—120 .. .. / 120—4—148 (C)	110—3—128—4—144—E.B.—4—180 (Heavy vehicles) / 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, Gadahinglaj.	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	*130—6—190—8—270—10—320 P. T. Instructor (Graduate)
				(ii) *70—3—100—E.B.—4—140—5—150	*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	

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

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

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 p riod 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.	
101	Jamadar ..	8	Rs. 110 (fixed)	110—3—128—4—140	
102	Jamadar ..	1	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	

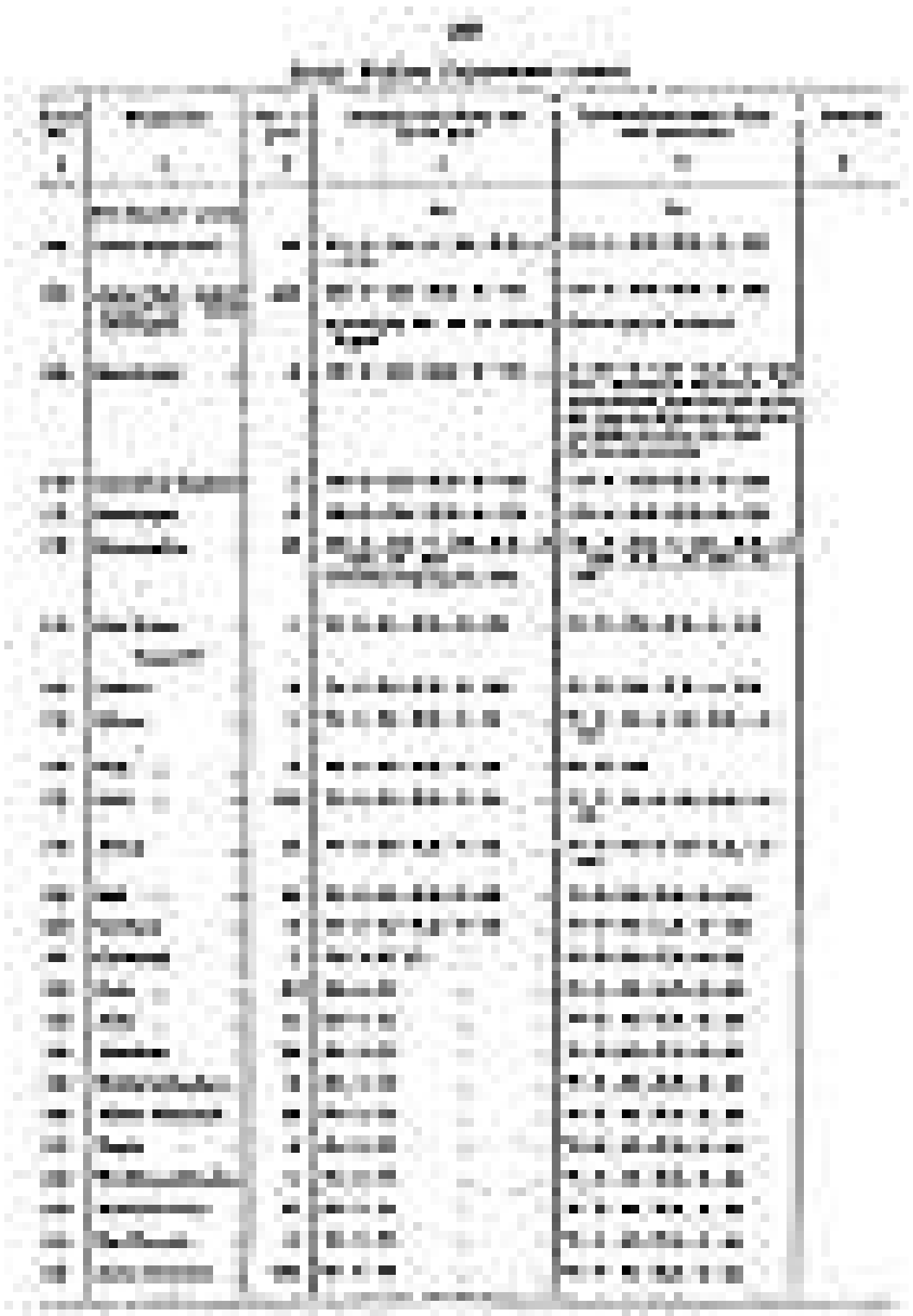
[illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
	[illegible]		[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]

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
	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) (*iii*) 56—1½—65—2½—70—S.G. —3—100 (Senior 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 (*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	
201	Service Teacher (including Village Teacher).	48			

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.



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—1,800, 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

[redacted]

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	Prinoipal 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—1100—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.		

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

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		
39	Superintendent of Workshop at Govt. Polytechnics.	13	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)	
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		
42	Lecturer in Pharmacology.	3	400—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900	
43	Lecturer in Architecture.	7	400—450—25—550—30—670—E.B.—30—880		
44	Lecturer in Structural Design.	1	400—450—25—550—30—670—E.B.—30—880	400—25—550—30—640—E.B.—30—820—40—900	
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		
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	400—25—550—30—640—E.B.—30—820—40—900	
50	Inplant Training Officer.	1	450—25—550—30—670—30—880		
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—F.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—770—15—390—E.B.—15—450—20—400—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—400—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		
89	Foreman, Machine-Shop, Fitting Shop Training.	1	350—25—600 ..		
90	Foreman-Sheet Metal Training and Welding Shop Training.	2	350—25—600	360—20—500—25—550—E.B.—25—675	
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 Mechine 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	130—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[illegible]—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—165—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—125—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—166—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.

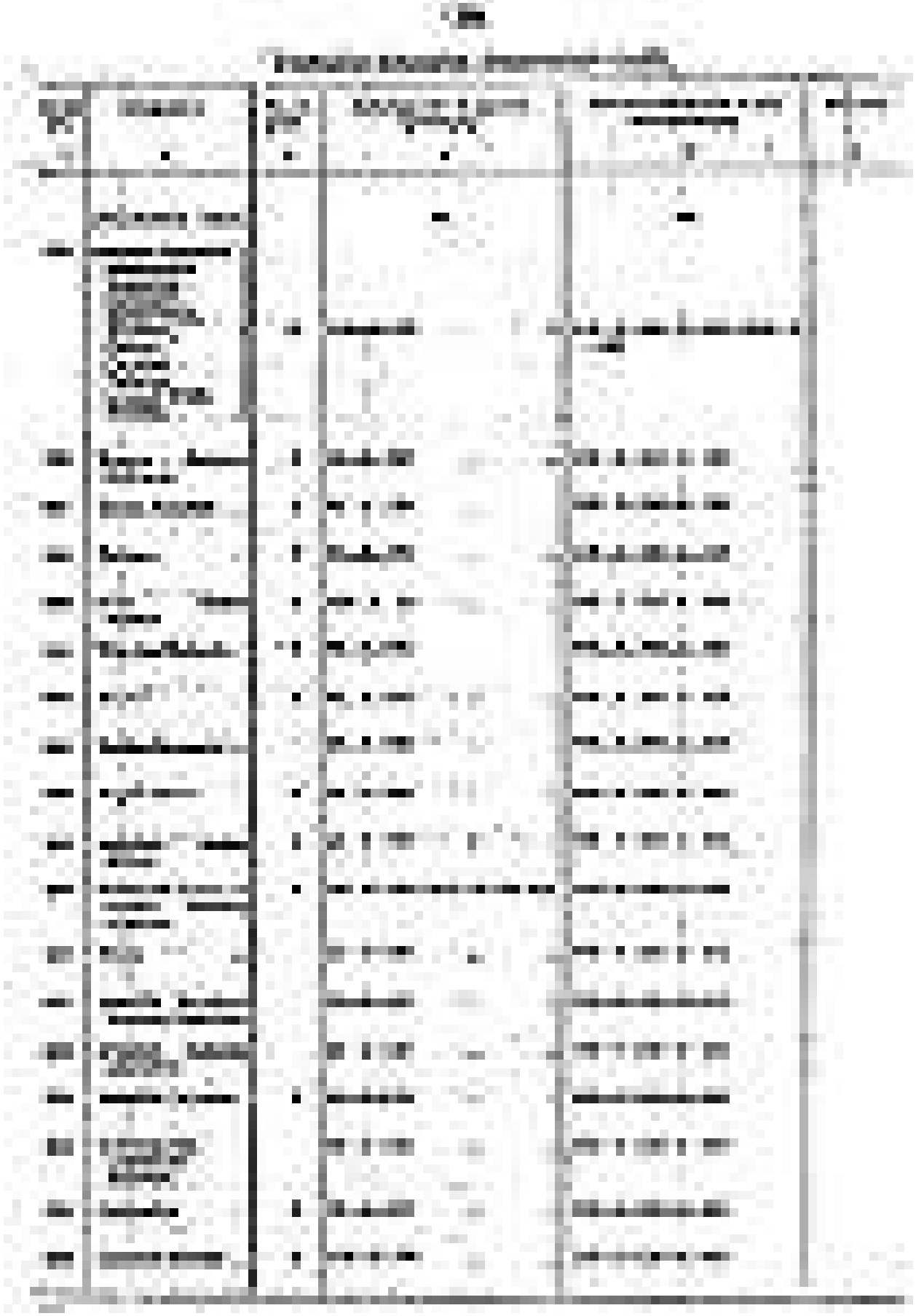
Serial No.	Designation	No. of posts	Existing scale of pay and special pay	Recommended scale of pay and special pay	Remarks
1	2	3	4	5	6
	Non-Gazetted—contd		Rs.	Rs.	
293	Trained Maistry ..		100—3—130—E.B.—4—170 ..	110—3—128—4—144—E.B.—4—180	
294	Machineshop Instructor.	3	100—3—130—E.B.—4—170 ..	100—3—128—4—144—E.B.—4—180	
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.	
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—205—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—275 220—10—300 (C)	(*i*) 160—10—250—E.B.—10—300 For Graduates possessing a diploma or certificate in Library Science.	
			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 300 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.



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 ..	33	Rs. 75 (fixed) ..	70—1—80—E.B.—2—90 Subject to remarks on the chapter on common categories of posts.	

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.

3. 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

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
			Rs.	Rs.	
	Non-Gazetted—contd.				
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 .. .. (ii) 72—1—82 (C)	70—1—80—E.B.—2—90	
46	Watchman		(i) 65—1—75 .. .. (ii) 72—1—82 (C)	70—1—80—E.B.—2—90	
47	Sweeper	267	(i) 65—1—75 .. .. (ii) 72—1—82 (C)	70—1—80—E.B.—2—90	
48	Cycle Messenger		(i) 65—1—75 .. .. (ii) 72—1—82 (C)	70—1—80—E.B.—2—90	
49	Hamal-*cum*-Peon		(i) 65—1—75 .. .. (ii) 72—1—82 (C)	70—1—80—E.B.—2—90	
50	Hamal		(i) 65—1—75 .. .. (ii) 72—1—82 (C)	70—1—80—E.B.—2—90	
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 admissible 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.	

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.

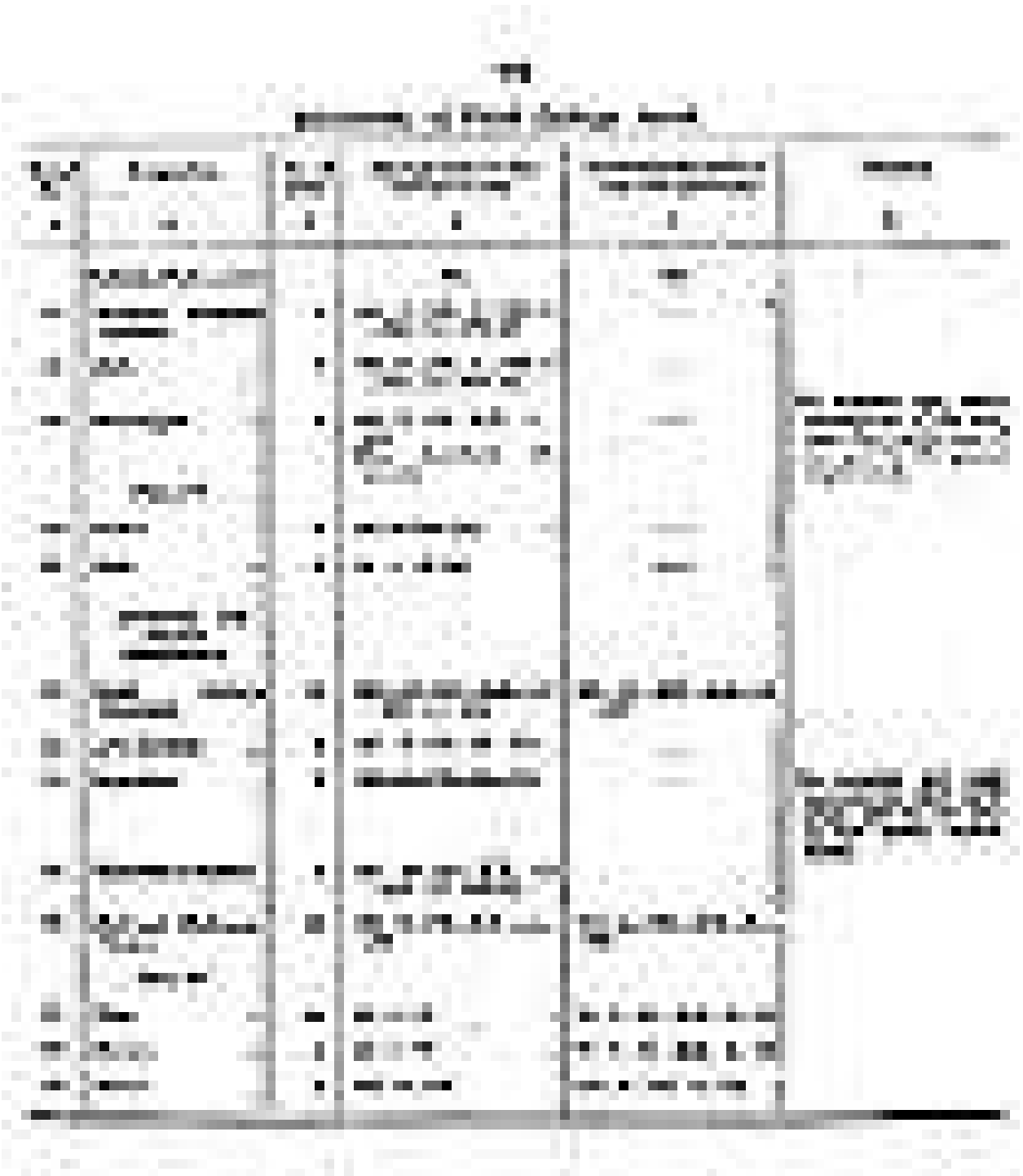
10. *Small Savings Organisers* (Rs. 200—350) :

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	200—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	Superintendent ..	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—350 ..	....	
16	Accountant ..	1	220—10—320 (C) ..	....	



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.

[illegible]

[illegible]

[illegible]

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
			Rs.	Rs.	
	Gazetted				
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) .. 730—45—1,000—50—1,100 ..	740—45—1,100—50—1,150 (For those belonging to Maharashtra Finance and Accounts Service Class I (Senior)	
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. 20 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 accruing 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—875	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.

(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	100—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 SHOLAPUR	NAGPUR, POONA AND	
	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	Asistant 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—130	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	165—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	

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
	[illegible]		[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]

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 subordinate 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.

[illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
		[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	[illegible]	
[illegible]	[illegible]

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—2.0—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 of

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 the 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)	

CHAPTER 53

DIRECTORATE OF PUBLICITY

The main purpose of the Directorate of Publicity is to keep the people informed of the activities of the 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.



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
	Gazetted—contd.		Rs.	Rs.	
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	450 (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 (Talex) ..	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—130	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)	250—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—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).	
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)	

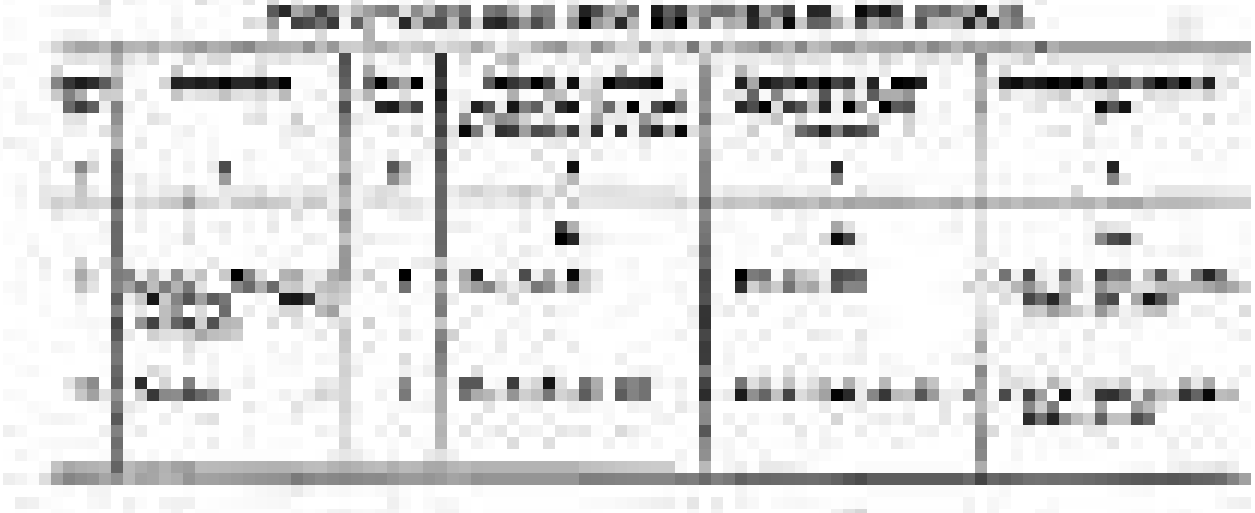
Directorate of Publicity—contd.

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—460—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—5—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—260	
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 Gazetted*—contd.		Rs.	Rs.	
20	Stores Superintendent.	1	270—15—390	260—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—220—(C)	260—10—290—15—320	
23	Accountant ..	2	220—10—320 (C)	260—10—290—15—320 ..	
24	Senior Store-keeper	1	165—10—225—E.B.—10—265—15—300 (C)	150—8—190—10—220—E.B.—10—270	
25	Senior Account's 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	





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—800 (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—E.B.—15—350 (Diploma holder to start on Rs. 180)	
16	Overseer (Mechanic)	2	150—10—300—E.B.—15—360.	160—10—290—E.B.—15—280 (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	

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

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)	

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
			Rs.	Rs.	
	Gazetted				
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—106	
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
			Rs.	Rs.	
	Gazetted.				
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—150—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.	
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

[illegible]

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

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]			[illegible]	[illegible]	
[illegible]	[illegible]	1	[illegible]	[illegible]	
[illegible]	[illegible]	2	[illegible]	[illegible]	
[illegible]	[illegible]	3	[illegible]	[illegible]	
[illegible]	[illegible]	4	[illegible]	[illegible]	
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	

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.

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.

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
	Gazetted		Rs.	Rs.	
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.	

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 ..	735—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.

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
	CLASS III		Rs.	Rs.	
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 63

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	Assisant 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	

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	235—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—126 (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	3	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	....	Noseparate 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	

[illegible]

[illegible]

[illegible]

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 63

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
			Rs.	Rs.	
	Gazetted				
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.	

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
	Non-Gazetted—contd.		Rs.	Rs.	
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

[illegible]

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 Services.)	
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.	
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.	

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.

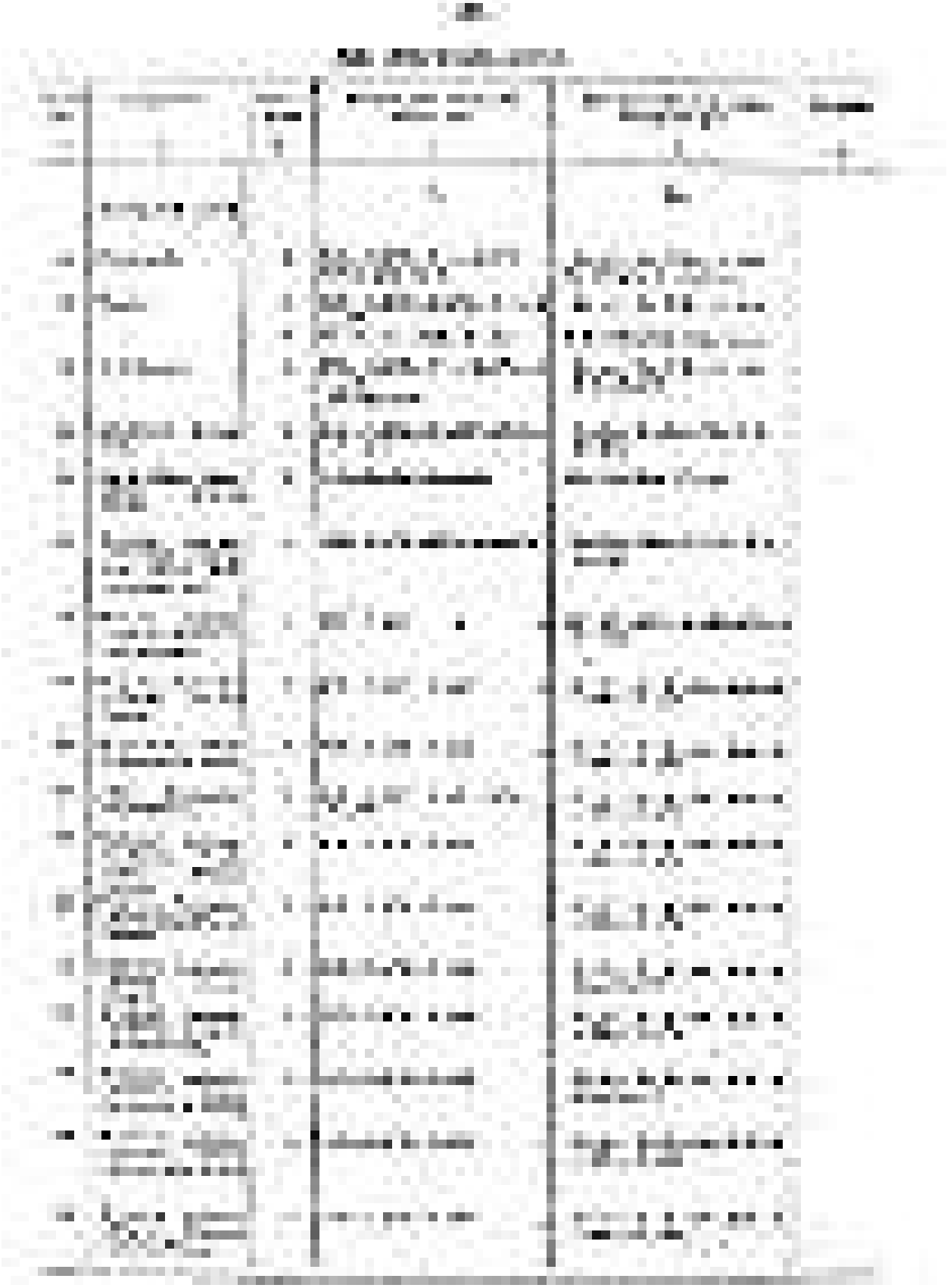
SCHEDULE

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
			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—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	
35	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				
1	Superintendent ..	1	375—20—535—E.B.—30—715	380—20—500—25—600—E.B.—25—650—30—800	
	Non-Gazetted				
2	Assistant Superintendent (Works).	1	300—300—350—20—490 ..	300—20—500	
3	Head Clerk ..	1	280—10—350—15—380 (C)	260—10—290—15—410	
4	Accountant ..	1	250—15—295	200—10—290—15—320	
5	Assistant Accountant	1	190—8—270 (C)	150—8—190—10—220—E.B.—10—270	
6	Booking Supervisor.	1	160—5—175—7—203—E.B.—7—245 (C)	150—8—190—10—220—E.B.—10—270	
7	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	

